



Book of Reports *of the* **2025 Southern Baptist Convention**

prepared for the

**One Hundred Sixty-Seventh Session
One Hundred Eightieth Year**

meeting in

**Dallas, Texas
June 10-11, 2025**

2025 CONVENTION OFFICERS

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Second Vice President

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FUTURE SBC ANNUAL MEETING SITES

Orlando, Florida – June 9–10, 2026

Salt Lake City, Utah – June 8–9, 2027

FOREWORD

Let us hold on to the confession of our hope without wavering, since he who promised is faithful. And let us consider one another in order to provoke love and good works. (Hebrews 10:23–24, CSB)

In June, Southern Baptists will gather in Dallas, Texas for our Annual Meeting. Our theme this year is “Hold Fast,” which comes from Hebrews 10:23–24.

Many good things happen when Southern Baptists come together each summer. We catch up with old friends. We often make some new friends. We worship together. We commission our missionaries to proclaim the good news hither and yon. And, of course, we conduct our business. If you think about it, the Annual Meeting is simultaneously a family reunion, a worship gathering, a mission-sending celebration, and a business meeting.

The Great Commission is the beating heart of Southern Baptists. As President Clint Pressley has noted, the “two rails” of the SBC are confession and cooperation. Theological fidelity and cooperative mission. These twin themes will be on our mind in Dallas as we celebrate the centennial of both the Baptist Faith and Message and the Cooperative Program, each of which were adopted at the 1925 SBC Annual Meeting in Memphis.

This Book of Reports offers evidence of just how deeply Southern Baptists are committed to both confession and cooperation. It is a record of how our various entities, boards, and commissions have labored to advance the kingdom. The Book of Reports is filled with useful data and accompanying narrative, all of which is intended to both inform messengers and equip them to conduct our business at the Annual Meeting. It is available online, as well as in the SBC app, the latter of which can be downloaded to your electronic device.

I want to encourage Southern Baptists to read the Book of Reports. Pray for the kingdom work of our denominational ministries. Pray also for the faithful men and women who serve in each of those ministries, as well as the trustees who govern them on behalf of all Southern Baptists. And makes plans to join us in Dallas. I hope to see you there.

Nathan A. Finn

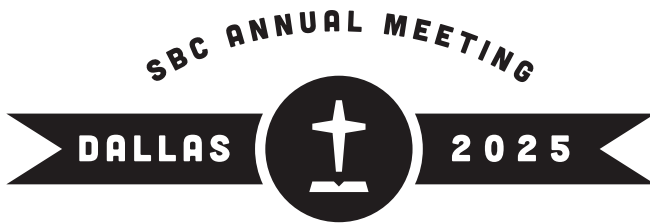
Recording Secretary of the Southern Baptist Convention

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*Prepared and distributed by: Southern Baptist Convention Executive Committee, 901 Commerce Street; Nashville, TN 37203
Reviewed by: Nathan A. Finn, SBC Recording Secretary*

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HOLD FAST

★ HEBREWS 10:23-24 ★

JUNE 10-11, 2025

EXECUTIVE COMMITTEE

Ninety-Eighth Annual Report



SBC | EXECUTIVE
COMMITTEE

901 Commerce Street, Nashville, Tennessee 37203

PHILIP J. ROBERTSON, Chairman

JEFF IORG, President and Chief Executive Officer

The Executive Committee of the Southern Baptist Convention presents this ninety-eighth annual report. There are 86 persons from 38 states and regions who are elected as members of the SBC Executive Committee.

The SBC Executive Committee met as follows during 2024-25:

September 16-17, 2024	Nashville, TN
February 17-18, 2025	Nashville, TN
April 25, 2025	Virtual
June 9, 2025	Dallas, TX

Officers of the SBC Executive Committee – The Officers of the SBC Executive Committee include its president, chair, vice chair, secretary, and the chairs of its four standing committees.

Jeff Iorg serves as president and chief executive officer and the other officers, as well as the chairs, vice chairs, and secretaries of the four standing committees are named below:

Chair: Philip J. Robertson, Louisiana

Vice Chair: Anthony (Tony) Dockery, California

Secretary: Nancy W. Spalding, Michigan

Committee on Convention Events and Strategic Planning

Chair: Carolyn J. Fountain, Louisiana

Vice Chair: John C. (Jay) Ridenour, III, New England

Secretary: Kathryn C. (Katie) Creery, Georgia

Committee on Convention Finances and Stewardship Development

Chair: Adam Wyatt, Mississippi

Vice Chair: David A. Twiddy, Florida

Secretary: Nick W. Sandefur, Kentucky

Committee on Convention Missions and Ministry

Chair: Mollie Duddleston, Arkansas

Vice Chair: Ted Murphy, Tennessee

Secretary: Tampa J. (Tam) Nannen, Texas

Committee on Southern Baptist Relations

Chair: Roger T. (Todd) Stiles, Iowa

Vice Chair: Dean Inserra, Florida

Secretary: Brian A. Cloys, Mississippi

SIGNIFICANT ACTIONS OF THE SBC EXECUTIVE COMMITTEE

The following actions of the SBC Executive Committee are reported for information.

1. SBC Executive Committee Leadership Staff Changes

On September 3, 2024, SBC Executive Committee President and CEO Jeff Iorg announced the reorganization of SBC Executive Committee executive staff leadership as follows:

- Mike Bianchi was named chief financial officer.
- Jonathan Howe was named vice president for convention administration.
- Brandon Porter was named vice president for communications.
- Charles Grant continues his role as associate vice president of convention partnerships.

2. Jeff Dalrymple Named Director of Department of Sexual Abuse Prevention and Response

On January 21, 2025, SBC Executive Committee President and CEO, Jeff Iorg, named Jeff Dalrymple as the director of the Department of Sexual Abuse Prevention and Response.

During its September 16-17, 2024, meeting, the SBC Executive Committee approved the following actions three (3) through sixteen (16).

3. Department of Sexual Abuse Prevention and Response

In response to a decision by messengers to the 2024 Southern Baptist Convention, the SBC Executive Committee authorized the creation of a department within the SBC Executive Committee to assist Southern Baptist churches in the area of sexual abuse prevention and response.

4. SBC Executive Committee Legal Counsel

Members retained Fidelis Law, PLLC, as the legal counsel for the Southern Baptist Convention and the SBC Executive Committee.

5. SBC Executive Committee Bylaw Amendment Regarding Appointment of Standing Committee Members

Members amended its bylaws pertaining to the appointment of standing committee members effective upon adjournment of its meeting. SBC Executive Committee Bylaw 4.7 was amended as follows:

(Addition of text is indicated by underline and deletion of text is indicated by ~~strikethrough~~.)

4.7 Appointment of Standing Committees. After conferring with the president regarding potential appointments, the newly-elected board chairperson, in consultation with the vice chairperson and secretary, shall ~~appoint~~ recommend appointments to the Standing Committees designated in these Bylaws, and the vice chairpersons and secretaries of the Standing Committees. All appointments will be presented for consideration by the board of trustees. No trustee may be appointed to more than one Standing Committee except by vote of the board of trustees itself.

The final amended version would read as follows:

4.7 Appointment of Standing Committees. After conferring with the president regarding potential appointments, the newly-elected board chairperson, in consultation with the vice chairperson and secretary, shall recommend appointments to the Standing

Committees designated in these Bylaws, and the vice chairpersons and secretaries of the Standing Committees. All appointments will be presented for consideration by the board of trustees. No trustee may be appointed to more than one Standing Committee except by vote of the board of trustees itself.

6. SBC Executive Committee Personnel Policies Manual Amendments

Members amended sections of its Personnel Policies Manual which pertain to Employee Housing Allowance, Pay Periods, and Outside Employment and Honorariums.

7. Report of Audits of SBC Entities

Members received as information that the Committee on Convention Finances and Stewardship Development received and reviewed the 2024 required communications submitted to the SBC Executive Committee as outlined by Article XIII of the SBC Business and Financial Plan, and acknowledged those audited financial statements were made a part of the official records of the SBC Executive Committee.

8. Review of SBC Entity Fund Raising Reports

Members received as information the Annual Fund Raising Activity Reports of the entities of the Southern Baptist Convention.

9. Legal Expenses Related to Guidepost Solutions Investigation and Subsequent Legal Fees

In response to a 2024 referred motion to direct the SBC Executive Committee to publish a schedule of all money spent on legal matters between 2021 and 2024, members received a report through August 2024. The report has been updated through December 2024 and is included in the section, Matters Referred by the Convention, on page 17.

10. Amendment to SBC Constitution Article XIV. Amendments (See Recommendation 4, p. 50)

Members considered the Cooperation Group's Recommendation 1 and a similar SBC referred motion and reports it will recommend the 2025 Southern Baptist Convention adopt amendments to SBC Constitution Article XIV. Amendments.

11. Amendment to SBC Bylaw 15. Committee on Nominations (See Recommendation 5, p. 50)

Members considered the Cooperation Group's Recommendation 3 to require nominees for trustee or standing committee positions to affirm the Convention's adopted statement of faith and reports it will recommend the 2025 Southern Baptist Convention amend SBC Bylaw 15. Committee on Nominations to include the provision "Any person elected to serve on any of the boards, institutions, commissions, the Executive Committee, or Convention standing committees shall affirm the Convention's adopted statement of faith."

12. Amendment to SBC Bylaw 20. Resolutions (See Recommendation 6, p. 51.)

Members considered an SBC referred motion to amend SBC Bylaw 20. Resolutions to allow for timely access to submitted resolutions and will recommend the amendments to the Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, for adoption.

13. SBC Executive Committee Legal Strategies Committee

Josh Hetzler, chair of the SBC Executive Committee Legal Strategies Committee presented the committee's report and recommendations to the SBC Executive Committee.

14. SBC Executive Committee Operational Expenses

Members authorized the SBC Executive Committee President to enter into a loan secured by the SBC Building located at 901 Commerce Street, Nashville, Tennessee, for legal and operational expenses of the SBC Executive Committee.

15. SBC Building

Members authorized the SBC Executive Committee president to market for sale the SBC Building located at 901 Commerce Street, Nashville, Tennessee.

16. Recognitions

The following individuals were recognized for their contributions as state convention leaders:

- Tim Patterson, executive director of the State Baptist Convention of Michigan retired effective December 31, 2024.
- Tommy Green, executive director-treasurer of the Florida Baptist Convention retired effective December 31, 2024.

During its February 17-18, 2025, meeting, the SBC Executive Committee approved the following actions seventeen (17) through thirty-one (31).

17. Election of Southern Baptist Foundation Trustees

Members directed its president, as the agent designated to represent it as the Member of the Southern Baptist Foundation, to elect Craig Parker, Louisville, Kentucky, and Tom Boyd, Lebanon, Tennessee, as directors of the Southern Baptist Foundation, for second terms of office expiring 2028 and until their successors are elected, the terms to begin immediately upon their election during the Southern Baptist Foundation's annual members' meeting to be held in June 2025.

18. 2025-2026 SBC Cooperative Program Allocation Budget (See Recommendation 1, page 45.)

Members adopted the 2025-2026 SBC Cooperative Program Allocation Budget in the amount of \$190,000,000 and will recommend the budget to the Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, for adoption.

SBC Executive Committee President and CEO Jeff Iorg reported that through December 2024 the SBC Executive Committee paid approximately \$13 million toward legal expenses from its financial reserves. The SBC Executive Committee will recommend the Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, approve a \$190,000,000 Cooperative Program budget for 2025-26 with a \$3,000,000 priority allocation for legal expenses.

19. 2025-2026 SBC Executive Committee and SBC Operating Budget (See Recommendation 2, page 46.)

Members adopted the 2025-2026 SBC Executive Committee and SBC Operating Budget in the amount of \$12,068,300 and will recommend the budget to the Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, for adoption.

20. SBC Business and Financial Plan Amendments (See Recommendation 3, page 46.)

Members adopted an extensive revision to the SBC Business and Financial Plan of the Southern Baptist Convention and will recommend the revised SBC Business and Financial Plan to the Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, for adoption.

21. Loan Status Reports

Members received as information loan status reports from The Southern Baptist Theological Seminary and Southwestern Baptist Theological Seminary. They will report their loan status to the SBC Executive Committee again during its February 2026 meeting.

22. Report of Audits of SBC Entities

Members received as information that the Committee on Convention Finances and Stewardship Development received and reviewed the 2024 required communications submitted to the SBC Executive Committee as outlined by Article XIII of the SBC Business and Financial Plan, and acknowledged these audited financial statements were made a part of the official records of the SBC Executive Committee. The standing committee also received and reviewed the draft of the 2023-24 audited financial statements of the SBC Executive Committee, as prepared by the firm of Batts Morrison Wales & Lee, P.A.

23. SBC Parliamentary Contracts

Members received as information that the SBC Executive Committee would secure the full execution of a contract with C. Barry McCarty to serve as the chief parliamentarian and with Al Gage to serve as assistant parliamentarian during the next annual meeting of the Southern Baptist Convention in Dallas, Texas, June 10-11, 2025.

24. Meeting Hall Expenses of the SBC Pastors' Conference

Members requested the SBC Pastors' Conference reimburse the SBC Executive Committee \$100,000 for the year 2025 for its use of meeting space and the meeting hall and facilities at the annual meeting of the Southern Baptist Convention. The staff continues to provide significant indirect support through the Cooperative Program Allocation Budget to help offset the facility and production costs of the SBC Pastors' Conference which are approximately \$450,000 annually.

25. SBC Annual Meeting Future Site Relocation for 2028 (See Recommendation 7, page 51.)

Members adopted a recommendation to recommend the Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, select St. Louis, Missouri, as the replacement site for the 2028 annual meeting of the Southern Baptist Convention, contingent upon satisfactory contract negotiations with the convention center and area hotels. The convention dates will remain June 13-14, 2028.

26. SBC Annual Meeting Future Site Considerations (See Recommendation 8 and Recommendation 9, page 51.)

Members adopted a recommendation to recommend the Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, select San Antonio, Texas, for the 2029 and 2036 annual meeting site and St. Louis, Missouri, for the 2033 and 2038 annual meeting site contingent upon satisfactory contract negotiations with the convention center and area hotels. The recommended convention locations and dates are as follows:

San Antonio, Texas	June 12-13, 2029
St. Louis, Missouri	June 14-15, 2033
San Antonio, Texas	June 10-11, 2036
St. Louis, Missouri	June 15-16, 2038

27. SBC Calendar of Activities

Members approved the 2030 SBC Calendar of Activities.

JANUARY - *Focus on Christian Discipleship*

January 6-13: January Bible Study Week

January 20: Sanctity of Life Sunday

FEBRUARY - *Focus on Christian Unity*

February 3: George Liele Church Planting, Evangelism, and Missions Sunday

February 17: Focus on WMU Sunday

February 24: Racial Reconciliation Sunday

MARCH - *Focus on North American Missions*

March 3-10: Week of Prayer for North American Missions
and Annie Armstrong Easter Offering

March 17: Church Planting Emphasis Day

APRIL - *Focus on Christian Evangelism*

April 21: Easter

April 28: Baptism Sunday

MAY - *Focus on Christian Education*

May 2: National Day of Prayer

May 5: SBC Seminary Sunday

May 19: Children's Ministry Sunday

JUNE - *Focus on Local & State Missions & Ministries*

June 2: Disaster Relief Sunday

June 8: Crossover

June 9-10: WMU Missions Celebration

June 11-12: SBC Annual Meeting

June 23: Mission:Dignity Sunday

JULY - *Focus on Christian Citizenship*

July 7: Religious Liberty Sunday

AUGUST - *Focus on Christian Service*

August 4: Send Relief Sunday

August 11: SBC Serve Sunday

August 25: Global Hunger Sunday

SEPTEMBER - *Focus on Next Generation Ministries*

September 14: Children's Missions Day

September 22: Caring Well Sunday

OCTOBER - *Focus on Cooperative Program*

October 6: CP Sunday

October 20: Day of Prayer for Associational Missions

October 27: Student Baptism Sunday

NOVEMBER - *Focus on Christian Compassion*

November 3: Day of Prayer for Persecuted Church

November 10: Orphans & Widows Sunday

DECEMBER - *Focus on International Missions*

December 1-8: Week of Prayer for International Missions
and Lottie Moon Christmas Offering

December 25: Christmas

28. ChurchSearch Database Administration Process

Members considered the Cooperation Group's Recommendation 4 to publish a list of churches and reports it has altered its database administration processes to include in ChurchSearch only churches who have cooperated with the Convention as reported in the Annual Church Profile, in accordance with Article III of the SBC Constitution within the preceding 5 years. ChurchSearch is provided as a courtesy and is not intended to be a comprehensive list of churches which identify as Southern Baptist.

29. Sexual Abuse Prevention and Response Update

SBC Executive Committee President and CEO Jeff Iorg provided an update related to sexual abuse prevention and response. Director, Jeff Dalrymple is initially focusing on six initiatives as follows:

- Enhancing the free Essentials curriculum for all Southern Baptist churches.
- Appointing an advisory committee on sexual abuse prevention and response strategies.
- Assuming control of and enhancing sbcabuseprevention.com.
- Improving the SBC abuse hotline.
- Formalizing a network of state convention abuse prevention and response leaders.
- Hosting "Safeguarding the Next Generation" – a training event to take place at the annual meeting in Dallas, Texas.

30. SBC Credentials Committee Report and Recommendations

Upon the recommendation of the Credentials Committee, members adopted the following recommendations:

- ***Centro Cristiano Jesus es el Camino Church, Merced, California***

That the Credentials Committee of the Southern Baptist Convention recommend to the Executive Committee of the Southern Baptist Convention during its February 17-18, 2025, meeting that Centro Cristiano Jesus es el Camino Church, Merced, California, be deemed not in friendly cooperation with the Convention, on the basis that the church is acting in a manner that is inconsistent with the Convention's beliefs regarding sexual abuse.

- ***Rabbit Creek Baptist Church, Anchorage, Alaska***

That the Credentials Committee of the Southern Baptist Convention recommend to the SBC Executive Committee during its February 17-18, 2025, meeting that Rabbit Creek Church, Anchorage, Alaska, be deemed not in friendly cooperation with the Convention, on the basis that the church has a faith and practice which does not closely identify with the Convention's adopted statement of faith, as demonstrated by the egalitarian beliefs publicly expressed by its leadership.

31. Recognitions

The following individuals were recognized for their contributions as state convention leaders:

- Leo Endel, executive director of the Minnesota-Wisconsin Baptist Convention will retire June 30, 2025.
- Randy Adams, executive director of the Northwest Baptist Convention, retired in 2025.
- Randy Covington, executive director of the Alaska Baptist Resource Network, retired in 2025.
- Terry Robertson, executive director of the Baptist Convention of New York, retired in 2025.

32. Audit of the SBC Executive Committee

In a virtual meeting held on Thursday, March 20, 2025, the Committee on Convention Finances and Stewardship Development received the 2024 final audit and management letter of the SBC Executive Committee, as prepared by Batts Morrison Wales & Lee, P.A. The audited financial statements were made a part of the official records of the SBC Executive Committee.

CONVENTION STATISTICAL REPORT

Cooperative Program Giving - The giving record of Southern Baptists during the fiscal year October 1, 2023 - September 30, 2024, is as follows:

	<u>2023 - 2024</u>	<u>2022 - 2023</u>	<u>% Change</u>
Total CP as a % of			
Undesignated Gifts ²	4.67%	4.48%	4.35%
Total Undesignated Gifts	\$ 9,558,032,631	\$ 10,027,338,119	(4.68%)
Total Cooperative Program ²	\$ 446,641,957	\$ 449,039,992	(0.54%)
State Convention Share			
of Total CP ²	\$ 259,170,327	\$ 260,534,184	(0.52%)
SBC Share of Total CP ²	\$ 187,471,630	\$ 188,505,808	(0.55%)

Trends in Giving – The following five-year record of gifts to Southern Baptist churches and through the Cooperative Program is as follows:

	<u>Undesignated</u>	<u>%</u>	<u>Total</u>	<u>%</u>
<u>Year</u>	<u>Gifts</u>	<u>Change</u>	<u>Cooperative</u>	<u>Change</u>
2019-20	\$ 9,531,225,749	(0.72%)	\$ 455,553,027	(1.46%)
2020-21	\$ 9,774,807,128	2.56%	\$ 457,928,996	0.52%
2021-22	\$ 9,962,910,482	1.92%	\$ 457,417,314	(0.11%)
2022-23	\$ 10,027,338,119	0.65%	\$ 449,039,992	(1.83%)
2023-24	\$ 9,558,032,631	(4.68%)	\$ 446,641,957	(0.54%)
Average 1980s		7.58%	\$ 292,454,267	6.74%
Average 1990s		5.42%	\$ 398,347,224	2.67%
Average 2000s		4.12%	\$ 513,322,447	1.21%
Average 2010s		(0.21%)	\$ 475,893,930	(1.27%)
Average Last 5		0.06%	\$ 453,316,257	(0.50%)

	<u>SBC</u>	<u>%</u>	<u>SBC</u>	<u>Total CP² as a % of</u>
<u>Year</u>	<u>\$ Share of</u>	<u>Change</u>	<u>% Share of</u>	<u>Undesignated Gifts</u>
	<u>Total CP²</u>		<u>Total CP²</u>	
2019-20	\$187,806,636	(1.66%)	41.23%	4.78%
2020-21	\$187,775,922	(0.02%)	41.01%	4.68%
2021-22	\$195,900,993	4.33%	42.83%	4.59%
2022-23	\$188,505,808	(3.77%)	41.98%	4.48%
2023-24	\$187,471,630	(0.55%)	41.97%	4.67%
Average 1980s	\$110,216,622	7.81%	37.47%	10.50%
Average 1990s	\$147,313,870	2.03%	37.04%	8.73%
Average 2000s	\$190,471,122	1.46%	37.16%	6.80%
Average 2010s	\$187,362,581	0.16%	39.34%	5.22%
Average Last 5	\$189,492,198	(0.37%)	41.80%	4.67%

Notes:

1. Due to a change Lifeway made in the ACP information it requested for 2011, Total Gifts were not calculable. Therefore, Total Receipts are reported above for 2012-13 through 2023-24 for comparative purposes.

2. For 2012-13 through 2023-24, in keeping with the Convention approved definition of The Cooperative Program, the Total Cooperative Program category does not include church contributions given directly to the national convention that are directed only to the national SBC CP Allocation budget.

[^] Sections 2 and 3 were prepared by the SBC Executive Committee based on information from the 2024 ACP Statistical Summary which was prepared by Lifeway Research, Lifeway Christian Resources (April 15, 2024).

Cooperative Program Distribution – Cooperative Program funds received by the Southern Baptist Convention were distributed in keeping with the action of the Southern Baptist Convention when the 2023-2024 Southern Baptist Convention Cooperative Program Allocation Budget was approved. The 2023-2024 SBC Cooperative Program funds distributed include funds received from state conventions and identified by them as Cooperative Program Allocation Budget funds.

	<u>2023-2024</u>	<u>2022-2023</u>
International Mission Board	\$ 96,277,700.46	\$ 96,611,746.52
North American Mission Board	\$ 43,526,459.00	\$ 43,677,478.74
Gateway Seminary	\$ 3,590,075.64	\$ 3,492,710.29
Midwestern Seminary	\$ 8,307,108.53	\$ 7,903,685.56
New Orleans Seminary	\$ 6,518,707.35	\$ 6,672,134.95
Southeastern Seminary	\$ \$6,673,189.29	\$ 7,011,879.89
Southern Seminary	\$ 10,378,909.42	\$ 10,383,510.31
Southwestern Seminary	\$ 6,396,862.06	\$ 6,546,185.73
Historical Library and Archives	\$ 458,374.33	\$ 459,964.66
Ethics & Religious Liberty Commission	\$ 3,151,323.26	\$ 3,162,257.13
<u>SBC Executive Committee and SBC Operating</u>	<u>\$ 5,960,579.73</u>	<u>\$ 5,930,393.24</u>
Grand Totals	<u>\$ 191,239,289.07</u>	<u>\$ 191,851,947.02</u>

2024 Southern Baptist Convention Statistical Summary⁽¹⁾ – A summary of the statistical record for the Southern Baptist Convention for 2023–24 is as follows:

(See the page 16 for chart of Southern Baptist Statistics by State Convention.)

<u>Item/Statistic</u>	<u>2024</u>	<u>2023</u>	<u>Numeric Change</u>	<u>Percent Change</u>
State Conventions	41	41	0	0.00%
Associations	1,067	1,076	(9)	(0.84%)
Churches	46,876	46,906	(30)	(0.06%)
Church-type Missions Operating ⁽²⁾	2,321	2,474	(153)	(6.18%)
Total Members	12,722,266	12,982,090	(259,824)	(2.00%)
Total Baptisms	250,643	226,919	23,724	10.45%
Ratio of Baptisms: Total Members	1:51	1:57		
In-Person Weekly Worship				
Average Attendance	4,304,625	4,050,668	253,957	6.27%
In-Person Sunday School/Bible Study/				
Small Group Average Attendance	2,567,048	2,429,175	137,873	5.68%

Other 2024 Items – Not Asked by All State Conventions³

<u>Item/Statistic</u>	<u>2024</u>	<u>2023</u>
Other Additions ⁽⁴⁾	173,156	175,026
Vacation Bible School Enrollment ⁽⁵⁾	1,524,775	1,624,825
Undesignated Receipts ⁽⁶⁾	\$ 9,558,032,631	\$ 10,027,338,119
Total SBC Mission Expenditures ⁽⁷⁾	\$ 791,903,453	\$ 798,423,737

- Notes:
1. Data reported for the 2024 statistical year include adjustments to the totals for some non-reported items (from individual congregations) using data reported in prior years. Similar actions occurred in 2023.
2. Some state conventions no longer use the designation of church-type mission to categorize congregations that are not self-determining, self-sustaining, and self-propagating. This practice has impacted the number of churches and church-type missions.
3. Totals for items in this table have incomplete data for 2024 due to the fact that not all state conventions asked the item or did so in a way not comparable with the standard definition. Thus, comparisons between the two years may not be appropriate. See the Notes in the 2023 SBC Annual Church Profile Statistical Summary for specific details to determine if a comparison is desirable.
4. Florida Baptist Convention did not ask this item or the information necessary to obtain the item.
5. Baptist General Convention of Oklahoma did not ask this item or the information necessary to obtain the item.
6. Florida Baptist Convention did not ask this item or the information necessary to obtain the item.
7. Baptist General Convention of Oklahoma and Florida Baptist Convention did not ask this item or the information necessary to obtain the item.

Prepared by: Lifeway Research, Lifeway Christian Resources, 200 Powell Pl Suite 100, Brentwood, TN 37027, April 15, 2025

Church Plants, Replants, New Affiliates, and Campuses for 2024, SBC: 964

Source: Reports from State Directors of Missions compiled by the North American Mission Board, Alpharetta, GA (see page 115); new SBC IDs created in SBC Workspace.

Note: 2010 was the first year a SBC ID # was required for each reported congregation. In 2019, there was a methodology change to capture new plants, affiliates, and campuses; they are now identified at the time the SBC ID is created in SBC Workspace. In 2024, partners reported 684 new church plants, 83 replants, 138 new affiliates, and 59 new campuses.

	<u>2024</u>	<u>2023</u>	<u>Change</u>	<u>Percent Change</u>
International Missionaries	3,566	3,517	+49	+1.4%
North American Missionaries	3,299 ⁽¹⁾	2,961 ⁽¹⁾	338	11.4%*
— Chaplains ⁽²⁾	3,300	3,350	-50	-1.5%

- ⁽¹⁾ NAMB's missionary count fluctuates because most are church planters who rotate out five years after their church launches.
- ⁽²⁾ NAMB-endorsed chaplains serve in the military, hospitals, law enforcement, prisons, disaster relief, corporate workplaces, and other settings. NAMB provides ministry guidelines, training resources, and pastoral care for chaplains serving throughout North America and the world.

Special Missions Offerings – Southern Baptists contributed a special missions offering total of \$190,781,418 through the SBC Executive Committee for North American and International Missions in 2023-2024. The record is as follows:

	<u>2023-2024</u>	<u>2022-2023</u>	<u>Amount Change</u>	<u>Percent Change</u>
Lottie Moon Christmas Offering for International Missions	\$ 131,145,910	\$ 131,329,425	\$ (183,515)	-0.14%
Annie Armstrong Easter Offering for North American Missions	\$ 59,635,508	\$ 59,755,774	\$ (120,266)	-0.20%
Total	\$ 190,781,418	\$ 191,085,199	\$ (303,781)	-0.16%

Note: As noted above, these totals reflect what was received only through the SBC Executive Committee for both mission offerings. These totals, along with what was directly received by the mission boards, resulted in the following complete totals: Lottie Moon Christmas Offering for International Missions - \$206.8 million; Annie Armstrong Easter Offering for North American Missions - \$74.2 million.

Global Hunger Relief Funds – Southern Baptists contributed a total of \$3,675,076 for global hunger relief in 2023-2024. The record is as follows:

	<u>2023-2024</u>	<u>2022-2023</u>	<u>Percent Change</u>
Received by SBC Executive Committee	\$ 3,675,076	\$ 3,018,000	21.77%
Forwarded to International Mission Board	\$ 2,653,421	\$ 3,018,000	-12.08%
Forwarded to North American Mission Board	\$ 1,021,654	\$ 603,600	69.26%

2024 ETHNIC PARTICIPATION DASHBOARD

Southern Baptist Congregations by Ethnicity and Race

Ethnicity/Race	1990	1995	2000	2005	2010	2015	2020	2023
Asian	649	881	1,271	1,551	1,747	1,936	2,108	2,209
Black	1,007	1,489	2,322	3,038	3,534	3,747	3,895	3,875
Hispanic	1,189	1,587	2,195	2,827	3,361	3,429	3,361	3,319
Other	668	914	1,109	1,300	1,562	1,735	1,923	1,930
Anglo	35,937	37,203	39,268	40,168	40,738	40,597	39,408	38,047
Unknown	2,349	1,353						
Total	41,799	43,427	46,165	48,884	50,942	51,444	50,695	49,380

Source: Southern Baptist Ethnic Research Network, BaptistResearch.com, Lifeway Research

Ethnic Participation on SBC Committees and Trustee Boards

SBC Committee	Asian	Black	Hispanic	Other	Anglo
Committee on Committees	5	3	3	0	57
Committee on Resolutions	1	1	2	1	5
Committee on Nominations	5	3	1	2	56
Committee on Order of Business*	0	0	0	0	4
Credentials Committee*	1	2	0	0	5
Registration Committee	0	1	0	0	13
Total	12	10	6	3	140

Note: Committees appointed by the SBC President: Committee on Committees, Committee on Resolutions, and Registration Committee.

* = Committee members who declined to answer or did not list their ethnicity are not included in this report.

SBC Trustee Board	Asian	Black	Hispanic	Other	Anglo
Executive Committee	3	10	0	2	69
ERLC	1	4	1	2	25
GuideStone	0	7	1	0	30
IMB	3	4	2	2	66
Lifeway	2	6	1	0	35
NAMB	1	5	0	1	40
Gateway Seminary	5	2	1	1	29
Midwestern Seminary	2	3	1	0	26
New Orleans Seminary	2	7	0	0	28
Southeastern Seminary	1	4	1	1	23
Southern Seminary	0	5	2	0	35
Southwestern Seminary	4	5	2	0	25
Total	24	62	12	9	431

Note: SBC entity boards are nominated for service by the Committee on Nominations as outlined in SBC Bylaw 15, and elected by the messengers to the SBC Annual Meeting.

2024 SBC STATISTICS BY STATE CONVENTION¹

NOTES:

- All information as of April 15, 2025.
- Some state conventions no longer use the designation of church-type mission to categorize congregations which are not self-determining, self-sustaining, and self-propagating. This practice has impacted the number of churches and total membership reported.
- Total impacted by incomplete data from some state conventions. See body of table and notes for details. Care should be exercised in comparing SBC totals to previous years.
- Totals for both Texas conventions and the SBC are impacted by adjustments with an extensive media ministry reporting \$2,599,610 in 2024.
- Adjustments were made to state convention totals as detailed in footnote 12. Previous years' totals for this state convention had no adjustments. Care should be exercised in comparing totals to previous years.
- Florida Baptist Convention did not ask the following items or report them in 2024: a. Online Weekly Worship Attendance, Receipts, and Total SBC Mission Participation; Undesignated Receipts, and Total SBC Mission Participation; Undesignated Receipts, and Total SBC Mission Participation; Georgia Baptist Mission Board, Kentucky Baptist Convention, Northwest Baptist Convention, and South Carolina Baptist Convention did not ask the following item or the information reported did not contain the item: Online Weekly Worship Participation.
- Baptist General Convention of Oklahoma did not ask the following items or the information necessary to obtain the items: Online Weekly Worship Average Participation, VBS Enrollment, and Total SBC Mission Expenditures. Texas. The Texas summary line does not show the arithmetic sum of the two state convention figures, because some congregations are related to both state conventions and their numbers are reflected in the totals for both state conventions.
- Two state conventions exist within the state of Virginia. The Virginia Baptist Convention and the Virginia Baptist Church of the two state convention figures, because some congregations are related to both state conventions and their numbers are reflected in the totals for both state conventions.
- This line includes four types of adjustments to the data a. The removal of duplicate data caused by 934 congregations reporting the same data in 2024. b. The removal of data from 244 congregations affiliated with a state convention but not related to the SBC. c. The addition of data from 1,521 congregations affiliated with the SBC but not related to a state convention. d. The addition of data carried forward from previous ACP items in 2024.
- Adjustments to the national totals (and some state convention totals) include data carried forward for non-reported items from data reported in prior years. a. Totals include carried forward Total Membership figures from 2023. b. Totals include carried forward In-Person Weekly Worship Average Attendance and In-Person Sunday School/Study/Small Group Average Attendance from the most recently reported data from the prior two years. c. Totals include carried forward Undesignated Receipts and Total SBC Receipts from the most recently reported data from the prior four years.

Prepared by Lifeway Research, Lifeway Christian Resources, 200 Powell Pl., #101, Brentwood, TN 37027, April 15, 2025.

SBC and State Conventions	Associations ⁽¹⁾	Churches ⁽²⁾	Church-type Missions ⁽³⁾	Other Members ⁽⁴⁾	Total Membership	In-Person Weekly Attendance		Online Weekly Attendance		Bible Study/Small Group Participation ⁽⁶⁾	Undesignated Receipts ⁽⁹⁾	Total SBC Mission Expenditures ⁽⁹⁾
						Worship Attendance	Worship Participation ⁽⁶⁾	Worship Attendance	Worship Participation ⁽⁶⁾			
Alabama ⁽⁶⁾	73	3,134	18	13,329	14,271	933,549	264,756	195,790	176,289	\$679,050,906	\$64,206,848	
Alaska	4	87	17	207	174	9,793	5,648	850	4,040	\$10,934,685	\$837,331	
Arizona	13	456	1	2,786	1,469	78,150	40,725	8,500	20,365	\$88,425,691	\$7,747,857	
Arkansas	42	1,358	87	8,525	8,799	389,083	120,532	42,818	76,257	\$322,421,175	\$4,354,055	
California	28	1,810	609	9,354	4,387	374,778	134,229	56,767	52,413	\$248,496,342	\$13,790,898	
Colorado ⁽⁵⁾	11	313	50	1,175	742	40,768	21,735	3,681	11,945	\$49,031,644	\$2,867,062	
Dakota	6	78	5	304	195	3,462	4,227	1,826	2,862	\$8,353,897	\$1,347,113	
Florida ⁽⁶⁾	47	2,639	30,701	764,853	429,174	See Footnote(6)	See Footnote(6)	See Footnote(6)	233,863	\$1,092,397,039	See Footnote(6)	
Georgia ⁽⁷⁾	84	3,300	76	25,651	23,422	1,135,843	370,212	236,938	236,938	\$16,282,835	\$54,517,295	
Hawaii-Pacific	7	120	8	358	424	10,374	6,686	1,821	3,811	\$16,282,835	\$1,421,778	
Illinois	33	821	50	3,659	1,898	151,197	60,667	30,920	35,165	\$104,146,146	\$10,634,992	
Indiana	14	382	39	1,485	1,001	62,670	32,848	10,125	17,376	\$55,444,186	\$3,515,965	
Iowa	11	215	3	1,627	638	15,937	25,794	8,311	14,815	\$25,908,097	\$2,833,039	
Kansas-Nebraska	12	294	104	2,604	1,114	63,368	42,061	4,751	19,287	\$73,942,362	\$4,728,905	
Kentucky ⁽⁷⁾	66	2,295	12,447	8,415	7,089	418,159	131,059	43,186	81,572	\$344,676,863	\$31,933,792	
Louisiana	38	1,362	155	2,070	822	71,721	34,743	12,215	18,257	\$307,679,278	\$33,689,285	
Michigan ⁽⁶⁾	11	501	13	1,440	852	31,875	23,112	4,754	13,833	\$82,574,581	\$5,304,316	
Minnesota-Wisconsin	7	183	9	1,033	353	18,154	20,216	2,887	10,807	\$26,368,557	\$2,235,273	
Mississippi	64	2,016	2	8,871	9,968	502,416	163,008	64,047	110,039	\$452,106,582	\$56,187,512	
Missouri	56	1,682	16	7,242	8,088	405,085	145,232	33,320	89,226	\$326,062,023	\$29,258,003	
Montana	5	119	669	1,669	273	7,489	9,425	2,273	5,172	\$13,884,180	\$1,648,815	
Nevada	3	154	9	1,360	1,163	23,130	15,464	4,980	8,913	\$43,782,669	\$4,383,428	
New England	7	374	2	2,702	1,784	34,089	38,717	12,879	17,666	\$17,634,205	\$1,458,819	
New Mexico	12	317	8	1,252	924	47,004	21,927	6,734	14,369	\$49,698,581	\$6,238,618	
New York	10	526	1	2,437	1,181	30,020	28,419	5,358	12,949	\$4,206,763	\$816,678	
North Carolina	77	4,301	14,688	17,569	884,663	353,610	84,869	191,795	\$876,176,690	\$65,447,348		
Northwest ⁽⁵⁾	34	1,352	1,047	3,352	1,718	41,366	28,826	18,379	35,176	\$55,323,792	\$3,710,153	
Ohio	15	618	39	3,857	1,718	74,507	60,479	35,176	\$91,407,430	\$6,668,051	\$2,217,705	
Oklahoma ⁽⁸⁾	40	1,675	23	3,622	7,380	486,606	151,972	101,378	\$393,306,554	\$66,068,051	\$131,195	
Penn.-S. Jersey ⁽⁵⁾	1	260	19	1,369	1,552	34,278	25,901	12,757	12,125	\$40,808,398	\$2,217,705	
Puerto Rico	1	52	93	132	2,262	2,280	2,280	323	1,170	\$1,309,815	\$131,195	
South Carolina ⁽⁹⁾	42	1,979	12,378	3,325	602,129	228,284	323	135,312	\$363,489,119	\$420,025,928	\$72,025,928	
Tennessee ⁽⁶⁾	65	2,972	18,935	22,116	1,083,684	328,787	93,812	194,482	\$830,293,209	\$71,412,440	\$47,025,928	
Texas ⁽⁶⁾	95	6,540	611	28,619	22,247	2,409,860	505,065	5,348,239	314,995	\$1,554,394,186	\$99,877,414	
BGCT	88	4,504	611	20,170	16,131	1,845,284	358,526	5,322,473	232,712	\$1,139,059,423	\$65,485,313	
SBC	93	2,802	3	20,526	13,970	1,151,516	313,655	5,320,017	195,495	\$910,150,071	\$63,741,158	
Utah-Idaho	9	133	32	741	575	14,420	11,130	3,751	6,241	\$17,267,005	\$1,637,436	
Virginia ⁽¹⁰⁾	35	1,867	24	7,090	5,720	107,653	73,027	92,962	92,962	\$378,387,550	\$28,173,780	
BGAV	35	1,120	21	1,667	1,680	308,673	58,570	21,525	34,001	\$173,194,541	\$11,799,869	
WV	843	3	5,875	4,358	231,579	124,069	57,613	64,905	64,905	\$237,669,242	\$19,241,542	
West Virginia	9	197	10	541	335	9,257	9,257	2,977	5,181	\$18,189,906	\$2,035,280	
Wyoming ⁽⁵⁾	1,068	46,676	2,184	264,262	182,035	12,940,068	4,426,329	2,389	2,087	\$8,507,461	\$799,608	
Sub-Total	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	
Adjustments ^{11a}												\$791,902,753
Grand Total	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243,610	\$741,300,728	\$791,902,753
Grand Totals	(1)	200	137	(13,619)	(8,879)	(2,217,802)	(4,226,314)	(5,303,216)	(45,820)	\$9,860,243		

\$791,903,453

2023-2024 Disbursements
Southern Baptist Convention Executive Committee

	Cooperative Program Allocation Budget	Percent of CP	Designated Gifts	Percent of Designated	Total Gifts	Percent of Total
International Mission Board	\$ 96,277,700.46	50.41%	\$137,381,285.77	68.39%	\$233,658,986.23	59.63%
North American Mission Board	\$ 43,526,459.00	22.79%	\$ 62,049,694.30	30.89%	\$105,576,153.30	26.94%
Gateway Seminary	\$ 3,590,075.64	1.88%	\$ 62,132.96	0.03%	\$ 3,652,208.60	0.93%
Midwestern Seminary	\$ 8,307,108.53	4.35%	\$ 132,382.71	0.07%	\$ 8,439,491.24	2.15%
New Orleans Seminary	\$ 6,518,707.35	3.41%	\$ 106,767.95	0.05%	\$ 6,625,475.30	1.69%
Southeastern Seminary	\$ 6,673,189.29	3.49%	\$ 114,504.26	0.06%	\$ 6,787,693.55	1.73%
Southern Seminary	\$ 10,378,909.42	5.43%	\$ 187,311.98	0.09%	\$ 10,566,221.40	2.70%
Southwestern Seminary	\$ 6,396,862.06	3.35%	\$ 124,435.84	0.06%	\$ 6,521,297.90	1.66%
Historical Library and Archives	\$ 458,374.33	0.24%	\$ 5,125.22	0.00%	\$ 463,499.55	0.12%
Ethics & Religious Liberty Commission	\$ 3,151,323.26	1.65%	\$ 40,276.64	0.02%	\$ 3,191,599.90	0.81%
GuideStone Financial Resources	\$ -	0.00%	\$ 48,737.74	0.02%	\$ 48,737.74	0.01%
SBC Executive Committee and SBC Operating	\$ 5,710,579.73	2.99%	\$ 621,693.26	0.31%	\$ 6,332,272.99	1.62%
Subtotal	\$190,989,289.07	100.00%	\$200,874,348.63	100.00%	\$391,863,637.70	100.00%
SBC Executive Committee - Vision 2025	\$ 250,000.00		\$ -		\$ 250,000.00	
TOTAL	\$191,239,289.07	100.00%	\$200,874,348.63	100.00%	\$392,113,637.70	100.00%

COMPREHENSIVE SUMMARY OPERATING BUDGET

	<u>2025-2026*</u>	<u>2024-2025*</u>	<u>2023-2024*</u>
SBC Executive Committee & SBC Operating Budget	\$ 12,068,300	\$ 12,281,000	\$ 10,989,651
International Mission Board	318,502,790	312,379,000	311,645,000
North American Mission Board	147,060,000	147,060,000	191,154,991
Lifeway Christian Resources	328,982,000	319,400,000	303,573,000
GuideStone Financial Resources	134,000,000	123,000,000	113,500,000
Gateway Seminary	13,560,000	12,900,000	12,476,000
Midwestern Seminary	37,475,000	35,340,000	33,288,700
New Orleans Seminary	25,925,000	24,896,500	25,023,487
Southeastern Seminary	34,835,850	33,177,000	31,371,300
Southern Seminary	55,392,040	53,514,707	52,252,143
Southwestern Seminary	37,550,000	35,600,000	34,459,000
Ethics & Religious Liberty Commission	3,304,070	3,297,870	2,845,765
Historical Library and Archives	509,100	504,100	489,538
TOTAL OF ALL BUDGETS	<u>\$1,149,164,150</u>	<u>\$1,113,350,177</u>	<u>\$1,123,068,575</u>

*Actual budget years will vary within each convention year

SBC EXECUTIVE COMMITTEE AND SBC OPERATING BUDGET SUMMARY

	<u>Proposed Budget</u>	<u>Budget</u>	<u>Actual</u>
	<u>2025-2026***</u>	<u>2024-2025**</u>	<u>2023-2024*</u>
I. OPERATING REVENUE			
Cooperative Program	\$ 5,591,300	\$ 5,681,000	\$ 5,710,580
CP Allocated Priority Income	3,000,000	250,000	250,000
SBC/EC Designated Income	300,000	300,000	313,286
Annual Meeting	2,075,000	1,980,000	1,647,600
EC Ministry Assignments	500,000	500,000	334,333
General Sponsorships & Other Revenue	380,000	420,000	623,153
TOTAL OPERATING REVENUE	<u>\$ 11,846,300</u>	<u>\$ 9,131,500</u>	<u>\$ 8,878,952</u>
II. OPERATING EXPENSES			
Annual Meeting	\$ 3,000,000	\$ 3,050,000	\$ 2,413,197
SBC Governance & Oversight	125,000	90,000	72,590
SBC Operations	4,037,860	4,097,810	4,002,068
EC Ministry Assignments & Operations	4,905,440	5,043,190	4,501,796
TOTAL OPERATING EXPENSES	<u>\$ 12,068,300</u>	<u>\$ 12,281,000</u>	<u>\$ 10,989,651</u>
Net Operating Surplus (Deficit)	<u>\$ (222,000)</u>	<u>\$ (3,150,000)</u>	<u>\$ (2,110,699)</u>
Investments	\$ 372,000	\$ 150,000	964,633
Trusts	--	--	114,455
Debt Service	(150,000)	--	--
NET SURPLUS (Deficit)	<u>\$ --</u>	<u>\$ (3,000,000)</u>	<u>\$ (1,031,611)</u>

*Source: Actual 2023-2024 Year-End Financial Statements
**Source: SBC EC Operating Budget approved June 2024
***Source: SBC EC Operating Budget approved February 2025

INTERNATIONAL MISSION BOARD

STATEMENT OF INCOME	2026 ⁽³⁾	2025 ⁽²⁾	2024 ⁽¹⁾
Cooperative Program	\$ 95,000,000	\$ 95,779,000	\$ 96,277,700
Lottie Moon	212,502,790	205,700,000	206,843,495
Other Income	11,000,000	10,900,000	20,328,149
TOTAL	<u>\$318,502,790</u>	<u>\$312,379,000</u>	<u>\$323,449,344</u>
CP as a Percent of Total Income	29.83%	30.66%	29.77%

⁽¹⁾ Amounts based on audited financials.⁽²⁾ Amounts based on budget.⁽³⁾ Amounts based on estimates.

ENTITY SUMMARY OPERATING BUDGET	2026 ⁽³⁾	2025 ⁽²⁾	2024 ⁽¹⁾
Personnel Support	\$ 245,327,790	\$ 240,644,000	\$ 283,272,000
Global Engagement	35,000,000	34,333,000	36,411,000
President's Office	4,500,000	4,371,000	3,743,000
Marketing and Communications	2,700,000	2,673,000	3,061,000
Mobilization	1,300,000	1,276,000	989,000
Logistics, Finance, Travel, & Technology	25,400,000	24,902,000	25,868,000
Human Resources	2,025,000	1,980,000	1,784,000
Training	2,250,000	2,200,000	1,517,000
TOTAL	<u>\$318,502,790</u>	<u>\$312,379,000</u>	<u>\$311,645,000</u>

⁽¹⁾ Amounts based on audited financials.⁽²⁾ Amounts based on budget.⁽³⁾ Amounts based on estimates.

NORTH AMERICAN MISSION BOARD

STATEMENT OF INCOME	FY 2026*	FY 2025**	FY 2024
Cooperative Program	\$ 43,300,000	\$ 43,300,000	\$ 43,526,459
Annie Armstrong	69,500,000	73,000,000	74,273,960
Unrestricted Gifts	7,770,000	7,770,000	26,053,416
Investment & Interest	16,800,000	16,800,000	31,200,378
Other	6,130,000	6,130,000	5,272,388
Total Income	<u>\$147,060,000</u>	<u>\$147,060,000</u>	<u>\$180,326,601</u>
CP as a Percent of Total Income	29%	29%	24%

* Estimates provided for FY26

** Approved budget for FY25

Total AAEO revenue plus Annie Projects included in Contributions totaled \$74,867,000 for FY25.

ENTITY SUMMARY OPERATING BUDGET	FY 2026*	FY 2025**	FY 2024
Church Planting	\$ 75,900,000	\$ 75,900,000	\$ 86,357,015
Evangelism & Relief	25,400,000	25,400,000	49,868,184
Mission Ed. & Opportunities	14,900,000	14,900,000	14,828,911
Sending & Leadership	10,100,000	10,100,000	15,435,505
Administration	20,760,000	20,760,000	24,665,376
Total Expenses	<u>\$147,060,000</u>	<u>\$147,060,000</u>	<u>\$191,154,991</u>

* Estimates provided for FY26

** Approved budget for FY25

Church Planting represents over 52% of total operating expenses for FY25.

LIFEWAY CHRISTIAN RESOURCES

	<u>2025-2026</u> ⁽¹⁾	<u>2024-2025</u> ⁽²⁾	<u>2023-2024</u> ⁽³⁾
Revenue			
Product Sales	258,221,000	250,700,000	237,269,000
Events & Services Sales	52,942,000	51,400,000	51,805,000
Other Operating Revenue	<u>17,819,000</u>	<u>17,300,000</u>	<u>14,499,000</u>
Total Revenue From Operations ⁽³⁾	<u>\$ 328,982,000</u>	<u>\$ 319,400,000</u>	<u>\$ 303,573,000</u>
Costs and Expenses			
Product Costs/Operating Expenses	<u>325,982,000</u>	<u>317,400,000</u>	<u>297,951,000</u>
Total Costs and Expenses	<u>325,982,000</u>	<u>317,400,000</u>	<u>297,951,000</u>
Funds Provided From Operations	3,000,000	2,000,000	5,622,000
	0.9%	0.6%	1.9%
Net Realized/Unrealized Reserve Fund Income	1,000,000	1,000,000	19,247,000
Pension/Postretirement Credit/Other	0	0	(7,798,000)
Other Adjustments	<u>0</u>	<u>0</u>	<u>1,307,000</u>
Inc (Dec) in Unrestricted Net Assets	\$ 4,000,000	\$ 2,700,000	\$ 18,378,000
Inc (Dec) in Temporarily Restricted Net Assets	<u>0</u>	<u>0</u>	<u>30,000</u>
Inc (Dec) in Net Assets	<u>\$ 4,000,000</u>	<u>\$ 2,700,000</u>	<u>\$ 18,408,000</u>

⁽¹⁾ Amounts are preliminary as the 2025-2026 budget has not yet been developed.
⁽²⁾ Information is based on 2025 budget which was approved by trustees August 27, 2024.
⁽³⁾ From audited financial statements.

GUIDESTONE FINANCIAL RESOURCES

Statement of Income	<u>2025*</u>	<u>2024**</u>	<u>2023</u>
Operating Revenue	\$ 144,000,000	\$ 120,000,000	\$ 121,500,000
Net Investment Income			
Insurance	5,000,000	5,000,000	3,000,000
Mission:Dignity	4,000,000	6,000,000	5,000,000
Other Reserves & Benefits Trust	<u>43,000,000</u>	<u>50,000,000</u>	<u>40,000,000</u>
Total Income	<u>\$ 196,000,000</u>	<u>\$ 181,000,000</u>	<u>\$ 169,500,000</u>
Entity Summary Operating Budget			
Retirement Servicing	\$ 86,000,000	\$ 79,000,000	\$ 72,700,000
Insurance	46,000,000	42,000,000	39,200,000
Mission:Dignity	<u>2,000,000</u>	<u>2,000,000</u>	<u>1,600,000</u>
Total	<u>\$ 134,000,000</u>	<u>\$ 123,000,000</u>	<u>\$ 113,500,000</u>

* Projected
** Unaudited

GATEWAY SEMINARY

	Proposed* <u>2025-2026</u>	<u>2024-2025</u>	<u>2023-2024</u>
INCOME			
Educational and General:			
Tuition and Fees	\$ 4,227,335	\$ 4,289,652	\$ 4,091,372
Endowment and Investment	2,975,900	3,006,400	2,864,700
Cooperative Program	4,010,160	3,813,856	3,665,466
Other Gifts	1,387,861	882,600	912,600
Other Income	<u>136,972</u>	<u>136,972</u>	<u>119,812</u>
Total Educational & General	12,738,228	12,129,480	11,653,950
Auxiliary Enterprises	<u>671,772</u>	<u>677,520</u>	<u>696,050</u>
Total Unrestricted & Auxiliary Revenue	13,410,000	12,807,000	12,350,000
Restricted Transfers	150,000	93,000	126,000
TOTAL INCOME	<u>\$ 13,560,000</u>	<u>\$12,900,000</u>	<u>\$ 12,476,000</u>
CP as Percent of Total Income	29.6%	29.6%	29.4%
EXPENSE	<u>2025-2026</u>	<u>2024-2025</u>	<u>2023-2024</u>
Educational and General:			
Instruction	\$ 5,015,089	\$ 4,847,267	\$ 4,693,023
Academic Support	711,301	628,712	589,705
Student Services	1,256,562	1,171,758	1,120,638
Institutional Support	3,877,233	3,446,144	3,381,032
Libraries	735,206	734,963	703,892
Plant Operations & Maintenance	<u>1,644,662</u>	<u>1,764,068</u>	<u>1,687,370</u>
Total Educational & General	13,240,053	12,592,912	12,175,660
Auxiliary Enterprises	<u>319,947</u>	<u>307,088</u>	<u>300,340</u>
TOTAL EXPENSE	<u>\$ 13,560,000</u>	<u>\$ 12,900,000</u>	<u>\$ 12,476,000</u>
* Budget Pending Approval by Board of Trustees			

MIDWESTERN BAPTIST THEOLOGICAL SEMINARY

	<u>2025-2026</u>	<u>2024-2025</u>	<u>2023-2024</u>
INCOME			
Cooperative Program	\$ 9,070,000	\$ 8,697,000	\$ 8,481,000
Student Fees	20,760,000	20,615,000	19,665,000
Other Gifts	2,445,000	1,600,000	1,021,000
Auxiliary Enterprises	4,078,000	3,256,000	3,016,000
Other Income	<u>1,122,000</u>	<u>1,105,000</u>	<u>985,000</u>
TOTAL INCOME	<u>\$37,475,000</u>	<u>\$35,340,000</u>	<u>\$ 33,288,700</u>
CP as Percent of Total Income	24%	25%	25%
OPERATING AND CAPITAL EXPENSES	<u>2025-2026</u>	<u>2024-2025</u>	<u>2023-2024</u>
Instruction	\$ 11,314,773	\$ 10,428,721	\$ 9,975,269
Administrative and General	8,360,839	7,728,297	7,318,253
Student Services	3,324,859	3,181,226	2,537,334
Operations and Maintenance	2,814,178	2,689,782	2,377,003
Auxiliary Enterprises	1,910,351	1,561,973	1,330,841
Capital Expenses & Reserves	<u>9,750,000</u>	<u>9,750,000</u>	<u>9,750,000</u>
TOTAL EXPENSES	<u>\$37,475,000</u>	<u>\$ 35,340,000</u>	<u>\$ 33,288,700</u>

NEW ORLEANS BAPTIST THEOLOGICAL SEMINARY

STATEMENT OF INCOME	<u>2025-2026*</u>	<u>2024-2025</u>	<u>2023-2024</u>
Student Fees	\$ 12,200,000	\$ 11,600,000	\$ 10,700,000
Cooperative Program	6,400,000	6,450,000	6,650,000
Other Gifts	1,500,000	1,425,000	1,375,000
Endowment Income	275,000	275,000	275,000
Other Income	2,785,000	2,521,500	3,400,000
Auxiliary Income	2,765,000	2,625,000	2,623,487
TOTAL INCOME	<u>\$ 25,925,000</u>	<u>\$ 24,896,500</u>	<u>\$ 25,023,487</u>
CP as a Percent of Total Income	24.69%	25.91%	26.58%

ENTITY SUMMARY OPERATING BUDGET	<u>2025-2026*</u>	<u>2024-2025*</u>	<u>2023-2024</u>
Academic	\$ 8,112,088	\$ 7,751,995	\$ 8,947,909
Administrative and General	4,004,313	3,876,145	4,189,759
SUBTOTAL EDUCATION AND GENERAL	12,116,401	11,628,140	13,137,668
Maintenance/Auxiliary Expenses	13,808,599	13,268,360	11,885,819
TOTAL	<u>\$ 25,925,000</u>	<u>\$ 24,896,500</u>	<u>\$ 25,023,487</u>

* Projected

SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY

STATEMENT OF INCOME	<u>2025-2026</u>	<u>2024-2025</u>	<u>2023-2024</u>
Tuition & Fees	\$ 16,606,598	\$ 15,815,808	\$ 13,769,208
Housing & Other Auxiliary Income	6,102,054	5,811,480	5,642,148
SBC Cooperative Program	6,802,349	6,478,428	6,898,824
Development Gifts	1,974,017	1,880,016	1,680,012
Investment Income & Designated Releases	2,687,933	2,559,936	3,017,772
Other Income	662,899	631,332	363,336
TOTAL INCOME	<u>\$ 34,835,850</u>	<u>\$ 33,177,000</u>	<u>\$ 31,371,300</u>

CP as a Percent of Total Income	19.53%	19.53%	21.99%
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ENTITY SUMMARY OPERATING BUDGET	<u>2025-2026</u>	<u>2024-2025</u>	<u>2023-2024</u>
Education	\$ 13,890,278	\$ 13,228,836	\$ 12,503,868
Administration	5,993,215	5,707,824	5,144,892
Institutional Advancement	3,701,893	3,525,612	3,286,404
Student Life	1,637,861	1,559,868	1,509,792
Facilities	3,555,909	3,386,580	3,209,348
Capital Projects & Discretionary	1,522,508	1,450,008	1,350,000
Auxiliary Enterprises	4,534,186	4,318,272	4,366,996
TOTAL	<u>\$ 34,835,850</u>	<u>\$ 33,177,000</u>	<u>\$ 31,371,300</u>

THE SOUTHERN BAPTIST THEOLOGICAL SEMINARY

STATEMENT OF INCOME	2025-2026*	2024-2025**	2023-2024**
Educational and General:			
Tuition and Fees	\$ 27,151,819	\$ 25,369,197	\$ 25,240,505
Cooperative Program	9,500,000	9,800,000	10,000,000
Other Gifts	4,200,000	3,800,000	3,580,000
Endowment and Other Investment Income	4,894,994	5,487,905	4,577,862
Other Income	<u>1,710,143</u>	<u>1,717,420</u>	<u>1,453,351</u>
Total Educational and General	47,456,956	46,174,522	44,851,468
Auxiliary Enterprises	<u>7,935,084</u>	<u>7,340,185</u>	<u>7,400,675</u>
TOTAL INCOME	<u>\$ 55,392,040</u>	<u>\$ 53,514,707</u>	<u>\$ 52,252,143</u>

CP as Percent of Total Income 17.2% 18.3% 19.1%

ENTITY SUMMARY OPERATING BUDGET *	2025-2026	2024-2025	2023-2024
Educational and General:			
Institutional Support	\$ 17,622,288	\$ 17,091,985	\$ 15,885,636
Instruction	12,038,644	11,235,462	10,674,700
Academic Support	2,167,169	2,120,955	2,029,590
Student Services	6,241,509	6,042,601	5,853,049
Student Financial Aid	1,548,093	1,549,326	1,401,670
Operation and Maintenance of Physical Plant	<u>7,676,870</u>	<u>7,286,223</u>	<u>7,154,381</u>
Total Educational and General	47,294,573	45,326,552	42,999,026
Auxiliary Enterprises	4,052,467	3,877,747	3,896,600
Debt Service and Capital Appropriations	<u>4,045,000</u>	<u>4,310,408</u>	<u>5,356,517</u>
TOTAL OPERATING EXPENSES	<u>\$ 55,392,040</u>	<u>\$ 53,514,707</u>	<u>\$ 52,252,143</u>

* Projected Budget

** Approved Budget

THE SOUTHWESTERN BAPTIST THEOLOGICAL SEMINARY

	2025-2026	2024-2025	2023-2024
Revenue			
Tuition and Fees	\$ 13,900,000	\$ 14,100,000	\$ 13,459,000
Cooperative Program	6,200,000	6,000,000	6,000,000
Other Gifts	2,400,000	2,600,000	2,600,000
Endowment	6,200,000	5,900,000	5,500,000
Auxilliary Enterprises	8,100,739	6,600,000	6,600,000
Other Income	<u>750,000</u>	<u>400,000</u>	<u>300,000</u>
Total Revenue	<u>\$ 37,550,000</u>	<u>\$ 35,600,000</u>	<u>\$ 34,459,000</u>

CP as a Percent of Total Income 16.5% 17% 17%

Expenses			
Instruction	\$ 6,650,000	\$ 6,750,000	\$ 7,035,000
Academic Support	2,200,000	2,270,000	6,168,000
Student Services	1,800,000	1,890,000	1,829,000
Campus Technology	4,600,000	4,380,000	-
Institutional Support	9,100,000	8,760,000	9,197,000
Facilities	4,100,000	4,250,000	4,586,000
Auxiliary Enterprises	5,700,000	5,600,000	5,294,000
Other	300,000	-	-
Depreciation	<u>3,100,000</u>	<u>1,700,000</u>	<u>350,000</u>
Total Expenses	<u>\$ 37,550,000</u>	<u>\$ 35,600,000</u>	<u>\$ 34,459,000</u>

ETHICS & RELIGIOUS LIBERTY COMMISSION

	2025/2026	2024/2025	2023/2024
STATEMENT OF INCOME	<u>Projected</u>	<u>Budget</u>	<u>Actual</u>
Cooperative Program	\$ 3,085,000	\$ 3,079,300	\$3,151,323.26
Other Support	61,000	61,000	57,890.96
Project And Other Related Income	36,220	36,220	59,611.12
Reserves	121,350	121,350	119,574.03
TOTAL	<u>\$ 3,304,070</u>	<u>\$ 3,297,870</u>	<u>\$3,388,399.37</u>
CP as a Percent of Total Income (not counting reserves)	93.38%	93.37%	93.0%

	2025/2026	2024/2025	2023/2024
SUMMARY OF OPERATING BUDGET	<u>Projected</u>	<u>Budget</u>	<u>Actual</u>
Salaries & Benefits	\$ 2,226,149	\$ 2,219,950	\$1,939,817.13
Travel	243,173	243,173	136,592.28
Office of the President	263,387	263,387	224,593.51
Business Services	186,592	186,592	202,330.81
Church Engagement	8,000	8,000	-
Communications	286,251	286,251	264,555.09
Public Policy	23,618	23,618	20,686.05
Research	66,900	66,900	57,190.04
TOTAL	<u>\$ 3,304,070</u>	<u>\$ 3,297,870</u>	<u>\$2,845,764.91</u>

HISTORICAL LIBRARY & ARCHIVES

	Proposed	Budgeted	Actual
STATEMENT OF INCOME	<u>2025-2026</u>	<u>2024-2025</u>	<u>2023-2024</u>
Cooperative Program	\$ 447,000	\$ 450,000	\$ 456,800
Interest	52,500	46,000	39,679
Microfilm/Duplication	4,500	3,000	3,075
Designated & Miscellaneous	5,100	5,100	5,342
TOTAL INCOME	<u>\$ 509,100</u>	<u>\$ 504,100</u>	<u>\$ 504,896</u>
CP as Percent of Total Income	88%	89%	90%
SUMMARY OF OPERATING BUDGET	<u>2025-2026</u>	<u>2024-2025</u>	<u>2023-2024</u>
Personnel	\$ 360,900	\$ 357,000	\$ 326,877
Office Expenses/Equipment	62,800	62,300	75,748
Outreach/Promotion	5,500	7,000	5,342
Acquisitions	4,200	4,400	6,245
Preservation/Microfilm	5,000	7,700	11,229
Travel/Employee Development	6,200	4,200	7,946
Information Services/Digitization	59,500	57,000	52,627
Contingency/Miscellaneous	2,500	4,500	1,376
Advisory Board	2,500	0	2,148
TOTAL BUDGET/EXPENSES	<u>\$ 509,100</u>	<u>\$ 504,100</u>	<u>\$ 489,538</u>

**FINANCIAL STATEMENTS
OF THE ENTITIES OF THE SOUTHERN BAPTIST CONVENTION
AND THE SOUTHERN BAPTIST CONVENTION OPERATING BUDGET
(Total Assets, Liabilities, and Net Assets for Fiscal Year ended 2024)**

**GUIDESTONE FINANCIAL RESOURCES
OF THE SOUTHERN BAPTIST CONVENTION**

as of December 31, 2024 (unaudited)

Assets

Investment in Funds	\$ 19,533,000,000
Notes Receivable from Participants	119,000,000
<u>Other Assets</u>	<u>80,000,000</u>
Total Assets	\$ 19,732,000,000

Liabilities and Net Assets

Restricted Insurance Reserves	\$ 88,000,000
Other Liabilities	77,000,000
<u>Participant Accumulations & Fund Balances</u>	<u>19,567,000,000</u>
Total Liabilities and Net Assets	\$ 19,732,000,000

In compliance with Article XIII B of the Southern Baptist Convention's Business and Financial Plan, along with the other financial data pertaining to GuideStone Financial Resources for the most recent fiscal year, the chair of GuideStone Financial Resources' board submitted a signed statement attesting that the board's officers confirm the existence of the conditions itemized in subparts 6a through 6c of that article. (See page 218)

INTERNATIONAL MISSION BOARD

as of September 30, 2024

Assets

Cash	\$ 8,030,000
Total Investments	538,181,000
Unrestricted	194,992,000
Designated by Board:	302,504,000
Designated by Donors:	40,615,000
Prepaid Expenses and Other Assets	6,772,000
Amounts Receivable from Missions	2,790,000
Property and Equipment, net	13,142,000
Contributions Receivable from Trusts	16,614,000
<u>Beneficial Interests in Perpetual Trusts</u>	<u>188,410,000</u>
Total Assets	\$ 773,939,000

Liabilities and Net Assets

Current Liabilities	\$ 12,813,000
Post-Retirement Benefit Liability	97,400,000
Net Assets without Donor Restrictions	418,087,000
<u>Net Assets with Donor Restrictions</u>	<u>245,639,000</u>
Total Liabilities and Net Assets	\$ 773,939,000

In compliance with Article XIII B of the Southern Baptist Convention's Business and Financial Plan, along with the other financial data pertaining to the International Mission Board for the most recent fiscal year, the chair of the International Mission Board's board submitted a signed statement attesting that the board's officers confirm the existence of the conditions itemized in subparts 6a through 6c of that article. (See page 218)

LIFEWAY CHRISTIAN RESOURCES

as of September 30, 2024

Assets

Current Assets	\$	136,845,000
Reserve Funds, at Fair Value		123,921,000
Fixed Assets, net		13,212,000
Capitalized Software, net		5,337,000
Goodwill, net		3,524,000
Other Intangible Assets		2,610,000
Operating Lease Right-of-Use Assets		21,135,000
<u>Other Long-Term Assets</u>		<u>3,373,000</u>
Total Assets	\$	311,958,000

Liabilities and Net Assets

Current Liabilities	\$	36,577,000
Liabilities for Post-Retirement Benefits		105,277,000
Deferred Gain on Sale-Leaseback		4,354,000
Operating Lease Liabilities		22,607,000
Other Long-Term Liabilities		1,499,000
Net Assets without donor restrictions		141,419,000
<u>Net Assets with donor restrictions</u>		<u>225,000</u>
Total Liabilities and Net Assets	\$	311,958,000

In compliance with Article XIII B of the Southern Baptist Convention’s Business and Financial Plan, along with the other financial data pertaining to Lifeway Christian Resources for the most recent fiscal year, the chair of Lifeway Christian Resource’s board submitted a signed statement attesting that the board’s officers confirm the existence of the conditions itemized in subparts 6a through 6c of that article. (See page 218)

NORTH AMERICAN MISSION BOARD

as of September 30, 2024

Assets

Cash and Cash Equivalents	\$	10,864,212
Investments		116,947,113
Investments – Restricted		5,486,225
Church Loans, net		73,706,754
Beneficial Interest in Trusts		68,789,350
Property and Equipment		127,014,251
<u>Other Assets</u>		<u>17,307,111</u>
Total Assets	\$	420,115,016

Liabilities and Net Assets

Current Liabilities	\$	8,538,776
Lease Liability		1,718,644
Post-retirement Benefit Liability		36,275,396
Net Assets without donor restrictions		288,114,366
<u>Net Assets with donor restrictions</u>		<u>85,467,834</u>
Total Liabilities and Net Assets	\$	420,115,016

In compliance with Article XIII B of the Southern Baptist Convention’s Business and Financial Plan, along with the other financial data pertaining to the North American Mission Board for the most recent fiscal year, the chair of the North American Mission Board’s board submitted a signed statement attesting that the board’s officers confirm the existence of the conditions itemized in subparts 6a through 6c of that article. (See page 218)

GATEWAY SEMINARY

as of July 31, 2024

Assets

Current Assets	\$	7,134,043
Investments		62,973,401
Beneficial Interest in Split Interest Agreements		8,419,771
Property and Equipment		49,600,208
Total Assets	\$	128,127,423

Liabilities and Net Assets

Current Liabilities	\$	1,475,539
Post-Retirement Benefit Liability		3,874,250
Net Assets without Donor Restrictions		88,984,318
<u>Net Assets with Donor Restrictions</u>		<u>36,793,316</u>
Total Liabilities and Net Assets	\$	128,127,423

In compliance with Article XIII B of the Southern Baptist Convention's Business and Financial Plan, along with the other financial data pertaining to Gateway Seminary for the most recent fiscal year, the chair of Gateway Seminary's board submitted a signed statement attesting that the board's officers confirm the existence of the conditions itemized in subparts 6a through 6c of that article. (See page 218)

MIDWESTERN BAPTIST THEOLOGICAL SEMINARY, INC.

as of July 31, 2024

Assets

Current Assets	\$	6,957,631
Investments		44,993,417
Lease Right-of-Use		371,475
Property, Plant, and Equipment		51,162,279
Collections		3,419,422
<u>Beneficial Interest in Perpetual Trusts</u>		<u>401,428</u>
Total Assets	\$	107,305,652

Liabilities and Net Assets

Current Liabilities	\$	4,449,265
Net Assets without Donor Restrictions		81,027,320
<u>Net Assets with Donor Restrictions</u>		<u>21,829,067</u>
Total Liabilities and Net Assets	\$	107,305,652

In compliance with Article XIII B of the Southern Baptist Convention's Business and Financial Plan, along with the other financial data pertaining to Midwestern Baptist Theological Seminary for the most recent fiscal year, the chair of Midwestern Baptist Theological Seminary's board submitted a signed statement attesting that the board's officers confirm the existence of the conditions itemized in subparts 6a through 6c of that article. (See page 218)

NEW ORLEANS BAPTIST THEOLOGICAL SEMINARY

as of July 31, 2024

Assets

Current Assets	\$	4,261,624
Investments		88,397,399
Funds Held in Trust		3,293,555
<u>Property and Equipment</u>		<u>28,110,511</u>
Total Assets	\$	125,353,089

Liabilities and Net Assets

Current Liabilities	\$	1,973,614
Net Assets without Donor Restrictions		45,381,693
<u>Net Assets with Donor Restrictions</u>		<u>77,997,782</u>
Total Liabilities and Net Assets	\$	125,353,089

In compliance with Article XIII B of the Southern Baptist Convention's Business and Financial Plan, along with the other financial data pertaining to New Orleans Baptist Theological Seminary for the most recent fiscal year, the chair of New Orleans Baptist Theological Seminary's board submitted a signed statement attesting that the board's officers confirm the existence of the conditions itemized in subparts 6a through 6c of that article. (See page 218)

SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY

as of July 31, 2024

Assets

Current Assets	\$	11,261,020
Investments		65,713,739
Lease Right-of-Use		9,170,982
Beneficial Interest in Split Interest Agreements		6,359,364
Property and Equipment		34,921,400
Total Assets	\$	127,426,505

Liabilities and Net Assets

Current Liabilities	\$	5,011,702
Post-Retirement Benefit Liability		10,574,186
Lease Right-of-Use		9,530,203
Net Assets without Donor Restrictions		46,172,695
<u>Net Assets with Donor Restrictions</u>		<u>56,137,719</u>
Total Liabilities and Net Assets	\$	127,426,505

In compliance with Article XIII B of the Southern Baptist Convention’s Business and Financial Plan, along with the other financial data pertaining to Southeastern Baptist Theological Seminary for the most recent fiscal year, the chair of Southeastern Baptist Theological Seminary’s board submitted a signed statement attesting that the board’s officers confirm the existence of the conditions itemized in subparts 6a through 6c of that article. (See page 218)

THE SOUTHERN BAPTIST THEOLOGICAL SEMINARY

as of July 31, 2024

Assets

Current Assets	\$	54,899,654
Investments		85,728,631
Investments – Held in Trust		26,880,980
Property and Equipment		60,468,975
Lease Right-of-Use		199,023
<u>Other assets</u>		<u>499,147</u>
Total Assets	\$	228,676,410

Liabilities and Net Assets

Current Liabilities	\$	7,227,468
Notes Payable		13,436,706
Lease Right-of-Use		201,278
Post-Retirement Benefit Liability		3,894,664
Net Assets without Donor Restrictions		97,907,425
<u>Net Assets with Donor Restrictions</u>		<u>106,008,869</u>
Total Liabilities and Net Assets	\$	228,676,410

In compliance with Article XIII B of the Southern Baptist Convention’s Business and Financial Plan, along with the other financial data pertaining to the Southern Baptist Theological Seminary for the most recent fiscal year, the chair of the Southern Baptist Theological Seminary’s board submitted a signed statement attesting that the board’s officers confirm the existence of the conditions itemized in subparts 6a through 6c of that article. (See page 218)

THE SOUTHWESTERN BAPTIST THEOLOGICAL SEMINARY

as of July 31, 2024

Assets

Current Assets	\$	13,096,460
Investments		153,716,305
Beneficial Interest in split Interest Agreements		5,092,643
Property, Plant, and Equipment		125,658,707
<u>Other Assets</u>		<u>317,072</u>
Total Assets	\$	297,881,187

Liabilities and Net Assets

Current Liabilities	\$	4,404,158
Post-Retirement and Postemployment Benefit Obligations		673,220
Notes Payable		15,399,793
Operating Lease Obligations		173,769
Net Assets without Donor Restrictions		103,443,100
<u>Net Assets with Donor Restrictions</u>		<u>173,787,147</u>
Total Liabilities and Net Assets	\$	297,881,187

In compliance with Article XIII B of the Southern Baptist Convention's Business and Financial Plan, along with the other financial data pertaining to Southwestern Baptist Theological Seminary for the most recent fiscal year, the chair of Southwestern Baptist Theological Seminary's board submitted a signed statement attesting that the board's officers confirm the existence of the conditions itemized in subparts 6a through 6c of that article. (See page 218)

SOUTHERN BAPTIST HISTORICAL LIBRARY AND ARCHIVES

as of July 31, 2024

Assets

Current/Other Assets	\$	205,328
Investments		1,112,900
<u>Property and Equipment</u>		<u>944,127</u>
Total Assets	\$	2,262,355

Liabilities and Net Assets

Current Liabilities	\$	43,247
Long-Term Liabilities		303,591
Net Assets without Donor Restrictions		1,837,155
<u>Net Assets with Donor Restrictions</u>		<u>78,362</u>
Total Liabilities and Net Assets	\$	2,262,355

In compliance with Article XIII B of the Southern Baptist Convention's Business and Financial Plan, along with the other financial data pertaining to the Southern Baptist Historical Library and Archives for the most recent fiscal year, the chair of the Southern Baptist Historical Library and Archive's board submitted a signed statement attesting that the board's officers confirm the existence of the conditions itemized in subparts 6a through 6c of that article. (See page 218)

ETHICS & RELIGIOUS LIBERTY COMMISSION,

as of September 30, 2024

Assets

Cash and Cash Equivalents	\$	1,081,729
Investments		2,682,648
Prepaid Expenses and Other Assets		26,047
<u>Property and Equipment</u>		<u>432,220</u>
Total Assets	\$	4,222,644

Liabilities and Net Assets

Current Liabilities	\$	99,314
Post-Retirement Benefit Liability		347,195
Net Assets without Donor Restrictions		3,693,624
<u>Net Assets with Donor Restrictions</u>		<u>82,511</u>
Total Liabilities and Net Assets	\$	4,222,644

In compliance with Article XIII B of the Southern Baptist Convention’s Business and Financial Plan, along with the other financial data pertaining to the Ethics & Religious Liberty Commission for the most recent fiscal year, the chair of the Ethics & Religious Liberty Commission’s board submitted a signed statement attesting that the board’s officers confirm the existence of the conditions itemized in subparts 6a through 6c of that article. (See page 218)

SBC EXECUTIVE COMMITTEE

as of September 30, 2024

Assets

Cash and Cash Equivalents	\$	10,249,117
Investments		5,573,720
Property and Equipment		2,103,198
<u>Other Assets</u>		<u>1,511,629</u>
Total Assets	\$	19,437,664

Liabilities and Net Assets

Current Liabilities	\$	8,860,301
Post-Retirement Benefit Liability		3,193,144
Other Liabilities		1,227,036
Net Assets without Donor Restrictions		3,354,993
<u>Net Assets with Donor Restrictions</u>		<u>2,802,190</u>
Total Liabilities and Net Assets	\$	19,437,664

In compliance with Article XIII B of the Southern Baptist Convention’s Business and Financial Plan, along with the other financial data pertaining to the SBC Executive Committee of the Southern Baptist Convention for the most recent fiscal year, the chair of the SBC Executive Committee of the Southern Baptist Convention’s board submitted a signed statement attesting that the board’s officers confirm the existence of the conditions itemized in subparts 6a through 6c of that article. (See page 218)

Summary of Compliance of Section XIII B6
of the Southern Baptist Convention’s Business and Financial Plan

The statements of the chairs of each entity’s board confirming that the officers of their board can attest to the matters prescribed by Section XIII B6 of the Business and Financial Plan have been received by the Executive Committee. (Editor’s note: See the provisions of the pertinent section at page 218)

Contributions by State

Cooperative Program Allocation Budget Receipts
 Southern Baptist Convention Executive Committee
 October 1, 2023 - September 30, 2024

Contribution Sources	2023-2024	2022-2023	% Change
Alabama	\$ 19,452,320.07	\$ 19,189,192.41	1.37
Alaska	122,823.36	119,315.42	2.94
Arizona	1,454,893.96	1,411,361.40	3.08
Arkansas	9,246,722.20	9,757,005.61	-5.23
California	1,664,485.36	1,979,591.32	-15.92
Colorado	669,781.86	726,183.92	-7.77
Dakota	100,181.10	95,787.37	4.59
Florida	13,969,682.95	14,369,470.47	-2.78
Georgia	14,544,996.18	14,253,078.94	2.05
Hawaii-Pacific	209,893.34	217,432.97	-3.47
Illinois	1,953,099.41	2,151,803.76	-9.23
Indiana	567,518.99	642,055.15	-11.61
Iowa	763,841.47	875,890.86	-12.79
Kansas-Nebraska	826,122.69	825,497.02	0.08
Kentucky	10,231,304.94	9,921,967.72	3.12
Louisiana	6,384,911.91	6,754,844.66	-5.48
Maryland-Delaware	1,184,054.16	1,238,412.12	-4.39
Michigan	461,023.06	432,759.17	6.53
Minnesota-Wisconsin	126,071.39	183,457.65	-31.28
Mississippi	12,008,725.22	11,940,124.38	0.57
Missouri	4,658,572.44	4,904,709.52	-5.02
Montana	160,658.05	166,378.68	-3.44
Nevada	341,436.32	381,044.69	-10.39
New England	106,397.86	150,004.94	-29.07
New Mexico	921,079.54	958,200.48	-3.87
New York	221,882.00	220,625.67	0.57
North Carolina	13,869,242.33	13,217,124.73	4.93
Northwest	469,030.85	498,341.41	-5.88
Ohio	2,402,507.47	2,297,961.96	4.55
Oklahoma	10,113,106.88	10,529,115.57	-3.95
Pennsylvania-South Jersey	382,773.67	352,493.09	8.59
Puerto Rico	17,400.00	8,502.83	104.64
South Carolina	10,315,526.23	10,412,311.11	-0.93
Tennessee	16,255,746.24	16,210,232.16	0.28
Texas - BGCT	9,255,936.79	8,826,475.74	4.87
Texas - SBTC	15,174,310.80	14,812,381.59	2.44
Utah-Idaho	212,843.89	223,350.95	-4.7
Virginia - BGAV	802,106.49	888,635.17	-9.74
Virginia - SBCV	4,767,629.96	4,727,710.92	0.84
West Virginia	506,276.02	499,502.29	1.36
Wyoming	38,924.97	36,990.23	5.23
Subtotal	\$ 186,935,842.42	\$ 187,407,326.05	-0.25
Churches & Individuals	\$ 4,303,446.65	\$ 4,444,620.97	-3.18
Grand Total	\$ 191,239,289.07	\$ 191,851,947.02	-0.32

MATTERS REFERRED BY THE CONVENTION

During the annual meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, the Convention referred the following motions to the Executive Committee of the Southern Baptist Convention for consideration, action, and report. The disposition of each referral is noted following its description in an adherence to SBC Bylaw 26B which states, in part, as follows:

“On all matters referred by the Convention, entities shall respond in writing at the close of their report in the Book of Reports and Annual, giving specific information on:

- (1) how the matter referred was considered;
- (2) how it was reported to the constituency; and
- (3) any actions on the matter taken by the entity or action proposed to the Convention.”

1. SBC Referral: To appoint a study team to consider how Southern Baptists from every cooperating state convention can serve on SBC boards, committees, commissions, and institutions

Motion: Jon Ballard, South Dakota - (2024 SBC Annual, p. 53, item #12)

“That the president of the Southern Baptist Convention appoint a study team which shall report to the 2025 Convention Annual Meeting any changes to the Southern Baptist Convention Bylaws they might recommend to allow Southern Baptist in every cooperating state convention the opportunity to serve as representatives on Convention boards, committees, commissions, and institutions unless otherwise provided in the entity’s charter. This team will report all its findings to the Convention. At least half of this team shall be composed of members from emerging regions of the Southern Baptist work currently excluded from full entity representation.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines to ask the President of the Southern Baptist Convention to appoint a study team related to amending the SBC Constitution concerning representation on Convention boards, committees, commissions, and institutions. The Executive Committee will continue to study this issue, in cooperation with the entities and state executive directors, to determine future best practices regarding representation on Convention boards, committees, commissions, and institutions. The Executive Committee also requests the Committee on Nominations and others who select persons for SBC service responsibilities broaden their consideration of nominees from all state conventions when appointing persons to serve in capacities permitted by the current Constitution and Bylaws.

2. SBC Referral: To allow the Ethics and Religious Commission to raise funds from outside the Southern Baptist Convention.

Motion: Benjamin Cole, Texas - (2024 SBC Annual, p. 54, item #13)

“That this Convention permit the Ethics and Religious Liberty Commission, under Section VI(A) of the SBC Business and Financial Plan, to raise funds as needed from sources other than Southern Baptist churches, provided that a monthly statement of fund-raising activities and receipts is provided to the SBC Executive Committee; that the SBC Executive Committee reduces the CP allocations to ERLC for that same amount in the succeeding month; that permission to raise funds as limited above shall expire on June 9, 2025; and that permission granted hereby does not exclude ERLC from compliance with all other provisions of the SBC governing documents.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines the referred motion. The Executive Committee, in cooperation and collaboration with SBC entities, institutions, and commissions, is addressing these and other issues by proposing changes and clarifications to the Southern Baptist Convention Business and Financial Plan.

3. SBC Referral: To request all entities to only use outside legal counsel whose values reflect the *Baptist Faith & Message* (2000) on gender and sexuality.

Motion: Paul Montgomery, Oklahoma - (2024 SBC *Annual*, p. 54, item #15)

“That every entity be requested to only utilize outside legal counsel whose firm’s corporate commitments do not conflict with the convention’s long-standing values as reflected in the Baptist Faith and Message regarding gender and sexuality.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports its primary legal counsel represents the Convention’s position on gender and sexuality.

4. SBC Referral: To amend the SBC Business and Financial Plan to require all Convention entities to disclose all financial information included in Form 990.

Motion: Rhett Burns, South Carolina - (2024 SBC *Annual*, p. 54, item #16)

“That the Business and Financial Plan be amended as follows: Financial Reports, Paragraph 3 be added, to state, “In addition to the foregoing, within six months of the close of each financial year, each entity and the Executive Committee will publish information in the same detail, scope, and quality as would be required to be disclosed to the public in the informational Return of Organization Exempt From Income Tax, or Form 990, and all applicable schedules and attachments thereto. An officer of the entity must attest that the information is true, accurate, and complete to the best of its knowledge. Unless otherwise provided, the entity or committee will use the definitions applicable by law. This does not require any entity or committee to file a 990 with the IRS or to disclose information that is not normally available to the public, such as the Schedule B. An entity or committee may use pseudonyms or note the withholding of information to the extent the majority of its trustees or committee members determines that disclosing such information would pose a threat to the life, safety, or effectiveness of international missionaries.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines to recommend an amendment to the SBC Business and Financial Plan to include the requirement to publish items from IRS Form 990. As stated in its June 2024 response, in cooperation and collaboration with SBC entities, institutions, and commissions, the Executive Committee is addressing these and other issues by proposing changes and clarifications to the Southern Baptist Convention Business and Financial Plan. (see page 46)

5. SBC Referral: To direct the president to appoint a task force to amend the *Baptist Faith and Message* (2000) to include affirmation of the Nicene, Apostles’ and Athanasian Creeds in the preamble and include them in an appendix to the confession .

Motion: John Michael LaRue, Ohio - (2024 SBC *Annual*, p. 55, item #17)

“That the messengers of the 2024 Southern Baptist Convention direct the newly elected President of this Convention to appoint a task force to study and bring a report to the 2025 Annual Meeting in Dallas on amending the Baptist Faith and

Message (2000) by expressing in its Preamble an affirmation of the doctrinal truth of the three historic creeds of the universal church, specifically the Apostles', Nicene, and Athanasius Creeds, and by providing the text of those creeds in an Appendix. The task force should include our six seminary presidents and members of the theological faculty from our seminaries along with Southern Baptist Convention partners from all regions of North America."

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines to request the President of the Southern Baptist Convention appoint a task force to amend or revise the *Baptist Faith and Message* (2000). Southern Baptist churches and entities, acting autonomously, may choose to adopt confessional, doctrinal, or theological statements at their discretion.

6. SBC Referral: To amend the ministry assignment of the Ethics and Religious Liberty Commission to address sexual abuse awareness and prevention or request the Executive Committee to create a new entity to address sexual abuse awareness and prevention.

Motion: Megan Lively, North Carolina - (2024 SBC Annual, p. 55, item #19)

"That the ministry assignment of the Ethics and Religious Liberty Commission be amended to add this responsibility: 'To assist churches and entities by promoting abuse awareness and providing resources and assistance in sexual abuse prevention and response,' or if the ERLC declines this assignment that the Executive Committee create a new entity to assist churches by promoting abuse awareness and providing resources and assistance in sexual abuse prevention and response."

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines to act on the motion but is implementing a response to sexual abuse prevention and reform as directed by the Convention in 2024.

7. SBC Referral: To request the Executive Committee form a task force to study the feasibility of remote participation in the SBC Annual Meeting.

Motion: Wally Contreras, Ohio - (2024 SBC Annual, p. 55, item #21)

"That the messengers to the 2024 SBC Annual Meeting in Indianapolis request the Executive Committee to form or task a committee to study methods that may be used that would guarantee that all churches who are in friendly cooperation with the Convention are able to, through approved messengers, remotely and securely present and vote on all nominations, amendments, and motions brought before the Convention for consideration during its Annual Meetings, and report back to the Convention at the 2025 Annual Meeting in Dallas."

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports that while it desires to see the maximum number of messengers participating in the SBC Annual Meeting, it declines to recommend the formation of a task force, because previous studies of the possibility of remote participation have discovered prohibitive costs, technological obstacles, and legal challenges. The Executive Committee also declines to recommend amendments to the SBC governing documents allowing virtual participation or electronic voting for messengers not present at the SBC Annual Meeting.

8. SBC Referral: To reallocate all Cooperative Program funds from the ERLC to the IMB.

Motion: Kenny Cody, Tennessee - (2024 SBC Annual, p. 56, item #22)

“That we messengers to the SBC meeting in Indianapolis, Indiana, June 11-12, 2024, reallocate all CP dollars from the ERLC to the IMB.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines to recommend this reallocation because the messengers approved the Cooperative Program allocation budget during the 2024 SBC Annual Meeting in Indianapolis, Indiana, which included allocations to the Ethics and Religious Liberty Commission.

9. SBC Referral: To amend SBC Bylaw 20 to allow for timely access to submitted resolutions.

Motion: Kristen Ferguson, California - (2024 SBC Annual, p. 56, item #23)

“That the messengers of this Convention amend Bylaw 20 regarding the Resolutions Committee in order to preserve the Convention’s ability to access proposed resolutions in a timely manner ahead of the annual meeting and also allow flexibility for the Executive Committee and the Resolutions Committee to coordinate and schedule the in-person work of the committee. The amended section (one) under the requirements for properly submitted resolutions shall be amended to read: ‘1. Be submitted to the Committee for review and consideration as early as March 15 but no later than May 15; the initial report of the Committee on Resolutions shall be released no later than seven (7) days prior to the annual meeting of the Convention, and the final report shall be published in the first day’s Bulletin.’”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it will recommend the 2025 Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, adopt amendments to SBC Bylaw 20. Resolutions to allow for timely access to submitted resolutions. (see page 51)

10. SBC Referral: To request the Executive Committee prioritize funds to update SBC.net.

Motion: Tyler Pearce, Florida - (2024 SBC Annual, p. 56, item #24)

“That this Convention request the Executive Committee to prioritize funds necessary to implement strategic website adaptations and improvements for SBC.net [In order to facilitate greater accessibility and transparency of Convention and entity reports, as well as task force updates, for the benefit of SBC churches and their messengers].”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it will prioritize appropriate updates to its communication tools as a part of its continuing budgeting decisions.

11. SBC Referral: To amend SBC Bylaw 8 regarding the Credentials Committee process.

Motion: Jonathan Raffini, Texas - (2024 SBC Annual, p. 56, item #25)

“That the messengers of the 2024 Annual Meeting in Indianapolis, amend Bylaw 8, Section C, Item 3, subsection a, concerning the Credentials Committee. I move that the sentence that currently begins ‘The Executive Committee shall’ would now read ‘The Executive Committee shall, at its next meeting, consider the report of the Credentials Committee and should immediately notify the chair of the Committee on Order of Business to schedule a vote for the messengers at the next Annual Meeting to determine if a church is not in friendly cooperation with the Convention.’”

I further move that the sentence that begins, ‘The Executive Committee’s decision,’ would now read, ‘The vote of the messengers shall be final other than the reconsideration of the church’s status’ as outlined in [an amended] Bylaw 8, Section C, Item 4.

I further move to strike subsections (b), (c), and (d).

I further move that Item 4 now read ‘If a church which has been found not to be in cooperation with the Convention addresses the issues which led to that finding, it may apply to the Credentials Committee for a reconsideration of its status. If the circumstances warrant, the Credentials Committee may recommend to the messengers at the next Annual Meeting that the church be once again considered a cooperating church. The chair of the Committee on Order of Business shall be immediately notified of this Credentials Committee action in order to schedule a vote of the messengers at the next Annual Meeting.’”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines to recommend bylaw amendments regarding the seating of messengers at the SBC annual meeting. The Executive Committee acts ad interim for the Convention, however, the Convention’s messengers have the final authority on the seating or unseating of messengers at the SBC annual meeting based on the guidelines and provisions in Bylaw 8. The Executive Committee requests the SBC Committee on Order of Business include a public recognition of new messengers be added to the annual meeting schedule at future meetings, beginning with the meeting in Dallas, Texas, June 10-11, 2025.

12. SBC Referral: To enable remote participation by messengers to the SBC Annual Meeting.

Motion: Brandon Booth, California - (2024 SBC Annual, p. 57, item #28)

“That the Southern Baptist Executive Committee hereby adopts the following measures to enable remote participation and voting for messengers at the Annual Meeting:

- 1. Implementation of a secure online platform that allows registered messengers to remotely access live streams of meeting proceedings, participate in discussions, make motions, and cast votes.*
- 2. Development and implementation of robust identity verification measures to ensure that only authorized messengers are able to access the remote voting platform.*
- 3. Adoption of procedures to safeguard the integrity and confidentiality of remote votes, including encryption protocols, audit trails, and measures to prevent tampering or unauthorized access.*
- 4. Provision of technical support and assistance to help messengers navigate the remote participation and voting process, including training sessions and user guides.*
- 5. Establish clear guidelines and protocols for remote participation and voting, including deadlines for registration and resolution of technical issues.*
- 6. Regular evaluation and refinement of remote voting procedures to address any identified shortcomings and ensure continuous improvement in the integrity and effectiveness of the process. Communication and promotion of remote participation options to cooperating churches to maximize inclusivity, encourage broader participation in the Annual Meeting, and allow for a messenger body that is more reflective of the SBC as a whole.*
- 7. Be it further resolved that the SBC Executive Committee is authorized and directed to take all necessary actions to implement the provisions of this motion, including the allocation of resources, the development of policies and procedures, and the selection of appropriate technology vendors or partners. The Executive Committee should also assess the impact that remote participation will have on in-person attendance at the next Annual Meeting.”*

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports that while it desires to see the maximum number of messengers participating in the SBC Annual Meeting, it declines to recommend the formation of a task force, because previous studies of the possibility of remote participation have discovered prohibitive costs, technological obstacles, and legal challenges. The Executive Committee also declines to recommend amendments to the SBC governing documents allowing virtual participation or electronic voting for messengers not present at the SBC Annual Meeting.

13. SBC Referral: To amend Article VI of the SBC Constitution related to qualifications for trustee service.

Motion: Ethan Jago, Florida - (2024 SBC Annual, p. 60, item #50)

“That we the messengers to the Southern Baptist Convention meeting in Indianapolis, Indiana, June 11-12, 2024, amend Article VI of the SBC Constitution by adding a Section 9, which I shall read as follows: ‘Conflicts. No trustee or director of a board, institution, or commission, or a member of the Executive Committee shall be eligible to serve if such trustee or director is employed by any entity, commission, or the Executive Committee.’”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines to recommend the proposed amendment to the SBC Constitution related to qualifications of persons serving as trustees or directors, because the phrase, “employed by” could be broadly interpreted and would make the proposed amendment difficult to enforce.

14. SBC Referral: To amend SBC Bylaw 26 to allow additional time for questions during entity reports.

Motion: Brian Dembowczyk, Tennessee - (2024 SBC Annual, p. 60, item #52)

“That the messengers of this Convention amend Bylaw 26.3 to allow additional time for questions during entity reports. The amended language would read: ‘Limitations: After consideration of every entity report for the Convention, no less than eight minutes, shall be reserved for discussion from the floor.’”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines to recommend an amendment to extend the time for entity reports and questions at the annual meeting. It encourages Southern Baptists to seek and maintain continual dialogue with entity trustees and leadership throughout the year.

15. SBC Referral: To request that the Executive Committee create a task force to study how best to minister to the special needs community.

Motion: Benjamin Hankin, New Jersey - (2024 SBC Annual, p. 60, item #53)

“That the Executive Committee create a study group or task force that would study how churches are engaging the special needs community. This group or task force would also research and compile resources that would be recommended as tools for churches in the SBC to utilize in reaching individuals and families in this often overlooked community. This group or task force would report back to the Convention in 2025 at the Annual Meeting in Dallas, Texas. This report would also include recommendations on how SBC churches could implement processes and procedures to help them start special needs ministries, further equip churches for special needs

ministries, and also provide encouragement for those already engaged in special needs ministries as well as those seeking to begin special needs ministries.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it affirms the importance of ministry to special needs communities, but declines to create a task force to study how churches are engaging with the special needs community. It encourages Southern Baptists to expand their efforts by using the following resources already available to assist with this important ministry: *Resources by SBC state conventions and entities to assist churches in reaching the special needs community can be found at SBC.net/specialneeds*

16. SBC Referral: To amend Article VI of the SBC Constitution to require all entities to publish their conflict-of-interest policies.

Motion: Clay Hall, Kentucky - (2024 SBC Annual, p. 61, item #55)

“That we the messengers to the Southern Baptist Convention meeting in Indianapolis, Indiana, June 11-12, 2024, amend Article VI of the SBC Constitution by adding a new Article VII, which shall read as follows:

‘Conflicts of Interest Policy. Each entity shall maintain a publicly-available conflicts of interest policy for its trustees or directors, requiring public disclosure of any actual or potential conflicts of interest.’”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines to recommend the proposed amendment to the SBC Constitution, Article VI, regarding conflict-of-interest policies. The Executive Committee, as stated in its June 2024 response, in cooperation and collaboration with SBC entities, institutions, and commissions, is addressing these and other issues by proposing changes and clarifications to the Southern Baptist Convention Business and Financial Plan.

17. SBC Referral: To direct the Executive Committee to publish a schedule of all money spent on legal matters between 2021 and 2024.

Motion: Casey Fender, North Carolina and Gregg Kite, Kansas - (2024 SBC Annual, p. 61, item #56; p. 62, item #63)

“That the messengers of the Southern Baptist Convention meeting in Indianapolis, Indiana, June 11-12, 2024, direct the Executive Committee to publish a schedule of all amounts spent on legal fees, legal costs, fines, settlement payments, or retention paid by or on behalf of the Executive Committee with respect to each matter of litigation involving the Executive Committee for the years 2021-2024 and publish 6 months from today.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports to the Southern Baptist Convention the following information, for the period 2021 through 2024.

- Executive Committee reserves utilized for sexual abuse investigation and related expenses: more than \$13 million.
- The total cost of the Guidepost Solution investigation was \$3.1 million.
 - \$2 million was paid directly to Guidepost Solutions to conduct the investigation.
 - \$1.1 million was paid in legal and task force expenses.
- The Executive Committee paid \$3.6 million to indemnify Guidepost Solutions.
- The cost of the abuse tipline hosted by Guidepost Solutions was \$988,200 which was reimbursed by Send Relief.

- Other legal expenses include:
 - Litigation and case management: \$2.5 million
 - Department of Justice investigation: \$2 million
 - General counsel: \$562,000
 - Post investigation legal support: \$131,000.

18. SBC Referral: To request the Executive Committee to publish the names of messengers on both sides of the nametag.

Motion: David Miller Nebraska - (2024 SBC Annual, p. 61, item #57)

“That the Executive Committee for the sake of us elderly people who cannot remember names put the names on front and back of our nametags.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports the name of each messenger will be printed on both sides of the SBC annual meeting nametags, beginning with the 2025 SBC annual meeting in Dallas, Texas.

19. SBC Referral: To request all Convention entities revise their codes of conducts related to alcohol.

Motion: Jonathan Paramore, California - (2024 SBC Annual, p. 62, item #62)

“That all SBC entities consider revising their respective codes of conduct, handbooks, policies, or governing documents to lift prohibitions on the use of alcohol outside of communion. These revisions should respect the positive view of moderate alcohol use as presented in Scripture, while maintaining strict prohibitions against alcohol abuse, similar to the policy outlined in Southwestern Baptist Theological Seminary's student handbook.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines to amend its personnel policies related to the use of alcohol.

20. SBC Referral: To request entity trustees to explain how Calvinism/Reformed Theology is compatible with the Baptist Faith and Message (2000) and consider not promoting those beliefs in their entities.

Motion: Curtis Kentmer, Kentucky - (2024 SBC Annual, p. 62, item #65)

“That the messengers of the 2024 Annual Meeting request that the trustees of our entities including our seminaries and all our boards and commissions explain how Calvinist/Reformed theology is compatible with the Baptist Faith and Message (2000) and consider eliminating the teaching and promotion of Calvinist/Reformed theology from all SBC entities and report their findings and any resulting action steps to the 2025 SBC Annual Meeting.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports that controlling the teaching content at Convention entities is beyond the purview of the Executive Committee; therefore, it declines to address the issue of Calvinism and Reformed theology.

21. SBC Referral: To form an ad hoc committee to study elders and deacons in local churches.

Motion: John Boquist, Virginia - (2024 SBC Annual, p. 62, item #68)

“That we form an ad hoc committee to consider these two questions: (1) Is it advisable and practical to have a plurality of elders in a local church (2) What is

the role and composition of a deacon body in a local church which has a plurality of elders; and bring its report with recommendations to the 2025 Annual Meeting in Dallas, Texas."

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines to form a committee to study elders and deacons in local churches.

22. SBC Referral: To require a two-thirds vote from messengers to approve all alterations to the *Baptist Faith and Message* (2000).

Motion: Chelsea McReynolds, Oklahoma - (2024 SBC *Annual*, p. 63, item #69)

"That any alternations made to the Baptist Faith and Message at any Annual Meeting of the Convention be approved by a vote of two-thirds of the messengers present and voting at the time the vote is taken."

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it will recommend the 2025 Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, adopt amendments to SBC Constitution Article XIV - Amendments. (see page 50)

23. SBC Referral: To direct the Executive Committee to publish a schedule of payments of more than \$5,000 paid to another entity .

Motion: Ethan Hester, North Carolina - (2024 SBC *Annual*, p. 63, item #70)

"That the messengers to the Southern Baptist Convention meeting in Indianapolis, Indiana, June 11-12, direct the Executive Committee to publish a schedule of payments of more than \$5,000 made by any entity to or on behalf of any cooperating church of this Convention, its pastors, or their spouses, or associational missionaries or their spouses."

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines to publish the information about payments to specific individuals stating it does not have access to the requested information.

24. SBC Referral: To amend the *Baptist Faith and Message* to include the Nicene Creed .

Motion: Stephen Lorange, North Carolina - (2024 SBC *Annual*, p. 63, item #71)

"That the Southern Baptist Convention amend the Baptist Faith and Message to add the following article: 'Article XIX: The Creed. We believe in one God the Father Almighty, Maker of heaven and earth, of all things visible and invisible. We believe in one Lord, Jesus Christ, the only begotten Son of God, begotten of the Father before all ages, God from God, Light from Light, true God from true God, begotten not made, being of one substance with the Father. By him all things were made. For us and for our salvation He descended from heaven and was incarnate by the Holy Spirit of the virgin Mary and was made man. He was crucified for us under Pontius Pilate; he suffered death and was buried. On the third day he rose again, in accordance with the Scriptures, and ascended into heaven, and sits at the right hand of the Father. And he shall come again, in glory, to judge the living and the dead, and his Kingdom shall have no end. We believe in the Holy Spirit, the Lord and Giver of Life, who proceeds from the Father [and the Son], and who with the Father and the Son together is worshiped and glorified. He spoke through the Prophets. And in one holy universal and apostolic Church. We acknowledge one baptism for the remission of sins, and we look forward to the resurrection of the dead, and the life of the world to come. Amen."

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines to request the President of the Southern Baptist Convention appoint a task force to amend or revise the Baptist Faith and Message (2000). Southern Baptist churches and entities, acting autonomously, may choose to adopt confessional, doctrinal, or theological statements at their discretion.

25. SBC Referral: To direct the Executive Committee to publish the contact information for all entity trustees.

Motion: Wesley Russell, Kentucky - (2024 SBC Annual, p. 64, item #74)

“That the Executive Committee create or collect pertinent contact information such as names, positions, and email addresses for all trustees of all Southern Baptist entities and publish a directory on SBC.net.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it affirms trustee accountability and availability to Southern Baptists and currently publishes mailing addresses for all trustees and standing committee members on its website and in the SBC Annual. The Executive Committee encourages each entity to also provide an email address on their website to contact their board chairperson.

26. SBC Referral: To direct the Executive Committee to form a task force to study the long-term effects of the COVID vaccine mandates on International Mission Board missionaries.

Motion: Jared Burdick, Kansas - (2024 SBC Annual, p. 64, item #75)

“That the Executive Committee form a task force to study the long-term effects of the IMB’s Covid-19 vaccine mandate on the health of its missionaries and future financial repercussions.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines to form a task force to study the effects of COVID-19 vaccine mandates on the International Mission Board or its personnel.

27. SBC Referral: To amend the Business and Financial Plan to ensure greater financial transparency.

Motion: Wade Thomas, Ohio - (2024 SBC Annual, p. 65, item #82)

“That the Business and Financial Plan be amended as follows: Financial Reports, Paragraph 2, be amended to add: “Further, that the Executive Committee’s published financial reports should be supplemented to provide an accurate statement of the activities undertaken by the Southern Baptist Convention, its officers, committees, task forces, and agents, such that messengers receive an accurate statement of the financial position, activities, cash flows, and investments, if any, of each the Southern Baptist Convention, its officers, committees, task forces, and agents.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines to amend the Business and Financial Plan related to financial reports. As stated in its June 2024 response, in cooperation and collaboration with SBC entities, institutions, and commissions, the Executive Committee is addressing these and other issues by proposing changes and clarifications to the Southern Baptist Convention Business and Financial Plan. (see page 46)

28. Abuse Reform and Implementation Task Force (ARITF) Recommendation 2: To Urge the Executive Committee to complete the implementation of ARITF.

Motion: During the annual meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, the Southern Baptist Convention adopted the recommendations of the Abuse Reform and Implementation Task Force as follows:

ARITF Recommendation 1:

“That the messengers of the 2024 Southern Baptist Convention affirm the objectives outlined in the 2024 Report of the Abuse Reform Implementation Task Force, in particular, 1) the expansion of the Ministry Toolkit, 2) the establishment of the Ministry Check website, and 3) the creation of a permanent home for abuse prevention and response, but the Convention does not require the use of any particular organization outside the Convention entities or commissions to accomplish these objectives.”

ARITF Recommendation 2:

“That the messengers of the 2024 Southern Baptist Convention urge the Executive Committee to work earnestly to complete the implementation of these objectives [See ARITF Recommendation 1] by recommending a structure adequate to support these objectives, by recommending the allocation of funds sufficient for the effective accomplishment of them, and to report back to the messengers to the 2025 SBC Annual Meeting on actions taken in response.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines to act on the recommendations but is implementing a response to sexual abuse prevention and reform as directed by the Convention in 2024.

29. Great Commission Resurgence Evaluation Task Force Recommendation 4: To strongly request the Executive Committee to increase the Cooperative Program percentage to International Mission Board to 51 percent.

Motion: During the annual meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, the Southern Baptist Convention adopted Recommendation 4 of the Great Commission Resurgence Evaluation Task Force as follows:

GCRETf Recommendation 4:

“We recommend and move that the messengers to the Southern Baptist Convention Annual Meeting in Indianapolis on June 11-12, 2024, strongly request the Executive Committee to increase the CP Allocation Percentage designated to the IMB to 51% beginning with the 2026-27 budgeted year. This will bring the International Mission Board and Executive Committee CP allocation budget percentages into alignment with the vote of the messengers at the 2010 Annual Meeting. This will finally correct the Executive Committee’s lack of responsiveness to the will of the messengers.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it continues to work toward proposing an SBC Cooperative Program budget in 2026-27 that includes a 51% allocation of national Cooperative Program receipts for the International Mission Board.

30. Great Commission Resurgence Evaluation Task Force Recommendation 6: To request governing document changes to require entities to report on actions taken on messenger approved recommendations from workgroups or task forces.

Motion: During the annual meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, the Southern Baptist Convention adopted Recommendation 6 of the Great Commission Resurgence Evaluation Task Force as follows:

GCRETF Recommendation 6:

“We recommend and move that the messengers to the Southern Baptist Convention Annual Meeting in Indianapolis on June 11-12, 2024, request that the Executive Committee consider and propose changes in the appropriate governing documents to be brought to the 2025 Annual Meeting for consideration in order to require entities, institutions, committees, or commissions of the Convention to report on the action they have taken on messenger approved recommendations coming from special work groups or task forces. We encourage that these reports be included in the Book of Reports. We would suggest something similar to the following:

26. Procedures, 1. Method of Procedure for Entities, 4. “All recommendations adopted by the messengers to the annual meeting that are made by special committees approved by messengers of previous conventions, the referred entity, institution, committee, or commission shall take action on those recommendations and a report on that action shall be submitted by the appropriate entity, institution, committee, or commission to the Executive Committee within two years of adoption by the messengers. This report shall be included in the Book of Reports and a part of the entity’s report from the platform at the subsequent Annual Meeting.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports that it declines to recommend suggested bylaw changes. SBC Bylaw 26 (B) provides guidelines for entities and states “On all matters referred by the Convention, entities shall respond in writing at the close of their report in the *Book of Reports* and *Annual*.” The Executive Committee will adjust its administrative practices to ensure all entities are informed of all Convention actions, not just referred motions, and the entities will publish the responses to those actions in the *Book of Reports*.

31. Cooperation Group Recommendation 1: To require two-thirds vote, two consecutive years for amendments to the *Baptist Faith and Message* (2000).

Motion: During the annual meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, the Southern Baptist Convention adopted Recommendation 1 of the Cooperation Group report which was referred to the Executive Committee as follows:

Cooperation Group Recommendation 1:

“To ensure that edits or amendments to the Baptist Faith and Message follow the same process as amendments to the Constitution (two-thirds vote, two consecutive years), we recommend the Executive Committee propose changes to our governing documents for the Convention’s consideration at the 2025 Annual Meeting.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it will recommend the 2025 Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, adopt amendments to SBC Constitution Article XIV - Amendments. (see page 50)

32. Cooperation Group Recommendation 2: To ensure the messenger body has sole authority for seating messengers .

Motion: During the annual meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, the Southern Baptist Convention adopted Recommendation 2 of the Cooperation Group report which was referred to the Executive Committee as follows:

Cooperation Group Recommendation 2:

“To ensure that the sole authority for seating messengers is vested in the messenger body, we recommend the Executive Committee propose changes to our governing documents for the Convention’s consideration at the 2025 Annual Meeting. We also recommend celebrating churches seating messengers for the first time.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it declines to recommend bylaw amendments regarding the seating of messengers at the SBC annual meeting. The Executive Committee acts ad interim for the Convention, however, the Convention’s messengers have the final authority on the seating or unseating of messengers at the SBC annual meeting based on the guidelines and provisions in Bylaw 8. The Executive Committee requests the SBC Committee on Order of Business include a public recognition of new messengers be added to the annual meeting schedule at future meetings, beginning with the meeting in Dallas, Texas, June 10-11, 2025.

33. Cooperation Group Recommendation 3: To require nominees for trustee or standing committee positions to affirm the Convention's adopted statement of faith .

Motion: During the annual meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, the Convention adopted Recommendation 3 of the Cooperation Group report which was referred to the Executive Committee as follows:

Cooperation Group Recommendation 3:

“To ensure the fidelity of our trustees to our doctrinal confession, we recommend the Executive Committee propose changes to our governing documents for the Convention’s consideration at the 2025 Annual Meeting to require the Committee on Nominations to nominate as entity trustees and standing committee members only those candidates who affirm the Convention’s adopted statement of faith.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it will recommend the 2025 Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, adopt amendments to SBC Bylaw 15. Committee on Nominations to include the provision “Any person elected to serve on any of the boards, institutions, commissions, the Executive Committee, or Convention standing committees shall affirm the Convention’s adopted statement of faith. (see page 50)

34. Cooperation Group Recommendation 4: To publish a list of churches.

Motion: During the annual meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, the Southern Baptist Convention adopted Recommendation 4 of the Cooperation Group report which was referred to the Executive Committee as follows:

Cooperation Group Recommendation 4:

“To clarify our cooperative unity, we recommend the Executive Committee evaluate the usefulness and accuracy of a public list of churches and report their updates at the 2025 Annual Meeting.”

SBC Executive Committee Action: The Executive Committee of the Southern Baptist Convention reports it has altered its database administration processes to include in ChurchSearch only churches who have cooperated with the Convention as reported in the Annual Church Profile, in accordance with Article III of the SBC Constitution within the preceding 5 years. ChurchSearch is provided as a courtesy and is not intended to be a comprehensive list of churches which identify as Southern Baptist.

SBC EXECUTIVE COMMITTEE RECOMMENDATIONS TO THE SOUTHERN BAPTIST CONVENTION

Recommendation 1: 2025-2026 SBC Cooperative Program Allocation Budget

The Executive Committee of the Southern Baptist Convention recommends the Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, adopt the 2025-2026 SBC Cooperative Program Allocation Budget in the amount of \$190,000,000 as follows:

2025-2026 SBC CP ALLOCATION BUDGET PROPOSAL

	<u>2025-2026 Budget Allocation</u>	<u>2025-2026 % of Total Allocation</u>
<u>World Mission Ministries</u>		
International Mission Board	\$ 94,266,700	50.41%
North American Mission Board	42,617,300	22.79%
Total: World Missions Ministries	<u>136,884,000</u>	<u>73.20%</u>
<u>Theological Education Ministries</u>		
Seminaries:		
Gateway	4,010,160	2.14%
Midwestern	9,136,968	4.89%
New Orleans	6,421,117	3.43%
Southeastern	5,797,720	3.10%
Southern	9,615,271	5.14%
Southwestern	<u>6,009,164</u>	<u>3.21%</u>
Total Seminaries	40,990,400	21.92%
Historical Library and Archives	<u>448,800</u>	<u>0.24%</u>
Total: Theological Education Ministries	<u>41,439,200</u>	<u>22.16%</u>
<u>Christian Ethics & Religious Liberty Ministries</u>		
Ethics & Religious Liberty Commission	<u>3,085,500</u>	<u>1.65%</u>
<u>Facilitating Ministries</u>		
SBCEC & SBC Operating Budget	<u>5,591,300</u>	<u>2.99%</u>
Total: 2025-2026 Program Allocation Budget	<u>\$ 187,000,000</u>	<u>100.00%</u>
Special Priority Allocation:		
SBC EC & SBC Operations	\$ <u>3,000,000</u>	
Total	<u>\$ 190,000,000</u>	

Any overage of gifts received above the Cooperative Program Allocation Budget will be distributed to the distributees in accord with the percentages approved for them in the Cooperative Program Allocation Budget, and that such a distribution of overage continue until duly amended.

Recommendation 2: 2025-2026 SBC Executive Committee and SBC Operating Budget

The Executive Committee of the Southern Baptist Convention recommends the Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, adopt the 2025-2026 SBC Executive Committee and SBC Operating Budget in the amount of \$12,068,300 as follows:

SBC EXECUTIVE COMMITTEE AND SBC OPERATING BUDGET SUMMARY			
	Proposed Budget	Budget	Actual
I. OPERATING REVENUE	2025-2026	2024-2025	2023-2024
Cooperative Program	\$ 5,591,300	\$ 5,681,000	\$ 5,710,580
CP Allocated Priority Income	3,000,000	250,000	250,000
SBC/EC Designated Income	300,000	300,000	313,286
Annual Meeting	2,075,000	1,980,000	1,647,600
EC Ministry Assignments	500,000	500,000	334,333
General Sponsorships & Other Revenue	380,000	420,000	623,153
TOTAL OPERATING REVENUE	<u>\$ 11,846,300</u>	<u>\$ 9,131,500</u>	<u>\$ 8,878,952</u>
II. OPERATING EXPENSES	2025-2026	2024-2025**	2023-2024*
Annual Meeting	\$ 3,000,000	\$ 3,050,000	\$ 2,413,197
SBC Governance & Oversight	125,000	90,000	72,590
SBC Operations	4,037,860	4,097,810	4,002,068
EC Ministry Assignments & Operations	4,905,440	5,043,190	4,501,796
TOTAL OPERATING EXPENSES	<u>\$ 12,068,300</u>	<u>\$ 12,281,000</u>	<u>\$ 10,989,651</u>
Net Operating Surplus (Deficit)	<u>\$ (222,000)</u>	<u>\$(3,150,000)</u>	<u>\$(2,110,699)</u>
Investments	\$ 372,000	\$ 150,000	964,633
Trusts	--	--	114,455
Debt Service	(150,000)	--	--
NET SURPLUS (Deficit)	<u>\$ --</u>	<u>\$(3,000,000)</u>	<u>\$ (1,031,611)</u>

Recommendation 3. Amendments to SBC Business and Financial Plan

The Executive Committee of the Southern Baptist Convention recommends the Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, adopt the amended SBC Business and Financial Plan as follows:

BUSINESS AND FINANCIAL PLAN
of the Southern Baptist Convention

The Business and Financial Plan highlights important corporate practices and clarifies expectations among the Southern Baptist Convention, the Executive Committee of the Southern Baptist Convention, and Convention entities. This plan describes selected policies but depends on Convention-elected boards of trustees to assure prudent and responsible operations, consistent with their governing documents, policies, and procedures. (SBC Constitution Article XII)

1. The Cooperative Program

- A. *Priority.* The financial health of the Convention is predicated on generous giving by churches through the Cooperative Program, and the Convention appeals to churches to prioritize giving through the Cooperative Program.
- B. *Promotion.* The Executive Committee and Convention entities will promote the Cooperative Program and appeal to churches to prioritize giving through the Cooperative Program. The Executive Committee and each Convention entity will report annually on its promotion of the Cooperative Program in the *Book of Reports* and the *Convention Annual*. (SBC Bylaws 5, 6, 26)

- C. *Receiving and Disbursing.* All funds collected by state conventions for Convention causes should be forwarded at least monthly by each state convention to the Executive Committee, which is the disbursing agent for the Convention. The Executive Committee will remit all funds distributable to the Executive Committee and each Convention entity twice per month. The Executive Committee will publish monthly reports on receipts from state conventions and disbursement to Convention entities. (SBC Bylaw 18)

2. Accountability and Responsibility

- A. *Convention Accountability.* The Executive Committee and each Convention entity's respective board of trustees will approve and submit an annual Accountability Letter to the Convention's Recording Secretary by June 1 for inclusion in the Convention *Annual*, signed by the Chairperson of the Board and the entity President, certifying their entity's compliance with the Business and Financial Plan in the preceding fiscal year. (SBC Bylaw 5) As a courtesy, the Executive Committee will provide an annual, updated sample Accountability Letter for each Convention entity, which will include the pertinent aspects of the Business and Financial Plan which require a written response.

B. *Trustee Responsibility.*

- 1) The business and financial integrity of the Executive Committee and each Convention entity is the responsibility of their respective board of trustees, elected by the Convention and entrusted with oversight of the entity on behalf of the Convention. (SBC Constitution Article VI and VII, SBC Bylaw 15 and 18)
- 2) The Executive Committee and each Convention entity's board of trustees will provide the necessary oversight to ensure their respective organization complies with applicable state and federal laws, their charter and bylaws, the Convention's constitution and bylaws, and implements operational policies and practices consistent with biblical stewardship and Christian ethics. (SBC Constitution Article XII and SBC Bylaw 32)

3. Audits and Related Issues

A. *Independent Audits.* (SBC Constitution, Article VII)

- 1) The Executive Committee and each Convention entity will maintain their respective financial records in conformity with Generally Accepted Accounting Principles and have their financial records audited annually by an independent Certified Public Accountant in accordance with Generally Accepted Auditing Standards. (SBC Bylaw 28)
- 2) The Executive Committee for itself, and the board of trustees of each Convention entity will appoint an audit committee which will operate independently of the organization's management and should include at least one member who is competent by training and experience in financial matters.
- 3) The audit committee for each respective organization will ensure the annual audit, auditor's opinion, and all communications from the auditors are communicated with their board of trustees.
- 4) Convention entities will forward the following to the Executive Committee after the completion of their audit:
 - a. Audited Financial Statements. If the auditor's opinion includes anything other than an unmodified opinion, the entity's president will submit a written response to the modification of the auditor's opinion to its board of trustees and to the Executive Committee to be published as part of the entity's audit report in the Convention *Annual*.
 - b. Significant Deficiency or Material Weakness. If a Significant Deficiency or Material Weakness in internal controls is reported by the auditor, those matters along with the entity's response will be reported to the Executive Committee and published as part of the entity's audit report in the Convention *Annual*.
 - c. The Executive Committee and Convention entities will make their annual audited financial statements, including the audit opinion, publicly available. The report(s) will be published with the Convention entities' ministry reports and in the Convention *Annual*. (SBC Bylaws 6, 26)

- B. *Consolidated Financial Statement.* Based on each Convention entity's audited financial statements, the Executive Committee will publish in the *Book of Reports* and *Convention Annual* a consolidated financial statement of the Convention and its entities showing total assets, liabilities, net assets, revenue, and expenses. (SBC Bylaw 18)
- C. *Restricted Funds.* The Executive Committee and Convention entities will properly account for all of their respective restricted funds (trust funds, designated funds, restricted funds, etc.) separately from unrestricted funds. These funds may not be used for any purpose other than the one specified. (SBC Constitution, Article X)
- D. *Indebtedness and Liabilities.* The Executive Committee and each Convention entity must obtain the approval of its respective board of trustees for all debt and liabilities that have a maturity date more than 5 years from inception of the debt or liability. Each Convention entity will report annually to the Executive Committee on debt or liabilities meeting this criterion during the preceding fiscal year. (SBC Bylaws 18)
- E. *Inter-entity Cooperation.* The Executive Committee and Convention entities may utilize applicable services from each other or share resources with each other when consistent with sound business practices.
- F. *New Entities.* No new entity involving expenditure of money will be authorized by the Convention except upon favorable action by the Convention in two (2) succeeding annual meetings. (SBC Bylaw 25)
- G. *Conflicts of Interest.*
 - 1) The Executive Committee and Convention entities will not make any loan from funds of the entity to any employee without having first obtained the approval of its respective board of trustees.
 - 2) Employees and/or trustees of the Executive Committee or any Convention entity will not appropriate any entity's corporate property or business opportunities for personal use. Each entity will refrain from any business transaction with a trustee or employee or participate in a business enterprise in which a trustee or employee has an interest. Any exception to this policy must be approved by the respective entity's board of trustees.
 - 3) The Executive Committee and each Convention entity will obtain annual conflict-of-interest statements completed by its respective members, trustees, and applicable employees.

4. Budgeting

- A. *Fiscal Year.* The fiscal year for the Convention, the Executive Committee, and Convention entities, except as noted below, will be October 1 through September 30. The fiscal year for the seminaries will be August 1 through July 31. The fiscal year for GuideStone Financial Resources will be January 1 through December 31. (SBC Bylaw 28)
- B. *SBC Cooperative Program Allocation Budget.* The Executive Committee will recommend to the Convention a Cooperative Program allocation budget which distributes Cooperative Program funds for use by the Convention, the Executive Committee, and Convention entities. (SBC Bylaw 18)
- C. *SBC Comprehensive Budget.* The Executive Committee will publish in the *Convention Annual* a comprehensive budget summary for the Convention and its entities. (SBC Bylaw 18)
- D. *SBC Executive Committee and SBC Convention Operating Budget.* The Executive Committee will recommend to the Convention an SBC Executive Committee and SBC Operating Budget including all Convention operating expenses and Executive Committee operating expenses (SBC Bylaw 18)
- E. *Budget Approval.* The Executive Committee and each Convention entity will have their annual operating budget approved by their respective board of trustees.
- F. *Budgeting Principles.* The Executive Committee and Convention entities will develop their respective budgets in accordance with sound financial planning principles based on projected Cooperative Program allocations, estimates of forecasted receipts, and anticipated expenses which can be substantiated by previous experience and reasonable projections about future opportunities.

5. Compensation and Expenses

A. Compensation.

- 1) Presidential compensation will be set by the respective board of trustees for the Executive Committee and each Convention entity in accordance with entity bylaws and personnel policies and based on industry-comparable compensation information, industry-appropriate salary scales, and consideration of the president's performance, tenure, and experience. (SBC Constitution Article VI)
- 2) Other employee compensation will be determined by the Executive Committee and each Convention entity based on their respective internal compensation processes and personnel practices which should include industry-comparable compensation information and industry-appropriate salary scales, along with consideration of the assignment, performance, tenure, and experience of each employee in relation to the Convention entity's mission.
- 3) The Executive Committee and each Convention entity's board of trustees will affirm in the annual Accountability Letter the appropriateness of its compensation policies and procedures in accordance with the respective entity's bylaws and personnel policies.

B. Expenses.

- 1) Presidential expenses will not be excessive and will be reasonable and prudent, in keeping with biblical stewardship, including every personal benefit of any kind (and specifically including housing, travel, automobile, and staffing). Presidential expenses will clearly accomplish each entity's respective mission, ministry assignments, and responsibilities assigned by the entity's board of trustees.
- 2) Presidential expense reporting will be reviewed annually by each entity's respective board of trustees, using their respective procedures, who will affirm the appropriateness of those expenses in the annual Accountability Letter.

C. Disclosure. Compensation processes, personnel practices, and salary structures vary among Convention entities and will be described, upon written request to the respective entity's chief financial officer, to any member in good standing of a church in friendly cooperation with the Convention, in keeping with reasonable processes and procedures designed to ensure confidentiality, and consistent with applicable laws and regulations.

6. Fund-Raising

- A. *Financial Appeals to Churches.* The Executive Committee and Convention entities will not solicit direct financial support from a church in friendly cooperation with the Convention. The only exceptions are the Cooperative Program, Lottie Moon Christmas Offering, and the Annie Armstrong Easter Offering. The Executive Committee and each Convention entity will affirm meeting this requirement in the annual Accountability Letter.
- B. *Other Financial Contributions.* The Executive Committee and Convention entities may receive contributions from individuals, foundations, and other organizations. Contributions will not be solicited or received that compromise the mission or reputation of the Convention or any Convention entity.
- C. *Reporting.* The Executive Committee and Convention entities will report annually on the total amount of contribution revenue received in the preceding fiscal year, along with combined categorized information about the sources of that revenue.

7. Safeguarding Assets

- A. *Internal Controls.* The Executive Committee and each Convention entity will adopt internal controls for safeguarding assets which provide reasonable assurance regarding prevention or timely detection of unauthorized use, acquisition, or disposition of those assets.
- B. *Control of Funds.* The Executive Committee and each Convention entity will hold funds in a prudent manner, including appropriate internal controls and maintained with a reputable and qualified custodian.
- C. *Insurance and Bonding.* All persons who transfer or safeguard funds or securities of the Executive Committee or any Convention entity will be adequately insured and bonded.
- D. *Financial Liquidity.* The Executive Committee and each Convention entity will maintain a sufficient level of financial assets available to fund general expenses throughout the fiscal year.

Financial liquidity is disclosed as a part of the annual audit. If any concerns about financial liquidity are cited in the annual audit, the entity should address those concerns as part of their response to the audit.

- 8. Publication:** The Business and Financial Plan will be published annually in the *Convention Annual*, following the Bylaws of the Convention.
- 9. Amendments:** The Business and Financial Plan may be amended by two-thirds of the messengers present and voting at any time except during the last session of the Annual Meeting of the Convention.

Recommendation 4. Amendment to SBC Constitution Article XIV. Amendments

The Executive Committee of the Southern Baptist Convention recommends the Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, adopt an amendment to SBC Constitution Article XIV. Amendments as follows:

(Note: Addition of text is indicated by underline, and deletion of text is indicated by ~~strikethrough~~)

Article XIV. Amendments: Any alterations may be made in these Articles or in the Convention's adopted statement of faith at any annual meeting of the Convention by a vote of two-thirds of the messengers present and voting at the time the vote is taken, provided that an amendment shall be so approved by two (2) consecutive annual meetings of the Convention.

The final amended version would read as follows:

Article XIV. Amendments: Any alterations may be made in these Articles or in the Convention's adopted statement of faith at any annual meeting of the Convention by a vote of two-thirds of the messengers present and voting at the time the vote is taken, provided that an amendment shall be so approved by two (2) consecutive annual meetings of the Convention.

Recommendation 5. Amendment to SBC Bylaw 15. Committee on Nominations

The Executive Committee of the Southern Baptist Convention recommends the Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, adopt an amendment to SBC Bylaw 15. Committee on Nominations as follows:

(Note: Addition of text is indicated by underline, and deletion of text is indicated by ~~strikethrough~~)

Bylaw 15. Committee on Nominations

E. The committee shall recognize the principle that the persons it recommends shall represent the constituency of the Convention, rather than the staff of the entity. Any person elected to serve on any of the boards, institutions, commissions, the Executive Committee, or Convention standing committees shall affirm the Convention's adopted statement of faith.

...

The final amended version would read as follows:

Bylaw 15. Committee on Nominations

...

E. The committee shall recognize the principle that the persons it recommends shall represent the constituency of the Convention, rather than the staff of the entity. Any person elected to serve on any of the boards, institutions, commissions, the Executive Committee, or Convention standing committees shall affirm the Convention's adopted statement of faith.

...

Recommendation 6. Amendment to SBC Bylaw 20. Committee on Resolutions

The Executive Committee of the Southern Baptist Convention recommends the Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, adopt an amendment to SBC Bylaw 20. Committee on Resolutions as follows and made effective upon adjournment:

(Note: Addition of text is indicated by underline, and deletion of text is indicated by ~~strike through~~)

20. Committee on Resolutions

...

1. Be submitted to the Committee for review and consideration as early as March 15 but no later than May 15 ~~April 1st but no later than twenty (20) days prior to the next SBC annual meeting~~; the initial report of the Committee on Resolutions shall be released no later than seven (7) ~~ten (10) days~~ prior to the annual meeting of the Convention, and the final report shall be published in the first day's Bulletin,

...

The final amended version would read as follows:

20. Committee on Resolutions

...

1. Be submitted to the Committee for review and consideration as early as March 15 but no later than May 15; the initial report of the Committee on Resolutions shall be released no later than seven (7) days prior to the annual meeting of the Convention, and the final report shall be published in the first day's Bulletin,

...

Recommendation 7. SBC Annual Meeting Future Site Relocation for 2028

The Executive Committee of the Southern Baptist Convention recommends the Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, approve St. Louis, Missouri, as the replacement site for the 2028 annual meeting of the Southern Baptist Convention, contingent upon satisfactory contract negotiations with the convention center and area hotels. The convention dates would remain June 13-14, 2028.

Recommendation 8. SBC Annual Meeting Future Site Consideration for 2029 and 2036

The Executive Committee of the Southern Baptist Convention recommends to the Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, that San Antonio, Texas, be selected as the site for the 2029 and 2036 annual meetings of the Southern Baptist Convention contingent upon satisfactory contract negotiations with the convention center and area hotels. The convention dates would be June 12-13, 2029, and June 10-11, 2036.

Recommendation 9. SBC Annual Meeting Future Site Considerations for 2033 and 2038

The Executive Committee of the Southern Baptist Convention recommends to the Southern Baptist Convention meeting in Dallas, Texas, June 10-11, 2025, that St. Louis, Missouri, be selected as the site for the 2033 and 2038 annual meetings of the Southern Baptist Convention contingent upon satisfactory contract negotiations with the convention center and area hotels. The convention dates would be June 14-15, 2033, and June 15-16, 2038.



901 Commerce Street, Suite 600, Nashville, Tennessee 37203

JEFF IORG, Chair
WARREN PEEK, President

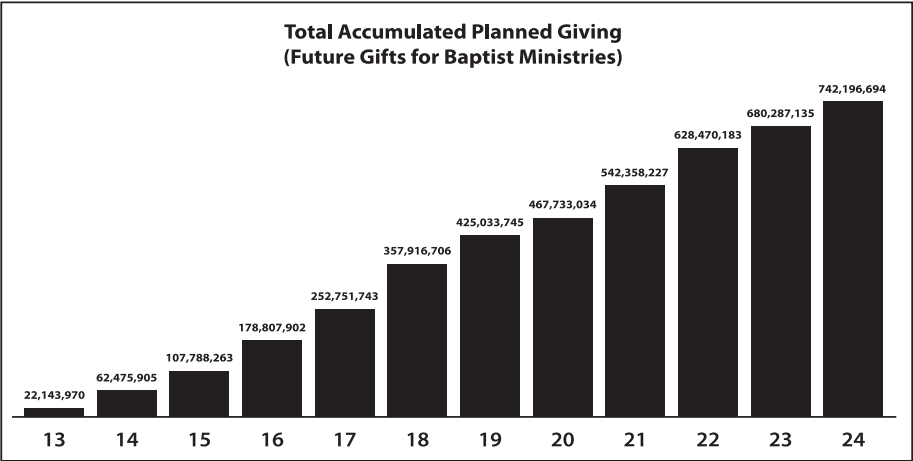
“...Serving Him together, shoulder to shoulder.”
Zephaniah 3:9

Since 1947, the Southern Baptist Foundation has offered a full range of services to assist Believers in providing for their families and supporting Christian organizations either during one’s lifetime or by will.

We know that generosity can be life-changing and life-saving. Throughout the Bible we see powerful examples of generosity that touched the lives of those in need.

- A young boy offered Jesus his lunch in Matthew 14:14-21. There were 5,000 to feed yet the boy had only a few loaves and fishes. Gifts in God’s hands can be — and often are — divinely magnified.
- The very definition of generosity can be found In Luke 10:25-37. Jesus tells the story of a man who had been left for dead on the side of the road. The Good Samaritan stopped to help him; he gave his time, resources, and skills to make sure the man was well cared for in a safe place. Gifts can include our time, talents, and tithes.
- Jesus shares the story of the widow’s offering in Luke 21:1-4. The poor woman had no source of income after her husband’s death. The two small copper coins were all she had and yet she offered them to God. Gifts of all sizes can have Kingdom-impact.

The Foundation’s estate planning initiative launched in 2013 and continues to be incredibly successful. Through this program, the Foundation has been able to consult with over 4,000 different individuals and families. Over \$742 million in future gifts will be generated for Baptist causes through these estate plans.



The Foundation also provides high-impact biblically responsible investing that supports Christian entities and ministries. Our prudent, socially screened investment funds deliver long-term results that are consistent with our spiritual mandate.

Partnering with the Foundation adds three important advantages for Southern Baptists:

Shared Christian Values

It is vital for Believers to ensure their investment partner's values align with theirs. Nothing gives us greater joy than helping individuals and families discern the purposes and goals God has laid on their hearts.

Biblically-Screened Investments

We offer institutional-class investments that uphold Biblical principles regarding the sanctity of life, family, stewardship, health, and safety. Now more than ever it matters where Believers invest the resources God has entrusted to them.

Legacy Now and Thru Estate

Giving should be enjoyable and redemptive, not complicated. Acts of generosity by Believers in everyday life, and created through estates, have the potential to impact the world. Gifts of stocks, real estate, IRAs, business interests, or cryptocurrency can carry the Gospel to the nations.

Over \$6.8 billion has been distributed to Christian organizations since the Foundation's inception. Our clients know that by partnering with the Foundation, we are transforming the world together through biblical stewardship.



GENERAL BOARDS

One Hundred and Eighth Annual Report



GuideStone®

5005 LBJ Freeway, Suite 2200, Dallas, Texas 75244

DAVID COX, SR, Chair

D. HANCE DILBECK, JR., President and Chief Executive Officer

INTRODUCTION

Thank you for taking the time to review the reports provided to our Southern Baptist family. 2024 was a remarkable year for our enterprise, and we are grateful for your trust in GuideStone and our team.

One of the joys of serving at GuideStone is witnessing the dedication of our 500 employees as they serve our members and ministry partners with integrity, heart, and skill. Together, we have had the opportunity to live out our vision and mission on behalf of those we serve.

I want to express my gratitude to our members and ministry partners worldwide for the opportunity to serve you.

In 2024, we conducted our first pastoral wellness survey, which confirmed what many of us already knew: 80% of pastors surveyed sometimes sacrifice their own well-being in their ministerial roles, and over half sometimes sacrifice their family's well-being. Pastors identified financial, physical, and mental health as their top challenges. To support pastors on their path toward financial security and resilience, we created [GuideStone.org/pastor](https://www.guidestone.org/pastor), offering free videos, articles, and other materials. We hope pastors will utilize these resources and direct their key leaders to ministerial compensation and benefits materials.

As part of our commitment to being an effective ministry partner, we are excited to introduce the new Start Well resources, which include an assessment, guided learning modules, and access to a call with a financial educator. We are piloting a new education format to guide you through starting well financially, physically, and mentally. We believe GuideStone plays a leading role as a champion of pastor wellness, and we are dedicated to your financial security and resilience at every stage of life and ministry.

2024 was also a significant year for GuideStone's retirement areas, primarily consisting of the retirement accounts of Southern Baptist pastors and church workers, where we received more than \$1 billion in new assets, driven by increased contributions, rollovers, and the addition of over 2,000 new churches we began serving.

Within Mission:Dignity, which provides financial support to more than 2,800 Southern Baptist ministers, workers and their widows, every year with extra money for housing, food and vital medications, we had another outstanding year, launching 13th check arrangements in 20 state conventions. Mission:Dignity recipients in these states receive extra assistance, thanks to the cooperative efforts of Baptist state conventions, foundations, and GuideStone.

We recognize the importance of earning your trust every day. Thank you for that trust. Stay up to date with GuideStone resources, news, and encouragement by following us on social media. Blessings as you seek to serve Him well.

Sincerely,

Dr. D. Hance Dilbeck, Jr.
President, Chief Executive Officer

PROGRAM REPORT

The Program of Management of Retirement Accounts has as its objective making available retirement plans for all ministers and all other full-time Southern Baptist denominational workers. The objective is accomplished through a combination of plans.

Following is the statistical report of the retirement plans as of December 31, 2024.

Church Retirement Plan – At the end of 2024 there were 16,065 active churches with a total of 49,859 active participants.

403(b)(9) Retirement Plan – A total of 544 agencies and institutions provided retirement plans for their employees. A total of 32,319 employees comprise active participation in these agencies' plans.

Ministers and Chaplains Plan – The Ministers and Chaplains Plans enrolled 15 during the year.

Qualified Plans – GuideStone Financial Resources provides IRC 401(a) qualified plans as an alternative for use by Southern Baptist Convention organizations when IRC 403(b) approaches do not meet their needs. This includes 401(a) defined benefit and 401(k) defined contribution plans. At the end of the year, there were Two qualified plan employers serving 11 active participants.

Voluntary Retirement Plan – The Voluntary Retirement Plan records 781 participants with an account balance at the close of 2024.

Retirement Income Paid to Members

The heart of GuideStone's ministry is our recipients. Annuity benefits were paid to 21,640 members and beneficiaries in 2024. Systematic withdrawal payments were paid to 22,032 members.

The Program of Ministers' Financial Assistance

Since 1918 GuideStone has been on a mission to help retired ministers, denominational workers, their spouses, and widows live with dignity in their retirement years. The Mission:Dignity ministry is at the heart of that endeavor. Over 60 percent of Mission:Dignity recipients are widows of pastors, and one in four is over the age of 85.

Individuals who meet guidelines for income, assets and 10 or more years of paid Southern Baptist service are eligible for \$275 per month, if single, or \$375 per month, if married. Applicants who meet the additional guidelines of poverty-level income and 25 or more years of ministerial service are eligible for \$550 per month, if single, or \$750 per month, if married.

Mission:Dignity assisted a total of 2,101 households in 2024.

A total of \$10.4 million was paid out in financial assistance in 2024. Of the total granted, Mission:Dignity paid out \$2.1 million in extra assistance-emergency grants, extra checks from state agreements, and Christmas gift checks of \$300, a tradition since 1945.

Donations from churches and individuals provide the funding for the Mission:Dignity program. Fully 100 percent of direct annual gifts received by GuideStone Financial Resources is used to provide financial assistance to retirees in need and is not utilized for any of GuideStone's operating expenses or overhead.

The Program of Insurance Plans and Related Services

GuideStone Financial Resources administers an insurance program that includes life, long-term disability, personal accident, accidental death and dismemberment, and medical coverage for employees of churches and agencies, and products for seminary students.

The following is the 2024 statistical report of the insurance plans (excludes non-Southern Baptist entities).

Life Claims – \$15,334,487

Disability Claims - \$1,977,797

Dental Claims - \$12,945,071

Medical claims (including pharmacy) - \$287,324,162.

Group Plans:

Group Plans Employee Term Life Plans – A total of 31,312 members were covered on December 31, 2024, an increase of 471 since the same time last year.

Group Plans Medical Plans – A total of 20,598 members were covered.

Group Plans Dental Plan – A total of 10,988 members were covered in a dental plan.

Group Plans Disability Plan – A total of 2,107 members participated in the Short-Term Disability Plans, and 11,968 members participated in the Long-Term Disability Plans.

Group Plans Supplemental AD&D Plan – Members covered totaled 3,448.

Group Plans Accidental Death and Dismemberment Plan – Members covered totaled 9,706.

Premium Waiver – The Group Plans employee life plans had 147 members.

Personal Plans:

Personal Plans Employee Term Life Plans – A total of 11,619 members actively participated on December 31, 2024, a decrease of 632 since the same time last year.

Personal Plans Disability Plans – A total of 899 members participated in the Short-Term Disability Plans, and 3,336 members participated in the Long-Term Disability Plans.

Personal Plans Medical Plans – Members covered totaled 3,633 a decrease of 480 since the same time last year.

Personal Plans Supplemental AD&D Plan – Members covered totaled 1,933.

Personal Plans Accidental Death and Dismemberment. – Members covered totaled 4,136.

Personal Plans Dental – Members covered totaled 6,185.

Premium Waiver – The Personal Plans employee life plans had 158 members.

GSAS Property and Casualty Insurance Program

The GuideStone Agency Services, Property and Casualty Program provides broad property and casualty coverages for eligible Southern Baptist churches and entities. Those coverages include, but are not limited to, property and liability, worker's compensation, commercial auto, foreign missions, and travel. An important aspect of the program is providing ministry protection education and resources for churches and ministries. The related distribution affiliate, GuideStone Agency Services, now serves over 2,100 clients with a premium volume of over \$78 million at the end of 2024.

MATTERS REFERRED BY THE CONVENTION

The Convention referred the following item to GuideStone Financial Resources during the Annual Meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, for consideration, action, and report back to the next annual meeting.

1. SBC Referral: To request all entities to only use outside legal counsel whose values reflect the Baptist Faith & Message (2000) on gender and sexuality.

Motion: Paul Montgomery, Oklahoma

"That every entity be requested to only utilize outside legal counsel whose firm's corporate commitments do not conflict with the convention's long-standing values as reflected in the Baptist Faith and Message regarding gender and sexuality."

Response: As the church benefits board for the Southern Baptist Convention, and a Christian financial services organization, GuideStone provides health, welfare and retirement benefits to SBC churches and ministries. GuideStone also operates the country's largest faith based mutual fund family. The operation of these programs in compliance with applicable government regulations requires the advice and assistance of numerous legal advisors who specialize in complex areas of the law. While GuideStone strives to, and has, identified and used attorneys that are missionally aligned, due to the highly technical nature of GuideStone's operations, this is not always possible. In those circumstances we seek to be salt and light to our service providers, such that those who do not have a personal relationship with Jesus Christ might come to know Him (Matthew 5:13-16).

2. SBC Referral: To request that all Convention entities to revise their codes of conducts related to alcohol.

Motion: Jonathan Parramore, California

"That all SBC entities consider revising their respective codes of conduct, handbooks, policies, or governing documents to lift prohibitions on the use of alcohol outside of communion. These revisions should respect the positive view of moderate alcohol use as presented in Scripture, while maintaining strict prohibitions against alcohol abuse . . ."

Response: GuideStone's Employee Handbook addresses alcohol and drug use only to the extent required to comply with applicable laws and regulations.

3. SBC Referral: To request entity trustees explain how Calvinism / Reformed theology is compatible with the Baptist Faith & Message (2000) and consider not promoting those beliefs in their entities.

Motion: Curtis Kentmer, Kentucky

“That the messengers of the 2024 Annual Meeting request that the trustees of our entities, including our seminaries and all boards and commissions, explain how Calvinist/Reformed theology is compatible with the Baptist Faith and Message 2000 and consider eliminating the teaching and promotion of Calvinist/Reformed theology from all SBC entities and report their findings and any resulting actions steps to the 2025 annual meeting.”

Response: As the church benefits board for the Southern Baptist Convention, and a Christian financial services organization, our mission is to enhance the financial security and resilience for those who serve the Lord. Accordingly, we believe this question is not relevant to our ministry assignment.

4. SBC Referral: To direct the Executive Committee to publish a schedule of payments of more than \$5,000 paid to another entity.

Motion: Ethan Hester, North Carolina

“That the messengers to the Southern Baptist Convention meeting in Indianapolis, Indiana, June 11-12, direct the executive committee to publish a schedule of payments of more than \$5,000 made by any entity to or on behalf of any cooperating church of this convention, its pastors, or their spouses, or associational missionaries or their spouses.”

Response: As the church benefits board for the Southern Baptist Convention, and a Christian financial services organization, most payments of this amount are carried out in the ordinary course of business and are subject to, and governed by, various contractual confidentiality obligations, privacy policies, privacy statutes and/or reasonable expectations. As such, GuideStone is unable to comply with this request.

One Hundred Seventy-Eighth Annual Report**INTERNATIONAL**
MISSION BOARD**3806 Monument Avenue, Richmond, Virginia 23230****KEITH EVANS, Chair**
PAUL CHITWOOD, President**INTRODUCTION**

From the Great Commission to the Great Multitude, Southern Baptists have united for 179 years in a Great Pursuit of those who have yet to hear the gospel by sending missionaries overseas through the International Mission Board. We work together to make disciples of every nation, among all tribes and peoples and languages.

Southern Baptists' faithfulness and generosity are a blessing to the nations as you continue to send and support missionaries through the IMB. It is our privilege to bring you reports of how God is at work through your IMB missionaries and our close partners. Behind every aspect of this report are real people: missionaries and missionary families at work, and those among the nations who once walked in darkness but now walk in the Light. Praise the Lord for these changed lives!

We also celebrate God's providence in leading the Woman's Missionary Union to establish an offering in 1888 to support international missions — that offering we lovingly call the Lottie Moon Christmas Offering® today, with a cumulative total of more than \$5.5 billion across its storied history — and we are especially grateful for Southern Baptists' record giving this past year.

A good offering is not all we have to celebrate at the IMB. We can also celebrate that last year, we graduated our largest class of missionaries from Field Personnel Orientation in more than a decade. We celebrate that our missionary application pipeline is higher than it's been in more than 15 years. We celebrate that the IMB brand is strong again, and we are connecting with more churches than ever before in our 179-year history. We celebrate that the average tenure of service for long-term missionaries is higher than it's been in many years. And we celebrate that Southern Baptist volunteers serving alongside of our overseas teams in the past year topped 11,600, an increase of nearly 20% over the previous year.

And yet, we still have challenges. Inflation continues to present significant challenges here at home and around the world, and growing generosity is required to have a growing missionary force. Why is that so important? Because while we celebrate these wins for God's kingdom, the most sobering and heartbreaking statistic we report on each year continues to grow. Tragically, today, 174,202 people will die and enter an eternity separated from our Lord.

We need even more missionary candidates in the missionary application process, and we need the Lottie Offering to grow at a quicker pace so we can send and fully support those missionaries. While we celebrate God's providence in leading Southern Baptists to unite in a foundational unified giving program 100 years ago in 1925, birthing the Cooperative Program — which is vital to our international missions endeavors and, indeed, to our convention as a whole — we need church leaders to remember the implicit value of the Cooperative Program; to revitalize our collective commitment to the CP; and to make a concerted effort to expand its effectiveness.

We press forward because so much is at stake, and God has shown His willingness to bless our efforts. At the end of 2024, Southern Baptists have more than 3,600 adults, along with their 3,000 children, who serve in long-term missions around the world. Those thousands are joined by tens of thousands more who have served on a short-term mission trip; by thousands of national Baptists around the globe who serve alongside our IMB personnel; and by nearly 150 global missionary partners who have been sent from sister Baptist conventions and unions overseas to take the gospel where they are uniquely equipped to go.

In the Great Pursuit of the lost, we remain steadfast at the IMB in our mission to serve Southern Baptists in carrying out the Great Commission to make disciples of all nations. Our work is focused every day on doing our part to see the fulfillment of the Revelation 7:9-10 vision and the gathering of the Great Multitude before the throne and before the Lamb.

The nations are waiting. We still have much to do, together.

Paul Chitwood, Ph.D.

President, International Mission Board

MINISTRY GOALS AND ACCOMPLISHMENTS

(SBC entities present ministry reports to the Executive Committee each February relating to their ministry assignments [SBC Bylaw 18E]. At their request, the following content is provided from the 2025 Ministry Report of The International Mission Board.)

I. Assist churches by evangelizing persons, planting Baptist churches, and nurturing church planting movements among all people groups outside the United States and Canada; and, provide specialized, defined, and agreed upon assistance to the North American Mission Board in assisting churches to reach unreached and underserved people groups within the United States and Canada.

The IMB serves Southern Baptists in carrying out the Great Commission to make disciples of all nations, which is an essential value of the Cooperative Program. CP dollars are a measurable facet of the efforts that impact reaching the lost around the globe. During the past year, missionaries continued to increase efforts to reach out to thousands of churches across the SBC. Missionaries build relationships so that a personal picture of how God is at work can be communicated directly from the mission field to the local Southern Baptist church.

Oftentimes, the IMB as an organization has communicated a big picture, which is essential, but now individual missionaries and staff are enhancing efforts to involve churches more specifically by providing direct connections with field teams. Southern Baptists' cooperation is vital. Under the challenge of IMB President Paul Chitwood, missionaries sent to the mission field have redoubled efforts to connect regularly and report on their work with specific local churches. Organic relationships between our missionaries and our churches are the lifeblood of our cooperative missions efforts, so that Southern Baptists experience the value they add by contributing through the Cooperative Program.

Our joint effort begins as members of churches around the SBC begin to pray with us for the advance of the Gospel. The vitality of this effort comes from the clear teaching in Matthew 6 where Jesus teaches believers to pray for His Kingdom to come and His will to be done on earth as in heaven. All components of the missionary task move forward from our making this request for His Kingdom to come. As Southern Baptist churches join together with missionaries in prayer, lostness is truly impacted by the gospel. Organic connections between Southern Baptist churches and missionaries make a real difference.

The past year was marked by continued displacement of missionaries around the world. Political challenges and conflicts have had a serious impact on our missionaries. Since the late 1940s and early 1950s, we have not experienced such serious displacement. At the same time, we celebrate the exit-to-partnership component of the core missionary task with several key mission endeavors that have successfully taken leadership of their own mission efforts. Praise the Lord! We are rebuilding missionary placements and increasing the missionary pipeline from our churches to open fields where people who are least likely to hear the good news about Jesus live. It will take time to see the missionary task producing results like those we have seen in previous years.

The “called out” from our local churches who join in the missionary task around the world are at the heart of our cooperative effort. The Romans 10 progression for the gospel begins in our partnership between local Southern Baptist churches and the sending of the ones who herald the good news. In these days, Southern Baptists are rebuilding our mission force. Our missionary applicant pipeline is now at a point that will lead to growth of our mission force around the world — growth which will necessitate increased Cooperative Program resources.

At the IMB, we continue to be challenged by the Apostle Paul’s message that no one can believe without hearing the message about Christ or, as in the case among the Deaf, without seeing the message in their own sign language. The 2024 Annual Statistical Report, which gives data from 2023 work, shows that a total of 451,038 people heard a full gospel presentation with an opportunity to respond; 141,206 people decided to follow; and 116,942 were baptized. We thank the Lord! In addition, 269,571 individuals were discipled, and 63,481 individuals were trained in leadership development processes. We also reported that 131 global missionary partners came alongside IMB teams. Internationally, 21,992 individuals were trained in cross-cultural sending. We praise the Lord for these results of our cooperative efforts. To access the 2024 Annual Statistical Report, go to <https://imb.org/asr>. This publicly available report can be downloaded or read online.

II. Assist churches in sending and supporting Southern Baptist missionaries and volunteers by enlisting, equipping, and enabling them to fulfill their calling.

In the last year, the Field Personnel Deployment Team of the IMB Training Team processed (to the point of IMB trustee approval for deployment) 265 long-term missionary candidates, 210 mid-term missionary candidates, and 55 Team Associates for missionary service.

Partnering with the IMB Mobilization Team, IMB’s Training Team hosted two “Senders Summits” where we worked with churches across the convention to assist them in setting up missionary development pipelines within their churches, associations, colleges and seminaries.

The IMB missionary-candidate pipeline has grown to the point that it is now consistently over 1,400 candidates.

The Field Personnel Orientation/Stateside Assignment Conference Team trained 390 new adult missionaries and their 157 children in Field Personnel Orientation, and further trained 479 adult missionaries and their 367 children in Stateside Assignment conferences. The team also served 64 returning Journeyman in Beyond conferences and 47 adults in the New Emeriti Conference.

The Children’s Education and Resource Center team partnered with the Missouri WMU to host the 2024 MK Reentry Retreat for 56 “missionary kid” high school graduates.

The Training Development Team continued to offer online courses and in-person workshops for churches, missionary candidates, and local leaders around the world. They finished the

translation of *Foundations* in Russian, which is available as a digital download at IMB.org/Foundations.

Additionally, in June, the IMB, in collaboration with the WMU, debuted the Lottie Moon Experience at the Annual Meeting in Indianapolis. This mission education resource is an interactive and immersive experience that shares the life and legacy of missionary Lottie Moon, who served among the Chinese for 39 years. Participants are invited to use their gifts for God's glory, just as Lottie Moon did. The Training Development team has also worked closely with other IMB teams to deploy relevant and transformational training resources in Spanish and Korean.

This year the Leadership Development Team launched the full global implementation of the Leadership Development process. The IMB's executive leadership Core Team went through the process first, as well as staff directors, field support leaders, and field personnel leaders. So far, 72 cohorts are in the Leadership Development process with a total of 533 participants. This brings the total to 608 leaders in Leadership Development process, including the pilot in 2023. Enrollment of more cohorts is planned for Spring 2025.

In addition, a task force of field leaders and other key leaders have worked together to redefine and refocus the role of the Team Leader on the mission field. New training for this role will be developed in 2025 to increase effectiveness and efficiency in the missionary task and on our missionary teams.

This year, Staff Training completed the in-house development of digital required courses that provide legal and policy compliance training to personnel (staff and field), volunteers, and our global partners, ensuring that courses support the Baptist Faith & Message. These courses are provided in English, Korean, Spanish, and ASL for personnel, and some are translated into additional languages depending on the audience needs. Staff Training also provided personnel development for staff, with 16 workshops geared toward inter- and cross-department team building.

The Theological Education Strategy Team produced two more editions of the resource, *The Great Commission Baptist Journal of Missions*. In addition, the team expanded by three units so that each of IMB's affinities is represented on the team. Team members work with theological training, connect with institutions around the world, and teach when invited.

III. Mobilize and equip Southern Baptists in carrying out the Great Commission through praying, giving, going, and sending.

IMB's mobilization efforts continued to grow through the company-wide Church Connections Strategy, assigning each IMB missionary churches for intentional engagement, as well as increasing efforts from IMB mobilization teams. Since this strategy was launched in 2020, 94% of SBC churches have received one or more communications from IMB missionaries. In 2024, the organization showed over 230,000 engagements with Southern Baptist leaders, reflecting continued growth over previous years. These engagements by an IMB staff member or field missionary aim to serve their church in fulfilling the Great Commission to make disciples of all nations. From these engagements, 2,616 unique opportunities were identified to advance Southern Baptist entities in praying, giving, going, and sending. Partnership opportunities, including short-term mission trip requests, were highlighted via outbound promotion to U.S. churches, state conventions, local associations, and other partnering agencies. At least 200 new church-to-field connections or partnerships were started to better serve strategies to engage people groups within the IMB's eight affinities.

To better serve, engage, and involve IMB alumni, parents, and other advocates, Mobilization added two positions to the Alumni and Advocate Engagement team, which has allowed the team to expand and strengthen its efforts and engagement initiatives. The immediate focus has been on communications and IMB Alumni Connections. A digital newsletter for alumni launched in February and is delivered quarterly. An alumni-focused Facebook group saw a 27.7% increase in members. We increased our touchpoints for the parents of missionaries by offering online “check-in” gatherings for the parents from each Field Personnel Orientation (FPO) group. We have been building a new advocate hub and structure, to be launched in early 2025.

IMB utilizes full-time NextGen missions recruiters based in the Northeast, Southeast, Midwest, and South-Central Regions to better engage 15- to 29-year-olds and grow the pipeline of applications for mid-term and long-term service. In 2023, a fifth recruiter was added to the West region. These recruiters are tasked with the launching and execution of a full-scale recruiting effort for youth, college students, and young adults to pray, give, and go. In 2024, they helped to add 430 applicants to short-term, mid-term, and long-term opportunities.

Pipeline development for future missionaries continues to be a significant focus for IMB. While this is, in part, to aid in the missionary assessment process, it is primarily an intentional effort to equip sending churches and see those who are called choose to go with the IMB. At several state convention annual meetings, the IMB conducted information breakout sessions on pathways to missionary service and the process to apply for short-term, mid-term, and long-term service. A key area in which IMB mobilizes Southern Baptists is through the development of volunteer opportunities, systems, and processes that serve both field strategy and the local church. Via phone calls, email, and chats each week, the Church Success Center connects with hundreds of Southern Baptists looking to serve in some manner through IMB. This team can be reached at info@imb.org or at 1-800-999-3113.

Southern Baptist churches have a long-standing practice of sending volunteers to serve on mission through IMB. In 2024, over 11,500 Southern Baptists volunteered through IMB. *Go Impact*, *Go Experience*, and *Go Discover* projects provide high school and college students, young adults, and church groups with opportunities to serve within the strategy of IMB personnel around the world. The IMB Missions Residency program launches in 2025, providing Next Gen adults the opportunity to serve from a semester to a year on IMB field teams. The Field Partnerships and Pathways team gives leadership to these initiatives and can be reached at info@imb.org.

Through the Convention Strategies team, the IMB has been actively expanding its reach to serve more extensive Southern Baptist networks, such as state conventions and associations, while also enhancing the involvement of ethnic networks. This approach, which aims to maximize the impact of the fastest-growing segments of SBC life, is a testament to our adaptability and commitment to ethnic diversity. As our ethnic networks continue to grow, the IMB is gearing up to develop and mobilize more mission efforts through these strategic partnerships, paving the way for a more diverse and hopeful future.

IMB continues to highlight the annual celebration for the George Liele Church Planting, Evangelism, and Missions Day. This celebration is not just an event, but a testament to our shared values and commitment to our mission. Churches across the SBC are invited to celebrate, pray, give, and go in honor of the legacy of George Liele. In 2024, the George Liele Scholarship supported pastors from several states to take vision trips to Sub-Saharan Africa, North Africa and the Middle East, and Central Asia to form long-term partnerships for sending volunteer teams.

With the strategic focus of ethnic network strategists, engaging non-Anglo Southern Baptist groups and fellowships continues to be an IMB mobilization emphasis. In response to our first Haitian/French Creole and Hispanic “Together for the Nations” events in Miami in 2023, we developed new resources in French and expanded our Hispanic informational pieces. More ethnic development is already scheduled for 2025.

Notably, the past year marked a significant milestone as state convention executive directors actively participated in a summit to dialogue with various IMB departments. This collaborative effort will play a pivotal role in implementing strategic plans and initiatives at the state level, underscoring the progress we have made in our shared mission.

The IMB deeply values the contributions of associational leaders who, in partnership with church staff, play a crucial role in helping Southern Baptists reach their communities and the nations with the gospel. By utilizing our associational strategists and strengthening relationships with associational networks, such as SBCAL and NOBA, we are creating more opportunities in sharing IMB information, empowering and training more churches, and mobilizing more Southern Baptists than ever before.

We continue to cast vision, mobilize, and equip North American churches not only to engage people groups globally, but also to fulfill the core missionary task among diaspora peoples (international students, immigrants, and refugees) who reside in our own neighborhoods. In 2022, IMB and NAMB joined other SBC entities to develop and form the Diaspora Missions Collective. The Diaspora Collective assists Southern Baptist churches to discover, engage, and resource churches as they engage unreached diaspora peoples. We assisted in forming a one-stop diaspora missions website, DMCollective.org.

The Diaspora Mobilization team has been developing strategy and onboarding new team members throughout the year. The team exists to develop and execute IMB and NAMB strategies that mobilize Southern Baptists to reach refugees, immigrants, and international students with the gospel throughout North America and globally. This involves pathways, partnerships, pipelines, and church planting.

Highlights include a Reaching the Nations conference with over 100 participants from churches, associations, and state conventions. Follow-up was conducted to develop strategies for networking and training. Critical connections were established with IMB personnel serving in the various affinities globally to reach diaspora peoples in select North American cities and to equip them to impact their home countries in a 360-degree model.

The Diaspora Mobilization team has established cohorts and collectives serving Southern Baptist churches, associations, conventions, and SBC organizations across North America. IMB personnel are teaming with Send Network and Send Relief Centers. We are developing training resources to equip churches and believers to impact diaspora peoples. Demographic information is being captured and utilized to identify where diaspora work is needed and where it is progressing.

A highlight of IMB’s reports in 2024 continues to be missionary Sending Celebrations. These events celebrate newly appointed missionaries, while also challenging Southern Baptists to commit to pray and to reflect on whether they may be called to go. The celebrations, available by livestream, inspire Southern Baptist churches to understand their role in sending new missionaries and to pray for the work God has prepared in advance for them among unreached people and places. IMB recognized 251 full-time missionary appointees in the four Sending Celebrations in 2024, including special services conducted in conjunction with the SBC annual meeting in Indianapolis and the Tennessee Baptist Mission Board annual meeting.

IMB's Global Research Team released a public Annual Statistical Report which represented work done by IMB personnel and their mission partners in 2023. The report contained data from IMB's eight Affinities and reports on the six components of the missionary task, centered around abiding in Christ: entry, evangelism, discipleship, healthy church formation, leadership development, and exit to partnership. The Global Research Team took great care to provide accurate numbers that represent IMB's commitment, and, as the Apostle Paul advised, to not report upon the work done outside of the sphere apportioned to us by the Lord (2 Cor. 10:12-18). The report provided Southern Baptists a report of God's work among the people groups of the world — work completed through Southern Baptists' commitments to pray, give, go, and send.

In 2024 Cooperative Program promotion, IMB contributed stories of how God is at work on the mission field to the "52 Sundays" resource. In our promotion of the 2024 Lottie Moon Christmas Offering® (LMCO), we reinforced how every dollar given by Southern Baptists supports the work of roughly 3,600 International Mission Board personnel on the mission field to reach the "multitudes" referenced in Rev. 7:9. The IMB sent LMCO direct mailers to Southern Baptist churches; 42,000 LMCO direct mailers were sent to Southern Baptist churches. Additionally, 4,000 LMCO DVDs were created to be distributed through IMB's Church Success Center and online store.

The IMB distributed promotional materials for the Week of Prayer for International Missions, including 2.1 million English-language prayer guides, as well as 140,000 language-specific prayer guides. Week of Prayer materials distributed also included more than 70,000 posters and 2.3 million offering envelopes, covering four languages. Numerous digital downloadable resources, including graphics, PowerPoint slides, bulletin inserts, and more were available in multiple languages online.

The IMB also printed 60,000 English-language Global Impact Guides. This resource includes missionary stories of God's work around the world, global highlights of what has been accomplished in the past year, and opportunities for churches and individuals to be involved in solving the world's greatest problem — lostness. IMB also printed 8,500 language-specific Global Impact Guides in four languages: Chinese, French, Korean and Spanish.

IMB saw targeted digital advertisements promoting the Loving the Lost prayer resource reach potential audiences. IMB created original media resources, distributed to encourage concerted intercession related to the Day of Prayer for the Persecuted Church in November 2024. The Woman's Missionary Union and IMB worked together to mobilize churches to pray for the nations during the annual Week of Prayer for International Missions. The week of prayer focused on the ways God is at work around the world through Southern Baptists — such as missionaries in Senegal, Central Asia, Brazil, Southeast Asian islands, Northern Africa, South Asia, Europe, and among the Deaf worldwide.

IV. Assist churches in fulfilling their international missions task by developing global strategies, including human needs-based ministries, and providing leadership, administrative support, and financial accountability for implementation of these strategies.

Send Relief partners with IMB personnel by providing training, consultation, and resources to implement compassion ministries that integrate into the missionary task. Send Relief work includes responses to acute needs caused by disasters, as well as long-term chronic needs from issues such as poverty, hunger, and injustice.

For fiscal year 2024, the IMB, in partnership with Send Relief, impacted almost 2 million people in 79 countries: 713,966 people received food assistance; 652,089 received healthcare

support; and 134,131 people benefited from clean water or improved sanitation. Through these efforts, 1,130 previously closed areas have been opened, offering the hope of the gospel to those who have not heard. Through these compassion ministries, over 72,327* came to faith in Christ, and 4,700* national churches were involved in reaching their communities through these projects.

Many parts of the globe which have great human needs are also in desperate need for the gospel, but people in these areas lack easy access to the gospel. Send Relief plays a strategic role for the IMB, not only in meeting critical physical needs, but also in opening doors in these difficult places for the spread of the gospel and church planting.

**These numbers represent work with both IMB field personnel and non-IMB partners. IMB numbers may also be included in IMB's Annual Statistical Report (IMB.org/ASR), so these results are overlapping, not in addition to that official count.*

V. Assist churches by evangelizing persons, planting Baptist churches, and nurturing church planting movements among all people groups outside the United States and Canada; and, provide specialized, defined, and agreed upon assistance to the North American Mission Board in assisting churches to reach unreached and underserved people groups within the United States and Canada.

Despite political challenges and conflicts that have had a serious impact on missionary placement and displacement, our mission force around the world is growing. Increased resources will be needed to invest in those joining the force and their efforts to make sure every and all peoples have a chance to hear the good news.

In an effort to cover all unreached peoples and places, some IMB affinities are grouping unreached people groups and places into mega segments. Some teams now have a mega segment focus with multiple peoples and places as opposed to a single people group focus. The goal is to provide a way for every and all people groups to have opportunities to hear the good news.

An emerging way to address the world's changing situations is to continue to work with global Baptist partners in developing their mission-sending capacities. In the spring of 2024, IMB President Paul Chitwood convened a global partnership meeting with representatives from 76 nations and Southern Baptists who serve alongside them in their countries. Great joy resulted from our like-minded approaches, both biblically and missiologically, to accomplish the Great Commission task. As we met together, we truly felt the pleasure of the Lord on our joint desire to serve in partnership to make disciples of all nations.

Our global partners challenged each other and made faith commitments to send out more than 1,000 missionaries in the years ahead. We continue to work together to develop a missionary force that will literally send missionaries from everywhere to everywhere. This will create a new horizon for Southern Baptists in a world of increasing conflict/chaos and barriers as we all seek to be an essential part of the fulfillment of the Rev. 7:9 vision.

VI. Assist churches in sending and supporting Southern Baptist missionaries and volunteers by enlisting, equipping, and enabling them to fulfill their calling.

In addition to continuing to assess, deploy, and train new missionaries, as well as providing ongoing training for existing missionaries, the Field Personnel Deployment and Training Team is still actively engaged in developing missionary pipelines within Southern Baptist churches, associations, and seminaries. As more external development pipelines are launched, we are working with the leadership within these churches to incorporate more of our development/assessment process into the pipelines.

We continue to streamline our processes and develop new training modules to advance the work of the IMB. The Training Development Team is working with our Mobilization Team and our Marketing and Communications Team to better understand our Southern Baptist audiences, their needs, and how we can better communicate with them and get our training resources to them. In addition, the Theological Education Strategy Team will continue to serve as liaisons to connect pastors and professors with short-term teaching and training opportunities on the field.

This was the first year our Staff Training Team conducted an Annual Required Training Impact Survey with all personnel. The results of this optional survey were instrumental in the creation of the Annual Required Training Steering Committee. This cross-department committee will work to ensure continued improvement for the required training program. Additionally, Staff Training will continue personnel development initiatives that better equip staff employees in their support roles.

VII. Mobilize and equip Southern Baptists in carrying out the Great Commission through praying, giving, going, and sending.

IMB's Mobilization Team continues to focus on increased engagement with Southern Baptist pastors and churches. We find that for many churches today, the IMB is one of many options considered by mission-minded churches that seek to get involved in international missions. As the official international sending agency of the Southern Baptist Convention, the IMB wants Southern Baptist pastors to prefer the IMB as the primary organization to partner in praying, giving, and going to the nations. To accomplish that, we are committed to working tirelessly to build strong relationships, enhance service levels, and promote more field-to-church interactions with the 47,000 Southern Baptist churches in the U.S.

The IMB continues to grow our presence through an event strategy called Together for the Nations, which will reach 15 markets across the U.S. from 2022-2025. As a part of the strategy, missions leaders and influencers can learn about the IMB, the missionary task, and ways to take a next step in missions support or partnership. A primary objective of the day is interaction between Southern Baptists and IMB leaders from the mission field and the home office. In 2025, events are planned in Mississippi, California, and Tennessee.

Having identified that inflation is outpacing revenue in the SBC, IMB leadership is pursuing an aggressive strategic-growth plan to ensure that it can sustain support of both current and future IMB missionaries and achieve its 2025 objectives.

With a commitment to these 2025 objectives through increased relationships with Southern Baptists, we recognize the critical importance of a deeper understanding of how each church is involved in international missions through praying, giving, going, and sending. We continue to develop comprehensive ways to collect and process information that allows IMB to better serve Southern Baptist churches and partners and celebrate how God is using Southern Baptists to reach the nations.

VIII. Assist churches in fulfilling their international missions task by developing global strategies, including human needs-based ministries, and providing leadership, administrative support, and financial accountability for implementation of these strategies.

Send Relief will continue to grow in reach and impact by coming alongside more IMB missionaries and partners to support the work of the missionary task. Everywhere IMB missionaries go, they encounter human needs. Natural and man-made disasters are on the rise. The global hunger crisis has risen to its highest level in 40 years. The number of forcibly displaced people has doubled over the past decade, now reaching over 120 million people

worldwide. Growing urbanization presents new challenges for addressing the pervasive human needs of the city. Send Relief will continue to improve in expertise and capacity to help the IMB address these challenges — these opportunities — in gospel-centered ways that advance the missionary task. And as the IMB continues to press the edges of lostness, the meeting of human needs will create unique opportunities for access and engagement of some of the least-reached peoples of the world.

MATTERS REFERRED BY THE CONVENTION

The Convention referred the following item to International Mission Board during the Annual Meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, for consideration, action, and report back to the next annual meeting.

1. SBC Referral: To request all entities to only use outside legal counsel whose values reflect the Baptist Faith & Message (2000) on gender and sexuality.

Motion: Paul Montgomery, Oklahoma

“That every entity be requested to only utilize outside legal counsel whose firm’s corporate commitments do not conflict with the convention’s long-standing values as reflected in the Baptist Faith and Message regarding gender and sexuality.”

Response: IMB engages outside legal counsel with the legal expertise and experience necessary to provide sound legal advice on complex matters impacting our global operations. Whenever possible, we seek to contract with attorneys who align with our values.

2. SBC Referral: To request that all Convention entities to revise their codes of conducts related to alcohol.

Motion: Jonathan Paramore, California

“That all SBC entities consider revising their respective codes of conduct, handbooks, policies, or governing documents to lift prohibitions on the use of alcohol outside of communion. These revisions should respect the positive view of moderate alcohol use as presented in Scripture, while maintaining strict prohibitions against alcohol abuse . . .”

Response: In an effort to represent all Southern Baptists, who have varying opinions on this topic, IMB policies do not allow missionaries to consume alcoholic beverages. IMB trustees consistently review policies to ensure the organization can best fulfill our ministry assignment. This policy is part of the consistent review process.

3. SBC Referral: To request entity trustees explain how Calvinism / Reformed theology is compatible with the Baptist Faith & Message (2000) and consider not promoting those beliefs in their entities.

Motion: Curtis Kentmer, Kentucky

“That the messengers of the 2024 Annual Meeting request that the trustees of our entities, including our seminaries and all boards and commissions, explain how Calvinist/Reformed theology is compatible with the Baptist Faith and Message 2000 and consider eliminating the teaching and promotion of Calvinist/Reformed theology from all SBC entities and report their findings and any resulting actions steps to the 2025 annual meeting.”

Response: IMB missionary teams around the world conduct their work in accordance with the Baptist Faith & Message, specifically through the Core Missionary Task as outlined in IMB’s Foundations document.

As stated in the Preface of Foundations: *The Word of God must define and direct the work of missions. For this reason, the International Mission Board (IMB) commenced a multi-year initiative aimed at clarifying the foundations from God's Word that fuel our work around the world. This initiative involved collaboration between IMB trustees, staff, and missionaries from every region of the world; pastors across the Southern Baptist Convention and professors from every Southern Baptist seminary; and various other men and women in churches and missions organizations.*

Foundations is available for download for free at <https://store.imb.org/imb-foundations/> and is available in English, Korean, Spanish, Chinese, French, Russian, and Portuguese.

4. SBC Referral: To direct the Executive Committee to publish a schedule of payments of more than \$5,000 paid to another entity.

Motion: Ethan Hester, North Carolina

"That the messengers to the Southern Baptist Convention meeting in Indianapolis, Indiana, June 11-12, direct the executive committee to publish a schedule of payments of more than \$5,000 made by any entity to or on behalf of any cooperating church of this convention, its pastors, or their spouses, or associational missionaries or their spouses."

Response: IMB does not maintain one centralized schedule of payments for expenditures of \$5,000 and above. Each IMB Team is responsible for sound fiscal stewardship of the gifts IMB receives through the Cooperative Program and the Lottie Moon Christmas Offering®. IMB's Board of Trustees maintains oversight of IMB financial reports, which are accessible at <https://www.imb.org/impact/>.

5. SBC Referral: To request the SBC President appoint a task force to study Philippine indigenous Baptist pastors.

Motion: Talmadge Fogg, Florida

"That the newly elected president of the SBC appoint a task force to study the addition of a new IMB program to train and support Philippine indigenous pastors and report back to the 2025 SBC Annual Meeting."

Response: IMB missionary teams around the world conduct their work in accordance with the Core Missionary Task as outlined in IMB's Foundations document. The work is planned with ongoing consideration for the most strategic way to be wise stewards of available resources and to result in maximum gospel advance. This work includes significant emphasis on Leadership Development of national pastors. IMB missionaries report regularly on this work to their leadership, and IMB reports on this work regularly to Southern Baptists through IMB.org, Baptist Press, and numerous leadership speaking engagements.

Regarding theological education work to train national pastors in the Philippines, IMB missionaries recently have reported that:

- IMB missionaries are working in partnership with Bicol Tribal Bible School, where training is provided for church planters and Global Missionary Partners.
- IMB missionary personnel are assigned to work at the Southern Philippine Baptist Theological Seminary (SPBTS) in Davao City, and specifically work with its Philippine Baptist Extension School of Theology (est. 1972), where about 1,050 students are enrolled in external studies. The missionary who is the director of that program also serves as dean of graduate studies. The missionaries direct seminary

education by extension for local pastors, including foundational courses; a diploma-level Bible Training Centre for Pastors; an associate-level journey series; a bachelor-level course for pastors and church leaders; a masters-level course with the Southern Philippines Baptist Theological Seminary in partnership with Southwestern Baptist Theological Seminary in Fort Worth; a Master of Divinity degree; and a Doctor of Ministry degree. A Ph.D. in Education program has been proposed for the future.

- IMB missionary personnel are teaching with the Southern Baptist School of Theology (SBST), which was founded by IMB workers at the International Baptist Church of Manila in 1982. SBST currently has 370 students and 18 teaching centers. Using a mix of hybrid (Zoom and in-person), SBST targets bachelors- and masters-level students who are second-career and/or bi-vocational pastors who may not desire a formal seminary education, both in Manila and the provinces (specifically Luzon but also in Mindanao and Visayas). Students often lack the resources to move to Baguio or Davao and usually do not desire the more advanced degrees. SBST is proud that they are currently the most affordable theological education institution among the Southern Baptist-connected colleges/seminaries. Leaders are working to formalize the institution and soon hope to start a D.Min. program.
- Other IMB missionary personnel work in missions training in Davao City through mobilization for missions in local churches and associations of churches; evangelism training; discipleship training, specifically geared toward addressing literacy issues; trips for pastors and church members into communities to personally experience outreaches; church planting training for pastors and church members; and monthly team trainings. They teach through small-group interactive Bible studies in homes, seeking to delegate more and more responsibility to develop leaders.
- IMB missionary personnel express they are thankful for the opportunities theological education gives them among the wider evangelical community in the Philippines and Asia. For example, one missionary serves as a program director at Asia Graduate School of Theology — Philippines, hosted at Asian Theological Seminary, where there are 17 students among the first three cohorts. Students are from Germany (living in General Santos, Philippines), Nigeria, Ghana, Kenya, Pakistan, the Philippines (one lives in Indonesia), and the U.S. (the three U.S. students live in Uganda, Oman, and Mongolia). The missionary also has given seminars on using orality in teaching at Nigerian Baptist Theological Seminary, Pentecost University (Accra, Ghana), and East Asia School of Theology (Singapore). He also serves as co-editor of AGST's journal, the *Journal of Asian Mission*.
- As missionaries, personnel focus on how students can translate their learning into reproducible, applicable ministry to convey the training to other Filipino pastors and church leaders.
- IMB personnel in the Philippines also note that it is a mutually beneficial partnership. While Southern Baptists are glad to come alongside efforts to help train Filipino pastors, IMB personnel are “as prone to get help from them, as the other way around.” One example is Filipino seminary teachers who offered a pastoral counseling training to tribal pastors — and many other Filipino pastors could offer IMB personnel much in the way of training. “While there is of course always room to grow in training for Filipino pastors, we’ve seen the Philippines doing a great job of this through the years,” the missionary reported.

All IMB-led theological education aligns with the Baptist Faith & Message and IMB’s Foundations document, which is available for download for free at <https://store.imb.org/imb-foundations/> and is available in English, Korean, Spanish, Chinese, French, Russian, and Portuguese

ANNUAL IMB STATISTICAL REPORT BASED ON 2023 DATA*Global summary reflecting work in calendar year 2023, reported in 2024***Entry**

How many human needs projects were implemented? 1,038

How many people were impacted by human needs projects? 401,654

How many views of digital gospel content were watched to at least 95%? 885,964

How many hours were spent prayer walking? 5,376

Evangelism

How many people heard at least some portion of the gospel message? 879,798

How many people had an opportunity to respond to Christ? 451,038

How many who heard a gospel witness became new believers? 141,206

How many believers were baptized? 116,992

Discipleship

How many people were discipled? 269,571

How many were given basic discipleship? 25,578

How many were given evangelism training? 60,663

How many were trained to make disciples? 40,208

Church Formation

How many new groups intending to become churches were formed? 2,716

How many new churches were formed? 27,324

Leadership Training

How many leaders were trained? 63,481

How many leaders were trained in preaching or teaching? 21,065

How many leaders were trained as a pastor or elder? 14,592

How many leaders were trained in church planting? 19,373

How many leaders were trained in church health? 19,149

How many leaders were trained in theology or doctrine? 15,905

Exit to Partnership

How many people were trained in cross-cultural sending? 21,992

The International Mission Board's Annual Statistical Report (ASR) contains the most accurate information for the stated reporting period available at the time of publication. Figures reported are for work related to IMB personnel and close baptistic partners only, and since 2009 no longer include reports from global Baptist conventions and unions.

After publication, the board's Global Research Department continues to process both new and revised reports as field personnel continually strive to provide the most accurate picture of the board's work and influence during the given reporting period. Field offices may submit new or revised reports for a variety of reasons, including typographical errors in the original report newly received or corrected information, clarification of reporting categories, etc.

After publication of the ASR, all analyses utilize the most current data for the reporting period available at that time, including all new and revised reports submitted since the ASR's publication. Thus, subsequent reports may reflect updated or additional data and may differ from previously published reports. For current data regarding a given reporting period, including the latest revisions, contact the Global Research Information Center (GRIC@imb.org).

Lifeway

200 Powell Place, Suite 100, Brentwood, TN 37027

JAMES CARROLL, Chair

BEN MANDRELL, President and CEO

Greetings on behalf of the entire team at Lifeway Christian Resources. I'm honored to provide this report on the work of Lifeway, and I'm excited to share what God is doing through Lifeway as we come alongside churches by designing trustworthy experiences that fuel ministry. Since 1891, Lifeway's focus has remained on helping local churches share the good news of Jesus Christ and make disciples everywhere. More than 130 years later, we continue to faithfully steward the mission and ministry given to Lifeway by Southern Baptists.

First, let me say how thankful I am that the Lord has continued to bless Lifeway. The 2024 fiscal year represents the fourth consecutive year of revenue growth since 2020. Lifeway's financial position remains strong and healthy. As you know, Lifeway is a ministry funded by a business model, having never received funds from the Cooperative Program. We continue to thank God that He has allowed us to be self-supporting while continuing to serve churches.

You'll find details of the work accomplished in 2024 in our ministry report, but I want to take a moment to celebrate how God has worked through Lifeway this past year.

In February of 2024, Lifeway launched a Church Equipping team specifically focused on providing care, collaboration, and training for church leaders. Through our online and in-person events, Lifeway trained over 15,000 ministry leaders in 2024. We look forward to coming alongside the leaders in your church in 2025 to help strengthen your ministry.

This past year, Lifeway celebrated the 100th year of ministry through Vacation Bible School. Today, more than 2.5 million kids and adults engage with Lifeway's VBS curriculum each summer across more than 25,000 churches. VBS remains one of the largest outreach efforts for Southern Baptist churches, leading to nearly 60,000 salvation decisions each year.

VBS is a time-tested, successful strategy for reaching kids with the gospel that is still engaging, appealing, strategic, and effective today. We can look back over the past 100 years and celebrate what God has done through Vacation Bible School.

Helping church leaders reach and disciple young people is part of the DNA of Lifeway. This past summer Lifeway hosted more than 114,000 campers from 4,220 churches at our Lifeway camps. Our team continues to prioritize evangelism through our summer camp ministries by clearly presenting the gospel to teenagers and kids and by training teenagers to share their faith through mission opportunities and evangelism track times. In 2024 more than 3,700 teenagers came to faith in Jesus at a Lifeway summer camp. And more than 1,500 made decisions to serve in vocational ministry.

Lifeway campers also learned about the importance of church planting and global missions, giving more than \$600,000 to support the work of the North American Mission Board and the International Mission Board. I'm thankful for the partnership we have with both NAMB and the IMB to teach students how they can be a part of God's global mission. I can't imagine how

many seeds are planted of future church planters, missionaries, and church leaders who will one day start a brand-new gospel work because they saw it demonstrated at camp.

One of the greatest areas of Lifeway's reach is through ongoing Bible study curriculum. On any given Sunday, more than 6 million people are studying Scripture using Lifeway curriculum. Discipleship is at the heart of all we do at Lifeway. We produce biblically faithful resources for church leaders to use in all of their ministry environments in the hopes that each conversation is being used by the Lord to raise up new disciples.

I hope you'll take a moment to read through the report and see the many ways Lifeway is designing trustworthy experiences that fuel ministry in your churches. As a nonprofit, each purchase you make at Lifeway helps support our ongoing work to equip churches and spread the gospel around the globe. Thank you for your partnership in this important mission.

Gratefully,
Ben Mandrell
President & CEO

MINISTRY GOALS AND ACCOMPLISHMENTS

I. Assist churches in the development of church ministries.

Sunday School

Throughout the SBC, reports from church leaders indicate many churches have seen growth in their Sunday School/small group ministries and are back to pre-pandemic attendance levels. While this varies from state to state and from church to church, the prevailing indications are that Bible study groups are reaching new people, while efforts are still underway to reengage people who stepped away from church and groups during the pandemic.

Lifeway Kids and Lifeway Students introduced the highly anticipated Hyfi curriculum for kids and students in fall 2023. This media-rich resource teaches the truths of Scripture in a way that helps preschoolers, kids, and students understand their true identity in Christ. Hyfi utilizes high-quality media, games, and side-by-side learning to foster a fun atmosphere of learning and belonging. Hyfi is a fun experience for kids and students that remains faithful to the Bible. Hyfi roots the next generation's identity in Christ through 12 biblical truths that teach them who they are in Him. Every session provides biblically sound content with a clear picture of Jesus and the gospel. One year after its release, Hyfi is a growing resource serving many churches across the country. We continue to maintain a close feedback loop with churches to listen and craft a resource that meets the unique needs of churches.

In fall 2024, Lifeway Adults released a refresh edition of The Gospel Project for Adults which features a new in-class experience. While still holding to the chronological study approach, making strategic and timely connections to Jesus, and teaching doctrine throughout, the teaching plan was restructured to highlight in-class discussion. Each session begins with level setting questions to bring everyone in the class up to speed whether or not they completed the daily work prior to class but quickly moves to a discussion activity.

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to help class leaders work toward dynamic and thought-provoking discussion as a center piece of the classroom experience. Early feedback from groups using this new approach in The Gospel Project for Adults has been positive and encouraging as leaders have described how early skepticism has turned into delight from their leaders as they've begun teaching the new material. Although early feedback has been positive, The Gospel Project team will be hosting a series of listening sessions with churches who used the first quarter of refreshed content to learn how we can further improve on this new model.

Future Plans — In the fall of 2025 Lifeway Kids and Lifeway Students will release an updated version of Explore the Bible containing updates to the leader and participant guides. The new format is easier to use and creates a better flow from one section of the Bible study to the next. It also provides alignment of philosophy between kids and students to help young people learn how to study the Bible in context and to address biblical illiteracy.

Lifeway Adults will also be releasing an updated version of Explore the Bible for Adults in fall 2025 that will include suggested changes to the leader guide brought forward by a group of advisory churches gathered in 2024 to strengthen the product.

Ongoing enhancements to Bible studies in all age groups continue to take place quarterly. Based on usage by Lifeway team members, customer comments and suggestions, and new approaches to learning, these enhancements continue to sharpen Lifeway's family of products.

Discipleship

Discipleship is at the heart of all we do at Lifeway. We produce trustworthy and effective resources for church leaders to use in all of their ministry environments in the hopes that the Lord is using each conversation and the leaders He has entrusted in His church to raise up new disciples. As practitioners, however, we also understand the complexity of disciple making and are compelled to do all we can to bring not only resources but also research and thought leadership that can help provide clarity, direction, and strategy for ministry leaders.

Lifeway continues to serve tens of thousands of churches through our ongoing curriculum lines—Explore the Bible, Bible Studies for Life, The Gospel Project, and Hyfi—as well as short-term studies such as *Experiencing God* by Richard Blackaby, *Revelation* by Jen Wilkin, and *Revival Generation* by Shane Pruitt. Whether for kids, students, adults, men, or women, Lifeway continues to strive to serve each audience in the church with Bible studies tailored specifically to them.

In 2023, Lifeway Adults released a new series of books under the brand, Storyteller. These studies are designed with both the individual and group in mind and focus on book-by-book study. In 2024, Lifeway released eight more studies to create a library of 10 Storyteller books. These are designed for learners to take in Scripture and answer a series of questions that help bring forward the truths presented in each book. At the end of each section, there are questions an individual doing the study on their own or groups meeting together can answer or discuss.

Future Plans — In 2025, Lifeway Adults will publish a new pipeline of short-term studies including studies by Preston Perry, Ray Ortlund and Sam Alberry, Ben Mandrell, I Am Second, Alistair Begg, and more. One of the key releases in 2025 is a study called *Deep Discipleship*. This study is co-authored by Jen Wilkin, Kyle Worley, and J.T. English and is based on the discipleship program the authors run in each of their churches. This 24-week study, intended to be broken up into two semesters, centers on three main pillars of discipleship: story, belief, and formation.

The Lifeway Students team will release new 30-day devotionals on topics including facing fear, prayer, and belonging and six new short-term Bible studies in fiscal year 2025, including

A Field Guide to 1 and 2 Peter by Ethan and Dianne Jago, *Luke In the Land: Walking with Jesus in His First-Century World* by Kristi McLelland, *Everyday Evangelism: Pursuing Hearts Not Arguments* by Preston Perry, *Together: Community that Marked the Acts 2 Church* by Ben Mandrell, *Define the Relationship: Growing a Parent Ministry that Brings Families and Churches Together* by Chad Higgins and Zac Workun, and *Not My Jesus: Reclaiming the Truth, Rejecting the Idols* by Shane Pruitt.

Lifeway Kids will release a new volume of TeamKID titled *God's Amazing Story*, with versions for kids and preschoolers. This 40-session study will lead kids on a journey through the Bible from Genesis to Revelation as they discover the Bible in one big story that is all about Jesus. The release of TeamKID *God's Amazing Story* is scheduled for June 2025.

Leadership Development and Church Equipping

In February 2024, Lifeway launched a Church Equipping team specifically focused on providing care, collaboration, and training content to church leaders.

In-person adult training events such as the Group Essentials Conference, the Big Results Leadership Conference, the annual Black Church Leadership and Family Conference, and women's ministry training events such as You Lead provided training for pastors, group leaders, and church staff. These conferences focused on essential practices for healthy group ministries. These were single-day events, two-day events, and week-long events at churches and conference centers.

Lifeway Students continued to engage thousands of youth ministry leaders from across the country through in-person events, online cohorts, and digital resources. The Essentials Roadshows were held in 12 cities, engaging local church leaders in roundtable strategy sessions. Youth Ministry Booster currently operates a 500-member network of youth pastors, and all of our ministry area teams are actively involved in hosting live training events across the country.

Lifeway Students' newest conference gathering, The Experience, continued to grow and provide meaningful preaching practice for youth pastors in several unique Nashville environments.

Lifeway Students has released a new resource, called Parent Partner, that provides tools for churches to equip parents to have conversations with their kids in several difficult, yet common topic areas.

With almost 11,000 churches and an average of over 25,000 leaders on Ministry Grid each week, we continue to see momentum with churches using the platform as a digital solution for discipleship, training, and development resources. Many churches use the customization features of Ministry Grid to share their own content and resources along with Ministry Grid's 700-plus training courses.

Lifeway continues its partnership with Southeastern Baptist Theological Seminary (SEBTS) to host 10 free digital courses on Ministry Grid. Additionally, Lifeway continues its partnership with the Ethics & Religious Liberty Commission (ERLC) to host video lessons and a downloadable workbook for *Becoming a Church that Cares Well for the Abused* on Ministry Grid. This free access allows churches and individuals to track a user's completion and fulfills step five of the Caring Well Challenge, an initiative of the ERLC and the SBC's Sexual Abuse Advisory Group.

Lifeway Kids and Lifeway Students co-produced the ETCH Family Ministry Conference in fall 2024, at Brentwood Baptist Church in Brentwood, TN. ETCH is an acronym for "Equipping The Church and Home" and has become a premier event for NextGen Ministry leaders. More than 900 kids and student leaders from across the country journeyed to the Nashville area for this highly anticipated event. Plans for ETCH 2025 are well under way. From unlocking research to discovering new strategies to helping church leaders reconnect with their calling, ETCH equips church leaders to reach, disciple, and pass on the faith to the next generation.

VBS Preview events continued in person in January 2024 in four locations: Brentwood, TN, Fort Worth, TX, Houston, TX, and Ridgecrest, NC. Nearly 2,000 VBS leaders and volunteers experienced various aspects of VBS 2024. Also, Lifeway trained state convention VBS teams through an in-person VBS Institute in Houston.

The Church Equipping team continues to work alongside SBC state leaders, associations, and local churches, offering expertise at leadership events, trainings, and conferences. These partnerships strengthen our shared mission to equip churches nationwide.

Adult Discipleship Training:

- Conducted 26 events in 14 states, training 2,454 church leaders

Student Ministry Training:

- Engaged youth pastors from 18 states, with over 400 participating in monthly online gatherings
- Co-hosted the Youth Pastor Summit, where 3,000 student pastors received training

Women's and Girls' Ministry:

- Lifeway Women trained more than 1,808 leaders in fiscal year 2024 through our You Lead Events, Women's Leadership Forum, Essentials, and Lifeway Academy.

Kids Ministry:

- Trained 6,200 leaders across 35 states, with over 2,700 attending VBS Preview events

Future Plans — Building off the success seen in Lifeway Students, plans to expand ministry leader networks into other areas will begin to take shape in the coming year. Further work with podcasts, YouTube, and live events will also be done to relationally connect with church leaders and give multiple options for leaders to engage in leadership development.

The Church Equipping team will create a framework to help churches communicate and evaluate effective discipleship. Grounded in Scripture, this initiative will guide churches in aligning their discipleship efforts with God's Word and communicating a clear vision for spiritual growth. We will provide training resources and streamline access to tools that help church leaders identify the best discipleship resources for their people. Our goal is to equip churches with a practical, biblically grounded approach to making disciples.

Worship and Music Ministry

In our Worship Music area, the Lifewayworship.com platform continues to serve churches with new congregational music arrangements along with our extensive catalog of choral music resources for adults and children.

Growth has continued in our Broadman Church Supplies area. We added a new line of prefilled communion cups that have helped better meet the increasing demand for these church supplies, and engineers continue to refine the machinery in order to address feedback that has been received. We are confident this work will lead to a better premium communion cup experience. Lifeway's OneSource church administration program continues to provide Southern Baptist churches with an opportunity to receive exclusive discounts on a wide variety of products and services.

Future Plans – Listening sessions are continuing with church music leaders, educators, and denominational music leaders around the country to gather feedback for how Lifeway Worship can best serve church music ministries in the future. Plans are being built alongside church leaders, denominational leaders, and current Lifeway trustees.

Evangelism

Lifeway continues to position evangelism as a crucial component of its publishing strategy. By keeping existing evangelism resources in front of churches through consistent messaging and developing new concepts and titles, Lifeway is ensuring evangelism and evangelism strategies maintain their rightful place as a core spiritual discipline. *Three Circles* by Jimmy Scroggins, a teen resource, walks through the three circles evangelism strategy to help believers discover how simple sharing the gospel can be. Resources such as *Tell Someone* by Greg Laurie and the legacy Bible study *Share Jesus Without Fear* continue to be effective tools for evangelism.

Released last spring is *Farsighted: Fostering a Culture of Outreach in our Churches and Bible Study Groups* by Dwayne McCrary. This release in Lifeway's ministry support resources contains the steps for establishing a culture of evangelism within a church. *Farsighted* was written to help leaders foster a sense of evangelism that becomes a part of a church culture or DNA through its groups ministry, in whatever context that may be. If we want our churches and Bible study groups to focus on reaching people far from God, we must create a culture that encourages and celebrates reaching people. In this book, readers examine ways of creating a reaching culture and encounter practical ideas for building and reinforcing such a climate.

Each issue of Bible Studies for Life and Explore the Bible includes an evangelism session that is intentional in calling the reader to place his or her faith in Christ. Moreover, "Sharing Christ" is one of eight signposts of an effective disciple on which our Bible Studies for Life curriculum is built. Because of this, churches that use Bible Studies for Life will spend no less than six consecutive weeks discussing the pivotal discipline of evangelism every year. Our ongoing curriculum leader guides also instruct leaders to invite group members to place their faith in Christ. While The Gospel Project hasn't followed this same pattern, each session includes Christ crucified and resurrected as the focus and intent of the Scriptures, calling on all people to believe in Him and encouraging believers to share this good news with others.

In 2024, Lifeway Adults refocused application sections from each ongoing line to better encourage Bible study groups to foster a reaching and evangelistic posture as is commanded by Scripture.

Hyfi follows a monthly themed scope and sequence in Kids and Students designed to help the next generation see and understand who God is. In this highly relational approach to Bible study, Hyfi helps small group leaders and fellow learners develop relationships that lead to gospel conversations.

In terms of training within the mandate to evangelize, Lifeway emphasizes evangelism in specific webinar series throughout the year. *Building a Disciple-making Ministry*, *Breathing Life into Sunday School*, *Restarting Groups*, and *3 Roles of a Group Leader* all include a heavy focus on evangelism. Additionally, *Breakthrough: Creating a New Scorecard for Group Ministry Success*, released in fall 2022, focuses on the need for evangelism in and through groups as an aspect of effective group life.

Something Needs to Change by David Platt is a powerful message that focuses on reaching unreached people groups with the gospel. This small group Bible study experience points out the need to take the gospel message of Jesus into unreached regions. *Marks of a Disciple* by Dean Inserra examines six helpful measurements to test whether or not we're growing spiritually. In addition to topics like the spiritual disciplines, generosity, and theological groundedness is a heart for evangelism. This last small group discussion of *Marks of a Disciple* focuses on Jesus's command to share the gospel story, to be a witness for Him, and to lead people to Jesus. Other resources addressing evangelism in some capacity are *Experiencing God*, *Masterlife*, *Radical*, *Spiritual Gifts*, *Follow Me*, and *Gospel Above All*.

Lifeway continues to prioritize evangelism through its summer camp ministries by clearly presenting the gospel to teenagers and kids and by training teenagers to share their faith through mission opportunities and evangelism track times. In 2024, more than 3,700 teenagers came to faith in Jesus at a Lifeway summer camp.

Sharing the gospel with kids is one of the most important elements of Kids Ministry. *The Gospel: God's Plan for Me* Bible study presents the gospel story in kid-friendly language with applicable Scripture verses. It includes information about how to respond to the gospel, pages to guide parents in at-home conversations, and downloadable leader content.

What is a Christian? Answers for Kids is an eight-week activity book for kids that helps them answer questions about becoming a Christian. This study includes questions about God, Jesus, sin, the gospel, becoming a Christian, heaven, baptism, and the Lord's Supper. An included parent section equips parents to have conversations with children who are asking questions about the gospel. *What is a Christian?* can be used in a class setting at church or in a home environment to help kids work through their questions related to what it means to be a Christian and how to receive God's gift of salvation.

To model presenting the gospel to kids, Lifeway.com/kids provides several video examples, and provides downloadable gospel presentation videos and scripts for *The Gospel: God's Plan for Me* and the *Three Circles* (including Spanish) to help leaders talk with kids about becoming a Christian.

Another way Lifeway Kids is helping parents evangelize their children is through ongoing curriculum's At Home digital resources available for churches to distribute to families through Ministry Grid. Simple to access and easy to use, At Home provides families with weekly worship experiences, videos, prayer prompts, and family activity ideas that coincide with weekly on-cycle curriculum sessions for The Gospel Project, Bible Studies for Life, Explore the Bible, and Hyfi kid's resources.

Share Jesus Without Fear, revised edition, presents a simple and relational approach to witnessing that underscores dependence on God's power for the results. Birthed out of the radical life-transformation of its author, Bill Fay, *Share Jesus Without Fear* teaches believers how to navigate a witnessing conversation in everyday situations. Lifeway has released additional Share Jesus tools to equip believers to share their faith: the *Share Jesus Without Fear* app and *Share Jesus Without Fear* Scripture and Question Cards.

Go & Tell Kids Mission Trip VBS is an easy-to-use, transportable VBS designed to help mission trip teams host a Vacation Bible School anywhere in the world. Simple visuals, 100-plus recreation games, and five sessions of gospel-centered content equip volunteers to explain the good news to kids in any context.

Vacation Bible School is the largest outreach to unchurched kids in any given year for 78% of churches hosting VBS, according to Lifeway Research. Statistics have shown parents will encourage their child(ren) to participate in a VBS event at a church they don't attend if their child is invited by a friend. With opportunities for evangelism, discipleship, and relationship-building throughout a week of VBS, churches are able to connect with their communities in fun and engaging ways. Lifeway provides churches with evangelistic VBS and Backyard Kids Club curriculum materials.

Lifeway supported churches in 2024 through Lifeway's VBS Breaker Rock Beach. Preschoolers, kids, students, and adults learned they can rely on God's rock-solid truth in a world of shifting sand.

Future Plans — Short-term studies will continue to be developed that address the crucial component of evangelism in the daily life of a disciple, be it an entire study or aspects of topical

studies. Our teams look for ways not only to include gospel messages in every resource we develop but also reminders of Jesus's charge to make disciples of all the nations. Lifeway's ongoing curriculum lines will continue to emphasize evangelism as a regular aspect of outline development.

VBS 2025 will take kids on an experience to discover the bigness of God in the smallest of things through "Magnified!"

Marriage and Family Ministry

Lifeway continues to resource churches in family ministry through the publication of quality family and devotional magazines. Included are:

- *HomeLife* — Focused on faith, family, and life, *HomeLife* is a monthly magazine with articles and fresh ideas for families, marriages, and personal development.
- *Mature Living* — A monthly magazine focusing on the spiritual and personal needs of adults, from boomers to seniors.
- *ParentLife* — A monthly magazine offering biblical and relevant content. Each issue offers practical help with insights written especially for parents.
- *Journey* — A devotional magazine for women with content that is substantive but not overwhelming for busy schedules. This devotional has been completely redesigned and is now available in a quarterly format with digital access available to all print users through the Lifeway Women app.
- *Stand Firm* — A devotional guide for men with daily encouragement and small group questions that fit into a man's busy schedule. This devotional has been completely redesigned and is now available in a quarterly format.
- *Open Windows* — A quarterly devotional guide featuring individual daily readings and selected Scripture passages (also available in large print). It also includes a prayer guide that focuses on praying for missionaries serving through the International Mission Board.

Churches use these resources to help families realize and prepare for the fact that life happens between Sundays. While these magazines provide wonderful leisure reading, they also hit difficult topics of life from a strong, biblical perspective.

Global

In 2024, Lifeway Global focused on expanding our Spanish-language program through new study Bibles, Spanish-speaking authors, original church curriculum, and other resources and is continuing to develop a unified strategy to better serve global churches in other languages such as Hindi, Vietnamese, Mandarin, and Korean. Lifeway Global enjoyed another year of growth and received the Book of the Year award by the Spanish Evangelical Publishers Association. In 2024 we also started the Global Go-to-Market team to help Lifeway strategize around key initiatives to better serve the global market.

Due to the importance of contextualization of our resources, our team trained more than 500 pastors in Mexico, Peru, Spain, and Colombia on how to use our new resources, and our publishing pipeline included more than 55 authors from more than 20 nationalities, demonstrating our commitment to serve the church globally.

One of the most important projects we worked on this year was the Christian Standard Bible (CSB) in Spanish, from editorial to marketing plans, preparing the way to launch in 2028.

Future Plans — Lifeway Global is looking forward to the continued acquisition of international authors for the English-speaking global church and the launch of the CSB in Spanish.

II. Assist churches in ministries to college and university students.

Lifeway continues to serve churches seeking to reach and equip college students with the gospel of Jesus Christ. There are almost 23 million college students in North America, and churches are continuing to seek ways to reach and equip this important segment of our population. Lifeway provides churches and collegiate ministries with resources that will assist in making disciples of Jesus among college and university students.

Ongoing curriculum provides churches with trustworthy resources that give college students the opportunity to study the Scriptures in small groups, Sunday School, or on their own. Bible Studies for Life and Explore the Bible Daily Discipleship Guides, The Gospel Project curriculum series, and YOU Bible studies all address relevant and crucial issues of how the Scriptures intersect with the lives of college students. Whether the starting point in these groups is life, the text, or theology, the various lines of curriculum that Lifeway offers for college ministry will help students grow in their walk with Christ.

Lifeway Students continues to produce short-term Bible studies designed to disciple and equip college students. These short-term studies are ideal for semester small groups and retreat settings. A variety of authors and subjects are considered extremely relevant to the life of college students and young adults. Notable among these is 2024's *Revival Generation*, a new eight-session Bible study by Shane Pruitt (Next Gen Director at NAMB). *Revival Generation* calls for high schoolers, college students, and young adults to prepare for spiritual awakening and provides a biblical understanding of what revival is. The 2025 Lifeway Students publishing pipeline includes another new title from Shane Pruitt, *Not My Jesus*, releasing in August 2025. *Not My Jesus* speaks directly to cultural misunderstandings about who people incorrectly believe Jesus is and provides biblical truth to help college students understand and explain who Jesus is according to God's Word.

Lifeway's Storyteller Bible study series aims at the heart of a college student who desires a pure reading and application of the text, one book of the Bible at a time. Other Bible studies appropriate for college students include *Anxious* by Scarlet Hiltibidal, *With Us in the Wilderness* by Lauren Chandler, *Stories Jesus Told* by Daniel Fusco, *Encountering God* by Kelly Minter, *Romans 8* by Noe Garcia, *Ecclesiastes: Finding Meaning in a World of Passing Pursuits* by Barnabas Piper, *He's Where the Joy Is* by Tara Leigh Cobble, *From Beginning to Forever* by Elizabeth Woodson, a study on Philippians by Juan Sanchez, and *Spiritual Gifts* by Dan Darling.

Future Plans — Short-term studies will continue to be offered that are relevant to issues young adults and college students are facing within their culture.

III. Assist churches with Christian schools and homeschool ministries.

A biblical philosophy of education to guide the training of children and youth is presented in *Kingdom Education: God's Plan for Educating Future Generations*, 2nd edition. This resource provides the driving principles that shape essential biblical education services and resources to Christian schools, churches, and families.

The Gospel Project for Kids: Home Edition is designed to help families—whether they homeschool or engage in traditional education—supplement biblical education and child discipleship. Lifeway's Student Ministry continues to provide *CharacterQuest* Bible curriculum for Christian schools and homeschools.

Future Plans — In response to a question brought to the floor of the SBC annual meeting in Indianapolis, Indiana, Lifeway has formed a work group of trustees and employees to conduct a feasibility study on further resources that could be produced for homeschool educators.

IV. Assist churches with ministries to men and women.

Men's Ministry

Our culture is confused about what it means to be a man. Even notions of masculinity have, in many corners, become toxic. In this context, Lifeway has published studies such as *Daniel* by J.D. Greear and *Titus Ten* by Josh Smith that speak truth into a disoriented culture about the purpose and future of masculinity from a biblical perspective. Lifeway Men continues to provide biblically trusted resources for men such as *Marks of a Disciple*, *Help My Unbelief*, and *John 1-3*, as well as the six volumes of *33 The Series* designed to inspire and equip men to pursue authentic manhood as modeled by Jesus Christ in the 33 years He lived on earth.

In January 2023, Lifeway Men launched a new initiative that serves as a daily devotional and small group guide for men called *Daily Anchor*. Through 2024, this digital-only resource has connected men with God's Word in a daily rhythm throughout the year. Lifeway Men has partnered with local pastors and church leaders to develop these devotionals. It features authors and pastors such as Dean Inserra, Gregg Matte, Noe Garcia, Robby Gallaty, J.D. Greear, Vance Pitman, Juan Sanchez, and many more.

The *CSB Men's Daily Bible*, released in April 2024, invites men into a daily conversation with God's Word. The Bible includes tools and resources to help prepare men to live boldly in the face of everyday challenges unique to them, including topics like marriage, parenting, family, work, and more.

Future Plans — In 2025, Lifeway Men plans to release a men's ministry tool kit to help churches begin or take steps forward in men's ministry.

Women's Ministry

Lifeway Women continues to encourage and equip women across the United States and globally.

The women's event team hosted three simulcasts in 2024 reaching over 110,000 women. Lifeway Women Live Simulcast in April, Going Beyond Simulcast with Priscilla Shirer in August, and the Prepare Him Room digital event with Jennifer Rothschild in December. Ten live events took place across the United States, reaching over 24,000 women. A unique event took place in 2024 with a Mediterranean Cruise featuring Lysa TerKeurst. Through our live events, over 134,000 women opened God's Word, heard from the Lord, and embraced biblical truth.

Lifeway Women trained more than 1,808 leaders in fiscal year 2024 through our You Lead Events, Women's Leadership Forum, Essentials, and Lifeway Academy. The 2024 Lifeway Women Leadership Forum was held in November 2024. More than 750 women participated in this training. A passion of Lifeway Women is equipping and developing leaders for kingdom impact with emphasis in local church ministry.

We had a year full of releases from the short-term Bible study team. These included: *Sermon on the Mount* re-release by Jen Wilkin; *The Gospel of John* by Melissa Spoelstra; *Alive*, by Lifeway Women; *Come Home* by Caroline Saunders; *Ephesians* by Jasmine Holmes, Melissa Kruger, and Jackie Hill Perry; *Revelation* by Jen Wilkin; *Luke in the Land* by Kristi McLelland; *Joy to the World, an Advent Study* by Lifeway Women; *Dwell on These Things* by Natalie Abbott and Vera Schmitz; and *Esther* by Kelly Minter. Several of our studies were included in the Top 50 Bestsellers on the EPCA best sellers list in 2024.

The consistent work of the Magazines and Devotional team led to 3,280,000 women reached and encouraged through our publications in 2024. Magazines and devotionals offer an on-going opportunity for readers to spend time in God's Word daily, as Lifeway builds a relationship with our customers while encouraging them in their current season of life.

The Lifeway Women app continues to offer resources that impact women in their daily lives. The app provides free plans that correspond with our Bible Studies and Journey devotional magazine. It also includes a few paid plans that contain all the content from a Bible study. This app also makes it easy to listen to the *Marked* podcast which hit 2,638,987 lifetime downloads in 2024. Women can read the latest news from Lifeway Women and stay up to date on resources, events, and trainings via the app.

Future Plans — Lifeway Women will continue to offer multiple avenues for encouragement and equipping with the goal of investing in women and strengthening their faith. Lifeway Women live events will feature *Going Beyond Live* with Priscilla Shirer, *In the Word* with Jen Wilkin, and *Feast* with Kristi McLelland. You Lead Trainings will be strategically paired with live events to create a weekend filled with equipping for leaders and encouragement for all women. Multiple cruises are in the works for 2026 and will focus on strategic destinations along with Bible teaching for spiritual impact.

The publishing pipeline for 2025 includes plans to publish the following women's Bible studies: *Heaven* by Jennifer Rothschild; *Live Free* by Elizabeth Woodson; *Titus* by Courtney Doctor and Hunter Beless; *Daring Joy* by Nicole Zasowski; *More Than Enough* by Christine Hoover; *Body & Soul* by Lisa Whittle; *Way of Wisdom* an ensemble by Adrienne Camp, Jen Wilkin, Ruth Chou Simons, Courtney Doctor, Kelly Minter, and Elizabeth Woodson; *Behold the Savior: An Advent Study* by Lifeway Women; *Anchored* by Marian Jordan Ellis, and *Angels* by Melissa Spoelstra. The publication of magazines and devotionals will continue and will be boosted by creative marketing avenues to reach more women.

Lifeway Women will continue to offer trustworthy resources and experiences for women. The team is excited to work together in new and collaborative ways as we strive to serve women with excellence.

V. Assist churches through operation of Conference Centers and Camps.

CentriKid®, Student Life, Student Life for Kids, and FUGE Camps® hosted more than 114,000 people from 4,220 churches in 2024. FUGE Camps® and Student Life Camps adopted the theme “Revival Generation,” exploring stories in the Bible of great change and revival that resulted in generational impact. Students were challenged to make a difference for generations to come.

During the 2024 summer, more than 3,700 campers placed their faith in Jesus for salvation. And more than 1,500 made decisions to serve in vocational ministry. Additionally, campers gave \$678,283 in offerings to support the work of the International Mission Board and the North American Mission Board.

Not only is camp ministry a great moment for the churches who attend, but it also has an impact in the surrounding communities. In 2024, camp participants served and shared the gospel at 496 mission sites.

Future Plans — Lifeway continues to host camps across the country through FUGE Camps®, Student Life Camp, CentriKid®, and Student Life Kids Camp. Registration is open and on a path toward growth for 2025.

VI. Assist churches through the publication of books and Bibles.

B&H Publishing Group publishes timely, trustworthy resources that communicate biblical truth, deepening readers' understanding and equipping them for spiritual growth and service. In

2024, B&H released 97 books for all ages and audiences, from children and college students to new believers, lay leaders in the church, men and women serious about personal discipleship, pastors, missionaries, and professors.

B&H Books — Priscilla Shirer's *I Surrender All* was a strong release, holding a place on the ECPA's bestseller list for many months. Other important titles included a guide for preparing to go on the mission field (*Before You Go*), which featured two versions, one for men and one for women, and the continuation of the Short Guide series, which is made for churches to read congregationally or in small groups. Meanwhile, Missie Branch's *Guided Prayer Journal* and Travis Agnew's *Count Me In* guided students to deeper faith.

B&H continued to see readers discover the stories of heroes of the faith with *Being Elisabeth Elliot*, the second part of the only authorized biography of this important missionary and leader, and *Criswell: His Life and Times* by O.S. Hawkins. The B&H imprint also explored topics such as revival, leadership in ministry, church membership, theological study, and gospel generosity. Devotional titles included *Recapturing the Glory of Christmas* by R. Albert Mohler, president of The Southern Baptist Theological Seminary, and Caroline Cobb's *Advent for Exiles*.

B&H Kids — B&H Kids partnered with trusted voices to create books for preschoolers, including the new Toddler Theology series, and books for school-age kids. *Easter Changes Everything*, an affordable devotional for families, is one way we helped serve the church, while *I'm So Blessed* by the band CAIN spread Christ's joy to the wider market.

B&H Academic — Focused on providing theologically faithful textbooks and classroom resources for scholars, professors, and students, B&H Academic grew our pipeline in 2024, releasing 37 new titles. Notable releases included *Salvation* by Thomas Schreiner and Christopher Morgan, the first two volumes of *On the Resurrection* by Gary Habermas, and *Systematic Theology, Volume 1: From Canon to Concept* by Stephen Wellum. We also published *Fulfilling the Great Commission: Essays in Honor of Daniel L. Akin*, edited by Nathan Finn and Keith Whitfield. Five of the six Southern Baptist seminaries were represented among the authors of our new releases this year, as were Southern Baptist colleges such as Union University, Anderson University, and Williams Baptist University.

B&H Bible & Reference — Holman Bibles continues to be recognized as one of the largest Bible publishing houses by the ECPA, publishing Bibles, commentaries, and reference titles that support individuals of all ages in their understanding of Scripture. In 2024, the Holman Bible imprint saw another year of significant growth across its diverse portfolio of resources, with the CSB—its proprietary translation recognized as trustworthy and readable for all ages—continuing to consistently rank near the top of all major English Bible translations.

Notable 2024 Holman releases include the *CSB Men's Daily Bible* in partnership with Robert Wolgemuth, the *CSB Oswald Chambers Bible* in partnership with Our Daily Bread, the first of its kind dyslexia-friendly *CSB Grace Bible for Kids*, "Digital Study Edition" Bibles that pair print and digital reading experiences with award-winning study content through the Lifeway On-Demand app, and an assortment of Anglicized CSB Bibles for British-English Bible readers in the UK and abroad. In addition, the *CSB Explorer Bible for Kids*—ECPA 2023 Bible of the Year—achieved 100,000 Bibles sold since release, with a KJV edition added in 2024 to serve a wider audience of young Bible readers.

Future Plans — Looking ahead to 2025, the B&H Publishing Group plans to publish 100 titles. Key releases for B&H Books include *Rehearse and Remember* by J.T. English, *A Psalm for Unseen Servants* by Hance Dilbeck, and *Preaching in a Post Truth World* by Mike Glenn, while B&H Academic will release *Confessing Christ: An Invitation to Baptist Dogmatics* by Steven McKinion, Christine Thornton, and Keith Whitfield and *Complementarity* by Gregg Allison. A new board book by Ellie Holcomb, *Spring Sings!*, will be a key release for B&H Kids.

VII. Assist churches through the operation of Lifeway Christian Stores.

In 2024, tens of thousands of churches were served through Lifeway.com. Throughout the year, we continued to focus on improvements to create a frictionless and delightful experience for customers visiting our website. In the early part of 2024, Lifeway moved away from selling products by other publishers on our website. This decision allowed us to sharpen our focus on providing trustworthy resources and experiences for the local church. It also reduced the number of products customers had to search through to find the resource that best fit their needs.

Over the last two years, visitors to Lifeway.com have seen new features like biometric login, improved product pages, updates to the My Lifeway account tool, a new shopping cart, and the addition of ratings and reviews. Most recently, we've added a Bible comparison tool allowing customers to explore and compare up to three Bibles at a time. Customers can also easily scroll through different cover options and view interior pages. We've added bundling options for all our ongoing curriculum. The tiered bundle system makes ordering easier, encourages new leader training to help expand groups, and saves churches 10-15% off the cost of their order versus ordering items separately.

All of these improvements continue to help church leaders find the resources they need for their ministries. Visitors to our online store continue to rate our website as one of the best. In 2024, Lifeway.com was again included on Newsweek's list of Best Online Shops, climbing to No. 2 in the category of media (e.g., books, CD, DVD, software).

In addition to Lifeway.com, Lifeway interacts with customers in a variety of channels and multiple touch points including our Customer Service Center, Customer Success team, Church Sales team, and at our regional and national events. Lifeway hosted 30 onsite event stores in 2024. One of the values for churches obtaining resources and services through Lifeway is the team of experts who can help churches and church leaders find just the right resource for their ministry needs.

Southern Baptists also have access to Lifeway material through channels such as the Amazon Marketplace, retail chains such as Walmart, Books-a-Million, and Mardel Stores, and a network of more than 500 independent Christian retailers in 45 states that serve as authorized Lifeway dealers. Through these channels, Lifeway continues to extend its reach to new markets and more customers.

Whether you're a pastor, worship leader, children's leader, student leader, discipleship leader, women's ministry leader, or men's ministry leader, we want to ensure every touch point is designed to solve specific needs in the work you do for the local church.

Future Plans — Lifeway will continue to serve and provide our resources at competitive prices through our online store at Lifeway.com and our Customer Success team, as well as provide Lifeway Stores at regional and national events. Customers will continue to see improvements at Lifeway.com as we seek to create a more customized experience for ministry leaders looking for resources specific to their ministry needs.

VII. Assist churches through church architecture consultation and services.

Since 2013, Lifeway has partnered with Visioneering Studios—a nationwide faith-based, design-build firm with multi-disciplinary studios and national architecture and construction licensure — to assist churches with church architecture consultation and services. Upholding the legacy of Lifeway Architecture's century-long commitment to excellence, Visioneering Studios consistently delivered top-tier architectural design and renovation services to churches in 2024. As a trusted Southern Baptist resource, Visioneering offers comprehensive master planning, architecture, real estate development, wayfinding/branded signage and graphics, interior design, and construction general contracting services.

Visioneering Studios specializes in delivering creative, innovative, budget-savvy spaces that further a church's mission. We're thankful for this partnership and for the way Visioneering has served churches in 2024.

2024 Projects

Even with broad economic challenges in their path, Visioneering guided more than 100 churches along the path to launching their visions into reality. From new construction projects to refreshing renovations to wayfinding upgrades that improve how visitors navigate a church campus, the Visioneering team stayed busy throughout the year.

One exciting design project this year was the highly anticipated New Vision Baptist Church in Murfreesboro, TN. After taking New Vision through the Visioneering Basecamp Experience in 2018, it's incredibly rewarding to see this vision come to life for the community. The new design features a stunning patio, providing a serene lunch spot for staff during the week and a welcoming seating area for the community to gather on weekends. We look forward to seeing how New Vision maximizes this thoughtfully designed space to further serve their community.

Visioneering started 45 projects in 2024, including Frisco First Baptist Church in Frisco, TX, Seymour First Baptist Church in Seymour, TN, Peavine Baptist Church in Rock Springs, GA, Journey Baptist Church in Saint Joseph, MO, Carterville Baptist Church in Pedal, MS, Harris Creek Baptist Church in Waco, TX, First Baptist Alama in Alama, AR, and Cornerstone Baptist Church in Inverness, FL.

Studio Expansion in Texas, Tennessee, and California

Building on the momentum of 2023, Visioneering's Nashville and Dallas locations have been in their new spaces for a year while the Southern California studio expanded capacity to better fit their growing team. These beautiful offices are more than showcases for innovative design. They're also strategically located to be a short flight from anywhere in the lower 48, helping the Visioneering team reach more churches and Christian schools across the country.

Putting the POP in Enviropop

Visioneering's sister-company, Enviropop, is perfectly positioned to serve churches and non-profits with their dedicated wayfinding, branded signage, and environmental graphics services. Made up of a talented environmental design team from Visioneering Studios, Enviropop blends imagination with fabrication to bring buildings and spaces to life in ways you never thought possible. With five projects complete and 15 in progress, Enviropop enjoyed a banner year in 2024.

Future Plans— Visioneering Studios has broken ground on nearly a dozen new construction projects in 2024 that leverage their creative and collaborative Design+Build approach. Visioneering Studios can't wait to shepherd these projects, and many more, to the finish line in 2025.

IX. Assist churches in capital fundraising.

As the consulting team of Lifeway, Auxano navigates church, ministry, denominational, and network leaders through collaborative processes to achieve breakthrough clarity with their growth challenges. Auxano's organizational design focus ranges from identity shaping and vision planning to leader developing and vision funding processes.

Working with a wide variety of churches nationwide, Auxano is a key "on-the-ground" resource for Lifeway, providing thought leadership and insight into what ministry leaders face day-to-day. As part of this, Auxano is helping to build nimble approaches to address churches' most crucial vision clarity and growth challenges as we look to the future.

2024 Highlights:

- Celebration of Auxano's 20th anniversary of ministry; new toolbox launched for pastors centered around the ongoing challenge of leading with vision clarity featuring critical tools from the last 20 years that speak to the present and future.
- In 2024, 131 churches were served/resourced, and 868 unique new users were added to the Auxano community. Consulting services were provided to a wide variety of vision clarity, vision planning, capital campaigns, and other clients, including church plants, small churches averaging fewer than 200 worshipers, mega-churches averaging 3,000 to more than 10,000 in worship, and multi-campus churches.
- *Clarity First Conversations*: These webinars are for pastors and church leaders. They engage more than 200 each month by bringing vision clarity to topics such as cultivating generosity, staff structure and leadership, staff alignment across ministries, healthy family ministry, and more.
- Continued development and launch of new discipleship process tools based on the book *Mind the Gap: Leading Your Church to Agility & Effectiveness in Any Environment* by Clint Grider. In a fast-changing world, these tools are helping pastors adapt through responsive leadership to maximize their church's effectiveness in spiritual growth.
- Ongoing deployment of cutting-edge assessments such as:
 - Engagement Survey (how people are assimilating in the church)
 - ViewPoint Survey (what congregations currently think about their church's identity and future)
 - Mind the Gap Survey (the degree to which church discipleship approaches are actually working and how to improve them)
 - Campaign Assessment (how people perceive the need for and their involvement in generosity/capital campaigns).

Future Plans— In 2025, Auxano will continue to fulfill its role in designing trustworthy experiences that fuel ministry by navigating clarity. We will expand and integrate deeper vision clarity resources with churches, pastors, and ministry leaders. We will “scale up” our team, tools, and community, responding to the unique vision challenges of the local church. We will expand our reach by intentionally pursuing churches in new or underserved areas.

X. Ministry Assignment: Assist churches by conducting research and compiling statistics

Lifeway Research released a variety of significant studies in 2024. These included research on groups ministry, Hispanic pastor wellbeing, prison ministry, immigration, cultural engagement, Baptist views on political theology, Cooperative Program, invitations to church, perceptions of Christians, same-sex marriage, travel sports, pregnancy resource centers, high attendance days, and sports betting.

These findings, insights sights articles, and Insights Reports were provided on LifewayResearch.com to help pastors and church leaders understand and navigate changes in today's ministry context.

Lifeway Research continues to partner with state conventions to compile the SBC Annual Church Profile (ACP) including enhancements to track the language(s) in which congregations worship. Lifeway Research released additional analysis in 2024 of ACP data on background checks and abuse training, baptism trends, attendance, and church closures.

Future Plans— Lifeway Research will release research studies in 2025 on discipleship, parenting teens, consumerism, multiplication, and secularization.

MATTERS REFERRED BY THE CONVENTION

The Convention referred the following item to Lifeway Christian Resources during the Annual Meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, for consideration, action, and report back to the next annual meeting.

1. SBC Referral: To request Lifeway publish textbooks for homeschool students.

Motion: Tim Overton, Indiana

“That a request be made of Lifeway Christian Resources to embrace anew Dr. Jimmy Draper’s vision and publish a line of textbooks for homeschooling students.”

Response: Lifeway affirms the need for Christian homeschooling resources. Lifeway’s current ministry assignment from Southern Baptists is to provide consultation, products, and services needed by churches with Christian schools and members educating through home schools. Lifeway currently offers resources for Christian schools and home school families. For instance, A biblical philosophy of education to guide the training of children and youth is presented in *Kingdom Education: God’s Plan for Educating Future Generations*, 2nd edition. This resource provides the driving principles that shape essential biblical education services and resources to Christian schools, churches, and families. *The Gospel Project for Kids: Home Edition* is designed to help families—whether they homeschool or engage in traditional education—supplement biblical education and child discipleship. Lifeway’s Student Ministry continues to provide *CharacterQuest* Bible Series for Christian schools and homeschools. Lifeway has formed a work group comprised of leaders who share a passion for homeschooling, both trustees and employees, to study this motion and see what Lifeway could further offer and will report once that group completes its assessment.

2. SBC Referral: To request all entities to only use outside legal counsel whose values reflect the Baptist Faith & Message (2000) on gender and sexuality.

Motion: Paul Montgomery, Oklahoma

“That every entity be requested to only utilize outside legal counsel whose firm’s corporate commitments do not conflict with the convention’s long-standing values as reflected in the Baptist Faith and Message regarding gender and sexuality.”

Response: Lifeway has an internal legal team that handles the majority of our legal needs. When specific legal issues arise where we need outside counsel, we retain individual lawyers who have expertise in that legal area and whose values reflect the *Baptist Faith and Message* (2000). We recognize there are Christian lawyers whose biblical beliefs do not align with the corporate commitments of their firm but have chosen to live on mission and remain in those firms to be salt and light to their coworkers and to their clients. Because Lifeway does not receive Cooperative Program funding, we want to emphasize that no CP dollars are used to pay for any of Lifeway’s legal fees, but it is always our desire to work with lawyers and firms that align with our beliefs and values.

3. SBC Referral: To request that all Convention entities to revise their codes of conducts related to alcohol.

Motion: Jonathan Paramore, California

“That all SBC entities consider revising their respective codes of conduct, handbooks, policies, or governing documents to lift prohibitions on the use of alcohol outside of communion. These revisions should respect the positive view of moderate alcohol use as presented in Scripture, while maintaining strict prohibitions against alcohol abuse . . .”

Response: Lifeway declines to amend its personnel policies related to the use of alcohol. Lifeway addresses the inappropriate use of alcohol in its employee handbook and requires employees to annually certify their acknowledgement and acceptance.

4. SBC Referral: To request entity trustees explain how Calvinism / Reformed theology is compatible with the Baptist Faith & Message (2000) and consider not promoting those beliefs in their entities.

Motion: Curtis Kentmer, Kentucky

“That the messengers of the 2024 Annual Meeting request that the trustees of our entities, including our seminaries and all boards and commissions, explain how Calvinist/Reformed theology is compatible with the Baptist Faith and Message 2000 and consider eliminating the teaching and promotion of Calvinist/Reformed theology from all SBC entities and report their findings and any resulting actions steps to the 2025 annual meeting.”

Response: Lifeway is committed to publishing resources for the local church that are consistent with Scripture and reflect our doctrinal guidelines found in the *Baptist Faith and Message* (2000). Lifeway does not ascribe to a specific doctrinal system, even though we understand authors and readers might. Instead, Lifeway's doctrinal commitment as a publisher is to the *Baptist Faith and Message* (2000). The *Baptist Faith and Message* (2000) reflects a robust, biblical soteriology that satisfies both Calvinist and non-Calvinist viewpoints. The *Baptist Faith and Message* (2000) is general and specific enough to satisfy Baptists who hold diverging points of view. Lifeway is careful and intentional in remaining consistent with and not contrary to the *Baptist Faith and Message* (2000) in all resources we publish.

5. SBC Referral: To direct the Executive Committee to publish a schedule of payments of more than \$5,000 paid to another entity.

Motion: Ethan Hester, North Carolina

“That the messengers to the Southern Baptist Convention meeting in Indianapolis, Indiana, June 11-12, direct the executive committee to publish a schedule of payments of more than \$5,000 made by any entity to or on behalf of any cooperating church of this convention, its pastors, or their spouses, or associational missionaries or their spouses.”

Response: Lifeway declines to publish information about payments to specific individuals or churches. Lifeway is committed to financial fidelity and ethical policies and procedures with accountability to and governance by the Lifeway Board of Trustees. As the publishing arm of the Southern Baptist Convention, Lifeway enters contractual agreements with a variety of Southern Baptists to speak at events, as well as author books, Bible studies, commentaries, and other resources for churches to purchase. We also enter agreements with churches to host Lifeway events. All contracts are entered into with the utmost confidentiality. Sharing royalties of any author would jeopardize acquiring new authors. It would be unwise and could jeopardize Lifeway’s position in the publishing industry to release this type of information.



4200 North Point Parkway, Alpharetta, Georgia 30022

JONATHAN JARBOE, Chair

KEVIN EZELL, President

For 180 years, Southern Baptists have prioritized missions in North America through the work of the North American Mission Board and its predecessors the Home Mission Board and the Domestic Mission Board. Today, that commitment remains strong as our churches have sent more than 3,000 missionaries who are planting new evangelistic churches and leading compassion ministries that meet physical needs while sharing the message of salvation.

In this 100th year of the Cooperative Program (CP), NAMB is grateful for the investment Southern Baptists continue to make in our ongoing ministries. This and repeated record giving to the Annie Armstrong Easter Offering® for North American Missions allows our missionaries to focus on investing in peoples' lives, establishing strong, healthy churches and sharing Christ through all they do. In addition, your support funds evangelism resources that go to the mission field and are available for every Southern Baptist church. Thank you!

Throughout the pages of this report, you will read highlights of what we have seen God accomplish in 2024 through the work of NAMB missionaries and our church partners.

In evangelism, NAMB celebrated the news in May 2025 that baptisms in Southern Baptist churches rose more than 10 percent in 2024, according to Lifeway's Annual Church Profile. Also in 2024, the number of NAMB Evangelism Kits distributed reached nearly 23,000. Our evangelism team and our partners held 57 in-person Evangelism Kit training events in 2024 with a total attendance of 4,507. More than 2 million English and 400,000 Spanish 3 Circle Conversation Guides have been distributed to churches since the resource was created. Our Youth Leader Coaching Network (YLCN) led by Shane Pruitt, hosted more than 350 student leaders at our Alpharetta building in 2024 and since YLCN's launch in 2021, more than 3,400 youth leaders have attended in person or online.

Through Send Network, our church planting ministry, it is our privilege to partner with Southern Baptist churches as they plant new churches throughout North America. We celebrated 767 churches started by Southern Baptists in 2024, the most recent year for which complete data is available. With 138 new affiliations and 59 new campuses, Southern Baptists added 964 new congregations in all. Equipping new church planters remains a top priority as we hosted 53 church planter assessment retreats in 2024 and more than 400 attended Send Network church planter orientation events.

Send Relief continues to see remarkable participation from Southern Baptist churches and volunteers. In 2024, Send Relief worked directly with 2,001 churches across North America and Puerto Rico. This resulted in 32,563 individuals engaging to serve 181,185 people across diverse communities and catalyzed 22,115 gospel conversations. In addition, Southern Baptist Disaster Relief volunteers, with support from Send Relief, prepared more than 1,417,039 meals and shared the gospel 42,225 times.

Chaplaincy. NAMB endorses and trains chaplains on behalf of Southern Baptists. Currently there are more than 3,100 NAMB-endorsed chaplains. In 2024, many chaplains deployed

throughout the United States in response to hurricanes Helene and Milton. Others served in prisons, law enforcement, hospitals and around the world through the US Military.

Jesus reminded us in Matthew 9:37 that, “The harvest is abundant, but the workers are few,” (CSB). Thank you, pastors and Southern Baptists, for the resources you have provided to help reach this abundant harvest. Please pray with me that the Lord will send out more workers as, together, we seek to push back lostness in North America and beyond.

Serving Together,

Kevin Ezell
President
North American Mission Board

Jonathan Jarboe
Trustee Chairman
North American Mission Board

MINISTRY GOALS AND ACCOMPLISHMENTS

(SBC entities present ministry reports to the Executive Committee each February relating to their ministry assignments [SBC Bylaw 18E]. At their request, the following content is provided from the 2025 Ministry Report of The North American Mission Board.)

I. Assist churches in planting healthy, multiplying, evangelistic Southern Baptist Churches in the United States and Canada.

To reach people for Christ—and disciple them to reach others for Christ—North America must have strong, evangelistic, healthy churches. In addition to encouraging existing churches to be as healthy as possible, new churches are needed. These new churches require qualified church planters, and the primary developer of these missionaries is the local church.

To help churches develop leaders who may one day become church planters, NAMB has developed the Church Multiplication Pipeline and a Residency program. The Pipeline allows a church to intentionally raise up leaders who may one day plant a church or serve in another leadership capacity within the church. Our Multiplication Pipeline is available online for any church, free of charge, through the Send Network’s Church Development Library.

In 2024, more than 647 ministry leaders from 488 churches attended a Sending Lab. Sending Labs help churches begin developing a three-part Multiplication Strategy which includes (1) a discipleship pathway, (2) ministry training, and (3) a church planting residency.

We are encouraging SBC churches to offer residencies, through which they can intentionally discover, develop and deploy missional leaders and church planting teams.

In 2024, NewChurches.com underwent a redesign and added new church planting resources to equip church planters and Sending Churches. This included the Preaching Masterclass video course which ended the year with more than 6,000 registrations. The NewChurches.com site offers free courses, e-books, podcasts, articles and other resources to help provide planters and churches with the tools they need for starting effective, sustainable new churches.

Send Network continues to provide a clear pathway for Southern Baptist churches to utilize in deploying God-called believers across North America. A redesigned planter pathway provides a robust application and assessment process that allows churches to confirm the gifts, calling and abilities of those they seek to send. During assessment retreats, the missionary candidate

and his wife spend time with church and ministry leaders from the city or region where the church will be planted. Send Network's Planter Development team then takes the baton once an individual is endorsed, providing the opportunity for orientation, training, coaching and care for all SBC planters.

In 2024, NAMB hosted 53 assessment retreats. Send Network Orientation welcomed a total of more than 400 in attendance. During orientation, newly endorsed planters hear the vision and mission of Send Network. They're equipped to embody the network's shared values: seek first the kingdom, deepen devotion, stick together, think multiplication, and engage your city. The orientation is also a time for planters to receive critical information about being part of the Southern Baptist Convention and the importance of giving through the Cooperative Program and to the Annie Armstrong Easter Offering®.

The training we provide enables planters to develop a contextual and missional strategy to engage their cities with the gospel, make disciples and plant healthy churches. Send Network coaches then walk alongside church planters and help them process the next steps to personal, familial and church health.

In addition to our ongoing commitment to developing planters, we are also committed to developing church planting wives. When the spouse is flourishing, her impact on her husband and the church plant is transformational. Send Network provides care and has implemented a strategy to train and coach our planting wives. We also have a team of field staff and local churches that provide care to our church planting families so that every planter is appreciated, connected and encouraged.

Tony Merida continues to oversee Send Network's planter development.

NAMB also provides all Send Network Planter Pathway tools and resources to be used by Send Network state convention partners for their own process from assessment to care. Some of the benefits partners experience by using these tools and resources are:

- Planters get an excellent, seamless experience from application through their first years of planting using free, Send Network-provided resources and technology platforms at each stage of the journey.
- The convention partner saves money on systems and materials using Send Network's robust tools, processes and personnel rather than producing and maintaining their own.
- Use of up-to-date resources and platforms that are regularly upgraded to reflect the best training methods and technology.
- Promotion of local church planting efforts utilizing national Send Network brand recognition.

GenSend gives college students hands on experience with church planting and compassion ministry. In 2024, 353 students participated in GenSend Summer missionaries served in various cities throughout North America. These students served in cities across the nation through church planting and compassion ministry opportunities to reach people with the hope of the gospel. NAMB regularly hears back from many of these students who return, after they've graduated, to the cities where they served during GenSend. Even those who don't return to the cities report having a greater awareness for what it takes to live "on mission" wherever they go. GenSend has proven to be a valuable resource for introducing young adults to church planting and missions.

II. Assist churches in the ministries of evangelism and making disciples.

The North American Mission Board exists to serve pastors. From evangelism to Send Network to Send Relief, the goal is to come alongside pastors and churches to serve them in ways that enable them to reach their community with the hope of the gospel.

NAMB celebrated the news in May 2024 that baptisms in Southern Baptist churches rose nearly 26 percent in 2023, according to Lifeway's Annual Church Profile.

In 2024, the Evangelism team had the privilege of serving thousands of pastors and ministry leaders by providing resources and training to engage and equip their churches in evangelism, while also offering opportunities for pastors and their wives to be encouraged and refueled to lead the ministries where God has called them.

To facilitate evangelism assistance to pastors and churches, the Evangelism team is organized based on five areas of focus with each being led by a National Director:

- Personal Evangelism—JJ Washington
- Women's Evangelism—Catherine Renfro
- Multiethnic Evangelism—Mark Hobacovich
- GenSend Student Evangelism—Shane Pruitt
- GenSend Collegiate Evangelism—Paul Worcester

Evangelism Trainings

In 2024, the Evangelism team not only continued to provide the NAMB Evangelism Kit to churches across the SBC but also held in-person and online trainings to help provide valuable insights into how to customize the kit to each church's context. The kit is designed to help churches develop a roadmap for creating a culture of evangelism in the life of the local church. The NAMB Evangelism Kit guide is available in English and Spanish, with draft translations in French and Russian. A Haitian French translation is currently in progress. Additionally, plans are underway to include Korean and Chinese translations. These translated resources significantly enhance our ability to serve churches effectively. NAMB has distributed 18,529 of these kits in English and 4,445 in Spanish to churches, associations, and state/regional conventions. The Evangelism team and our partners held 57 in-person Evangelism Kit training events with a total attendance of 4,507. Additionally, the Evangelism team has developed online course versions of the evangelism kit for women, youth leaders, and collegiate leaders. These versions are now available as online courses at nambevangelism.com.

Free Resources

In addition to the new Evangelism Kit, NAMB continues to offer free evangelism resources. In addition to NAMB Evangelism kits that help instill an evangelistic culture in a church, NAMB provides resources to equip people to share the gospel. Tools range from prayer guides that help people be spiritually prepared to share to wristbands that serve as conversation-starters. Tract offerings provide different presentations of the gospel message, with several translated into multiple languages. Over 2 million English and 400,000 Spanish 3 Circle Conversation Guides have been distributed to churches since the resource was created, while more than 75,000 copies of the new Gospel Story tract have been sent out in a little over a year. Also, several guides help share with children in an age-appropriate manner.

Refresh Retreats

NAMB hosted six Refresh Retreats for pastors and wives in 2024. These were scattered across the U.S.—Atlanta (2); Philadelphia; Branson, Missouri; Anaheim, Calif.; and Puerto Rico. One

additional Refresh Retreat was scheduled at The Cove but was cancelled due to the devastating effects of Hurricane Helene in that part of North Carolina. During each retreat, there are general sessions of worship through song and biblical teaching as well as breakout sessions for pastors' wives and free time for rest and refreshment. More than 1,200 pastors and wives attended these retreats, and they shared numerous testimonies of how the Lord provided much-needed rest, encouragement and refreshment.

Next Gen

There is massive mission field of teenagers and college students in need of the gospel. NAMB continues to provide relevant next gen resources for youth and collegiate pastors and leaders as they reach their students with the gospel and mobilize them to live on mission through post-graduation. The resources can be found online at www.gensend.org.

In 2024, NAMB's Evangelism team hosted two cohorts for the Youth Leader Coaching Network (YLCN) led by Shane Pruitt. The Spring semester had more than 350 youth leaders sign up for the online sessions, and more than 150 leaders came to the two-day in-person gathering at NAMB's building in Alpharetta. The Fall semester had more than 400 youth leaders sign up for the online sessions with more than 200 leaders attending the two-day in-person gathering at NAMB. Since YLCN's launch in 2021, more than 1,200 youth leaders have attended the in-person gatherings, and more than 2,200 youth leaders have participated in the online sessions.

The Collegiate Coaching Network (CCN), led by Paul Worcester, had over 170 college leaders attend the Fall semester in-person gathering at the NAMB building in Alpharetta. There were also over 200 leaders who participated in the online sessions. CCN launched in the spring of 2022, and since then has had more than 400 collegiate leaders participate in the in-person gatherings and more than 600 engaged through the online sessions. Both networks equip leaders to engage their students in evangelism and discipleship.

The Evangelism team also created and released a series of new eBook resources — titled The Essentials for Collegiate Ministry — this past year that are available for all churches, ministries, and state partners. Those free eBooks can be found at www.gensend.org/5-principles. Also, the Evangelism team created two online courses for Next Gen Leaders, called “Creating a Culture of Evangelism,” with one targeted specifically to Youth Leaders and the other to Collegiate Leaders. There two evangelism training courses can be found at <https://learn.namb.net>.

NAMB emphasized the third annual SBC National Student Baptism Day on October 27, 2024. Churches across the nation gave students an opportunity to take their next steps of faith through believer's baptism. It's encouraging to see the number of students who are boldly following Jesus.

The spiritual lostness in North America with teenagers and college students is great and the need to reach people with the gospel is urgent. In 2025, the Evangelism team will continue sharing resources and promoting online and in-person trainings to help churches and ministries create a culture of evangelism in their church to change the trajectory of the ever-growing number of young people who do not know Jesus.

Chaplaincy

Through two quarters of 2024 (the data that's available at the time of drafting this report), Southern Baptist chaplains reported presenting the gospel nearly 70,000 times and counted 14,733 professions of faith. Chaplains serve in throughout various disciplines, including to the U.S. Armed Services, in hospitals, in public safety departments, in prisons as well as in the corporate setting.

Raised up and sent out by Southern Baptist churches, NAMB serves as the endorsing entity for SBC chaplains, and the chaplaincy team at NAMB facilitates training and encouragement throughout the year to encourage these chaplains to focus on evangelism.

Compassion Ministry

NAMB supports Southern Baptist compassion ministry efforts through Send Relief. Through its Ministry Centers, events like the Send Relief Serve Tour, and other projects, Send Relief aims to see compassion ministry provide a bridge to gospel proclamation. More than 22,000 people heard the gospel through Send Relief's ministry in 2024.

When disaster strikes, Southern Baptist Disaster Relief (SBDR) volunteers arrive to bring help, healing, and hope to those impacted. Send Relief provides many of the resources that enable those volunteers to conduct their work, and those volunteers reported 4,402 professions of faith in 2024.

Church Planting

Since 2010, NAMB has centered much of its mission work on church planting in areas outside the South in places where there are not enough gospel-preaching churches and where Southern Baptists have not had as strong of a presence as in South states.

In 2023, churches planted since 2010 accounted for 60 percent of baptisms reported among SBC churches in Michigan, 56 percent of baptisms in the Dakotas, 48 percent in Puerto Rico, 44 percent in Minnesota/Wisconsin and 38 percent in New England. Overall, for all the non-South states, churches planted since 2010 accounted for nearly a quarter of all reported baptisms among SBC churches.

III. Assist churches by appointing, supporting and assuring accountability for missionaries serving in the United States and Canada.

NAMB currently has more than 3,000 missionaries and 3,100 endorsed chaplains.

To grow the number of missions personnel, NAMB's Send Network team has a comprehensive training resource for the local church to discover and develop future church planting missionaries. Send Network's residency program allows a church to intentionally raise up leaders who may one day plant a church or serve in another leadership capacity within the church. Our tools for churches are available in Send Network's Church Development Library and is available free of charge.

For church planters, the planter pathway ensures strong accountability from assessment to planter care. NAMB's Send Network team provides one of the most robust assessments for future church planters. The online pre-assessment, followed by a two-day assessment retreat, provides critical feedback to Sending Churches which, in turn, allows them to have confidence in either the sending or the further development of their church planters.

During Send Network Orientation, we inform new planters of the vision and mission of the network and equip them to embody our network's shared values. Our Send Network training helps new planters develop a contextual missions strategy for making disciples in their community. Most recently we have also developed and deployed a strategy to train and coach our planting wives via training retreats. Throughout the planting process, NAMB utilizes a quarterly reporting tool which provides Sending Churches, and other entities involved in a church plant, a clear picture of the vitality of the new church.

As housing costs in large cities continue to be a significant challenge that keeps many missionaries off the mission field, NAMB has made missionary housing available to a limited number of missionaries on a short-term basis throughout the Send Cities and some other key areas. A missionary may live in the home for up to 18 months as they are deployed or trained for deployment to their context. Increasingly, we are seeking to locate these homes near multiplying churches that are committed to regularly developing new church planters and planting churches throughout their city and region. As a planter launches his church and becomes more established, his family transitions out of NAMB's missionary housing so another missionary family can move in.

NAMB's planter and family care ministry walks alongside a church planting missionary and his family during the entire church planting process. One of the greatest dangers a missionary family faces is isolation, so we make it a priority to connect church planting missionaries with other missionaries in their area and other nearby churches. Events, resources, prayer, gifts and encouragement are some of the many tangible ways our planter and family care ministry walk alongside church planting missionaries and their families, so they know they are never alone.

NAMB provides similar supervision, oversight and resourcing for missionaries serving in other capacities. A growing number of missionaries serve in Send Relief-related assignments. NAMB continually assesses its missionary categories and roles, and our goal is to have highly qualified missionaries who are keenly focused on our primary ministry areas of church planting and compassion ministry.

Since most of our missionaries are involved with church planting, their tenure with NAMB ends once their church matures past the five-year mark. This results in fluctuation in NAMB's missionary count from year to year.

Through GenSend Summer, NAMB trains the next generation in missions and equips college students to live "on mission" for the sake of the Great Commission. In 2024, 353 college students served as summer missionaries through GenSend. These young men and women served in cities and towns across North America in support of NAMB's church planting and compassion ministry work. They must apply to be part of the program, and each team is overseen by field missionaries and a GenSend Mobilizer.

NAMB also serves as the endorsing entity for Southern Baptist chaplains. As the endorser, NAMB provides oversight and assistance to chaplains, and a special committee of NAMB's trustees forms the Chaplains Commission alongside NAMB staff to evaluate and approve candidates who have applied to become Southern Baptist chaplains.

IV. Assist churches by providing missions education and coordinating volunteer mission opportunities for church members.

The North American Mission Board provides mission education that brings awareness of needs and how to minister to and share Christ with those in need. Send Relief's and NAMB's desire is that mission education will spark a lifelong passion and advocacy for missions.

As part of the Annie Armstrong Easter Offering® for North American Missions, NAMB provides study lessons and videos for children, youth and adults. On Mission magazine, NAMB's flagship publication, includes missions awareness, advocacy and engagement features. Our annual prayer calendar not only equips Southern Baptists to pray for North

American missionaries, it also informs them about where the missionaries serve, the types of ministries they lead and their prayer needs.

Additionally, NAMB continues to circulate the North American Missions Activity Book for Children and resource Woman's Missionary Union (WMU) with missionary contacts for age-level curriculum materials produced by the auxiliary, as well as providing content review for WMU materials related to NAMB's work. NAMB produces missions videos for use in Lifeway student camps and Vacation Bible School as well as assists with other entity requests for materials to enhance missions awareness and education, like CP Stories.

In addition to print, online and video resources, NAMB provides experience-based mission education. Send Relief provides numerous opportunities to experience missions firsthand through our its many Ministry Centers and wide array of ministry events. In 2024, through national efforts, Send Relief has worked directly with 2,001 churches across North America and Puerto Rico. Send Relief mobilized churches to serve throughout North America, which resulted in 32,563 individuals engaging to serve 181,185 people across diverse communities and catalyzed 22,115 gospel conversations.

Southern Baptist Disaster Relief volunteers, with support from Send Relief, prepared more than 1,417,039 meals and shared the gospel 42,225 times. Send Relief also helped catalyze churches to participate in a Backpack Day in their local communities. There were more than 940 churches that registered for the event and more than 60,000 backpacks distributed to local SBC churches for them to use in their Backpack Day mission project.

Send Relief leads and supports Ministry Centers as they operate throughout the United States in the day-to-day struggle of showing and sharing the compassion of Jesus to "the least of these." Ministry Centers are built to engage their local communities through gospel-centered compassion, serving the vulnerable. Through its active ministries, the missionaries can provide informed and in-person ministry coaching to individuals and churches. These centers host trainings and mission trips, enabling them to be hubs of replication for churches from all over America. Churches, then, can bring an intentionality to their local communities and implement the compassion ministry principles they learned through the ministry center.

Send Relief Ministry Centers can be found in compact, urban areas, the sprawling plains of South Dakota, the rural farms of South Georgia, and the mountains of Appalachia.

Send Relief's focus area coaching has become a key initiative where ministry leaders have received direct coaching over the last year in a specific area of compassion ministry. We have coach ambassadors for each of Send Relief's five focus areas. Church leaders receive hands-on help to evaluate, investigate and discover how they could implement best practices in their community. These coaches are men and women who have worked with the vulnerable most of their adult lives and can offer expert advice to churches in a customizable, culturally appropriate way. This is a resource available to any church that may be ready to take that next step. From the shallow to the deep end of the pool, coaches are ready to listen, be a sounding board and offer practical training.

Events are a key aspect of Send Relief's strategy in working with engaged churches. There are four main categories that meet churches where they are on their journey toward engaging in compassion ministry: 1) Catalytic Events – one day inspirational opportunities; 2) Vision Tours – allow for churches to come and see ministry centers and the ways they engage spiritual and

material needs; 3) Trainings – gives theological and practical wisdom to implement compassion ministry in local communities; and 4) Mission Trips – involves training, hands-on service and cultural engagement. All these mission efforts are intended to enable each individual and church to replicate gospel-focused compassion ministry within their own community, contextualizing what they learned in ways that best fit their own communities.

Send Relief has launched eight video courses with expert practitioners in each of their respective fields as part of its Church Guide to Ministry. Whether a person has been in ministry for six months or 60 years, these courses will encourage and inspire with their thoughtful and time-tested best practices for engaging in practical, gospel-centered methods of compassion ministry.

Five of these courses align specifically with one of the five focus areas of Send Relief:

Strengthen Communities, Fight Human Trafficking, Protect Children and Families, Care for Refugees, and Respond to Crisis. The newest training offers a deep dive into the how and why a church can Respond to a Border Crisis — we are called to care for the needy and “least of these” both near and far, allowing the compassion of Jesus to lead us in how to practically serve.

Send Relief has seen the continued impact of gospel engagement through the Send Relief Serve Tour. Events in cities across the United States have been developed in coordination with multiple state conventions. In the lead up to each event, Send Relief identifies communities’ most pressing needs by partnering with churches, associations, state conventions, local school staff and government officials. These initiatives are driven primarily by local churches and seeks to generate long-term impact for them within their communities. Send Relief coordinates with the International Mission Board to conduct international Send Relief Serve Tour events as well.

As with all Send Relief’s efforts, any compassion ministry project begins with the goal of sharing Christ — humanity’s ultimate Hope — through the process. It is about meeting needs to earn the right to share the gospel.

The insight churches and local experts provide gives the Send Relief Serve Tour a unique opportunity for volunteers to make a transformative impact through the various community building and outreach projects. Send Relief coordinates these efforts by providing team trainings, prayer guides, debriefings and rallies to help encourage volunteers to take their next steps on mission.

There has been an incredible response from churches taking part and working together with camaraderie and fellowship to reach their cities. The measurable impact from these Send Relief Serve Tour events is encouraging and inspiring, but the unseen impact will ripple throughout eternity.

Through Send Relief’s Serve Tour, since 2021, there have been over 11,346 volunteers who have served more than 48,000 people and engaged in over 11,000 gospel conversations. The national

Serve Tour’s 2025 locations and dates are:

- San Diego, CA.: Feb. 20-21, 2025
- Virginia Beach, VA: Mar. 28-29, 2025

- Evansville, IN: May 2-3, 2025
- Columbia, SC: Aug. 22-23, 2025
- Ft. Collins, CO: Sept. 26-27, 2025.

Through GenSend Summer, NAMB trains the next generation in missions and equips college students to live “on mission” for the sake of the Great Commission while they give 6 to 8 weeks of their summer on the mission field. In 2024, 353 college students volunteer as summer missionaries through GenSend. These young men and women served in cities and towns across North America in support of NAMB’s church planting and compassion ministry work.

V. Assist churches by providing leadership development

NAMB continues to make pastors our “number one customer.” As we encourage and equip pastors, it will have an exponential impact on their churches and communities. NAMB has several opportunities that allow pastors to engage in leadership development.

Refresh

In 2023, NAMB hosted six Refresh Retreats for pastors and their wives. These were scattered across the United States—Atlanta (2); The Billy Graham Retreat Center: The Cove in Asheville, N.C. (2); Anaheim, Calif.; and Chicago. For the first time, NAMB partnered with the National African American Fellowship at The Cove for a Refresh Retreat designed specifically for African American pastors and their wives.

The second retreat at The Cove was focused primarily on serving bivocational pastors and their wives. During each retreat, there are general sessions of worship through song and biblical teaching as well as breakout sessions for pastors’ wives and free time for rest and refreshment. More than 1,200 pastors and wives attended these retreats, and they shared numerous testimonies of how the Lord provided much-needed rest, encouragement, and refreshment.

Replant

In 2024, the Replant Team conducted various training sessions for pastors, replanters, and leaders at different levels. The sixth Replant Practitioner Lab in February trained more than 260 Associational Mission Strategists in how to consult with declining churches and churches that are nearing closure.

The Replant Summit in August, held in Alpharetta, Ga., focused on equipping more than 180 replanting pastors, their spouses and leaders for effective and enduring ministry in replanting local churches.

Replant Hub, an online resource for sermon and worship materials, launched in March, of 2023 and has attracted 1,080 unique church subscribers from 12 content-providing churches and four worship providers.

Replant sponsored two Multiplier Residencies in New York and Colorado, and the Multiplier leaders are not only training numerous replanters but also leading a cohort of pastors to develop their replant residencies. NAMB’s Replant team members led training to thousands of pastors and leaders across North America and conducted equipping events for Hispanic Southern Baptist leaders with 7 events with over 200 in attendance. Additionally, our podcast, Revitalize and Replant averages more than 6,100 downloads a month and our Replant Collective subscribers average more than 4,800.

In March 2024, the Replant team hosted a Rural Summit in Salina, KS to highlight the significant work taking place in rural areas. The event had 91 registrants and offered encouragement and equipped leaders serving in those locations. The third Rural Summit is planned for March 2025 in Salina, KS.

In addition to these events, the Replant Team increased efforts to serve declining Hispanic and Urban churches and to serve bi-vocational pastors and pastor's wives.

Pastoral Leadership

Early in 2023, NAMB announced the addition of Ken Whitten to lead the Pastoral Leadership team. Whitten comes alongside pastors to care for them and assist in their leadership development. Whitten's main goal through NAMB's pastoral leadership ministry is to help pastors engage with other pastors, equip them for the daily grind of ministry, and encourage them to live out their calling.

He works with NAMB's Resources and Marketing team to produce resources such as Equipping Pastors with Ken Whitten, and highlight a variety of practical and free tools for pastors. These are featured on namb.net/pastors.

Next Gen

NAMB's Next Gen ministries through GenSend seek to equip student leaders with the resources they need to develop their abilities to lead their ministries more effectively. Through Shane Pruitt and Paul Worcester, NAMB coordinates the Youth Leader Coaching Network and the Collegiate Coaching Network.

Since YLCN's launch in 2021, more than 1,200 youth leaders have attended the in-person gatherings, and more than 2,200 youth leaders have participated in the online sessions. CCN launched in the spring of 2022, and since then has had more than 400 collegiate leaders participate in the in-person gatherings and more than 600 engaged through the online sessions.

Through GenSend Summer, NAMB trains the next generation in missions and equips college students to live "on mission" for the sake of the Great Commission. In 2024, 353 college students served as summer missionaries through GenSend. These young men and women served in cities and towns across North America in support of NAMB's church planting and compassion ministry work.

VI. Assist churches in relief ministries to victims of disaster and other people in need.

Southern Baptist Disaster Relief (SBDR) continues to be a positive and constructive force for creating avenues for sharing the gospel. State and local leaders continually seek to engage SBDR for long-term assistance in their communities. Send Relief is seeking to consistently be a catalyst for churches in Crisis Response and specifically to support state convention teams. In addition to the logistical support, Send Relief has two web-based trainings for anyone to access: 1) How to Respond to a Crisis and 2) Ready Church. These resources help a church prepare and respond effectively when crisis strikes. These and other resources are available at courses.SendRelief.org.

Send Relief has also worked with SBDR leadership to strengthen our minimum standards for SBDR chaplains to ensure the ongoing ability of SBDR chaplains to provide compassionate

trauma care to disaster survivors in the aftermath of crisis events and approved the new standards in 2024

Supporting SBDR partners, Send Relief sent out multiple truckloads of supplies from its warehouse to support the SBDR response. Supplies included: rolled roofing, chainsaw supplies, flood clean-up supplies, gap meals, generators, flood buckets, water, and other needed resources.

During the Hurricane Helene response, Send Relief, with the financial gifts of WMU, supported work in North Carolina with the purchase and lease of four potable water tankers to provide much needed water for survivors.

Send Relief worked to strengthen the ability of SBDR feeding teams to acquire the necessary resources by engaging with The Salvation Army (TSA) to develop and enhance Southern Baptists’ ministry partnership with TSA sharing food resources and SBDR supplying chaplains to minister at TSA food distribution sites.

In addition to the 119 responses during 2024, 38 of our state convention partners responded to national natural disaster events for which Send Relief provided coordination and/or response supplies. In serving communities during these times, SBDR volunteers contributed to the following statistics:

**SBDR Summary Activity Reported
2024**

Professions of Faith	4,402
Gospel Presentations	42,225
Volunteer Days	112,032
Work Hours	737,000
Total Meals Prepared	1,417,039

Along with responding to crisis, Send Relief focuses on four other areas of compassion ministry: strengthening communities, caring for refugees, protecting families and children, and fighting human trafficking. Across those remaining four areas, Send Relief engaged 32,563 volunteers, served 181,185 individuals, and impacted 2,001 churches, allowing 22,115 people to hear the gospel.

VII. Assist churches in reaching and mobilizing college and university students in the United States and Canada.

The North American Mission Board’s Collegiate Coaching Network is designed to engage and equip leaders to lead evangelistic ministries while reaching and mobilizing their students in evangelism. In 2024, the Collegiate Coaching Network saw more than 170 collegiate pastors and leaders participate at the in-person trainings, and over 200 participate in the online trainings.

Paul Worcester, national collegiate director, and Shane Pruitt, national Next Gen director, partner closely with BCM state directors and Collegiate Church Network leaders to help train collegiate leaders across the nation. Paul focuses on leading one-day training events for networks of collegiate leaders on building evangelistic momentum as well as speaking and leading at other collegiate leader events. Paul and Shane were involved in training more than

3,500 collegiate leaders in 2023. They also spoke to tens of thousands of college students across the nation, equipping them to live on mission.

NAMB emphasized the third annual SBC National Student Baptism Day on October 27, 2024. Churches across the nation gave students an opportunity to take their next steps of faith through believer's baptism. It's encouraging to see the number of students who are boldly following Jesus.

NAMB continues to provide relevant next gen resources for collegiate pastors and leaders to use to reach their students with the gospel and to mobilize them to live on mission from freshman year of college through post-grad. The Evangelism team created and released four new eBook resources on Collegiate Ministries this past year that are available for all churches, ministries and state partners. Those free eBooks can be found at www.gensend.org/5-principles. Also, the Evangelism team created two online courses for Next Gen Leaders, called Creating a Culture of Evangelism. One is specifically for Youth Leaders, and one is specifically for Collegiate Leaders. There two evangelism training courses can be found at <https://learn.namb.net>.

The GenSend Podcast and many more resources can be found online at www.gensend.org.

In 2024, 353 students participated in GenSend Summer opportunities, which celebrated its tenth anniversary last year. These students served in cities across the nation through church planting and compassion ministry opportunities to reach people with the hope of the gospel.

Send Network, NAMB's church planting arm, has also focused on planting evangelistic churches in collegiate communities in recent years. These efforts are designed to reach both the college campus and the surrounding community with the gospel and empower college students to be sent on mission both during their time in college and as they enter their professional careers. Send Network has come alongside church-based networks, such as The Salt Network, to support these church-planting efforts throughout North America.

CHALLENGES AND OPPORTUNITIES

Based on the listed Ministry Assignment, what opportunities or challenges do you see on the horizon from 2024 and beyond that would necessitate changes, or new directions, in how you are accomplishing the listed Ministry Assignments?

I. Assist churches in planting healthy, multiplying, evangelistic Southern Baptist Churches in the United States and Canada.

The biggest challenge Southern Baptists face in the effort to plant more churches is the need to cultivate more church planting missionaries. It is critical that Southern Baptists add churches annually to keep up with population growth and stay ahead of church closures. We work with churches and our other SBC ministry partners to assist in these efforts.

Send Network launched a new Mobilization Pathway in 2023 that helps churches take their next missional step in church planting. The rising generation of church planters will come out of existing churches, and this tool is designed to help a local church participate in the goal of reaching North America through church planting. It highlights the various ways that churches can get involved in the process.

In 2024, 78.9 percent of the applicants who completed NAMB's online church planter pre-assessment scored high enough to receive an invitation to one of our in-person assessment retreats. Of those who attended, 77 percent were approved for moving forward as a church planter. In 2024, NAMB hosted 53 assessment retreats. But we need more qualified applicants. While we continue to raise standards for prospective church planters, we also have increasing expectations for Sending Churches. We now require Sending Churches to accompany their planter to his assessment. This helps those churches further understand their role and also increases the bond between the church plant and Sending Church.

To turn this challenge into opportunity, we must help churches develop leaders who may one day become church planters. Some churches already have a plan in place for maturing leaders. For those that do not, we need more churches to start church planting residencies. This allows a church to intentionally raise up prepared and qualified planters from within their congregation.

Along with residencies, NAMB and Send Network generate content for newchurches.com, which includes online courses, articles, e-books and podcasts. Courses like the Sending Church Masterclass and the Church Planting Masterclass are designed to help churches discover and develop church planting missionaries. NAMB's Church Development Library also provides resources and training for Sending churches.

As endorsed church planter numbers increase, so will our need for more Supporting and Sending Churches. NAMB takes every opportunity to encourage each SBC church to be on mission by actively and intentionally starting and supporting new churches.

II. Assist churches in the ministries of evangelism and making disciples.

The biggest challenge in evangelism remains helping churches create and maintain a culture of evangelism rather than just implementing a short-term campaign. A culture of evangelism builds evangelism into the DNA of every ministry, gathering, and other aspects of the church.

The NAMB evangelism team is continuing to serve pastors and ministry leaders in such a way that helps them develop the culture of evangelism. In 2023, NAMB launched the NAMB Evangelism Kit and began hosting evangelism trainings that walk pastors through a process for creating a culture of evangelism. In 2024, NAMB hosted training events at a variety of locations scattered across North America. In 2025 we will continue these training events and partnering with State Conventions, Associations, and regional Southern Baptists groups to offer evangelism training centered on the NAMB Evangelism Kit.

Discouragement, loneliness, and burnout among pastors is another great challenge. NAMB Evangelism is hosting five Refresh Retreats in 2025 for pastors and their wives to be refreshed and encouraged in fulfilling their call to serve and lead in the local church.

For our next gen evangelism efforts, one of the challenges is to help students live on mission and influence their friends with the gospel now. The best evangelists for Generation Z are those in Generation Z who are passionate about Jesus and who have their hearts broken over the spiritual lostness of their generation.

In 2025, our highest priority with middle school, high school and college student leaders will be to equip, resource, network and coach leaders to help them be as effective as possible to reach, disciple and mobilize Gen Z with the gospel. We have developed online courses based on the

principles found in the NAMB Evangelism Kit that are designed specifically for student and collegiate leaders. Gensend.org is the hub for NAMB's resources and tools that support next gen leaders in their mission fields and ministry contexts. We'll also have coaching networks and webinars for ongoing learning and growth opportunities for leaders.

There is also a concentrated effort to help our churches focus on calling out the called and discipling a whole generation of future ministry leaders through callingoutthecalled.com, which is a hub of teaching videos and mentoring guides for both leaders and students.

III. Assist churches by appointing, supporting and assuring accountability for missionaries serving in the United States and Canada.

As stated in Challenge I, we need more qualified church planters to meet the goal of planting as many new churches each year as are needed. We continue to evaluate the effectiveness of resources and update them to answer the needs of our missionaries and sending churches.

We will continue to promote, develop, and hone our tools and processes to ensure that the best and most effective missions personnel are appropriately placed, consistently cared for, and held accountable.

Overall, NAMB maintains that the best missional strategy for reaching North America takes place primarily through church planting and compassion ministry.

Lostness is an ongoing problem facing North America as the number of those who report faith in Christ continues declining. NAMB estimates that approximately 281 million people in North America are currently lost, and Send Network's vision is to help Southern Baptists start enough new churches over the next 10 years to see Christianity make a one percent gain in North America. This is an enormous challenge.

Currently North America and Europe are two continents on which Christianity is on the decline while other regions have seen growth in Christianity in recent years.

Send Network's vision is one that, Lord willing, Southern Baptists will be able to rally around over the course of the next decade, which will inspire and encourage more missionaries onto the field for church planting.

As we continue to face the challenge of helping churches discover, develop, and deploy missionaries and planters — especially into under-reached and underserved communities — NAMB continues to engage the next generation through projects like Journeyman and GenSend. These initiatives encourage college graduates to start their careers and live on mission in strategic cities where new plants can benefit from their experience, skills, and passion for evangelism. We continue to mobilize and engage the next generation in evangelism, developing the skills and heart for missions and discipleship.

NAMB's Journeyman missionary program (similar to the International Mission Board's) is a two-year, fully funded opportunity that places college graduates in Send Cities and other significant ministry hubs. Our hope is that these programs, and others, will gain momentum in the coming years and will create missionary hearts in many members of the next generation and cause them to want to serve in long-term mission roles.

IV. Assist churches by providing missions education and coordinating volunteer mission opportunities for church members.

An ongoing challenge in this area is making sure that we meet the needs of churches and church members. NAMB receives input and reviews metrics to determine how best to adjust to meet that challenge. As NAMB seeks to enhance our missions education efforts and provide opportunities to engage more Southern Baptists in mission work, we expect to add training and mission education resources, increase accessibility for Spanish speakers, and open up avenues that help church members engage those who have endured trauma.

Regarding new training resources, Send Relief has launched and is actively curating and producing training resources (webinars, ministry guides and video-based courses from trusted partners) for the Send Relief resource webpage, which offers materials that assist churches in understanding the principles of compassion ministry while also helping them take their next steps in engaging in one of the five focus areas of compassion ministry in their own communities. Send Relief's resources currently offer a range of training materials from ministry guides and webinars to self-paced video courses. These efforts are intentionally curated or created to resource and inspire churches and individuals towards "living on mission" in their own community through compassion-based evangelism.

eBooks are one of the newest forms of resources that are being added for churches and church leaders to have practical, in-depth knowledge of how and why to pursue compassion ministry. These will be theologically sound resources designed to equip churches that want to engage in compassion ministry in their local context. These eBooks will serve as added resources to the video-based Church Guide to Ministry courses that already exist and are continually developed. eBooks serve as easily accessible resources for those who desire to engage with the principles of compassion ministry before beginning a multi-video training course. They lay the groundwork for guiding churches to replicate compassion ministry in their own context with foundational theological principles as well as practical ministry steps.

Regarding mission education efforts, we realize we must provide opportunities for students and adults to engage in missions in tangible and practical ways by raising awareness about the needs on the field and the ways they can be involved. Missions experiences are currently available or in development in ministry centers across the nation.

As we assist churches, our 2025 national goal is to have approximately 221 mission trips available through our various ministry centers. Opportunities to register for these trips are available through SendRelief.org/trips. There are specific training and questions that accompany each mission trip to help participants incorporate the principles of compassion ministry and how they can return and implement opportunities and initiatives of service in their own towns or neighborhoods.

A constant theme that arises in ministry to the vulnerable is that of trauma. Creating a new level of trauma awareness for those who are called to serve "the least of these" is a critical component in loving and caring for those who have experienced tragedy. Send Relief is exploring new opportunities for how this can be done in a palpable and attainable way for those serving with Send Relief, as well as for our extended audience.

Send Relief now has four certified trauma coaches to help train others in how to identify and deal with trauma. Through continued efforts, those coaches will soon be available to work with churches directly.

Compassion Ministry Catalysts (CMCs) is a new category for endorsed self-funded missionaries with NAMB and Send Relief. These CMCs are a direct part of the ministry and strategy for Send Relief in encouraging the church and inspiring individuals to make a gospel impact. It is through CMCs that gospel ministry and relationships are cultivated across the nation, and these CMCs work directly with their sending church and Send Relief to determine their type and place of ministry work.

V. Assist churches by providing leadership development

Replant Leadership Development and Support Initiatives

In 2025, Replant is intensifying its commitment to equip and support leaders engaged in church renewal, addressing the increasing demands for accessible training and development resources. Since 2022, requests for equipping and resource support from field partners have continued to rise, even amidst economic challenges. In response, Replant will focus on strategic event planning, expanded virtual resources, and increased collaboration to maximize reach and impact.

Key Initiatives for 2025

New Resources to Equip Local Churches and Local Associations

In early 2025, the Replant Team plans to release two important resources to help our efforts to see every church renewed. David Jackson wrote and designed a manual titled, *Falling in Love with Jesus (Again)*. This work centers on Revelation 2:1-7 and seeks to help churches regain the love for Christ they had at first. These resources will be used in local churches across the nation.

Additionally, the Replant Team introduced the *Launching a Renewal Movement Box* set that includes three foundational books and Quick-Start Guides designed to help Associational Mission Strategists (AMS) equip their churches and see a renewal in their communities.

Revive Gathering Events

Replant will continue to host Revive Gathering Events with an emphasis on equipping pastors, Associational Mission Strategists (AMS) leaders, and church members across 3 regional locations. These events will feature practical training, worship, and breakout sessions tailored to the needs of specific congregations and communities, emphasizing reliance on God, community engagement, and unity in mission.

AMS Replant Lab

The seventh Replant Practitioner Lab will take place in February 2025, aiming to equip over 260 AMS leaders with skills for assessing and consulting with churches nearing closure. This training will enable AMS leaders to better facilitate revitalization and replanting efforts within their regions.

Rural Summit

Recognizing the importance of rural ministry, the Replant team will again host the Rural Ministry Summit, with a focus on equipping leaders facing unique challenges in rural areas. Scheduled for 2025, this summit will provide specialized resources and community-building opportunities for rural pastors.

Podcasting and Digital Engagement

With podcasts continuing to be a valuable resource in North American culture, Replant is strengthening its podcast lineup to meet growing demands. Top podcasts, including "Revitalize

and Replant" with Mark Clifton and Mark Hallock, "Replant Bootcamp" with Jimbo Stewart, and "Rural Pastor Podcast" with Andy Addis, will feature new episodes and collaborations to provide leaders with accessible, relevant content.

Replant Summit

The annual Replant Summit in Alpharetta, Ga., will continue to serve as a cornerstone event, providing specialized training for replanting pastors, spouses, and leaders. This gathering emphasizes practical tools, spiritual encouragement, and community support for leaders engaged in church renewal.

Residency and Training Programs

Replant will support 2 regional residencies, which train and equip pastors specifically for replanting roles. In the past year, NAMB's Replant team has trained over 9,000 leaders and pastors, and 2025 will see expanded outreach efforts, including targeted programs for Hispanic and other culturally diverse church leaders.

"Am I a Replanter?" Events

To encourage students in seminary to consider a replanting vocation, NAMB will continue to host "Am I a Replanter?" events nationwide, helping emerging leaders explore their calling and learn more about the unique challenges and rewards of replanting ministry.

Strategic Adjustments for 2025 and Beyond

Enhanced Digital Resources: To allow the best stewardship of travel budgets, NAMB will continue expanding virtual training resources, creating webinars, digital toolkits, and online resource libraries. This approach will ensure broad access to quality materials, allowing leaders across North America to access resources at their convenience.

Greater Collaboration with State Conventions: To address the nuanced needs of various communities, NAMB will prioritize collaboration with state conventions to develop tailored leadership development strategies, including joint conferences, localized training, and resource-sharing initiatives.

Focus on Hispanic and African American Leadership Development: Recognizing the importance of equipping leaders from every background, NAMB will increase support for underrepresented groups, including initiatives for African American and Hispanic church leaders. This focus will help ensure that church renewal efforts reflect and meet the needs of a broader spectrum of communities.

Expanding Learning Opportunities for Bi-vocational and Rural Pastors: Given the challenges of rural ministry, NAMB will prioritize creating learning communities and providing context-specific resources for bi-vocational and rural pastors, addressing their unique needs for church renewal and pastoral support.

NAMB remains committed to equipping and empowering church leaders in diverse and practical ways, addressing the evolving challenges and opportunities that come with replanting and revitalizing churches across North America. Through these efforts, NAMB seeks to strengthen local church leadership and foster a sustainable movement of church renewal in alignment with its ministry assignments.

Refresh Retreats

For 2025, Refresh Retreats will continue to provide pastors, ministry leaders, and their spouses with affordable opportunities for relaxation and reflection in high-quality, desirable locations. We will continue to pursue our goal of serving those on the frontlines of ministry with excellence so that they may return to their churches rested and with a renewed sense of God's call on their life. In 2025 we will host retreats in one new location while returning to several perennial favorites.

2025 Refresh Retreats

- | | |
|---------------|------------|
| • Atlanta 1 | Feb. 24-26 |
| • Atlanta 2 | Feb. 26-28 |
| • Asheville 1 | Aug. 22-24 |
| • Asheville 2 | Oct. 24-26 |
| • San Diego | Nov. 3-5 |

VI. Assist churches in relief ministries to victims of disaster and other people in need.

Disaster Relief

One of the long-term challenges we face is that most of our Southern Baptist Disaster Relief (SBDR) kitchens rely on other, non-SBC disaster relief organizations to supply the food they prepare and serve from their mobile kitchens. In the aftermath of any disaster, it can be difficult to assess how best to distribute food supplies, and SBDR typically must wait for our ministry partners who support our mass feeding kitchens.

In 2024, Send Relief was able to supply food resources that enabled SBDR kitchens to have gap-feeding resources until other partners could begin supplying food, but we feel that we must continue to explore other options so that SBDR's feeding ministry following disasters can be sustainable into the future. Send Relief continues to work with SBDR leadership to determine the appropriate supplies needed and seeks to have long-term solutions in place by 2025. Send Relief met over 2024 with The Salvation Army (TSA) to strengthen our alliance in feeding and providing spiritual care to disaster survivors as one means to strengthen our SBDR feeding capacity. Alliance with TSA proved effective and worked well on state and national levels.

Continued Need for Compassion Awareness and Education

Send Relief has the opportunity in 2024 and beyond to continue expanding our compassion ministry to reach people in need outside of disaster relief. One of the responsibilities Send Relief continues to refine is how to further inspire and encourage the practical application of gospel compassion, as seen through James 1. There is an active pursuit in continuing to develop classroom and experiential training, catalyzing us all into better "loving our neighbor" while opening doors for sharing the gospel.

Virtual Training offers the opportunity to multiply the reach to a wider audience through experts who have been and are still serving daily in the trenches of gospel work.

In-Person Coaching allows church leaders and lay members to dialogue, consult, and be trained in how to effectively meet physical needs while verbally sharing the good news of Jesus in merciful ways. Send Relief Ambassadors and coaches work as sounding boards who can help churches or associations strategize their missional approach.

Trauma Awareness

Trauma is a common issue for the vulnerable and the “least of these.” There is an intentional effort being put forth to offer training and resources both to those serving with Send Relief as well as the wider audience of churches who may have an interest in learning more.

Through our ministry centers across North America, we expect to expand our reach to those in need by bringing physical and emotional help to meet those complex needs alongside Send Relief’s efforts to share the eternal hope found in the gospel

VII. Assist churches in reaching and mobilizing college and university students in the United States and Canada.

One challenge in our role of assisting churches in reaching and mobilizing students is the fact that there is such a variety of models, methods and organizations in our SBC tribe. We have campus-based organizations, large church-based ministries and collegiate-focused church planting efforts all taking place. This is an advantage in the sense that it takes all kinds of ministry to reach all kinds of students. The harvest is plentiful, and the laborers are few, so having varied ministries helps put more laborers onto the field. The challenge arises when it comes to communicating with the various leaders and influencers in each of these streams and finding meaningful ways to partner with each one of them.

There are also opportunities to bring more unity between the different streams of collegiate ministry. Our GenSend Team, along with our National Collegiate Director and our National Next Gen Director, has been able to help bring a sense of unity and collaboration between the different streams by building partnerships with every major SBC collegiate ministry network across North America. God has given us favor and many open doors to lead trainings and involve leaders in our Collegiate Coaching Network.

The Collegiate Coaching Network (CCN) is revolutionary in the sense that it’s accomplishing something that has rarely, if ever, been done before in the SBC. It is bringing together some of the best leaders and influencers from three different collegiate strategies (campus-based, church-based, and collegiate church planting), and creating one unified learning and networking community all with the same goal of reaching and mobilizing college students. There also continues to be more opportunities for us to lead one-day trainings for leaders centered on building evangelistic momentum and training college students to live on mission.

GenSend.org is the hub for multiple resources and tools to help next gen leaders in their mission fields and ministry contexts. We also have evangelism tools, calling out the called resources, and webinars for continual learning and growth opportunities for next gen leaders.

MATTERS REFERRED BY THE CONVENTION

The Convention referred the following item to North American Mission Board during the Annual Meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, for consideration, action, and report back to the next annual meeting.

1. SBC Referral: To request all entities to only use outside legal counsel whose values reflect the Baptist Faith & Message (2000) on gender and sexuality.

Motion: Paul Montgomery, Oklahoma

“That every entity be requested to only utilize outside legal counsel whose firm’s corporate commitments do not conflict with the convention’s long-standing values as reflected in the Baptist Faith and Message regarding gender and sexuality.”

Response: The North American Mission Board (NAMB) Board of Trustees, which is elected by messengers of the Southern Baptist Convention (SBC), has a responsibility to ensure that NAMB’s ministry is conducted in a way that brings honor and glory to God and that it is carried out in accordance with the Ministry Assignments provided by the SBC. Our ministry staff, missionaries and chaplains are required to be born again believers who conduct their ministry in accordance with Baptist Faith and Message 2000. To be the best stewards of all that has been entrusted to us, we engage outside companies and services that can provide knowledge and skill in their areas of expertise. We seek like-minded organizations whenever possible, but this is not always feasible when highly specialized expertise and knowledge is required. When hiring outside legal counsel, good stewardship and sound fiduciary practices compel us to seek individuals who can best represent and defend NAMB. This becomes especially important when the outcome of legal proceedings may set precedents that could positively or negatively impact NAMB, churches and other ministries for years to come. For this reason, NAMB must have the freedom to choose the most highly qualified, capable legal representation possible.

2. SBC Referral: To request that all Convention entities to revise their codes of conducts related to alcohol.

Motion: Jonathan Paramore, California

“That all SBC entities consider revising their respective codes of conduct, handbooks, policies, or governing documents to lift prohibitions on the use of alcohol outside of communion. These revisions should respect the positive view of moderate alcohol use as presented in Scripture, while maintaining strict prohibitions against alcohol abuse . . .”

Response: We recognize that Scripture does not forbid all consumption of alcohol, but as Christian ministry staff and missionaries, out of respect for our partners, we will align our lifestyle and leadership with the highest standards of personal conduct and behavior consistent with biblical teaching. NAMB declines to revise its personnel handbook related to this matter.

3. SBC Referral: To request entity trustees explain how Calvinism / Reformed theology is compatible with the Baptist Faith & Message (2000) and consider not promoting those beliefs in their entities.

Motion: Curtis Kentmer, Kentucky

“That the messengers of the 2024 Annual Meeting request that the trustees of our entities, including our seminaries and all boards and commissions, explain how Calvinist/Reformed theology is compatible with the Baptist Faith and Message 2000 and consider eliminating the teaching and promotion of Calvinist/Reformed theology from all SBC entities and report their findings and any resulting actions steps to the 2025 annual meeting.”

Response: The North American Mission Board (NAMB) is focused on fulfilling its ministry assignments in accordance with the Baptist Faith and Message 2000. NAMB believes our Southern Baptist seminaries and churches are better equipped to address theological issues such as this and declines further response.

4. SBC Referral: To direct the Executive Committee to publish a schedule of payments of more than \$5,000 paid to another entity.

Motion: Ethan Hester, North Carolina

“That the messengers to the Southern Baptist Convention meeting in Indianapolis, Indiana, June 11-12, direct the executive committee to publish a schedule of payments of more than \$5,000 made by any entity to or on behalf of any cooperating church of this convention, its pastors, or their spouses, or associational missionaries or their spouses.”

Response: While this motion was referred to all entities, the motion itself was directed to the SBC Executive Committee. Nonetheless, the North American Mission Board (NAMB) is committed to the highest standards of financial integrity, independent oversight and biblical stewardship. NAMB is accountable to its Board of Trustees, which is elected by SBC messengers and has approved and regularly reviews NAMB’s financial policies and practices, including Conflict of Interest, Open Door, and Whistleblower policies. NAMB is also accountable through regular independent audits by outside firms and an internal auditor. In addition, NAMB operates its ministry in full compliance with the SBC Business and Financial Plan. Such practices have resulted in NAMB receiving the highest ratings for transparency and accountability from outside accrediting agencies such as Evangelical Council for Financial Accountability and Candid.

5. SBC Referral: To request the North American Mission Board form a task force to study the need for Christian schools.

Motion: James Briggs, Missouri

“That the 2024 Southern Baptist Convention request that the North American Mission Board put together a task force to study the addition of founding and supporting Christian schools to their mission focus; supporting the practice of Christian education focusing especially on neglected and impoverished rural communities.”

Response: Christian education is not one of the North American Mission Board’s ministry assignments, but we do believe that churches can serve their congregations well and create helpful relationships with their communities by hosting Christian schools on their property. In May 2024, NAMB published a book by Trevin Wax and Jimmy Scroggins titled *The Education Reformation*. The book is designed to help churches, no matter where they are located, to start a church-based school in their building. Churches in neglected and impoverished rural communities can also utilize the ideas and resources in this book to start schools that will serve their areas

of ministry. While NAMB is not able to provide ongoing resources for establishing schools or financial resources for schools, churches interested in starting a school utilizing their own building can visit namb.net/schools for free resources and more information.

6. SBC Referral: To request the North American Mission Board appoint a task force to study how churches can be more effective in evangelism and baptisms.

Motion: Scott Talley, Florida

“That a task force/committee be established to study how the churches within the Southern Baptist Convention can get back to seeing an increase in evangelism, salvation, and baptisms in our local churches. This taskforce/committee will gather information, conduct research, and provide recommendations regarding a plan or initiative for evangelism, salvation, and baptisms within the local churches with the Southern Baptist Convention. The committee shall consist of members made up of various churches of all sizes.

The committee's tasks and responsibilities shall include but are not limited to:

- 1. Conducting a thorough review and analysis of what churches within our convention are doing in lieu of Evangelism, Outreach, and to see more people come to Christ. Also, what are churches doing to help people move from salvation response to baptism?*
- 2. Collect relevant data, information, and expert opinions.*
- 3. Examining potential impacts and benefits if we have an Evangelism, Gospel-Centered focused, and Baptism mindset.*
- 4. Identifying best practices, innovative approaches, or alternative solutions related to the Gospel Presentations, Salvation, and Baptism.*
- 5. Drafting a comprehensive report detailing their findings, conclusions, and recommendations.*
- 6. Present the report to the 2025 Southern Baptist Convention in Dallas with their findings or updates.”*

Response: The North American Mission Board’s (NAMB) Evangelism Team is regularly involved in the work requested in this motion. Our team is consistently in touch with pastors and churches within the Southern Baptist Convention (SBC), learning more about what churches are already doing to share Christ and reach people with the gospel. This helps us identify what new resources and training might be valuable to pastors and churches. Our Evangelism Team works diligently to stay up to date on what experts are saying about the most effective ways to reach our culture for Christ, and we work with churches, state partners and associations to collect relevant data related to evangelism.

The NAMB Evangelism Kit, our newest church-wide resource designed to help pastors create a culture of evangelism in their church, was created with the goal of helping churches be more focused on evangelism and baptisms. Each year, we conduct dozens of in-person and online training events designed to equip pastors and ministry leaders to lead their churches in evangelism. These trainings often include examples of best practices and innovative approaches that we have gleaned from our interactions with hundreds of pastors and churches.

Churches face many challenges in sharing the Gospel, including a more complex, diverse culture as well as a spiritual drift that has left many in North America reporting that they have no interest in faith matters. While the last several decades have seen

a decline in baptisms among Southern Baptist churches, we are encouraged by the increase we have observed in this count over the last three years.

7. SBC Referral: To request the North American Mission Board submit to a forensic audit.

Motion: Parker Roberts, Georgia

“That the 2024 Southern Baptist Convention meeting in Indianapolis, Indiana, issue a formal request for the North American Mission Board to submit to a thorough and comprehensive financial, forensic, compliance and value-for money audit for the previous fiscal year, with the results being expediently publicized upon completion of these audits.”

Response: The North American Mission Board (NAMB) is committed to the highest standards of financial integrity, independent oversight and biblical stewardship. NAMB is accountable to its Board of Trustees, which is elected by the Southern Baptist Convention and has approved and regularly reviews NAMB’s financial policies and practices, including Conflict of Interest, Open Door, and Whistleblower policies.

NAMB is also accountable through regular independent audits by outside firms and an internal auditor. The NAMB Board of Trustees engages an independent Certified Public Accounting firm to conduct a complete audit every year. These audits are conducted by one of the nation’s premier nonprofit accounting firms, Batts Morrison Wales & Lee. All annual audits are conducted in accordance with the SBC Business & Financial Plan, generally accepted auditing standards, and industry best practices. Audit results and related financial statements are published each year in the Southern Baptist Convention Annual. Since 2006, NAMB has also had an independent, internal auditor who reports only to the Board of Trustees and not to NAMB staff. Such audits include operational efficiency reviews which assist NAMB administration in ensuring policy compliance and good stewardship of resources.

In addition, NAMB operates its ministry in full compliance with the SBC Business and Financial Plan and provides regular reports to Southern Baptist churches and ministry partners. NAMB reports annually to members of the SBC Executive Committee (SBCEC) and answers questions from SBCEC members. NAMB reports each year to messengers at the SBC Annual Meeting and takes questions from messengers. NAMB provides an annual report to the national executive director and board of the Woman’s Missionary Union detailing how Annie Armstrong Easter Offering® funds are spent. NAMB’s reports are published online for Southern Baptists to review.

Such practices have resulted in NAMB receiving the highest ratings for transparency and accountability from outside accrediting agencies such as Evangelical Council for Financial Accountability and Candid.

Please visit <https://www.namb.net/financialtransparency> for further information about NAMB’s commitment to financial transparency and accountability.

NAMB’s commitment to these standards of financial integrity, independent oversight and biblical stewardship is already at the forefront of each ministry decision approved by both the NAMB Board of Trustees and administrative staff; thus, the NAMB Board of Trustees believes its rigorous internal and external audit processes and industry accreditation and ratings are more than sufficient to ensure NAMB’s resources are stewarded well.

Figure 1—New Congregations (Church Plants Plus New Affiliates), SBC, 2010 - 2024

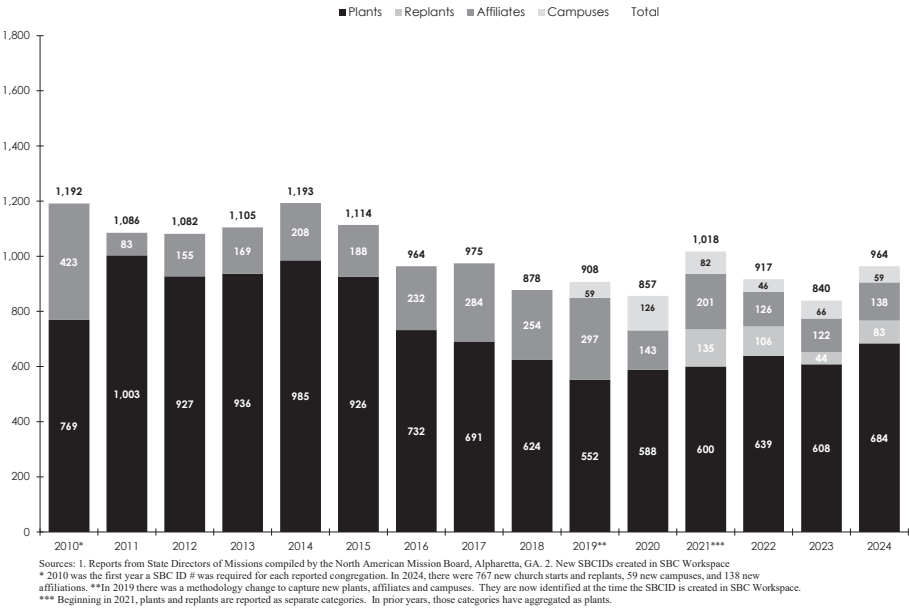
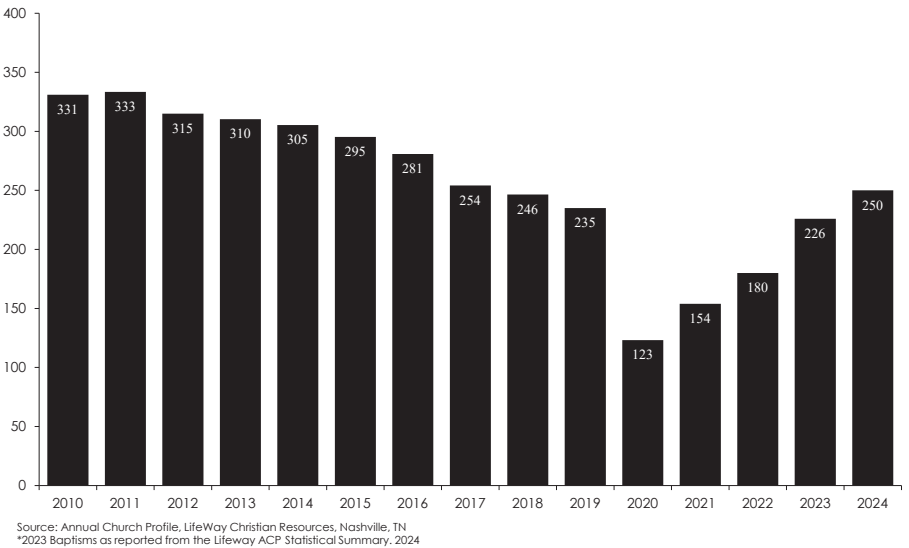


Figure 2—Baptisms Reported by SBC Churches, 2010 – 2024
(In Thousands)



INSTITUTIONS



GATEWAY SEMINARY

Biblical • Missional • Global

3210 E. Guasti Rd., Ontario, California 91761

PHILLIP KELL, Chair
ADAM GROZA, President

Gateway Seminary of the Southern Baptist Convention continues to fulfill our mission of shaping leaders who expand God's kingdom around the world. The fulfillment of our mission is guided by three core values; biblical, missional, and global. Those three words are more than catchphrases or marketing slogans.

Gateway Seminary offers Christ-centered theological education grounded in the absolute truthfulness of Scripture, and Gateway students are trained to lead their churches to share the Gospel and advance global missions.

Gateway is blessed to have experienced a year of healthy leadership transition, historical celebration, and enrollment growth. In October 2024, Gateway held an inauguration chapel marking the completion of our presidential transition and the beginning of my service as the 8th president of Gateway Seminary. As part of this transition, Dr. Kristen Ferguson began serving as Vice President of Enrollment and Student Services. Gateway also held a campus wide celebration in Ontario (CA) in recognition of our Seminary's 80th Anniversary.

This past year, Gateway trustees approved the newly named Jeff Iorg School of Christian Leadership. This newly named School will train Christian leaders for kingdom impact in the local church and in the marketplace. Dr. Jim Wilson will serve as the first William O. Crews chair of the Jeff Iorg School of Christian Leadership.

During this year of leadership transition and historic celebration, Gateway Seminary experienced enrollment growth. This fall, total student enrollment increased by over 8% and enrolled hours increased over 10%. We also continue to offer full degree programs at our campuses in Arizona, Colorado, and Washington – as well as offering all of our masters-level degrees through our online program. Our Advance Program operates about 50 training centers in about a dozen languages across the United States and around the world.

Thank you, Southern Baptists, for your generous support of Gateway Seminary through the Cooperative Program. We also recognize and appreciate your prayers and continued confidence evident through the students sent by local churches to study at Gateway.

We are honored to be your Seminary in the West.

Yours in Christ,
Adam Groza
President

MINISTRY GOALS AND ACCOMPLISHMENTS

(SBC entities present ministry reports to the Executive Committee each February relating to their ministry assignments [SBC Bylaw 18E]. At their request, the following content is provided from the 2025 Ministry Report of Gateway Seminary.)

Please describe accomplishments, relative to each of your convention assigned Ministry Assignments, in the past year that create "value added" to the Cooperative Program dollars that Gateway Seminary receives.

I. Assist churches by programs of master's level theological education for ministers.

Gateway continues to deliver quality Christ-centered theological education with an emphasis contextualization and leadership development. Gateway operates five full degree granting campuses in the urban centers of the West (Los Angeles, San Francisco, Denver, Portland, and Phoenix), and also offers face-to-face instruction at teaching sites in Sacramento (CA), Salt Lake City (UT), Las Vegas (NV), and in Hong Kong and Taiwan. All of our master's program are also available fully online. In addition, many courses are also available remotely as students can join them via video conferencing. Online, remote and regional campuses extend the Gateway ministry across the western US and beyond. Students are enabled to remain in their ministries while receiving quality instruction with abundant professor-to-student and student-to-student interaction. Gateway has full ten-year accreditation with both WSCUC and ATS.

II. Assist churches by programs of professional doctoral education for ministers.

Gateway continues to deliver multiple DMin cohorts annually. Some DMin cohorts provide focused advanced leadership training through specialized seminars concentrating in a particular area of ministry. DMin also offers cohorts face-to-face, remotely by video conferencing, and in blended modes. The use of distance modalities has enabled the delivery of DMin training to some parts of the US and to some international locations that otherwise could not have been served such as Germany and Thailand. In all, in the 2023-24 academic year, the seminary provided professional doctoral education to a total of 239 DMin candidates. DMin students at Gateway mature in ministerial leadership and grow in meaningful peer relationships.

III. Assist churches by programs of research doctoral education for ministers and theological educators.

Gateway continues to offer a PhD in Biblical Studies and a PhD in Theological Studies. Graduates of Gateway's PhD program serve in Christian educational institutions and in local churches. The program is designed for students to remain in their ministry leadership position and to commute to campus for seminars. Each semester begins with an intensive seminar week and then continues with monthly Thursday-Saturday meetings to the conclusion of the semester. This scheduling has allowed Gateway to serve not only student living in proximity to the Ontario campus, but also leaders across the SBC. Gateway's PhD program is designed challenge students academically, grow their network of like minded colleagues, and equip them to expand God's kingdom through a teaching ministry.

Based on each of Gateway Seminary's Convention-assigned ministry statements, what opportunities or challenges do you see on the horizon from 2025 and beyond that would necessitate changes, or new directions, in how Gateway Seminary is accomplishing the above Ministry Assignment?

I. Assist churches by programs of master's level theological education for ministers.

Gateway Seminary offers 8 master's degree programs that combine the best of academic studies with significant professional training to prepare men and women called to a multiplicity of ministry expressions. Done within small class settings, professors join students in a pilgrimage of learning that often resembles a mentoring relationship. Gateway's most comprehensive

master's degree program continues to be the 90 credit hour Master of Divinity (MDiv) degree, designed to equip pastors, church planters, and other ministry leaders for the local church.

II Assist churches by programs of professional doctoral education for ministers.

Gateway continues to offer a strong DMin degree emphasizing personal growth as well as leadership training. It operates with the premise that a person ministers out of who they are as much as out of what they know. Gateway continues to launch new DMin cohorts in English as well as Korean and Mandarin. Studies are being conducted to explore the feasibility of a DMin in Spanish. Gateway is currently searching for a new Director of the DMin Program following the transition of former DMin Program Director, Dr. Jim Wilson, to the William O. Crews Chair of the newly established Jeff Iorg School of Christian Leadership.

III. Assist churches by programs of research doctoral education for ministers and theological educators.

Gateway continues to offer a stable PhD program utilizing full-time and affiliated faculty. Recent additions to the PhD program faculty include Dr. Lucas Stamps and Dr. Dan Gurtner. The work of the Jonathan Edwards Center at Gateway, a strong relationship with California Baptist University, and a strong presence at professional society meetings (such as ETS) provide growing avenues of recruitment to the program. In addition, a renewed focus on resourcing and promoting faculty scholarship has also raised Gateway's research and academic profile.

ENROLLMENT

	2021-22	2021-22	2022-23	2022-23	2023-24	2023-24
	Total	Total	Total	Total	Total	Total
Campus	Enrollment	FTE	Enrollment	FTE	Enrollment	FTE
Ontario	784	276	800	237	876	209
Arizona	81	28	73	27	83	26
Bay Area	48	12	30	8	81	14
Pacific Northwest	25	6	26	4	20	3
Rocky Mountain	47	11	46	9	32	9
International	--	--	--	--	41	11
Advance Ministry Training	661	170	643	187	561	146
Online Program	336	163	386	208	320	170
Video Access Program	113	109	156	106	133	92
Online/Video Combined	87		99		93	
Totals	2,182	775	2,259	785	2,240	680

Enrollment Report by Degree Program**Prebaccalaureate**

	2021-22	2022-23	2023-24
Diplomas	166	155	158
Diplomas – Advance	814	843	844

Basic Degrees

Master of Divinity	339	311	265
Master of Arts	434	475	486
Special Status	112	170	202

Advance Degrees

Master of Theology	14	14	11
Doctor of Ministry	281	263	239
Doctor of Philosophy	22	28	35

Totals	2,182	2,259	2,240
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Enrollment Report Summary

	2021-22	2022-23	2023-24
Total Enrollment	2,182	2,259	2,199
Total FTE Generated	775	785	669
SBC Fundable FTE	298	242	195
SBC Formula FTE	400	400	400
New Students - FALL	497	413	591
Total Graduates	305	402	406

MATTERS REFERRED BY THE CONVENTION

The Convention referred the following item to Gateway Seminary of the Southern Baptist Convention during the Annual Meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, for consideration, action, and report back to the next annual meeting.

1. SBC Referral: To request all entities to only use outside legal counsel whose values reflect the Baptist Faith & Message (2000) on gender and sexuality.

Motion: Paul Montgomery, Oklahoma

“That every entity be requested to only utilize outside legal counsel whose firm’s corporate commitments do not conflict with the convention’s long-standing values as reflected in the Baptist Faith and Message regarding gender and sexuality.”

Response: Gateway Seminary currently only utilizes outside legal counsel whose firm’s published corporate commitments do not conflict with the conventions longstanding values as reflected in the Baptist Faith and Message 2000 regarding gender and sexuality.

2. SBC Referral: To request that all Convention entities to revise their codes of conducts related to alcohol.

Motion: Jonathan Paramore, California

“That all SBC entities consider revising their respective codes of conduct, handbooks, policies, or governing documents to lift prohibitions on the use of alcohol outside of communion. These revisions should respect the positive view of moderate alcohol use as presented in Scripture, while maintaining strict prohibitions against alcohol abuse”

Response: Gateway Seminary regularly revisits and revises its codes of conduct, handbooks, and policies. We believe that our current policies are consistent with other SBC entities and reflect the standards and practices of the SBC as expressed in numerous resolutions pertaining to alcohol passed by messengers of the Southern Baptist Convention over the years.

3. SBC Referral: To request entity trustees explain how Calvinism / Reformed theology is compatible with the Baptist Faith & Message (2000) and consider not promoting those beliefs in their entities.

Motion: Curtis Kentmer, Kentucky

“That the messengers of the 2024 Annual Meeting request that the trustees of our entities, including our seminaries and all boards and commissions, explain how Calvinist/Reformed theology is compatible with the Baptist Faith and Message 2000 and consider eliminating the teaching and promotion of Calvinist/Reformed theology from all SBC entities and report their findings and any resulting actions steps to the 2025 annual meeting.”

Response: Gateway Seminary does not teach or promote any views that are not compatible with the Baptist Faith and Message 2000. Gateway Seminary welcomes a diversity of views on this issue that are within the Baptist Faith and Message 2000. The only confessional document that Gateway’s faculty agree to teach “according with and not contrary to” is the Baptist Faith and Message 2000. For further research by

Southern Baptists regarding the compatibility of the Baptist Faith and Message 2000 with a variety of theological interpretations, please see *The Baptist Faith and Message 2000: Critical Issues in Americas Largest Protestant Denomination* (Rowman and Littlefield, 2007), especially chapter 8 on “God’s Purpose of Grace.”

4. SBC Referral: To direct the Executive Committee to publish a schedule of payments of more than \$5,000 paid to another entity.

Motion: Ethan Hester, North Carolina

“That the messengers to the Southern Baptist Convention meeting in Indianapolis, Indiana, June 11-12, direct the executive committee to publish a schedule of payments of more than \$5,000 made by any entity to or on behalf of any cooperating church of this convention, its pastors, or their spouses, or associational missionaries or their spouses.”

Response: Gateway Seminary does not have a schedule of payments of any amount to any cooperating church of this convention, its pastors, or their spouses, or associational missionaries or their spouses.



5001 North Oak Trafficway, Kansas City, Missouri 64118

CHAD MCDONALD, Chair

JASON K. ALLEN, President

Greetings from Midwestern Seminary and Spurgeon College. It is my continual joy to offer you this year-end report on all that the Lord has done at Midwestern Seminary and Spurgeon College. We continue to strive with all our God-given might to equip pastors, ministers, and missionaries for service in Southern Baptist Churches both stateside and around the world. This mission impacts everything we do, as we remain committed to equip men and women For the Church and For the Kingdom.

This year, we celebrated several institutional wins that I am thankful to get to share with you. We rejoice to report our 12th consecutive year of record enrollment. Though there are likely numerous reasons for our continued growth, one important reason is our faculty. Each faculty member is strong in their conviction to adhere to God's Word, to Southern Baptist beliefs, and to train a new generation of pastors, ministers, and missionaries. This year, we were privileged to welcome Dr. Donald S. Whitney to our faculty. Dr. Whitney will also lead our newly established Center for Biblical Spirituality. Our hope is that this center will not only benefit our students on campus and local church pastors but that it will also reap spiritual benefits for the Church everywhere.

During our spring trustee meeting, we had the privilege of rededicating the Spurgeon Library. The rededication unveiled new additions to the Spurgeon Library from the Charles Spurgeon Heritage Collection, which Midwestern Seminary acquired in October 2023. The collection consists of thousands of books, manuscripts, letters, artifacts, newspaper cuttings, and more from Charles Spurgeon. The Heritage Collection is truly a one-of-a-kind collection and an invaluable stewardship. This is a stewardship we feel well beyond Midwestern Seminary. It's a stewardship for Southern Baptist pastors and churches. It's a stewardship for the broader Baptist and evangelical world. And that's a stewardship I could not be more delighted for Midwestern Seminary to exercise. There were many key individuals and organizations who participated in the Heritage Collection acquisition and expansion project, and I am very grateful to them. It is an honor for Midwestern to be the home of so many aspects of Charles Spurgeon's life.

Spurgeon College commissioned nine missionary teams to overseas service through the Fusion Program. The Fusion program is an intensive missions-training program wherein students prepare for missions during the academic year and then deploy overseas for 12 weeks during the summer as missionaries to hard-to-reach people groups. In the summer of 2024, our Fusion teams deployed to Morocco, the UAE, Madagascar, India, and Bangladesh. Their efforts amounted to 92 people groups engaged, 4,232 gospel proclamations (sermons, Bible studies, small-group sharing, etc.). Several graduate-level students who have completed rigorous training in the Fusion Master's Cohort in preparation for service as career missionaries were commissioned as well. The Fusion Cohort continues to be an important aspect of training individuals who seek the Great Commission.

On the athletic front, our men's basketball team made history, clinching the regular season championship and securing the #1 seed for the Central Region Tournament. They ended up

taking third place in the NCCAA Division II National Tournament. Additionally, the Spurgeon College men's soccer team traveled to Orlando, Florida at the end of November to compete in the 2024 NCCAA DII National Championship Tournament. Making their first National Tournament appearance in program history, the Spurgeon Knights placed 8th in a historic season. To make the National Championship Tournament in the first five years of our program's history says a lot. I look forward to what the Lord does with our athletic programs in the years ahead.

At the Masters level, we launched our new For the Church Cohorts. FTC Cohorts is a one-year program which equips like-minded residential seminary students through enhanced discipleship, focused study, and intentional community. The different cohorts include Fusion Masters, Women in Scholarship, Spurgeon Fellows, and Biblical Counseling. These cohorts gather weekly to discuss topics related to their subject and learn from world-class faculty and ministry leaders. I am incredibly excited to see how God will use these cohorts in the lives of our students. In our current cultural environment, our students need more mentorship, not less, and these cohorts will help bring further equipping and oversight to all areas of our student's lives. I am also pleased to announce that we have secured scholarships for 105 new, residential cohort MDiv students to begin in fall 2025.

In Institutional Relations, God continues to bless. This Spring I announced the appointment of Dr. Camden Pulliam, succeeding Dr. Charles Smith, as senior vice president of institutional relations. Dr. Pulliam has been instrumental in the growth of Midwestern Seminary since 2013. Also, this Spring, Midwestern Seminary partnered with 9Marks to host "A Conference on Membership." The speakers included Brian Davids, Zach Schlegel, Phillip Van Steenburgh, Jared Wilson, Jonathan Leeman, and Jeff Lacine. There were panel discussions and messages aimed at providing a biblical understanding of church membership and cultivating meaningful membership practice in the local church. Additionally, the Evangelical Theological Society held their Midwest Regional Meeting on campus. The theme of this year's meeting was Scriptures addressed by Patrick Schreiner, associate professor of New Testament and biblical theology as he delivered the keynote address.

This summer, Midwestern Seminary received a grant of \$1.25 million from Lilly Endowment Inc. to help establish the Midwestern Institute for Preaching and Preachers. In October, the launch was announced. Midwestern Institute for Preaching and Preachers advances Midwestern Seminary's mission to train leaders for the Church by equipping and encouraging preachers of God's Word. Through regional preaching workshops and an array of online resources, the Midwestern Institute for Preaching and Preachers aims to equip current and aspiring preachers through developing a supportive community of preachers, cultivating preaching skills, and encouraging preachers in their task. I am grateful to Jordan Wilbanks, vice president of church partnerships and director of the Midwestern Institute for Preaching and Preachers for all of his work in this regard.

This fall, Midwestern Seminary hosted our National For the Church Conference with featured guests J.T. English, Tony Merida, Kevin Ezell, Jared Wilson, and Crawford Loritts. The event also featured a Women's Pre-Conference with Jen Wilkin, a Student Pastor Summit, and many workshops. It was a remarkable time as we welcomed almost 1,500 ministry leaders to campus. I am grateful for all that God did over the two conference days, and I am hopeful that the effect upon the Church will be great for months and years to come.

During our fall trustee meeting we welcomed 5 new trustees to our board. We are excited to share the approval of a \$1.75 million renovation project on the Koehn-Meyer Center for the purpose of adding housing and a home for the Fusion program. The renovation will add capacity for 66

additional students in campus housing. With our enrollment up 4% from 2023, the additional housing for Fusion students will further fulfill its named purpose, to exist as a center for world evangelism.

We have also been honored to host a number of notable chapel speakers and guest lectures on our campus this year. During the spring semester, Dr. Tony Reinke who brought us the Scudder Lecture on “Where Does Technology Come From?”, Dr. D.A. Carson delivered the Sizemore Lectures, and Paul Chitwood lectured during Great Commission Week. We also heard from guest lecturers Dr. Robert Smith and Dr. Tony Merida, and Dr. Albert Mohler gave our annual Spurgeon Lectures on Biblical Preaching. In our chapel services, we were thankful to hear the preaching of God’s word from guests such as Dr. Michael Reeves, Dr. Mark Dance, Mr. Clint Pressley, and General Douglas Carver among many others.

Finally, we have also been pleased to announce a new endowed chair at Midwestern Seminary, the Gene and Jo Downing Endowed Chair of Biblical Studies. Our endowed chairs are crucial to the long-term health of Midwestern Seminary, and we are so thankful for God’s kindness in providing faithful and generous donors to bring these chairs to fruition. Additionally, we had five professors installed in endowed chairs this year. Thomas S. Kidd in the John and Sharon Yeats Endowed Chair of Baptist Studies, Joe M. Allen III in the Gary Taylor Endowed Chair of Missions and Evangelism, Donald S. Whitney in the John H. Powell Endowed Chair of Pastoral Ministry, Jason S. DeRouchie in the Rich and Judy Hastings Endowed Chair of Old Testament Studies, and Patrick Schreiner in the Gene and Jo Downing Chair of Biblical Studies. We rejoice in both the faculty that the Lord has provided us with and the generous donors who made these endowed chairs possible.

As I conclude this letter, let me say that it is an honor to serve Southern Baptists. Midwestern Seminary and Spurgeon College exist to serve the churches of the Southern Baptist Convention. We are incredibly grateful for the stewardship that is ours. Please continue to pray for Midwestern Seminary and Spurgeon College as we strive to equip students For the Church and For the Kingdom.

Sincerely,
Jason K. Allen
President

MINISTRY GOALS AND ACCOMPLISHMENTS

(SBC entities present ministry reports to the Executive Committee each February relating to their ministry assignments [SBC Bylaw 18E]. At their request, the following content is provided from the 2025 Ministry Report of Midwestern Baptist Theological Seminary.)

I. Assist churches by programs of pre baccalaureate and baccalaureate theological education for ministers.

In the fall of 2024, Spurgeon College strengthened its residential cohort culture by launching the Christian Life & Worldview program. Every full-time residential undergraduate student at Spurgeon is a part of one of four cohorts based on their degree program (Accelerate, Fusion, Marketplace, or Ministry). The Christian Life & Worldview program has formalized and systematized the discipleship and community that students receive through their cohort. Each semester, the Spurgeon College cohorts will rally around one focus spiritual discipline, receiving equipping and encouragement in that spiritual discipline through a semesterly spiritual retreat, a monthly cohort gathering on campus, and weekly chapel messages.

Similar to recent years, the fall of 2024 saw a record enrollment at Spurgeon College. Accordingly, the board has approved the \$1.75M renovation and expansion of undergraduate housing in our Koehn-Meyers Center in order to accommodate our growing undergraduate population. This project will create capacity for an additional 60 undergraduate students in on-campus housing.

The past year has been an historic year for Spurgeon College athletics. In men's basketball, Coach Billy Livezey led the Knights to their winningest season in history as well as their first national tournament appearance and first final four appearance. Lauren Allaway was hired as the new women's volleyball coach and went on to have the winningest season in Spurgeon College volleyball history. Women's volleyball had two athletes earn All-Region honors. Lizzie Deaton was a first-team selection, and Timry Goodman made the second team. Abel Spalding was hired to launch a men's and women's cross-country team in March. This year, eight runners qualified for nationals. Amelia Spalding won second place at nationals for women's cross-country as an individual runner. Men's soccer qualified for their national tournament, and Coach Matthew Risher won region coach of the year. Sage Ballard won regional player of the year and was named a first-team All-American in men's soccer. Finally, Hannah Montgomery won regional player of the year for women's soccer.

This was also an historic and encouraging year for our undergraduate missions program, Fusion. In the summer of 2024, our Fusion cohort deployed 38 Fusion students and 15 Fusion Impact students, engaged 92 people groups around the world, made 4,232 gospel proclamations, and saw 75 professions of faith. Such statistics prove the effectiveness of time, energy, and donorship invested in Spurgeon College's mission training program.

II. Assist churches by programs of master's level theological education for ministers.

At MBTS, we recognize the Master of Divinity (MDiv) degree as the standard and most fitting to prepare for ministry. The MBTS MDiv serves as the standard academic program for our institution. At 81 credit hours, this degree includes 72 Foundational-Core credit hours and 9 hours of Electives.

MBTS works closely with local churches to prepare seminarians for vocational ministry. Through our Shepherd's Fellowship program, residential students can earn their degrees and obtain invaluable ministry experience at the same time. Through practicum-based coursework, students labor alongside local church ministry leaders for hands-on training. Students intern at local churches in their first years of seminary, providing cost-efficient, hands-on education that helps students make the most of their time.

Shepherd's Fellowship is just one of several learning cohorts available to students at MBTS. Our Residential cohorts, Biblical Counseling (with Dr. Dale Johnson and Mr. Marshall Adkins), Women in Scholarship (with Dr. Leslie Umstadd and Mrs. Kristie Allen), Shepherds Fellowship (with Mr. Aaron Trent), Fusion Masters (with Dr. Joe Allen), Spurgeon Fellows (with Dr. Geoff Chang), Biblical Studies (with Dr. Tyler Sykora), and Theological Studies (with Dr. Jason Duesing) meet weekly for instruction and fellowship.

At MBTS, we value the opportunity to train students in Kansas City but recognize that many God-called leaders are already gainfully employed in locations worldwide. Our Global Campus students serve faithfully in their local contexts, and we serve them by offering the same courses and content as our residential students but through dynamic discussions and video interaction. Just like MBTS residential students, our Global Campus students may choose to participate in a

cohort learning experience. These cohorts include Biblical Studies (led by Dr. Todd Chipman), Theological Studies (led by Dr. Rustin Umstattd), and Applied Theology (led by Dr. Travis Montgomery and Mr. Jared Kathcart). Students gather with these faculty members and peers for five video conferences scheduled throughout the academic year. Via these Global Campus and Residential cohorts, students learn from faculty and one another, maximizing our curriculum as we train students for service in the local church.

III. Assist churches by programs of professional doctoral education for ministers.

Since 1971, Midwestern Seminary has equipped churches through professional doctoral programs designed to enhance ministry effectiveness and address real-world challenges. Degrees like the DMin, DEdMin, and EdD emphasize leadership, practical problem-solving, and data-driven decision-making. Offered in a modular format, these programs allow students to remain actively engaged in their ministries while studying. With options in English, Korean, Spanish, Mandarin, and Romanian, Midwestern serves churches worldwide. A key feature of the program is a ministry project, which culminates in a dissertation and focuses on areas such as preaching, discipleship, education, revitalization, and biblical counseling.

In the past year, MBTS has been able to sharpen the skills of its professional doctoral students by offering over one hundred seminars related to topics such as expository preaching, missiology, church revitalization, and leadership. MBTS' students have also written dissertations that addressed such diverse topics as preventing suicide among military members, creating a co-vocational pastoral discovery and training platform, and developing a strategy to address fatigue and burnout among non-vocational church leaders.

IV. Assist churches by programs of research doctoral education for ministers and theological educators.

Midwestern Seminary offers research doctorates in Biblical Studies (NT, OT, Biblical Theology), Theological Studies (Systematic Theology, Ethics, Preaching), and Applied Theology (Counseling, Apologetics, Leadership, Missiology, Ecclesiology, Biblical Spirituality). While Applied Theology emphasizes practicality, all programs aim to equip highly trained servants for SBC ministries. Graduates are prepared to rightly handle God's Word and address the challenges of local church ministry, education, and missions. With flexible formats—on-campus, modular, and online—Midwestern allows students to remain active in their ministries, supported by their churches, while receiving affordable, transformative training.

In 2024 MBTS equipped its research doctoral students by offering over one hundred research doctoral seminars. Furthermore, its students produced dissertations that addressed such diverse topics as the Lord Supper's role in building community, the necessary skills for missionaries in Latin America, and how divine simplicity relates to the task of apologetics.

Based on each of Midwestern's Convention assigned ministry statements, what opportunities or challenges do you see on the horizon from 2025 and beyond that would necessitate changes, or new directions, in how Midwestern is accomplishing the listed Ministry Assignments?

I. Assist churches by programs of pre baccalaureate and baccalaureate theological education for ministers.

The current season continues to be one of blessing and growth from the Lord. With this in mind, Spurgeon College will form its future plans (additions, changes, new directions) in line

with methods that have proven beneficial to our mission, enrollment, and overall institutional strength over the past several years.

Moreover, in the season ahead, Spurgeon College will continue to investigate the possibility of adding new sports programs. Since the launch of Spurgeon College athletics in 2019, our athletics programs have proven to be a fruitful recruiting tributary and have added great esprit de corps to our residential campus culture.

Finally, the expansion of our dual enrollment and dual credit partnerships has proven to be constructive academic partnerships. In the year ahead, we have a team of staff members working to revamp this important enrollment tributary.

II. Assist churches by programs of master's level theological education for ministers.

First, we recognize that as an SBC institution, we are responsible for ensuring that our curriculum reflects historic SBC values and flows directly from The BFM2000 to the needs of local churches among the nations. We have made Biblical Spirituality and Evangelism and Missions courses explicit in our Master's degree programs. These courses will also fit the IMB Field Personal Orientation (FPO) process all new IMB appointees complete. The MDiv is yet the flagship degree of our Master's curriculum at MBTS. The credits from the 36-hour Master of Christian Studies or 45-hour Master's degrees can transfer into the MDiv. Within these degree programs, we are equipping students with video technology. We continue offering Residential+ classes so that our Global Campus students can participate via live video with residential students seated in classrooms on the MBTS campus. Our Residential+ format is proving especially helpful for students taking language courses.

Second, we recognize that students want to learn in various formats, including via video technology. MBTS will continue to innovate our academic programs to deliver quality education using the most recent video technology. The MBTS Global Campus will continue to refine our Online Live courses, which offer students live video lectures from residential faculty. Our Residential+ classes offer online students live video for courses with residential students seated in the room. Our Residential+ format is proving especially helpful for students taking language courses.

We also understand that students in every generation face financial challenges that might impede their seminary education. Through strategic fund-raising, MBTS has secured resources to enable 105 new Master's residential students to receive a full tuition discount for their first year of study if they participate in one of our cohort learning groups. God's favor upon MBTS is seen in these gifts, and we know they will bless students as we train them For the Church.

Finally, we recognize that a deeply rooted and well-connected faculty is a bulwark for doctrinal faithfulness in a cultural moment ripe for superficial and divisive statements. During the 2024-2025 academic year, we are thus continuing our quarterly Faculty Fellowship Lunches. The faculty gathers for a brief meal, and then Dr. Todd Chipman interview various faculty on a panel. These gatherings increase interpersonal connections and stimulate faculty to maintain our fidelity to the four guiding documents signed by all MBTS faculty (The BFM 2000, Chicago Statement on Biblical Inerrancy, The Danvers Statement on Biblical Manhood and Womanhood, and the Nashville Statement on Biblical Sexuality).

III. Assist churches by programs of professional doctoral education for ministers.

The professional doctoral programs at MBTS face several challenges in 2025 that are related to the wider shifts seen in higher education globally. First, there are increasing cultural and social pressures in the West related to secularization in general that impact seminary education in the areas of gender, sexuality, and the nature of truth, to name a few specifics. MBTS' professional doctoral program must continue to champion an irenic orthodoxy that stands firm on the truths of Scripture. The professional doctoral programs will continue to sharpen its training as more people come to faith in Christ who are emerging from a secular worldview with its concomitant ethical baggage. It cannot be assumed that people attending church have a biblical worldview in their background.

MBTS' professional doctoral program has been blessed by strong enrollment over the past year, but it is an upstream swim to continue this trend. The wider demographics of higher education, coupled with increased costs, make it more difficult each year to recruit and retain students. MBTS will need to continue to keep the cost of its educational offerings affordable, while demonstrating the real-world benefits of its educational offerings to its students and their ministry settings.

Finally, MBTS will need to stay abreast of the swift changes being seen in educational trends and technology. The professional doctoral program at MBTS has made great strides in its delivery of education content through its modular and online offerings. The program will continue to stay on top of advancements in online pedagogy to leverage these advancements to maximize the student learning experience. Additionally, the rise of Artificial Intelligence in education will continue to be addressed in coming years so that our students are best equipped to leverage AI in ethically responsible ways for research and writing.

IV. Assist churches by programs of research doctoral education for ministers and theological educators.

As is typical for graduate schools in the United States, the research doctoral program at MBTS faces several challenges in 2025 that are related to the wider shifts seen in higher education globally. First, there are increasing cultural and social pressures in the West related to secularization in general that impact seminary education in the areas of gender, sexuality, and the nature of truth, to name a few specifics. MBTS' research doctoral program must continue to champion an irenic orthodoxy that stands firm on the truths of Scripture. The research doctoral program must continue to sharpen its training so that its students are offering cutting-edge research into the various specialized degree areas offered by MBTS that will have a real-world impact upon our churches and the wider educational community.

MBTS' research doctoral program has been blessed by strong enrollment over the past year, but it is increasingly difficult to maintain this trend. The wider demographics of higher education, coupled with increased costs, have multiplied the challenges of recruiting and retaining students. MBTS will need to continue to keep the cost of its educational offerings affordable, while demonstrating the real-world benefits of advanced theological education.

Finally, MBTS will need to stay abreast of the swift changes being seen in educational trends and technology. The research doctoral program at MBTS has made great strides in its delivery of education content through its residential, modular, and online offerings. The program will continue to keep pace with advancements in online pedagogy and use the best of them to maximize the student learning experience. Additionally, the rise of Artificial Intelligence in education will continue to be addressed in coming years so that our students are best equipped to use AI technology in ethically responsible ways for research and writing.

ENROLLMENT

Unduplicated Headcount Enrollment	2019-20	2020-21	2021-22	2022-23	2023-24
Prebaccalaureate (MWI)	55	71	86	110	144
CLD (taking Associate level courses)	367	459	463	608	709
Undergraduate (Bachelor's & Associate)	728	780	862	863	963
Basic Degrees (MDiv, MTS, MA-)	1,884	1,910	2,002	1,954	1,988
Advanced Degrees (PhD, DMin, DEdMin)	1,340	1,503	1,504	1,609	1,612
Total	4,374	4,723	4,917	5,144	5,416

Credit Hours

Prebaccalaureate (MWI)	196	192	319	341	500
CLD (taking Associate level courses)	1,227	1,947.20	1,566.3	1,270.1	1,558.2
Undergraduate (Bachelor's & Associate)	13,460.50	14,444	15,468	15,960	16,971
Basic Degrees (MDiv, MTS, MA-)	21,372.50	22,841.5	23,305.5	21,120	21,780.5
Advanced Degrees (PhD, DMin, DEdMin)	7,949	9,943	9,993.5	10,616	10,664
Total	44,205	49,367.7	50,652.3	49,307.1	51,473.7

SBC Annual Formula FTE

Annual Total	1,615	1,615	1,674	1,733	1,862
Three-year rolling average	1,425	1,542	1,635	1,674	1,756

New Student Unduplicated Headcount Enrollment

Prebaccalaureate (MWI)	26	51	61	55	64
CLD (taking Associate level courses)	212	386	346	464	446
Undergraduate (Bachelor's & Associate)	299	330	357	347	388
Basic Degrees (MDiv, MTS, MA-)	646	686	706	646	636
Advanced Degrees (PhD, DMin, DEdMin)	417	455	464	585	531
Total	1,600	1,908	1,934	2,097	2,065

Graduates

Prebaccalaureate (MWI)	3	5	6	13	5
Undergraduate (Bachelor's & Associate (Bachelor's & Associate [CLD graduates])	118	162	160	99	111
Basic Degrees (MDiv, MTS, MA-)	250	338	384	380	344
Advanced Degrees (PhD, DMin, DEdMin)	101	151	191	189	208
Total	472	656	741	681	668

MATTERS REFERRED BY THE CONVENTION

The Convention referred the following item to Midwestern Baptist Theological Seminary during the Annual Meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, for consideration, action, and report back to the next annual meeting.

1. SBC Referral: To request all entities to only use outside legal counsel whose values reflect the Baptist Faith & Message (2000) on gender and sexuality.

Motion: Paul Montgomery, Oklahoma

“That every entity be requested to only utilize outside legal counsel whose firm’s corporate commitments do not conflict with the convention’s long-standing values as reflected in the Baptist Faith and Message regarding gender and sexuality.”

Response: Midwestern Seminary happily abides by the Southern Baptist Convention's Business & Financial Plan, annually undergoes a complete financial audit, and provides numerous additional financial reports to the SBC, accrediting agencies, and other interested parties. This motion is specifically addressed to the Executive Committee of the Southern Baptist Convention, thus we are not in a position to speak to its merits or any proposed action the Executive Committee should take.

2. SBC Referral: To request that all Convention entities to revise their codes of conducts related to alcohol.

Motion: Jonathan Paramore, California

“That all SBC entities consider revising their respective codes of conduct, handbooks, policies, or governing documents to lift prohibitions on the use of alcohol outside of communion. These revisions should respect the positive view of moderate alcohol use as presented in Scripture, while maintaining strict prohibitions against alcohol abuse”

Response: From time to time, Midwestern Seminary's student handbook is updated to address new or developing issues confronting our students or the ministries they will one day serve. Revisions, as well as the handbook as a whole, are intended to be biblically and legally sound, as well as helpful to best prepare students for service in the churches of the Southern Baptist Convention.

3. SBC Referral: To request entity trustees explain how Calvinism / Reformed theology is compatible with the Baptist Faith & Message (2000) and consider not promoting those beliefs in their entities.

Motion: Curtis Kentmer, Kentucky

“That the messengers of the 2024 Annual Meeting request that the trustees of our entities, including our seminaries and all boards and commissions, explain how Calvinist/Reformed theology is compatible with the Baptist Faith and Message 2000 and consider eliminating the teaching and promotion of Calvinist/Reformed theology from all SBC entities and report their findings and any resulting actions steps to the 2025 annual meeting.”

Response: As a Southern Baptist institution, Midwestern Seminary is committed to the Southern Baptist Convention's confession of faith, the Baptist Faith & Message. At Midwestern Seminary, each instructor believes and teaches in accordance with and not contrary to this statement. Just as the Baptist Faith & Message is broad enough to include diverse views on the doctrines of grace, so also is Midwestern Seminary and those who teach and study here.

4. SBC Referral: To direct the Executive Committee to publish a schedule of payments of more than \$5,000 paid to another entity.

Motion: Ethan Hester, North Carolina

“That the messengers to the Southern Baptist Convention meeting in Indianapolis, Indiana, June 11-12, direct the executive committee to publish a schedule of payments of more than \$5,000 made by any entity to or on behalf of any cooperating church of this convention, its pastors, or their spouses, or associational missionaries or their spouses.”

Response: Given the lengthy and complex list of potential and actual legal challenges confronting Christian institutions, Midwestern Seminary necessarily retains legal counsel best equipped to protect the institution's mission and ministry. At the same time, Midwestern Seminary has prioritized using firms, and especially attorneys within those firms, who understand, affirm, and defend the seminary's Southern Baptist convictions.



NEW ORLEANS
BAPTIST THEOLOGICAL SEMINARY



LEAVELL
COLLEGE

3939 Gentilly Boulevard, New Orleans, Louisiana 70126

WAYLON BAILEY, Chair
JAMIE DEW, President

In 2025 Southern Baptists will celebrate 100 years of the Cooperative Program. As president of your seminary in Louisiana I want to acknowledge the profound impact that M.E. Dodd, the architect of the Cooperative Program, has had on Southern Baptist life. As pastor of First Baptist Church of Shreveport, Louisiana, Dodd played an important role in the formation of the Baptist Bible Institute, what you know today as New Orleans Baptist Theological Seminary. In the mid- 1920s he was also the chair of the SBC's Future Program Commission that recommended at the 1925 Annual Meeting the adoption of what would become known as the Cooperative Program. The president of our school, Byron H. DeMent, also served on that committee alongside the president of Southwestern Seminary, L.R. Scarborough.

Through the Cooperative Program, Southern Baptists have given billions of dollars over the last 100 years to support the causes of the convention. These funds have sent missionaries across the world, supported churches in the United States, provided resources for mercy ministries and disaster relief around the globe, and trained thousands of men and women for service in the local church. Without the Cooperative Program these efforts would have been nearly impossible.

When Southern Baptists founded this institution in 1917, there were fewer than 10 Southern Baptist churches or missions in the city and barely 1,200 Southern Baptists. In the past 107 years, the men and women of NOBTS and Leavell College have faithfully joined the work that God has been doing in New Orleans. Today, of the 130 churches in the New Orleans Baptist Association, 120 of them have an NOBTS alumni, student, faculty, or staff member serving on the staff of the church. This is an incredible partnership between New Orleans Baptist Theological Seminary and the local churches of the greater New Orleans area.

In continuing that legacy of service, we have maintained the tradition of missionary days of the seminary begun by our first president, Dr. DeMent. Today several hundred of the Seminary family join in Serve Days where we spend time serving our city. We cancel classes and all other campus activity so that we can go out and participate in door-to-door evangelism, prayer walking, street cleaning, and mercy ministries. Each Serve Day we are encouraged by the stories of our students who have shared the Gospel and seen someone come to faith in Christ.

God continues to bless NOBTS and Leavell College with faithful men and women who desire to prepare here. We continue to see God call men and women to His service and are thankful for the men and women who come here to study. We are especially focused on recruiting and encouraging men to consider pastoral ministry in the local church. We are thankful for all the ways in which our students can serve, but we want to make sure we are a part of efforts to raise up a generation of faithful men who are serving diligently as pastors in the local church.

We also recognize the importance of worship in the life of the local church and the daily rhythms of God's people. We have recently launched the Center for Worship Studies and

Crescent City Worship to train the next generation of worship leaders to serve faithfully in the leadership of the local church.

Theological development in the local church is multifaceted and through the generations, men and women have learned the tenets of the faith through song. We want to work toward ensuring that our worship leaders are well trained in their theology and their practice. Take a moment to check out crescentcityworship.com and listen to some of the recently released albums from our students and faculty.

We are thankful for the amazing partners we have in the work God has called us to at NOBTS and Leavell College. We rejoice that last year was the second highest fundraising year in our history. God continues to show favor on this school of Providence and Prayer and we are grateful for His kindness.

At NOBTS and Leavell College, we want nothing more than to be faithful to prepare servants to walk with Christ, proclaim His truth, and fulfill His mission. Let me encourage you to come and see what we are doing in New Orleans. I know that if you do, you will be just as proud of the NOBTS and Leavell College family as I am. These men and women are faithful servants before the Lord who desire to be obedient to His calling and faithful in their stewardship of what God has placed in our care.

Thank you for your continued support of NOBTS and Leavell College through the Cooperative Program.

Come and see us in New Orleans. Pray for us. Send us students. We commit to you that when they leave here they will be prepared here to serve anywhere.

Your Servant,
Jamie Dew
President

MINISTRY GOALS AND ACCOMPLISHMENTS

(SBC entities present ministry reports to the Executive Committee each February relating to their ministry assignments [SBC Bylaw 18E]. At their request, the following content is provided from the 2025 Ministry Report of New Orleans Baptist Theological Seminary.)

I. Assist churches by programs of pre-baccalaureate and baccalaureate theological education for ministers.

Leavell College continues to effectively train men and women without an undergraduate degree for ministry. Last year, Leavell College of NOBTS trained 1,146 undergraduate students through courses for credit on the main campus, online, and at extension centers. This total does not count a number of certificate students enrolled in not-for-credit courses offered in church and associational settings.

Leavell College serves both traditional college students and non-traditional students. While more and more of our students are traditional, some of our students are older, second-career people called into ministry later in life. Non-traditional students are prime candidates to fill the many bi-vocational and small church ministry positions in the SBC. Leavell College also has our highest concentration of ethnic or minority students who can serve in diverse church settings, particularly African-American, Hispanic, and Korean students. Last year, Leavell College trained 204 for-credit certificate students. Many of these certificates were for pastors

who will not otherwise receive any theological education. In addition, our certificates include laypersons from large and small churches. Our certificate programs are our most ethnically diverse programs and address SBC initiatives in this area.

Leavell College continues to strive to make training accessible in many ways. Students can take their entire bachelor's degree online, but in addition to traditional online courses, we offer Flex courses which allow students to participate in live classes or view the class meeting later during the week the class is taught. Many undergraduate students appreciate the flexibility of this delivery method. Our hybrid classes combine online instruction with one weekend in person to allow students with the availability the opportunity to experience a traditional class setting. Leavell College also offers mentoring classes which allow students to learn the basic content of a class online while doing ministry in a local setting, meeting weekly with a local mentor. These classes combine theological training with practical ministry and have proven to be a great option for students.

NOBTS utilizes the BA + MDiv program to allow undergraduate students at Leavell College to get a head start on their MDiv degree by taking master's classes in their last year of college that count for their bachelor's degree as well as the MDiv. Many students will be able to earn their bachelor's degree and MDiv degree within five years. Students will save significant time and money with this program, and they can move to the ministry field more quickly.

II. Assist churches by programs of master's level theological education for ministers.

One of our primary assignments from the convention is to train master's-degree students, and we focus a great deal of effort on this task. The seminary master's programs do not require an undergraduate degree in Religion or Christian Studies; therefore, the training is typically broad. Students receive a solid biblical and theological foundation along with practical training in areas like discipleship, pastoral ministry, and counseling. We measure the success of our programs by the health of the churches and ministries our graduates lead, and we strive to prepare them to serve effectively in ministry. We have designed our degrees with a ministry core that ensures that all students are exposed to basic biblical, theological, and practical ministry. At the same time, the variety of degree options offered by the seminary allows students to choose classes that train them in specialized areas of ministry.

NOBTS had 1,263 master's-level students last year, 653 of those were MDiv degree students, which we consider the standard degree for ministry preparation. Many students at NOBTS and other seminaries are pursuing shorter MA degrees in part because of the cost and time necessary to earn the traditional MDiv. The remaining 610 master's-level students were in various degree programs that provide focused training for discipleship ministry, music ministry, specific areas in theological and biblical studies, or counseling ministry.

Students who study at NOBTS receive a world-class education from faculty who have built their lives upon the Word of God. The faculty at NOBTS not only teach and publish in their areas, but they are involved in local church ministry and missions. Thus, students have the opportunity to learn from those who are doing ministry.

III. Assist churches by programs of professional doctoral education for ministers.

The DMin (Doctor of Ministry) and DEdMin (Doctor of Educational Ministry) at NOBTS continue to be among the strongest such programs in the nation, with 307 students enrolled last year. The DMin program continues to be one of the largest and best such programs, with 280

students enrolled. Of that number, 46 are Korean DMin students. The NOBTS DEdMin is one of just a handful of such programs in the United States. The DEdMin has 27 students enrolled.

In many churches, the DMin has become the required degree for consideration of prospective pastors. This program provides students with those credentials, and does so with excellence. Since the DMin and DEdMin programs require substantial experience for entry, these degrees probably do more than any academic degree to help ministers make mid-career adjustments that positively impact the churches and ministries in which they serve.

Professional doctoral education provides an opportunity to impact churches immediately since students pursuing the DMin and DEdMin degrees are able to study while continuing to minister in their churches. NOBTS provides training in a workshop format that allows students unable to travel to New Orleans to participate in each seminar through web conferencing software. Thus, NOBTS is providing opportunities for this training in a variety of ways.

IV. Assist churches by programs of research doctoral education for ministers and theological educators.

NOBTS has worked hard to make the research doctoral degrees accessible for students wherever they might live. Each PhD major is available through web conferencing technology or in person. Many students pursue a PhD who would otherwise not be able to attain the degree because they are called to a church some distance from New Orleans. Students may still choose to travel to New Orleans for various parts of the program.

In part, because of the availability of the degree, NOBTS has seen continued growth in the research doctoral programs in recent years. Last year, 249 students enrolled in the ThM, EdD, DMA, and PhD programs, a historically high enrollment. Each doctoral student is assigned a supervisor from the first day of the research doctoral program to guide their studies. NOBTS is training the next generation of seminary and college teachers and providing highly trained practitioners in every area of ministry.

Based on each of New Orleans Baptist Theological Seminary's Convention assigned ministry statements, what opportunities or challenges do you see on the horizon from 2025 and beyond that would necessitate changes, or new directions, in how New Orleans Baptist Theological Seminary is accomplishing the listed Ministry Assignments?

I. Assist churches by programs of pre-baccalaureate and baccalaureate theological education for ministers.

Virtually all colleges are watching the "enrollment cliff" that is slated to begin in 2025. Due to population trends, studies estimate there will be 15% less college-age students beginning in 2025. While traditional colleges will likely see more of an impact than Leavell College, this situation is something that we are monitoring. The need for seminary-trained ministers has not lessened; thus, we will need to work diligently to maintain enrollment in the college.

The greatest challenge confronting most undergraduate students is degree affordability. Some students are taking fewer hours a semester and as a result, have a hard time completing their degree. Some of our older students have children, and it is very difficult for them to juggle several jobs (ministry and secular) in order to subsist while pursuing their theological education. NOBTS has sought to address this in several ways. With the tuition cap, qualified students who take between twelve and eighteen hours pay the same tuition. Thus, students are able to save \$2,100 each semester if they can focus on being a full-time student. In addition, we

have continued to raise scholarship funds to support student education. Even with the discounts offered, many students do not have the time or money to take classes full-time. The end result is that students may not complete their degree at all. NOBTS continues to encourage students to take the appropriate number of credit hours to facilitate successful completion of their training.

Also, we are watching the rate of persistence, retention, and progression of our distance students compared to traditional students. For a variety of reasons, distance students are less likely to make significant progress in their degree and finish. As more and more of the student body shifts to a distance format, we are working to find ways to encourage them on to completion.

NOBTS and Leavell College continue to explore avenues to help undergraduate students get a master's degree in a timely manner. Programs like the BA + MDiv allow students to begin their master's degree while they are completing the undergraduate program. These hours count for both the undergraduate and graduate degrees enabling Leavell College students to achieve their BA and MDiv in as little as five years. This year we began a similar program that works with the Master of Arts in Counseling. Programs like these save students significant time and money and enable the seminary to get more ministers to the field.

II. Assist churches by programs of master's level theological education for ministers.

The greatest challenge confronting most graduate students is degree affordability and student debt. Many students are choosing shorter degrees primarily because of the cost and time required. Some students are taking fewer hours a semester and as a result have a hard time completing their degree. Some of our students have children, and it is very difficult for them to juggle several jobs (ministry and secular) in order to subsist while pursuing their theological education. NOBTS has sought to address this in several ways. With the tuition cap, qualified students who take between twelve and eighteen hours pay the same tuition. Thus, students are able to save \$1,998 each semester if they can focus on being a full-time student. In addition, we have continued to raise scholarship funds to support student education. Even with the discounts offered, many students do not have the time or money to take classes full-time. The end result is that students may not complete their degree at all. NOBTS continues to encourage students to take the appropriate number of credit hours to facilitate successful completion of their training.

As delivery methods for education have multiplied, NOBTS continues to search for the best way to make theological education available to those who are called by God to the ministry. NOBTS has offered the full MDiv degree as well as several master of arts degrees online since the accreditors allowed fully online degrees. We are happy to be able to provide training to those who may never be able to attend a class on campus. At the same time, we regret the loss of personal interaction this transition brings. Therefore, we have sought to supplement the experiences of online students through hybrids, intensives, and various other means. The mentoring program of NOBTS allows students to gain practical experience while pursuing their theological education. We are convinced that partnering with churches to equip students for ministry is a great opportunity for students.

While encouraging every student to come to New Orleans and invest in the city as our faculty invests in them, we will also continue to develop and improve our offerings to those students who are unable to move to New Orleans. NOBTS offers online training that allows students to participate in live classes through Flex classes. These classes let students participate in the class while it is meeting from their own home or office or watch the recording in the next week and follow up through various online activities. We have seen these offerings expand and expect that to continue in the near future.

The growth of our distance students creates a challenge for the graduate program. Statistically, distance students are not as likely to complete their degree. We are working in a variety of ways to connect these students to campus, to encourage them to take more hours per semester, and ultimately to help them graduate so they can achieve the degree they are pursuing.

III. Assist churches by programs of professional doctoral education for ministers.

The professional doctoral programs at NOBTS allow students who are already serving in ministry an opportunity to sharpen their skills, network with peers, and gain further theological training. Students who have earned a master of arts degree may pursue this training along with MDiv graduates. Our professional doctorate programs are among the best in the country, and we want to involve as many students as possible.

Maintaining excellence with the responsibility of a large student body that requires a great deal of individualized attention remains a consistent challenge. NOBTS continues to utilize every means available to make professional doctoral training available to those who are interested as well as to equip students to succeed. Students who are unable to come to New Orleans for classes are able to use webcasting technology to participate in most of the professional doctoral classes enabling them to focus their energy and time in the local church setting.

NOBTS allows students to choose from a variety of specializations in their degree programs. Students find the customization of our program attractive. We work hard to shepherd our students through the program, and students seem to appreciate the care demonstrated by the faculty and staff. We think this is an area that can continue to grow as more and more ministry staff desire further training.

IV. Assist churches by programs of research doctoral education for ministers and theological educators.

The PhD program at NOBTS continues to grow, largely because of the quality of the program and its accessibility. Every PhD student is under the supervision of an NOBTS faculty member from the first day of their program. Every degree major is available to students who do not live in New Orleans through web conferencing technology. Students appreciate the ability to participate in the class as if they were there in person while remaining on the field of ministry. We recently added degree majors in Ethics, Philosophy of Religion, and Missiology, and we look forward to training students in these areas. In addition to the overall cost of pursuing a research doctoral degree, one of the ongoing challenges for PhD students is the lack of full-time positions in academia. Many of the students at NOBTS are preparing to be pastor-theologians and may teach as an adjunct, but for those preparing to teach full-time, NOBTS works hard to prepare them for a difficult job market.

STATISTICAL TABLES

Enrollment					
Basic Degrees	2019-20	2020-21	2021-22	2022-23	2023-24
Graduate Certificate	70	42	28	24	12
M.Div	735	730	688	652	653
M.A.C.E.	125	92	85	67	57
M.M.C.M.	6	9	7	14	19
D.Min.	261	250	262	281	279
D.Ed.Min.	48	37	28	30	28
Th.M.	72	67	53	63	69
Ph.D.	107	106	104	135	143
D.M.A.	21	21	21	22	21
EDD	12	11	15	25	30
M.A.M.F.C.	80	98	112	119	132
M.A.	342	305	293	329	331
MTS	63	59	68	78	79
Certificate	668	515	460	232	204
Associate	82	110	101	98	82
Baccalaureate	703	641	623	678	738
Internet	*668	*627	*610	*572	*540
Nondegree	56	75	43	148	166
Formula allowances for off campus programs	174	121	124	213	135
Total FTE Enrollment	3,451	3,168	3,072	2,995	3,043

**This amount is included in the degree programs.*

Annual Accumulative Enrollment (nonduplicating head count) 2023-2024: 3,043

Graduates	2019-20	2020-21	2021-22	2022-23	2023-24
Prebaccalaureate	55	70	84	67	67
Baccalaureate	78	127	121	123	126
Graduate	240	0266	198	236	211
Doctoral	60	70	66	84	72
Total	433	533	469	510	476

MATTERS REFERRED BY THE CONVENTION

The Convention referred the following item to New Orleans Baptist Theological Seminary during the Annual Meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, for consideration, action, and report back to the next annual meeting.

1. SBC Referral: To request all entities to only use outside legal counsel whose values reflect the Baptist Faith & Message (2000) on gender and sexuality.

Motion: Paul Montgomery, Oklahoma

“That every entity be requested to only utilize outside legal counsel whose firm’s corporate commitments do not conflict with the convention’s long-standing values as reflected in the Baptist Faith and Message regarding gender and sexuality.”

Response: New Orleans Baptist Theological Seminary seeks to hire contractors, including legal counsel, that align with SBC beliefs as well as those stated in NOBTS’ doctrinal statements. Any internal legal counsel hired does hold these beliefs and does not contradict them in any way. At any point that outside legal counsel is necessary, preference in hiring is always given to counsel that understands and affirms long-held SBC beliefs about gender and sexuality and does not contradict them in any way.

2. SBC Referral: To request that all Convention entities to revise their codes of conducts related to alcohol.

Motion: Jonathan Paramore, California

“That all SBC entities consider revising their respective codes of conduct, handbooks, policies, or governing documents to lift prohibitions on the use of alcohol outside of communion. These revisions should respect the positive view of moderate alcohol use as presented in Scripture, while maintaining strict prohibitions against alcohol abuse . . .”

Response: New Orleans Baptist Theological Seminary and Leavell College regularly review the policies regarding codes of conduct, including those related to alcohol. After having examined our current policy, and having compared it with our sister seminaries, we believe and are convinced that our policy is a clear reflection of the heart of the Southern Baptist Convention. The belief is further supported by numerous resolutions approved by the SBC throughout the years.

3. SBC Referral: To request entity trustees explain how Calvinism / Reformed theology is compatible with the Baptist Faith & Message (2000) and consider not promoting those beliefs in their entities.

Motion: Curtis Kentmer, Kentucky

“That the messengers of the 2024 Annual Meeting request that the trustees of our entities, including our seminaries and all boards and commissions, explain how Calvinist/Reformed theology is compatible with the Baptist Faith and Message 2000 and consider eliminating the teaching and promotion of Calvinist/Reformed theology from all SBC entities and report their findings and any resulting actions steps to the 2025 annual meeting.”

Response: The Convention has consistently allowed for a range of opinions on issues related to reformed and non-reformed theology among entity employees. The BFM 2000 expresses a belief that both reformed and non-reformed theologians can and do affirm. New Orleans Baptist Theological Seminary intentionally represents all Southern Baptists of both perspectives. It is good educational practice to teach a variety of perspectives and address strengths and weaknesses of those perspectives. NOBTS will continue to equip students with a thorough understanding of these issues.

4. SBC Referral: To direct the Executive Committee to publish a schedule of payments of more than \$5,000 paid to another entity.

Motion: Ethan Hester, North Carolina

“That the messengers to the Southern Baptist Convention meeting in Indianapolis, Indiana, June 11-12, direct the executive committee to publish a schedule of payments of more than \$5,000 made by any entity to or on behalf of any cooperating church of this convention, its pastors, or their spouses, or associational missionaries or their spouses.”

Response: New Orleans Baptist Theological Seminary recognizes the messengers’ request to ask the Executive Committee to publish a schedule of payments of more than \$5,000 paid to another entity. NOBTS cannot speak for the Executive Committee, who is asked to publish this material, for the required information. NOBTS abides by the requirements set forth in the Business and Financial Plan of the Southern Baptist Convention.



120 South Wingate Street, Wake Forest, NC 27587

CARLOS GOODRICH, Chair

DANIEL L. AKIN, President

At Southeastern Baptist Theological Seminary, our mission remains steadfast: “to glorify the Lord Jesus Christ by equipping students to serve the church and fulfill the Great Commission.” First, I must express my heartfelt gratitude for your generous support through the Cooperative Program, from which Southeastern received \$6.7 million last year. This substantial contribution is vital to our mission—we simply could not train men and women for ministry in our local churches and around the world without the faithfulness of Southern Baptists like you.

This year has brought numerous blessings worthy of celebration. We welcomed our largest-ever incoming fall class and achieved record charitable giving. Across all levels of education, we trained over 5,000 students both in North America and globally. Through God's provision, we have maintained our commitment to offering full tuition scholarships for residential Master of Divinity students for the fourth consecutive year. Indeed, there has never been a better time to pursue an MDiv at Southeastern, with full tuition scholarships available across various specializations for students studying on our beautiful campus.

Our doctoral programs continue to flourish, with new leadership in both our PhD and EdD programs and sustained growth across all advanced degree offerings. Perhaps most significantly, our Trustees recently voted to rename our undergraduate program from the College at Southeastern to Judson College at Southeastern. This decision, years in prayer and consideration, honors the legacy of pioneering Baptist missionary Adoniram Judson, along with his wives Ann, Sarah and Emily. Judson's ministry in Burma (modern Myanmar), marked by incredible perseverance through profound hardship—including unjust imprisonment, personal loss, and depression—exemplifies the dedication we seek to instill in our students. Today, his legacy lives on in the more than one million Baptists in modern-day Myanmar. We believe this name will inspire our students as they prepare for service to Christ in both the church and society, in North America and around the world.

Our undergraduate program continues to expand, not only in enrollment but also in academic offerings. This year we launched new programs in communications and political science, broadening our capacity to equip students for Christian service in professional spheres.

Our Global Theological Initiative (GTI) continues to make remarkable strides. In 2025, we will celebrate our second graduation of students completing both college and master's level programs in Farsi. Additionally, after nearly a decade of planning and prayer, we have established a seminary in Vietnam with government approval, made possible through the work of Southeastern graduate Sam James, often called the "Apostle Paul of Vietnam." Classes have already begun, and we are witnessing God's work in numerous other locations that, for security reasons, must remain unnamed.

Southeastern's impact continues to expand globally, and you, our Southern Baptist family, are vital partners in this kingdom work. As we often say, we can accomplish more together than we ever could alone. Thank you for your faithful support through the Cooperative Program. Thank

you for sending us students. We are deeply grateful for your partnership in preparing the next generation of Great Commission ministers and leaders.

With gratitude in Christ,,

Danny Akin
President

MINISTRY GOALS AND ACCOMPLISHMENTS

(SBC entities present ministry reports to the Executive Committee each February relating to their ministry assignments [SBC Bylaw 18E]. At their request, the following content is provided from the 2025 Ministry Report of Southeastern Baptist Theological Seminary.)

I. Assist churches by programs of pre-baccalaureate and baccalaureate theological education for ministers.

This year there was a successful rebranding from The College at Southeastern to Judson College, offering a fresh identity to the undergraduate population with historical ties to the Judson missionary legacy. Other key accomplishments were:

- Continuing work to capitalize on our distinction as the only four-year accredited, conservative and confessional undergraduate program in North Carolina..
- Continuing long-standing partnerships with the Baptist State Convention of North Carolina (BSCNC) and bordering Baptist state conventions to strategically recruit students.
- Continuing to offer annual events/conferences to further equip students to fulfill God's calling in ministry, mission, or the marketplace.
- In January 2024, the initial cohort of women was enrolled into our North Carolina Field Minister Program for Women at the Wake County extension center located at the North Carolina Correctional Institute for Women in Raleigh, North Carolina.
- In August 2024, the initial cohort of women was enrolled into our North Carolina Field Minister program at the Nash County Extension Center located at the Nash County Correctional Institution in Nashville, North Carolina.
- Expanding existing partnerships with churches for ministry placement of those students preparing for pastoral ministry in our 5-year BA/MDiv Timothy Scholars Program.
- Continuing our partnership with Fruitland Baptist Bible College (associated with BSCNC) as an extension center to equip those preparing for vocational ministry.
- Expanded "marketplace" degree programs (majors and minors) to better equip students in a broader range of platforms to accomplish our institutional mission.

II. Assist churches by programs of master's level theological education for ministers.

- We have continued to work directly with churches through partnerships that train and equip students for ministry through our EQUIP program. These partnerships emphasize field training in the local church by offering courses through qualified pastors and leaders in a ministry context.
- We continue to expand 5-year pathways for students at SEBTS to pursue graduate-level training concurrently with their undergraduate degree as they seek to be equipped to give their lives for the cause of Christ, in the church, among the nations, and in every aspect of society.
- Finally, we now offer seven different distance learning formats, so students can easily access masters-level theological education from anywhere in the world.

III. Assist churches by programs of professional doctoral education for ministers.

In 2024, the Doctor of Education (EdD) program graduated ten (10) students and the Doctor of Ministry program graduated thirty-five (35) students who received world-class theological education and ministry training, specifically designed to help them:

- Increase their biblical literacy, theological integration, and practical ministry skills.
- Develop new tools, strategies, and techniques to increase effectiveness in fulfilling their vocational calling.
- Equip them to serve in both church and para-church settings, making disciples through educational and counseling leadership opportunities.
- Assess their own spiritual, emotional, physical, and relational health for the purpose of increasing their ministerial longevity.

In the 2024-2025 academic year, the EdD program experienced significant growth with the program almost doubling its average number of approved applicants for the year. Key updates include:

- The creation of a new specialization and cohort (Organizational Leadership) to better meet the contextual needs of Southern Baptist churches and sending organizations.
- Continued partnerships with local congregations, associations, and state conventions have proven fruitful in recruiting students and better meeting the needs of Southern Baptists.
- A continued emphasis on ministerial health by ensuring that all seminars and workshops in the EdD and DMin programs have a holistic approach to theological education and ministry preparation.
- EdD has made a shift to two of the four quarterly seminar weeks being offered entirely synchronously, enabling more of our distance students to attend class without traveling and provide a “level playing field” for our students serving overseas.
- The EdD office personnel continue to explore ways to connect with past, current, and future students through avenues such as “Lunch and Learn” events, social media engagement, doctoral symposiums, and various other in-person or virtual events.
- The Doctor of Ministry program began a partnership with the Center for Preaching and Pastoral Leadership to begin a new cohort specifically targeting preaching efficacy of local church pastors in Virginia.

IV. Assist churches by programs of research doctoral education for ministers and theological educators.

The PhD office at SEBTS has completed a thorough analysis of our programming, structures, and processes. Given the increased opportunities to equip leaders among the nations via digital means, we expanded our options for synchronous learning opportunities in our PhD seminars to be more flexible for students with less disruption to their work and family.

- Our goal is to offer more PhD options that do not require students to leave their ministry context—including international contexts—to complete their degree. This task requires our working with accreditors, professors, and students to determine the best way to deliver training via a newer delivery system at the PhD level.
- As a Great Commission institution committed to preparing students for leading local churches and going to the nations, we have also revised and strengthened our course offerings in the Christian Leadership, Christian Counseling, and North American Missiology concentrations.
- In addition, we have added an international component to our higher education course, where students can get credit for teaching in an overseas context through partnership with our Center for Great Commission Studies.
- We continue our program design to equip students to serve their congregations well and live out the Great Commission both in their local setting and among the nations.

Based on each of Southeastern's Convention-assigned ministry statements, what opportunities or challenges do you see on the horizon from 2025 and beyond that would necessitate changes, or new directions, in how Southeastern is accomplishing the above Ministry Assignment?

I. Assist churches by programs of pre-baccalaureate and baccalaureate theological education for ministers.

The higher education landscape, in general, continues to be in a state of flux. In addition to cultural and political challenges, private institutions like SEBTS are having to learn to navigate changes in modality and validation. Publications nationwide have reported that a culture of skepticism has emerged post-Covid that will make recruiting, in general, a challenge and on-campus participation, specifically, extremely difficult. Having said that, SEBTS is uniquely positioned both locally and nationally to provide a low-cost, high-value education to future leaders in our communities and churches. This is in large part due to the Cooperative Program funding that positions SEBTS as an affordable option, not only to North Carolinians, but to the entire Southeast and beyond. In order to accomplish this mission, Judson College desires to do the following:

- Address our greatest challenge which is marketing SEBTS to the churches of the SBC both nationally and here in North Carolina.
- Continue to consider ways to steward the SEBTS physical campus to meet the current and future growth, particularly in the pre-baccalaureate population.
- Wisely explore the balance between adapting to online education while prioritizing the on-campus experience.
- Continue to investigate the appropriate use of artificial intelligence in the higher education landscape.

II. Assist churches by programs of master's level theological education for ministers.

Like most educational institutions, Southeastern Seminary continues to face the challenge of educating a class of students who are approaching their education differently. Students are balancing family, work, and ministry responsibilities as they pursue ministry preparation. This impacts the hours they can take and how they interact with our institution. With these challenges in mind:

- We are seeking to make theological training as accessible as possible and offer opportunities for students to apply what they are learning to their current ministry.
- In particular, to help our students remain faithful to their calling, we have established an institutional initiative to increase students' persistence and retention from semester to semester.
- While exploring various learning formats, we have also sought to encourage students to maximize the effectiveness of their ministry preparation by incentivizing on-campus degree programs, particularly our flagship ministry degree, the Master of Divinity.
- In this current situation, we have an incredible opportunity to train men and women with ministry-focused education who are passionate about making a difference for Christ and his kingdom. And in many cases, these students are already engaged in vocational ministry.

III. Assist churches by programs of professional doctoral education for ministers.

The DMin and EdD programs are excited about various new opportunities to serve the church, specifically:

- Increasing awareness of access to doctoral education within our convention.
- New modes of educational delivery to reach more students.

- Continuing geographically and affinity-based cohorts that have proven very successful in the past year.
- Remaining connected to existing students to facilitate continued learning during courses and while students are writing their final projects/dissertations.

There are two areas of potential challenge that SEBTS is seeking to address at the advanced degree level:

- Continued rising costs have cut into students' discretionary funds for further education, making it more difficult for many students to maintain the steady pace of their doctoral program. Helping doctoral students find additional funds for education will be a significant challenge in the coming years. There were more students who withdrew from the DMin program for financial reasons than in any of the previous 10 years.
- There is a need to balance the accessibility and quality of the training that the two programs provide. Theological education is widely available using digital technology, but such accessibility requires regular evaluations to ensure that quality does not diminish. As more theological institutions are attempting to make programs more accessible by shortening the length of the DMin program, there is a risk of compromising the quality of the training.

IV. Assist churches by programs of research doctoral education for ministers and theological educators.

- The PhD Program continues to train students to serve churches and the convention on the mission field. The PhD Office will work to increase awareness of the opportunities for those students on the mission field and in churches.
- The PhD Office will develop additional ways to keep students currently in ministry contexts connected to one another and to the faculty for encouragement and mutual benefit.
- As students proceed through their program, they benefit greatly from mentorship relationships with alumni. The PhD Office is looking to develop formal and informal ways to connect PhD alumni with current students both to aid students and provide ongoing training and encouragement for graduates.

ENROLLMENT

Enrollment Figures by Degree Programs and Full-Time Equivalent (FTE) Students as Per the SBC Funding Formula

	2019- 2020	2020- 2021	2021- 2022	2022- 2023	2023- 2024
Special Students					
Credit Only	740	1,455	1,201	607	803
Certificate/Diploma	1,008	923	937	785	985
Special Student Total	1,748	2,378	2,138	1,392	1,788
Prebaccalaureate & Baccalaureate					
Associate of Divinity	22	23	16	12	6
Associate of Art	25	23	11	9	13
<u>Bachelor of Arts/Science/Business Admin</u>	<u>568</u>	<u>600</u>	<u>544</u>	<u>502</u>	<u>546</u>
Prebaccalaureate & Baccalaureate Totals	615	646	571	523	565

<i>Enrollment (continued)</i>	2019- 2020	2020- 2021	2021- 2022	2022- 2023	2023- 2024
Basic Programs					
Master of Arts	842	980	955	882	986
Master of Theological Studies	50	210	184	236	224
Master of Divinity	1,353	1,100	951	878	905
Basic Programs Total	2,245	2,290	2,090	1,996	2,115
Advanced					
Master of Theology	71	69	67	60	50
Doctor of Ministry	250	247	230	253	285
Doctor of Education	90	89	92	98	91
Doctor of Philosophy	196	190	182	162	160
Advanced Total	607	595	571	573	586
Total Unduplicated Headcount	5,215	5,909	5,370	4,484	5,054
Cooperative Program Funded FTEs					
Full-Time Equivalent Students	2,914	2,800	2,515	2,230	2,336
Unfunded FTEs					
Over 70 Hours BA Deduction	(66)	(75)	(54)	(57)	(41)
Online SBC FTE Students	(792)	(855)	(714)	(663)	(699)
Adv Degree Students Past Time Allowance	(312)	(307)	(267)	(258)	(254)
Other Non-Countable SBC Students	-	(98)	(123)	(82)	(86)
Non-SBC FTE Students	(476)	(640)	(594)	(462)	(502)
Total Unfunded FTEs	(1,646)	(1,975)	(1,752)	(1,523)	(1,582)
Total Cooperative Program Funded FTEs	1,268	825	763	707	754
Graduates					
Prebaccalaureate & Special	30	33	56	86	218
Baccalaureate	71	107	70	102	74
Basic Programs	351	454	405	359	375
Advanced	80	87	88	85	74
Total Graduates	532	681	619	632	741

MATTERS REFERRED BY THE CONVENTION

The Convention referred the following item to Southeastern Baptist Theological Seminary during the Annual Meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, for consideration, action, and report back to the next annual meeting.

1. SBC Referral: To request all entities to only use outside legal counsel whose values reflect the Baptist Faith & Message (2000) on gender and sexuality.

Motion: Paul Montgomery, Oklahoma

“That every entity be requested to only utilize outside legal counsel whose firm’s corporate commitments do not conflict with the convention’s long-standing values as reflected in the Baptist Faith and Message regarding gender and sexuality.”

Response: The Board of Trustees, after considering the referred motion at their October 2024 meeting, declines to act on the motion regarding the selection of a legal firm that has commitments aligned with the Baptist Faith and Message on gender and sexuality.

2. SBC Referral: To request that all Convention entities to revise their codes of conducts related to alcohol.

Motion: Jonathan Paramore, California

“That all SBC entities consider revising their respective codes of conduct, handbooks, policies, or governing documents to lift prohibitions on the use of alcohol outside of communion. These revisions should respect the positive view of moderate alcohol use as presented in Scripture, while maintaining strict prohibitions against alcohol abuse . . .”

Response: The Board of Trustees, after considering the referred motion at their October 2024 meeting, declines to act on the motion regarding altering SEBTS' alcohol policy.

3. SBC Referral: To request entity trustees explain how Calvinism / Reformed theology is compatible with the Baptist Faith & Message (2000) and consider not promoting those beliefs in their entities.

Motion: Curtis Kentmer, Kentucky

“That the messengers of the 2024 Annual Meeting request that the trustees of our entities, including our seminaries and all boards and commissions, explain how Calvinist/Reformed theology is compatible with the Baptist Faith and Message 2000 and consider eliminating the teaching and promotion of Calvinist/Reformed theology from all SBC entities and report their findings and any resulting actions steps to the 2025 annual meeting.”

Response: The Board of Trustees, after considering the referred motion at their October 2024 meeting, declines to act on the motion regarding Calvinist/Reformed theology and the Baptist Faith & Message.

4. SBC Referral: To direct the Executive Committee to publish a schedule of payments of more than \$5,000 paid to another entity.

Motion: Ethan Hester, North Carolina

“That the messengers to the Southern Baptist Convention meeting in Indianapolis, Indiana, June 11-12, direct the executive committee to publish a schedule of payments of more than \$5,000 made by any entity to or on behalf of any cooperating church of this convention, its pastors, or their spouses, or associational missionaries or their spouses.”

Response: The Board of Trustees, after considering the referred motion at their October 2024 meeting, declines to act on the motion regarding the publishing of payments.



**THE SOUTHERN BAPTIST
THEOLOGICAL SEMINARY**

2825 Lexington Road, Louisville, Kentucky 40280

**KEITH DANIELS, Chair
R. ALBERT MOHLER, JR., President**

Once again it is my privilege and stewardship to present this report on behalf of The Southern Baptist Theological Seminary. With this letter you will find the information requested by your committee. As a Southern Baptist, I want to express my gratitude for your faithfulness and diligence in fulfilling the multitude of responsibilities on behalf of the entire Southern Baptist Convention.

We know that the Southern Baptist Convention exists to combine the efforts and the generosity of Southern Baptists toward the fulfillment of the Great Commission and the preparation of God-called ministers of the gospel. The six seminaries of the Southern Baptist Convention bear the hopes of our churches to train future pastors, ministry leaders, and missionaries who will take the gospel of Christ to the ends of the earth. As the flagship institution for theological training and education, that is Southern Seminary's singular mission and conviction.

Given our purpose and the importance of the task ahead of us, I am proud to report on the strength of Southern Seminary, which should be a great encouragement to all Southern Baptists. While other denominations are in market decline, we should be very thankful that God continues to send so many young ministers of the gospel for training in our seminaries. We are grateful that so many are turning to Southern Seminary for their theological education and preparation for ministry and the mission field.

Because of God's grace and the generosity of Southern Baptists through the Cooperative Program, students from every corner of the globe have the opportunity to learn from the finest theological faculty—a faculty marked by an unwavering commitment to biblical orthodoxy and the inerrancy of God's Word.

The commitment to biblical fidelity, inerrancy, and confessionalism will continue as our primary conviction. The massive cultural shifts across the entire landscape present Christians with the temptation to depart from biblical authority—to place themselves on the “right side of history.” These pressures will only increase, and we have already seen many institutions and denominations crumble beneath the weight of societal expectations.

Southern Seminary, however, remains steadfast in our conviction about the gospel and the authority of God's holy Word. The Lord, moreover, has blessed these convictions by drawing to our campus young men and women who are committed to the gospel of Jesus Christ. They are coming to this Seminary to be trained for the battles ahead, and their presence on this campus fills me with hope and joy.

On behalf of Southern Seminary, we are unspeakably thankful for the support of Southern Baptists that are generously directed through the Cooperative Program. The economic conditions and financial struggles have certainly presented us with daunting challenges. Yet, I trust Southern Baptists to be faithful even when others fail, and Southern Baptists can trust Southern Seminary to be faithful in all that is entrusted to us.

I'm honored to serve Southern Baptists and I'm thankful for this opportunity to offer the report of The Southern Baptist Theological Seminary.

Sincerely,
R. Albert Mohler, Jr.
President

MINISTRY GOALS AND ACCOMPLISHMENTS

(SBC entities present ministry reports to the Executive Committee each February relating to their ministry assignments [SBC Bylaw 18E]. At their request, the following content is provided from the 2025 Ministry Report of The Southern Baptist Theological Seminary.)

I. Assist churches by programs of prebaccalaureate and baccalaureate theological education for ministers.

Boyce College, the undergraduate school of The Southern Baptist Theological Seminary, continues to serve a growing student population of Southern Baptist college students. These students are receiving a Christian education of the highest quality and relevance. The aim of Boyce College is to raise up a new generation of leaders for faithful service in our churches and the mission field. Boyce attracts students who are already serious about their faith and challenges them to grow in their commitment to Christ and his church while they pursue undergraduate education. This depth of conviction has resulted in healthy growth as more and more students are drawn to Boyce's theological clarity and academic rigor. The non-duplicating headcount at Boyce College was 1,305 students in 2023-2024.

The professors at Boyce college are not only recognized experts in their scholarly fields, but they also possess a clear commitment to shepherd and mentor their students. This is why Boyce students receive excellent instruction in the classroom, as well as a vibrant all-around student experience. In 2023-2024, we recruited one new faculty member who is an expert in his field and is excited to serve our students. Resident advisors work to cultivate biblical community within the residence halls, offering a full slate of student life activities for our students. Students are exposed to a number of Southern Baptist pastors and leaders through weekly dorm meetings and chapel services. Student groups, such as the student council, provide students with opportunities to develop leadership skills and experience that will serve them and our churches in the future. Our athletic teams provide another key experience for many of our students. In 2023-2024, both our women's volleyball team and men's soccer team won their region and competed in the national tournament, with the soccer team finishing as the national runner-up. Our cross country team qualified for the national meet, and one of our runners was an All-American. The men's basketball team won their third most games in Boyce history. The Augustine Honors Collegium also continues to grow and gives students in the program an opportunity for a deeper and more challenging academic experience, attracting some of the sharpest young minds in the SBC.

The programs offered by Boyce College are the extension of the founding vision of Southern Seminary. The continued strengthening of the programs is evident in recent developments such as the Worldview Intensive Year program; a Digital Media emphasis within several majors; four marketplace Seminary Track programs, Business (MDiv), Communications (MDiv), and Teacher Education (MDiv and MACE); and the state and national accreditation renewal for our Teacher Education program. The college continually reviews all academic programs to ensure that each serves the church in a distinctive way, preparing the coming generation for faithful Christian service and leadership.

II. Assist churches by programs of master's level theological education for ministers.

The central mission assignment for the seminaries is the education of pastors, which reaches back to our founding in 1859. The Master of Divinity program forms the core of Southern's efforts to provide master's level theological education. This is then supplemented through various master's level offerings, such as our Master of Arts in Biblical Counseling, Missiology, Theological Studies, and more. The Global Campus continues to expand as a vehicle for delivering theological education to master's students around the world. Students from all fifty states, the District of Columbia, and seventy-four countries are enrolled in degree programs from undergraduate to doctoral. Within the Global Campus, the Online Hispanic Program has grown exponentially, which helps prepare and train ministers of the gospel in the Spanish-speaking world. This Hispanic program provides theological education of the highest quality to Spanish-speaking students at both the masters and doctoral levels, both in the United States and around the world. More than 1,100 students have already been enrolled in the program, and almost 200 have graduated, coming from nations including Argentina, Bolivia, Costa Rica, Cuba, Ecuador, El Salvador, Guatemala, Mexico, Puerto Rico, Colombia, Chile, and the Dominican Republic.

The significance of the M.Div. centers the entire institution on the preparation of pastors. The M.Div. program continued as the largest program at the seminary with a total enrollment of 2,213 students for 2023-2024. In Spring 2024, we simplified our M.Div. to include three areas of study—biblical, theological, and practical—totaling 84 hours. This improved M.Div. offers the same comprehensive and effective training in a format that is more accessible than ever. Within this program, students are able to pursue a number of Graduate Certificates in areas like Greek Exegesis, Biblical Counseling, Systematic Theology, Missions, and more. Through this change, we have expanded our reach and provided more tangible opportunities for continuing education and training for pastors, missionaries, and ministry leaders around the world. We also announced a new discount opportunity for students taking residential courses in Louisville. While we are committed to providing the best theological education online to students around the world, we nevertheless want to encourage students to come to our campus and study with our faculty in person, providing financial help to make residential seminary education more accessible to more students.

In an era when the M.Div. is experiencing widespread decline, we are particularly proud of the work the Lord has done in raising up so many current and future pastors and entrusting us with their education. Southern Seminary also maintains an unparalleled faculty whose focus remains on instructing master's level students. In 2023-2024, we implemented new course evaluation software that has vastly improved our student feedback and allowed us to evaluate and improve our classes as a result. In addition to their classroom responsibilities, our faculty continue to set the pace for serving in local SBC churches, speaking at conferences, and contributing to evangelical scholarship through writing books and delivering academic presentations. In 2023-2024 alone, Southern Seminary professors published numerous books and contributed many articles to various academic journals. When you enter a classroom at Southern Seminary, you will find one of many Christian scholars whose commitment to the gospel, to the church, and to the Lord Jesus Christ is translated into a love for students and the task of teaching.

III. Assist churches by programs of professional doctoral education for ministers.

Southern Seminary offers professional doctoral education through the Doctor of Ministry and the Doctor of Educational Ministry. For the 2023-2024 academic year, the total annual headcount for all Professional Doctoral Studies degree programs was 371 students. Specific

attention was paid to prospective student recruitment efforts. Completing a degree while in full-time ministry can be challenging, so at Southern professional doctoral students begin their program with a plan. Trained mentors guide students toward completion at a healthy pace, ensuring a greater number of students not only complete the program but achieve the level of growth they desire. Southern Seminary continues to add value to the student experience through chapel services, focused panel discussions, and writing mentors throughout the program. Our graduates continue to hold key leadership positions in our SBC local associations, state conventions, and national entities and are pastoring hundreds of established SBC churches and planting churches all over the world. Two new programs in recent years have expanded our ability to provide quality professional doctoral education around the globe. The Doctor of Ministry degree with a concentration in Biblical Counseling is now reaching a series of new markets due to its full availability online, and the launch of the new Hispanic DMin has increased accessibility to Spanish-speaking students and met a clear need as we now have 44 total students in the program. We are also launching a Doctor of Educational Ministry fully in Spanish in Spring 2025. In July 2024, we launched two more concentrations in our DMin program—Church Leadership and Executive Leadership—providing even more opportunity for pastors and church leaders to receive professional doctoral training to serve the church more effectively.

IV. Assist churches by programs of research doctoral education for ministers and theological educators.

Southern Seminary offers research doctoral education through the Doctor of Philosophy, Doctor of Education, Doctor of Missiology, and Master of Theology. These academic programs are among the most highly respected in the nation and continue to produce well-trained pastor-scholars who serve in local church, academic, and entity leadership. In recent years, Research Doctoral Studies has expanded our modular PhD programs to include Biblical Studies, Historical and Theological Studies, and Philosophical and Theological Studies. These additional programs allow students to receive the highest level of education in a number of doctoral concentrations through intensive on-campus courses taken with a cohort. In addition, we revised our Master of Theology degree in recent years to make the degree more flexible and efficient for our students. In 2023-2024, we also implemented a new rolling admissions process for our PhD program, which resulted in an increase in accessibility for potential students. We also made improvements to our recruitment efforts for our EdD program, which attracted a quality incoming class of students.

For the 2023-2024 academic year the total annual headcount for all Research Doctoral Studies degree programs was 386 students. The program, however, is not merely large but of the highest quality. Our faculty and students presented in over forty-five sessions at the prestigious national meeting of the Evangelical Theological Society and continue to shape the entire evangelical academic landscape. The weekly 1892 Club continued to attract many students each week for fellowship and interaction with a visiting scholar. Modular students are provided a chapel experience and lunch during their time on campus to facilitate further learning and fellowship between other students and scholars.

Southern is equipping many of the most gifted academic and church leaders within Southern Baptist life. In an academic job market considered severe by almost any standard, Southern doctoral graduates are continually sought after to serve in both traditional academic and church-based posts. Amongst member schools of the Association of Theological Schools, Southern Seminary has continued to produce a high number of students now teaching at member schools. In addition to this, many of our graduates hold administrative positions of

leadership in institutions of higher learning all over the country. As with our other programs, graduates are giving leadership throughout the SBC at the local, state, and national levels. This is a great testimony to the strength of our program and the quality of our students.

Based on each of the convention-assigned ministry statements, what opportunities or challenges do you see on the horizon from 2024 and beyond that would necessitate changes, or new directions, in how Southern will accomplish these assignments.

I. Assist churches by programs of prebaccalaureate and baccalaureate theological education for ministers.

Boyce College has experienced growth in terms of enrollment, educational excellence, and opportunities for students outside the classroom. The opportunity for 2025 primarily consists of building on the momentum already present to expand the reach of Boyce College among prospective students in order to maintain healthy growth. We believe that our current students are our best drivers for future growth. So Boyce aims to deliver excellent educational offerings, as well as extracurricular activities, with the goal of forming godly and well-equipped future Southern Baptist leaders. In 2024–2025, Boyce College experienced a record enrollment, including over 500 students living in the dorms, representing the continued strength of the residential community. Serving these students well, therefore, while growing our capacity and improving their educational experience, is our key opportunity moving forward. Our two newest Seminary Track programs, both in Teacher Education with one leading to an MDiv and the other a MACE, provide opportunities to offer both undergraduate and graduate level education to those wanting to serve both in full-time ministry and in public and Christian schools around the country and world. In addition, as we maintain our commitment to abstain from government funding, we will need to carefully structure Southern Seminary and Boyce College in terms of personnel and facilities to make sure we are able to offer a program that is the highest in academic quality and competitively priced.

II. Assist churches by programs of masters' level theological education for ministers.

Southern Seminary is committed to providing the best possible theological education for current and future pastors and ministry leaders of the Southern Baptist Convention. This means not only maintaining an excellent faculty but providing an education that aims at the formation of ministry leaders who are intellectually capable, morally faithful, and walking closely with the Lord. In the coming years, we hope to build on the momentum of our new, simplified M.Div. curriculum, providing the same trusted theological education in a more accessible format. With the included Graduate Certificates, we continue to innovate and provide training in areas that will serve our churches and the SBC as a whole.

Another opportunity that comes out of this commitment is to continually improve not only our on-campus efforts but also opportunities for our online and modular students to be mentored, trained, and served both inside and outside of the classroom. As increasing numbers of our students are attending through our Global Campus program, Southern Seminary leadership, faculty, and staff must respond to the calling to bring excellent education through this growing opportunity. The high quality of our online program is rooted in the high quality of our on-campus program. Professors are continuing to improve their pedagogy through provided training, not only in the classroom, but also for their online teaching. The unique pedagogical challenges inherent in online learning require that our professors receive additional training and instruction in order to provide the best possible experience for our online students. In 2024–2025, we have initiated a robust faculty development program, including training in both

residential and online teaching, as well as providing funding for faculty to invest more deeply in students and one another. We hope that this initiative will prove fruitful for our mission in years to come.

III. Assist churches by programs of professional doctoral education for ministers.

The professional doctoral studies team continuously strives for excellence and innovation in serving those seeking to develop their ministry competencies and skills. One of the challenges that most professional doctoral programs face is maintaining a high rate of degree completion. Southern Seminary continues to see rising graduation rates and will seek to improve even more. Students are being assigned writing mentors and are helped with a project strategy immediately as part of their first week of classes. This helps students to focus on their project throughout their entire program. This focus allows the student to begin the writing process earlier and has been effective in helping them complete the degree program. We will continue to increase the quality of program orientation and introduction to doctoral writing as part of our efforts to ensure successful graduates. New programs—a fully online Doctor of Ministry in Biblical Counseling, a fully online Doctor of Ministry offered totally in Spanish, and two new Doctor of Ministry concentrations in Church Leadership and Executive Leadership—have already begun to further our reach and allow us to serve more churches through the training of ministers. We have also begun to offer seminars in innovative formats, like our Pastor's Workshop, where students come to campus for cohort-based times of lectures, reflection, and fellowship. Students have expressed appreciation for this new format, and we are excited to continue to offer new iterations of these unique seminars in years to come.

IV. Assist churches by programs of research doctoral education for ministers and theological educators.

While Southern's research doctoral program remains one of the strongest in Christian higher education, the aim is always to increase the quality and reach of the program. In recent years, we have revised our admissions process for both the PhD and EdD in order to provide greater accessibility without compromising the highest academic standards. We are also currently evaluating the PhD colloquium and developing a revised format to prepare students more effectively for comprehensive examinations and to provide a more consistent experience for residential and modular students.

The most significant development for our research doctoral program recently is our fully online PhD in Christian Studies, announced in Fall 2024. The Ph.D. in Christian Studies consists of seminars in both Practical Theology and Biblical and Theological studies, preparing students to faithfully serve at the highest levels in the church or the academy, and it is offered in a fully online, synchronous format, offering the same level of rigor as our residential PhD but in a format accessible to students all around the world. Southern Seminary continues to develop partnerships related to international student teaching opportunities with the intention of student deployment. There is a growing need and opportunity for international theological education. Thousands of pastors around the world have no means to be trained. A continued focus on developing the pedagogical skills of our students will be paired with a continued commitment to encourage research doctoral students to exercise their academic gifting in the service of local churches. The extensive pedagogical training that Southern Seminary students receive allows them to become even more competitive in the current academic job market and even more valuable as leaders in the local church and SBC as a whole.

**Enrollment by Degree Program Converted to Full-Time Equivalent
As per SBC Seminary Formula**

Prebaccalaureate Programs:	2020–2021	2021–2022	2022–2023	2023–2024
Diploma Theology	33	31	30	29
Diploma Missions	72	68	53	51
Diploma				8
Boyce: Associate of Arts	28	22	28	29
Special (including Prebacc. and SWI)	239	140	130	120
Baccalaureate Programs:				
Boyce: Bachelor of Arts	255	290	294	256
Boyce: Bachelor of Science	643	685	672	681
Basic Degree Programs:				
M.Div	1,505	1,475	1,346	1,335
M.A.	213	258	287	285
M.A.T.S.	176	187	181	195
M.C.M.	12	4	2	0
Special (Postbacc.)	36	28	60	68
Advanced Degree Programs:				
T.h.M.	86	106	72	57
D.Min.	233	241	235	241
D.Miss.	11	9	7	7
D.Ed.Min.	197	187	153	130
Ed.D.	32	24	14	19
Ph.D.	304	325	303	303
Special	0	0	2	0
Total FTE Enrollment	4,075	4,080	3,869	3,814
Official FTE	2,762	2,102	1,979	1,837
(Nondup. HC)	6,151	5,697	5,651	5,727

Degree Program Graduates**Degree Programs:**

Prebaccalaureate Programs:	2020–2021	2021–2022	2022–2023	2023–2024
Diploma Theology	0	0	0	0
Diploma Missions	0	0	0	0
Worldview Studies Certificate	3	1	4	1
Seminary Wives Institute	15	10	13	6
ESL Cert.	4	6	4	1
Boyce: Associate of Arts	12	5	4	9

Baccalaureate Programs:

Boyce: Bachelor of Arts	22	28	23	35
Boyce: Bachelor of Science	80	94	89	101

Basic Degree Programs:

M.Div	245	276	274	364
M.A.	65	59	74	83
M.A.T.S.	73	65	82	78
M.C.M.	2	2	1	0
Cert. Great Comm. Studies	1	2	10	6

Advanced Degree Programs:

Th.M.	59	83	67	66
D.Min.	38	34	44	42
D.Ed.Min.	39	34	37	24
D.Miss.	2	1	0	3
Ed.D.	13	4	5	3
Ph.D.	27	40	25	31
Total Graduates	700	744	756	853

MATTERS REFERRED BY THE CONVENTION

The Convention referred the following item to The Southern Baptist Theological Seminary during the Annual Meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, for consideration, action, and report back to the next annual meeting.

1. SBC Referral: To request all entities to only use outside legal counsel whose values reflect the Baptist Faith & Message (2000) on gender and sexuality.

Motion: Paul Montgomery, Oklahoma

“That every entity be requested to only utilize outside legal counsel whose firm’s corporate commitments do not conflict with the convention’s long-standing values as reflected in the Baptist Faith and Message regarding gender and sexuality.”

Response: Through appropriate oversight, the Board of Trustees of The Southern Baptist Theological Seminary periodically reviews and approves all use and relationships with outside legal counsel and does so with due respect for the convictions of our Convention.

2. SBC Referral: To request that all Convention entities to revise their codes of conducts related to alcohol.

Motion: Jonathan Paramore, California

“That all SBC entities consider revising their respective codes of conduct, handbooks, policies, or governing documents to lift prohibitions on the use of alcohol outside of communion. These revisions should respect the positive view of moderate alcohol use as presented in Scripture, while maintaining strict prohibitions against alcohol abuse”

Response: The Southern Baptist Theological Seminary hereby affirms its current policy prohibiting the use of beverage alcohol and believes this policy to be properly aligned with the churches of the Southern Baptist Convention as expressed through policy statements, moral teachings, and resolutions.

3. SBC Referral: To request entity trustees explain how Calvinism / Reformed theology is compatible with the Baptist Faith & Message (2000) and consider not promoting those beliefs in their entities.

Motion: Curtis Kentmer, Kentucky

“That the messengers of the 2024 Annual Meeting request that the trustees of our entities, including our seminaries and all boards and commissions, explain how Calvinist/Reformed theology is compatible with the Baptist Faith and Message 2000 and consider eliminating the teaching and promotion of Calvinist/Reformed theology from all SBC entities and report their findings and any resulting actions steps to the 2025 annual meeting.”

Response: On all theological and confessional matters The Southern Baptist Theological Seminary defines its teaching through the Baptist Faith & Message and the Abstract of Principles, our governing documents concerning doctrine. All teaching is to be conducted “in accordance with and not contrary to” all that is contained in those statements.

4. SBC Referral: To direct the Executive Committee to publish a schedule of payments of more than \$5,000 paid to another entity.

Motion: Ethan Hester, North Carolina

“That the messengers to the Southern Baptist Convention meeting in Indianapolis, Indiana, June 11-12, direct the executive committee to publish a schedule of payments of more than \$5,000 made by any entity to or on behalf of any cooperating church of this convention, its pastors, or their spouses, or associational missionaries or their spouses.”

Response: All business affairs of The Southern Baptist Theological Seminary are conducted in accordance and compliance with the Business and Financial Plan of the Southern Baptist Convention. [This motion appears to be directed specifically to the Executive Committee of the Southern Baptist Convention and any further statement should come from the Executive Committee.]



Southwestern

BAPTIST THEOLOGICAL SEMINARY

2001 West Seminary Drive, Fort Worth, TX 76115-1153

JONATHAN RICHARD, Chair

DAVID S. DOCKERY, President

Our Southwestern Seminary community is truly thankful for the continuous prayer support from our SBC family. As we look ahead to 2025, we are reminded that for a century Southern Baptists have faithfully given to help support God-called men and women through the Cooperative Program. Southern Baptists have generously given more than \$420 million over the last century to provide theological education for tens of thousands of Southwestern alumni who have taken the Gospel of Jesus Christ to every inhabited time zone around the world. As we celebrate 100 years of the Cooperative Program, the Baptist Faith and Message, and Southwestern's inclusion as an entity of the Southern Baptist Convention, we are thankful for our collective commitment to the Word of God and collaboration to advance the work of the Kingdom.

In 2022, our campus community began praying fervently and regularly for God's blessings on Seminary Hill. Over the last two years, He has been faithful to provide as we have seen an increase in enrollment, credit hours taught, and a stabilization of finances. While the tangible evidence of His blessings is apparent, so are the ones that cannot be measured, including healthy campus morale, the investment of faculty in the lives of students, and the dedication of staff who faithfully serve behind the scenes. We are grateful for our Board of Trustees who hold the seminary in trust with Southern Baptists and provide encouragement and prayer support.

In 2024, almost 600 students, representing 33 states in the United States and more than 20 countries, graduated during the spring and fall commencement services where they were challenged in commencement messages by Southwestern Seminary alumni Bart Barber and Jeff Iorg, respectively. Additionally, we were pleased to announce Carl Bradford as the new dean of Texas Baptist College, Southwestern's undergraduate college, and welcome Kevin Rodgers and Cris Rata to the seminary's gifted teaching faculty.

Southern Baptists were blessed by the teaching and training that happens in the classroom as Southwestern A Cappella, a select ensemble of graduate music school students, and Cowden Hall Band, the house band of the seminary's School of Church Music and Worship, led the worship times during the annual meeting of the Southern Baptist Convention in Indianapolis in June. Under the leadership of Dean Joseph Crider, our students led Southern Baptists to exalt the name of the Lord through a Scripturally-guided worship-focus.

Our commitment to academic excellence, coupled with ministry practicality, was evident in the individuals who were installed in academic chairs. These included Joseph R. Crider to the James C. McKinney Chair of Church Music, O.S. Hawkins to the L.R. Scarborough Chair of Evangelism ("Chair of Fire"), Jonathan Okinaga to the Hope for the Heart Chair of Biblical Counseling, and Lilly H. Park to the Hultgren Chair of Ministerial Counseling.

After 55 years of continuous service to Southwestern Seminary, Jack D. Terry, Jr., long-time administrator and faculty, was honored with "Jack Terry Day" proclamations not only on the Southwestern Seminary campus, but also by Fort Worth Mayor Mattie Parker as it was Jack

Terry Day in the city on November 15. Chandler Snyder has assumed an expanded role as vice president for institutional relations which includes oversight of admissions, student life, and institutional advancement. We are committed to serving our students and our Southern Baptist constituency well.

In the fall of 2024, Southwestern launched “Equip the Called,” an auxiliary website of the institution that is the storehouse for the seminary’s academic journals, including the Southwestern Journal of Theology and Artistic Theologian, as well as Preaching Source, a ministry of the Center for Text-Driven Preaching that provides preaching helps. Designed for the trained theologian and ministry volunteer alike, the website features faculty-authored articles that provide ministry tips and encouragement that are grounded in Scripture.

Each member of the Southwestern community remains committed to the six core values that guide our work and interactions with one another, including our efforts to be grace filled, Christ centered, Scripturally-driven, confessionally guided, student focused, and globally engaged. We are grateful for the opportunity to serve the Lord, train the next generation of church leaders, and study to the glory of our triune God as we are steadfast, immovable, and excelling in the work of the Lord because we recognize our “labor in the Lord is not in vain” (1 Cor. 15:58).

Thank you, Southern Baptists, for your faithful commitment to offer prayers, encouragement, and support for Southwestern Seminary as the Lord is at work on our campus and through our alumni around the world. It is our joy and privilege to serve you.

Faithfully,

David S. Dockery
President

MINISTRY GOALS AND ACCOMPLISHMENTS

(SBC entities present ministry reports to the Executive Committee each February relating to their ministry assignments [SBC Bylaw 18E]. At their request, the following content is provided from the 2025 Ministry Report of Southwestern Baptist Theological Seminary.)

I. Assist churches by programs of prebaccalaureate and baccalaureate theological education for ministers.

Southwestern Baptist Theological Seminary offers certificates at the pre-baccalaureate level that equip men and women for ministry to support local church ministry in the disciplines of church planting, student ministry, children’s ministry, faith and culture, women’s ministry, and biblical counseling. Southwestern also offers a seminary studies program for student wives certificate in English and Spanish which provides affordable classes to wives of seminary students to grow in their understanding of theology, Scripture, and ministry skill. In the 2023-2024 academic year 401 students were enrolled in certificate programs.

Texas Baptist College, the undergraduate school of Southwestern Baptist Theological Seminary, works to provide the highest quality undergraduate education to educate and equip students to serve in the church, mission field, and marketplace. The academic programs offered at TBC are Christ-centered, Scripturally grounded, and simultaneously academically rigorous.

TBC offers a wide range of degree programs that educate students who are called to vocational ministry as well as providing a biblically grounded education for those students who will work in vocations that are not ministry based. In the 2023-2024 academic year, there were 318 students enrolled in TBC’s associate and bachelor level academic programs. Associate and

bachelor's degrees are offered in humanities and Christian studies and prepare students for a life of Christian service. The college also offers a bachelor's degree in intercultural studies to prepare students for cross-cultural service in a variety of fields. Additionally, the three bachelor's degrees in the areas of music and worship prepare students for technical excellence and ministry faithfulness in worship for service in the local church and beyond.

In addition to the traditional four-year bachelor's degrees, Texas Baptist College offers a five-year-program that allows students to earn a bachelor's and master's degree at an accelerated pace (BAMDiv). The five-year-program pairs the bachelor's degree with the Master of Divinity (MDiv), Master of Arts in Christian Education (MACE), or the Master of Music in Worship Leadership (MMWL).

In 2024 TBC welcomed Dr. Carl J. Bradford as the new dean. A two-time graduate of Southwestern Seminary, Dr. Bradford has served at Southwestern Seminary since 2018 as assistant professor of evangelism and is the inaugural occupant of the Malcolm R. and Melba L. McDow Chair of Evangelism. Dr. Bradford leads the seminary's Everyday Evangelism initiative and has been the leader of the institution's Crossover teams before the Southern Baptist Convention annual meeting each June. Additionally, in the fall of 2024, Dr. Kevin Rodgers joined the TBC faculty as professor of missions. A longtime missionary with the International Mission Board, Dr. Rodgers brings academic acumen and practitioner experience to his classroom. In addition to his teaching responsibilities, Dr. Rodgers oversees the institution's intercultural studies program.

Texas Baptist College provides a significant emphasis on spiritual development and student life. Students are provided with opportunities to engage in faculty mentoring groups where a member of the faculty walks with them throughout the semester and attend chapel services twice a week where the Word of God is faithfully ministered by Southwestern faculty and guests from the Southern Baptist Convention. Additionally, once a month a TBC Chapel is held solely for the undergraduate students.

II. Assist churches by programs of master's level theological education for ministers.

The primary purpose of Southwestern Baptist Theological Seminary is to provide theological education for men and women who are preparing for Christian ministry. In the 2023-2024 academic year, 2,179 students were enrolled in Southwestern's master's level programs. At the heart of the seminary's master level offerings is the Master of Divinity (MDiv) degree which is specifically designed to train pastors and missionaries of the churches of the Southern Baptist Convention. Numerous concentrations are offered that allow students to specialize in a specific ministry area or a traditional area of study.

Southwestern Seminary offers a variety of master's degrees in addition to the MDiv. These include a Master of Arts (MA) in theology, biblical counseling, Christian education, church music, and worship leadership. The Master of Arts degree programs seek to prepare students for specialized vocations to support a variety of Christian ministries. The Master of Music (MM) degree equips students to sharpen their musical skills and talents in an academic context that values church music and worship. The Master of Theological Studies (MTS) degree comprises the core of the MDiv at Southwestern and prepares students for further study. Southwestern's master's programs are designed to equip students for their desired ministry areas.

Southwestern's master's programs are offered in residential and online formats, with some programs available only on campus. Students can attend classes in person, through live video

conference, or by watching recorded lectures. In addition to traditional semester long courses, Southwestern offers an accelerated online program that offers students six eight-week terms during the academic year. The impact and ministry of the Southern Baptist Convention is global and Southwestern assists this global ministry by offering online master's degrees in Spanish and Chinese, including the MTS and MDiv; and the MTS in Portuguese, which was launched in the spring of 2024.

III. Assist churches by programs of professional doctoral education for ministers.

The professional doctoral program at Southwestern serves Southern Baptist churches by developing reflective and expert practitioners in their ministry fields. Both the Doctor of Ministry (DMin) and Doctor of Educational Ministry (DEdMin) degree programs challenge students to think deeply about theology and ministry praxis. The course of study requires students to complete required coursework while also designing and implementing ministry projects that can be potentially modeled by other churches. Both degree programs share concentrations in biblical counseling, apologetics, Christian leadership, church planting leadership, church revitalization, discipleship and Christian growth, evangelism and missions, executive leadership, family ministry, and worship leadership. An MDiv is required as a pre-requisite for the DMin degree and so also offers concentrations specific to pastoral ministry, text-driven preaching, and pastoral theology. In the 2023-2024 academic year, 376 students were enrolled in professional doctoral degree programs.

The DMin and DEdMin programs are offered in intensive formats that require students to complete both their coursework and courses remotely during the duration of the semester. Additionally, students gather on the Fort Worth campus in person for one week to meet together for two seminars, to present their academic work, and to interact with the seminary's faculty. The format allows students to continue to have maximum impact in their respective ministry areas while joining their studies with ministry practice.

The professional doctoral studies program also offers a DMin in Korean, building on Southwestern's history and ministry impact in South Korea. The program also offers a DMin in Spanish to serve Spanish-speaking churches in Southwestern's local context and beyond. Both of these programs are vital to Southwestern's global impact as the institution seeks to serve the Southern Baptist Convention.

IV. Assist churches by programs of research doctoral education for ministers and theological educators.

Within Southwestern's research doctoral program, the Doctor of Philosophy (PhD), Doctor of Musical Arts (DMA), and Doctor of Education (EdD) degrees are offered. During the 2023-2024 academic year, 242 exceptional students were enrolled in the program and were taught to teach, research, and write, for the institutions of the Southern Baptist Convention. Research doctoral study necessitates a high degree of academic acumen as students must research with originality, independence, analytical research, good judgment, and skill in order to articulate their findings.

The PhD program focuses on helping students become experts in a field of study based on competence in biblical and modern languages as is demonstrated through quality research and critical evaluative skills so their research findings add to the body of knowledge in their chosen field of study. Students can complete their coursework residually or through video conferencing, which allows students the opportunity to study and research at a doctoral level while not leaving their ministry location.

The EdD program, an accelerated cohort-based program, equips students with scholarship, education, and leadership competencies. The degree prepares students to serve in contexts that range from higher education to the local church.

The DMA program combines intensive study in a student's major music performance area with an integrative study of church music with theoretical and historical subjects. The degree emphasizes advanced development of musical artistry and scholarly achievement. Students may pursue a DMA in guitar, piano, or voice.

Based on each of Southwestern's Convention-assigned ministry statements, what opportunities or challenges do you see on the horizon from 2025 and beyond that would necessitate changes, or new directions, in how Southwestern is accomplishing the above Ministry Assignment?

I. Assist churches by programs of prebaccalaureate and baccalaureate theological education for ministers.

In order to serve the bi-vocational ministers in Southwestern's main constituencies of Texas, Oklahoma, and Arkansas, the seminary is actively seeking ways to expand the offerings for certificates for pre-baccalaureate training as well as delivery access for training. The seminary continues to see growth in enrollment at Texas Baptist College, Southwestern's undergraduate school. Several initiatives at TBC look promising in the years to come that will assist in both the institution's health and the benefit of incoming students.

Southwestern has several agreements with area high schools to offer affordable dual-enrollment courses so students can earn credit toward their TBC undergraduate degree. We hope to expand these opportunities in the future, especially for SBC-affiliated students and families. Southwestern has partnered with several organizations to host events for high school students within our constituencies, including hosting Lifeway's Fuge camps.

The undergraduate student experience continues to improve with several campus events, opportunities for discipleship with faculty, better accountability for student behavior, and a caring atmosphere for all students. Town hall meetings are held in the spring and fall to gather input from students regarding their student life experience. Several prayer gatherings are held weekly on campus that allow students to pray with faculty and staff for each other, the campus, and the lost.

II. Assist churches by programs of masters' level theological education for ministers.

Southwestern Seminary places a strong emphasis and priority on both the Great Commandment and the fulfillment of the Great Commission. The seminary community embraced six core values in the spring of 2023 that shape interactions inside and outside the classroom. Those values are grace filled, Christ centered, Scripturally grounded, confessionally guided, student focused, and globally engaged. Educating students for graduate-level study, in particular the Master of Divinity (MDiv), is the core of the mission of Southwestern Seminary. The seminary's emphasis on academic excellence and ministry preparation is central to the institution's Advance Southwestern 2030 academic plan which was approved in the spring 2023.

A faculty-led curriculum committee has spent the last year evaluating courses within the master's level degree offerings to ensure the curriculum is best suited to equip students to meet the needs of the churches. Additionally, the committee has sought to make certain there are not redundancies between courses so the student's time is best utilized for an education at high academic standards.

Over the last year, the School of Theology has beta-tested pre-and post-tests for students enrolled in its courses. The tests, which are administered before the course begins and at the course's conclusion, are designed to assess a student's level of understanding of a subject matter before the course begins and then assess the student's level of knowledge and understanding after the course. The results of the post-test help faculty have another measurement beyond classroom assignments, to know how students are comprehending coursework so they are best equipped to serve in the local church and on the mission field.

The graduate student life experience continues to grow with organized campus events that foster community and spiritual growth. Across campus there are almost a dozen weekly prayer gatherings for students, faculty, and staff to participate. Additionally, for the second consecutive year, students can participate in a faculty mentor group that furthers relationships beyond the classroom setting. Students also have the opportunity to participate in hands-on mission work alongside faculty in weekly Everyday Evangelism outreach and domestic and international mission trips. Additionally, students are active through Revive the Nation, Crossover, and student-led local missions initiatives.

The Southwestern student body extends beyond the Fort Worth campus as students are enrolled in online classes across the globe. This further enhances and emphasizes the seminary's core value of being globally engaged. Southwestern's master's level programs in Spanish, Mandarin, and Portuguese are important to the work of equipping men and women in theological education to advance the Kingdom of God around the world.

III. Assist churches by programs of professional doctoral education for ministers.

Southwestern's professional doctoral studies (PDS) program offers advanced post-graduate education for students who have earned a master's degree and have practical ministry experience. The PDS program includes the Doctor of Ministry and Doctor of Educational Ministries degrees with numerous concentrations for each degree. Southwestern has worked to increase the student experience within the PDS program as the student and supervisor handbooks have been updated. This update has allowed students to complete their coursework and their ministry projects with an understanding of expectations and it has assisted supervisors in providing good guidance for their doctoral students.

IV. Assist churches by programs of research doctoral education for ministers and theological educators.

Southwestern's research doctoral program (RDS) provides a rigorous, focused course of study that prepares individuals to contribute to the body of knowledge within their research fields and trains them to think critically and rightly to teach, research, and write in support of Christian ministry. The program is designed to allow students to complete their coursework remotely, so the RDS office has provided the necessary resources to help faculty supervisors guide and direct their students well. Supervisors and their students maintain constant communication so that students can not only study at a high academic level, but they are also mentored by faculty who are experts in their fields. The RDS office has worked to improve communication with students and faculty within the program. Additionally, the RDS office has continued to develop the annual seminar students take during their first three years to make certain it is best suited to help them develop into Christian scholars who have a solid theological foundation.

PROGRAM REPORT

I. Enrollment by Degree Program in SBC funded Full-Time Equivalents

	2016– 2017	2017– 2018	2018– 2019	2019– 2020	2020– 2021	2021– 2022	2022– 2023	2023– 2024
Undergraduate and Certificate Programs								
A.A.	N/A	N/A	N/A	N/A	N/A	N/A	2	2
B.A.	148	179	163	152	110	106	93	112
B.S.	79	35	13	4	1	0	0	0
B.M.	34	33	32	27	19	13	27	34
Certificate	15	11	14	25	11	18	40	60
Special	31	20	13	11	5	6	16	5

Basic Degree Programs

M.A.A.B.S.	10	9	5	4	0	0	0	0
M.A.B.C.	59	53	39	39	30	17	15	16
M.A.C.E.	76	66	49	53	41	28	25	30
M.A.C.M.	9	8	10	8	5	2	5	5
M.A.C.S.E.	10	6	4	1	0	0	0	0
M.A.I.S.	5	8	6	4	2	2	2	3
M.A.M.	16	16	9	5	4	7	3	3
M.A.P.	N/A	N/A	2	3	5	5	2	1
M.A.Th.	14	14	11	11	9	3	2	2
M.A.W.	6	6	4	2	1	2	1	0
M.Div.	398	353	260	281	203	152	153	156
M.M.	31	29	31	20	24	25	23	26
M.A.C.A.	6	7	5	5	3	2	1	0
M.T.S.	36	39	30	74	42	27	19	21

Advanced Degree Programs

D.Ed.Min.	14	12	22	32	60	59	73	63
D.Min.	47	73	79	89	106	104	92	104
Ed.D	N/A	N/A	N/A	N/A	21	23	23	26
Ph.D./D.M.A.	155	156	193	223	176	143	125	91
Th.M.	23	31	35	53	67	49	59	44

Total SBC FTE Enrollment	1,222	1,164	1,029	1,126	1,126¹	793	801	804
Headcount Enrollment	4,076	4,007	3,848	3,907	3,703	3,455	3,646	3,622

¹ Actual FTE for 20-21 was 945. By action of the CSP, prior year count is reflected here.

GRADUATES

	2016– 2017	2017– 2018	2018– 2019	2019– 2020	2020– 2021	2021– 2022	2022– 2023	2023– 2024
Undergraduate and Certificate Programs								
A.A.	N/A	N/A	N/A	N/A	N/A	N/A	1	1
B.A.	16	21	21	35	34	31	29	28
B.S.	62	58	52	35	40	0	2	0
B.M.	0	1	3	7	7	3	5	1
Certificate	2	20	13	30	14	79	96	160
Diploma	1	0	0	0	0	0	0	0

Basic Degree Programs

M.A.A.B.S.	1	2	10	1	1	0	0	0
M.A.C.E.	41	49	42	38	40	24	25	22
M.A.C.M.	2	1	0	0	2	1	0	1
M.A.C.S.E.	3	2	3	5	3	0	0	0
M.A.I.S.	3	4	2	4	1	0	0	2
M.A.M.	9	6	5	7	3	1	0	0
M.A.Th.	10	11	10	11	7	5	5	4
M.A.W.	6	2	4	6	4	2	7	3
M.Div.	112	137	123	117	111	94	74	75
M.M.	20	12	10	10	11	9	7	9
M.A.B.C.	13	25	24	18	25	12	15	9
M.T.S.	165	191	208	203	231	194	170	199
M.A.C.A.	0	4	3	3	3	1	1	1
M.A.Ph	N/A	1	2	1	2	3	2	1

Advanced Degree Programs

D.Ed.Min.	4	7	3	1	9	9	11	21
D.Min.	26	17	17	24	28	16	33	49
Ed.D	N/A	N/A	N/A	N/A	N/A	N/A	8	4
Ph.D./D.M.A.	26	33	22	44	34	33	27	25
Th.M.	17	22	17	20	35	24	25	22
Total Graduates	539	626	594	620	645	541	543	637

MATTERS REFERRED BY THE CONVENTION

The Convention referred the following item to The Southwestern Baptist Theological Seminary during the Annual Meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, for consideration, action, and report back to the next annual meeting.

1. SBC Referral: To request all entities to only use outside legal counsel whose values reflect the Baptist Faith & Message (2000) on gender and sexuality.

Motion: Paul Montgomery, Oklahoma

“That every entity be requested to only utilize outside legal counsel whose firm’s corporate commitments do not conflict with the convention’s long-standing values as reflected in the Baptist Faith and Message regarding gender and sexuality.”

Response: Southwestern Baptist Theological Seminary seeks to hire consultants and advisors, including legal counsel, that align with SBC beliefs regarding matters of gender and sexuality, which align with Southwestern’s commitments regarding these matters as reflected in the Baptist Faith and Message (2000). Before outside legal counsel is engaged by the seminary, every effort is made to ensure that Southwestern’s core commitments and values are reflected well.

2. SBC Referral: To request that all Convention entities to revise their codes of conducts related to alcohol.

Motion: Jonathan Paramore, California

“That all SBC entities consider revising their respective codes of conduct, handbooks, policies, or governing documents to lift prohibitions on the use of alcohol outside of communion. These revisions should respect the positive view of moderate alcohol use

as presented in Scripture, while maintaining strict prohibitions against alcohol abuse . . .

Response: Southwestern Baptist Theological Seminary regularly reviews institutional policies that establish student and employee codes of conduct, including those related to alcohol. Southwestern strictly prohibits the consumption of and possession of alcohol in all campus building, including student residences. Students and employees who do not abide by these policies are subject to disciplinary procedures. We believe that the Southwestern policies reflect well the heart of the Southern Baptist Convention these matters.

3. SBC Referral: To request entity trustees explain how Calvinism / Reformed theology is compatible with the Baptist Faith & Message (2000) and consider not promoting those beliefs in their entities.

Motion: Curtis Kentmer, Kentucky

“That the messengers of the 2024 Annual Meeting request that the trustees of our entities, including our seminaries and all boards and commissions, explain how Calvinist/Reformed theology is compatible with the Baptist Faith and Message 2000 and consider eliminating the teaching and promotion of Calvinist/Reformed theology from all SBC entities and report their findings and any resulting actions steps to the 2025 annual meeting.”

Response: The Southern Baptist Convention, since its founding in 1845, has consistently allowed for a range of options on issues related to Reformed and non-Reformed theology among those serving at SBC entities. The Baptist Faith and Message 2000 articulates beliefs regarding the doctrine of God, the atonement, and matters of soteriology that both Reformed and non-Reformed theologians can affirm. Southwestern Seminary’s heritage, likewise, reflects this range of perspectives and continues to do so today. The Southwestern Seminary Board of Trustees, administration, and faculty believe that good educational practice calls for both Reformed and non-Reformed perspectives to be represented among the teaching faculty. Furthermore, it is believed to be good pedagogical practice to ensure that students are made aware of these issues in order that they are equipped to assess both the strengths and weaknesses of these perspectives.

4. SBC Referral: To direct the Executive Committee to publish a schedule of payments of more than \$5,000 paid to another entity.

Motion: Ethan Hester, North Carolina

“That the messengers to the Southern Baptist Convention meeting in Indianapolis, Indiana, June 11-12, direct the executive committee to publish a schedule of payments of more than \$5,000 made by any entity to or on behalf of any cooperating church of this convention, its pastors, or their spouses, or associational missionaries or their spouses.”

Response: Southwestern Baptist Theological Seminary takes seriously its responsibility to abide by policies set forth in the Business and Financial Plan of the Southern Baptist Convention, including the prohibition against “any appropriation to any cause or for any purpose other than for the promotion of its own work.” Southwestern reaffirms its commitment to not only abide by the Business and Financial Plan, but to prioritize transparency in all financial reporting to Southern Baptists.

SEMINARY COMPARATIVE DATA

1. Enrollment:

a. Total SBC Full-Time Equivalent (FTE) both funded and unfunded.

	<u>2023-2024</u>	<u>2022-2023</u>	<u>2021-2022</u>	<u>3 Yr. Rolling Average</u>
Gateway	530	626	634	597
MBTS	1,862	1,733	1,674	1,756
NOBTS	1,792	1,374	1,160	1,357
SEBTS	1,537	1,768	1,921	1,872
SBTS	1,837	1,979	2,102	1,973
SWBTS	804	801	793	799
Total	8,362	8,281	8,284	8,676

b. Actual FTEs approved by the Council of Seminary Presidents for Cooperative Program (CP) Seminary Funding Formula:

	<u>2023-2024</u>	<u>2022-2023</u>	<u>2021-2022</u>	<u>3 Yr. Rolling Average</u>
Gateway	195	242	298	245
MBTS	1,862	1,733	1,674	1,756
NOBTS	976	894	867	912
SEBTS	754	707	763	741
SBTS	1,837	1,979	2,102	1,973
SWBTS	804	801	793	799
Total	6,428	6,356	6,497	6,427

c. CP Allocation per SBC student.

	<u>2023-2024</u>	<u>2023-2024</u>	<u>2023-2024</u>
	<u>Total SBC Students</u>	<u>CP Allocation</u>	<u>CP Allocation Per Student</u>
Gateway	530	\$ 3,631,171	\$ 5,585
MBTS	1,862	\$ 8,232,733	\$ 4,421
NOBTS	1,537	\$ 6,655,598	\$ 4,330
SEBTS	1,792	\$ 6,813,324	\$ 3,802
SBTS	4,222	\$ 10,369,191	\$ 2,456
SWBTS	804	\$ 6,414,836	\$ 7,979
Total	10,747	\$ 42,116,853	\$ 3,919

d. Nonduplicating head count (number of students registered and taking one credit hour or more).

	<u>Total</u>	<u>Total</u>	<u>Total</u>
	<u>Non-SBC Students</u>	<u>SBC Students</u>	<u>Students</u>
Gateway	514	1,685	2,199
MBTS	1,650	3,766	5,416
NOBTS	246	2,641	2,887
SEBTS	1,886	3,167	5,053
SBTS	1,547	4,222	5,769
SWBTS	464	3,158	3,622
Total	6,307	18,054	24,946

e. Basic Degrees awarded for the 2023-2024 academic year

	MDiv		MA & other
	<u>(3 year)</u>	<u>ThM</u>	<u>2-year</u>
Gateway	35	4	194
MBTS	147	85	194
NOBTS	88	22	124
SEBTS	129	14	246
SBTS	359	42	156
SWBTS	75	22	251
Total	833	189	1,090

f. Total Tuition Revenue

	<u>2023-2024</u>	<u>2022-2023</u>	<u>2021-2022</u>
Gateway	\$ 4,497,839	\$ 4,652,342	\$ 4,491,150
MBTS	\$ 18,569,841	\$ 17,759,240	\$ 17,329,857
NOBTS	\$ 11,722,612	\$ 10,271,914	\$ 9,583,147
SEBTS	\$ 18,265,563	\$ 15,937,349	\$ 16,465,712
SBTS	\$ 22,966,077	\$ 22,655,417	\$ 22,347,817
SWBTS	\$11,675,598	\$ 11,869,367	\$ 10,644,367
Total	\$87,697,530	\$ 83,145,629	\$ 80,862,050

g. Credit Hour Costs: 2023-2024

	<u>Non SBC Students</u>	<u>SBC Student</u>
Gateway	\$560	\$315
MBTS	\$485	\$295
NOBTS	\$540	\$315
SEBTS	\$633	\$316
SBTS	\$514	\$298
SWBTS	\$658	\$329

h. Annual Cost per Student (For a married student on campus, tuition, fees, book, & housing)

	<u>2023-2024</u>	<u>2023-2024</u>
	<u>Non SBC</u>	<u>SBC</u>
Gateway	\$ 26,520	\$ 20,640
MBTS	\$ 21,820	\$ 18,400
NOBTS	\$ 20,760	\$ 16,710
SEBTS	\$ 22,950	\$ 17,450
SBTS	\$ 21,320	\$ 16,330
SWBTS	\$ 28,226	\$ 22,277

i. Percent of total budget that relates to personnel expenses based on each seminary's E&G budget (salaries and benefits):

	<u>2023-2024</u>	<u>2023-2024</u>	<u>2023-2024</u>
	<u>Low</u>	<u>Median</u>	<u>High</u>
Gateway	69.7%	70.01%	70.3%
MBTS	70%	70%	70%
NOBTS	57%	57%	57%
SEBTS			71%
SBTS			45%
SWBTS	61.45%	67.67%	64.89%

j. Statement of Income for 2023-2024:

	Gateway*	MBTS	NOBTS	SEBTS	SBTS	SWBTS
Operating Income	\$ 79,865				49,942,422	
Tuition and Fees	\$ 3,718,184	18,569,841 NET of student aid 1,348,185	11,722,612	18,265,563	22,966,077	13,878,258
Auxilliary Enterprises	\$ 579,911	3,201,024	2,728,533	5,710,044	7,982,730	6,960,311
Cooperative Program	\$ 3,631,171	8,232,733	6,537,229	6,836,570	10,369,191	6,414,836
Private Gifts	\$ 2,404,454	431,728	11,945,370	8,584,891	4,697,335	3,839,809
Endowment Income	\$ 1,768,654	1,882,214	2,538,951	432,112	3,737,623	8,319,858
Investments	\$ 590,861	4,502,558	3,924,501		8,925,651	305,858
Return on Beneficial Interest Trusts	\$ 538,902				279,628	
Other Income	\$ 134,639	3,808,270 [#]	4,632,243	1,169,413	576,550	612,049
Total Income	\$ 13,459,633	36,716,671[#]	44,029,439	33,635,186	59,534,785	40,025,121
% of CP to Total Income	26.98%	22.42%	15%	20.33%	17.42%	16.02%

*For Operating Fund Without Donor Restrictions

#Includes Funds Released From Restrictions

##Without Donor Restrictions Per Audit Report



SEMINARY EXTENSION

**A ministry of the Southern Baptist Convention:
Incorporated under the Council of Seminary Presidents
901 Commerce Street, Suite 500, Nashville, TN 37203**

**RANDAL A. WILLIAMS, Executive Director of Seminary Extension
R. ALBERT MOHLER, JR., President of the Council of Seminary Presidents**

INTRODUCTION

Seminary Extension is a ministry of the Southern Baptist Convention. Our mission is to provide an opportunity for theological education and ministry training to individuals who cannot or will not attend a traditional institution of learning. Our students can learn from anywhere. Students are not required to enter into a program in order to take classes. In fact, most students simply take individual courses for personal spiritual development. For students that want to enroll into a program they will be required to take a prescribed group of biblical, theological, and ministry training courses that are biblical, affordable, and immediately applicable.

Seminary Extension began its work on June 15, 1951. The Southern Baptist Convention realized that many of its pastors, leaders, and teachers did not have any formal biblical, theological, or ministry training. For many of them seminary was not an option. So Seminary Extension was created in order to give them an opportunity to study biblically sound courses in three areas: Bible, Theology, and Practical Ministry. Lee Gallman was the first director. Through each successive director, Seminary Extension has remained true to its call. We still provide theological education and ministry training that is biblical, theological, and affordable. In 2007, Randal A. Williams became Seminary Extension’s seventh director. Under its seven leaders, Seminary Extension has served and continues to serve Southern Baptists by educating fellow Southern Baptist where they live and serve.

Seminary Extension is not an accredited institution. We are, however, licensed by the Tennessee Higher Education Commission. We have found that many colleges and seminaries, that have under-graduate programs, recognize the value of our courses and some of them accept our courses for credit into their programs. Acceptance is generally based on the following criteria: Seminary Extension courses are of excellent academic quality. Courses are written by Southern Baptist, most of which teach in our SBC seminaries; Seminary Extension uses proven evaluation methods to insure the integrity of the work done by students; Seminary Extension keeps student records that are permanent, accessible, and accurate.

Seminary Extension cannot guarantee that other institutions will receive transfer credit for its courses. Students should always check with the institution to which they expect to transfer course credits before they enroll in courses with Seminary Extension for that purpose.

PROGRAM REPORT

The statistical data below shows the number of course enrollments and the total number of students enrolled during the 2023-2024 academic year.

Course Enrollments	407
Total Number of Students	307



SOUTHERN BAPTIST HISTORICAL LIBRARY AND ARCHIVES

901 Commerce Street, Suite 400, Nashville, Tennessee 37203

TAFFEY HALL, Director

Governed by the Council of Seminary Presidents

August 2023 – July 2024

Yearly Highlights

- Acquired 10 records center boxes of the Al Shackleford Papers, 1965-1999
- Acquired 3 records center boxes and 6 document boxes of the Louie Newton Collection, 1920-1970
- Acquired 1 records center box of the Herman Jones Photography Collection, 1950-1969
- Acquired 1 document box of the Russell Dilday Firing Collection, 1993-1994
- Acquired 4 document boxes and 1 records center box of the Southern Baptist Conference of Associational Leaders Collection, 1993-2002
- Acquired 1 records center box of the Southern Baptist Hospital School of Nursing Collection (New Orleans, Louisiana), 1928-1972
- Acquired 2 document boxes of the John Yeats Series of the SBC Recording Secretary Collection
- Acquired 7 records center boxes of the Lloyd Elder Sermon Collection
- Acquired 1 document box of the Ron Tonks Sermons and Lectures Collection, 1957-1971
- Acquired 10 records center boxes of First Baptist Church, Helena, Arkansas Records (recently disbanded church), 1880s-2024
- Accessioned 1 document box of the Sacred Harp Singings Directories and Minutes Collection, 1953-1976
- Added 1 records center box of newspaper clippings to the Southern Baptist Controversy Collection, 1978-2000
- Completed processing 4 archive collections: the Harold Bennett and Morris Chapman Series of the SBC Executive Committee Records, and the J. N. Barnette and B. W. Spillman Papers of the Baptist Sunday School Board Records Series
- Completed a new historical display for the Ethics and Religious Liberty Commission (5th floor, SBC building) titled "Conscience of a People: Early Events in the History of the SBC Christian Life Commission" and a historical display in the Library and Archives titled "Broadcasting the Mission: The *Baptist Hour* Radio Program, 1941-1997"
- Completed digitization and online accessibility of 18 new digital resource projects and additions to 3 existing digital projects including a new category of Ethnic Baptist Resources
- Completed an inventory to the Archives holdings which provides for the status of cataloging records, collection processing, finding aid completion, and priority status for unprocessed collections
- Completed a Density Evaluation of the Main, Reference, Rare, and Oversize Book Collections resulting in the de-accessioning of 1,836 non-Baptist titles from the collection
- Received the Davis C. Woolley Award for Outstanding Achievement in Assessing and Preserving Baptist History at the annual meeting of the Baptist History and Heritage Society
- Added 164 annuals, 12 archive collections, 20 church and associational history files, 220 audio-visuals/kits, 160 books, 642 electronic resources, 22 informational files, 66 pamphlets, 1,370 periodicals, and 98 photograph files

Research Use

The collection continues to attract scholars and students from a wide range of colleges and universities. Researchers from 32 different institutions including 1 international researcher conducted research in the collection during the past year. The collection was visited by 106 registered researchers and staff provided 982 patron contacts.

Acquisitions

Several collections documenting Southern Baptist denominational leaders were acquired this year. The Al Shackleford Papers include material related to Shackleford's work in the denominational press of the Southern Baptist Convention, including service at the *Indiana Baptist*, *Baptist and Reflector*, *Baptist Press*, and editor of *Mature Living Magazine*. The collection includes correspondence, news stories, subject files, and information on his firing as editor of Baptist Press in 1990. The Louie Newton Collection includes files related to Newton's presidency of the SBC, information about Druid Hills Baptist Church in Atlanta, Georgia, and audio reel-to-reel recordings of Newton's sermons. The Herman Jones Photography Collection contains roll photographs of SBC annual meetings taken by Jones, as well as other photographs of individuals and groups related to the Baptist church; some oversize items are also included. The Russell Dilday Firing Collection includes clippings, correspondence, chapel programs, and VHS recordings related to Dilday's firing from Southwestern Baptist Theological Seminary in 1994. Two document boxes of files from SBC Recording Secretary John Yeats (working files and materials generated from the floor of the SBC annual meeting) were added to the SBC Recording Secretary Collection. Yeats served as Recording Secretary for the SBC from 1998-2022. The Southern Baptist Conference of Associational Leaders collection includes annual meeting notebooks and articles and resources on the history and mission of local Baptist associations.

Two sermon collections were acquired, the Lloyd Elder Sermon Collection and Ron Tonks Sermons and Lectures Collection. The Elder material includes handwritten sermons Elder preached as pastor of churches in Texas from 1953-1975. Elder (1933-2023) was called to preach and then ordained to the ministry at Field City Baptist Church in Dallas, Texas, in 1952 and 1954, respectively. Following his years as a pastor, he served as Assistant to the Executive Director at the Baptist General Convention of Texas (1975-1978) and in 1978 became Executive Vice President of Southwestern Seminary. He led the Sunday School Board of the SBC from 1984-1991. The Ron Tonks Sermons and Lectures Collection includes sermons Tonks preached and special lectures he delivered from 1951-1971. Tonks (1934-2023) served as Assistant Executive Director of the Historical Commission of the SBC from 1972-1989. Prior to coming to the HC, Tonks pastored churches in Canada and Indiana.

Records of the recently disbanded First Baptist Church of Helena, Arkansas, were accessioned and include church business meeting minutes, deacons' minutes, financial reports, church bulletins and newsletters, and audio cd's of worship services. The Library and Archives acquired a collection of material from the Southern Baptist Hospital School of Nursing (New Orleans, Louisiana). The collection includes scrapbooks, yearbooks, clippings, pamphlets, and promotional material from 1928-1972. One document box of the Sacred Harp Singings Directories and Minutes Collection was accessioned. These minute books span years 1953-1976 and record the sacred harp singing conferences in Alabama, Georgia, Mississippi, and Tennessee. One box of newspaper clippings was added to the Southern Baptist Controversy Collection, 1978-2000.

Preservation Program

Preserving material in a sustainable format is an ongoing task for the staff of the SBHLA. The staff works to provide archival quality containers (folders and boxes) and a suitable environment for the valuable collection in the library and archives. Preservation work (stabilization and conservation repairs) was completed on 216 books in the Rare Book Room. 325 16-inch transcription audio recordings and 110 audio cassette tape recordings were transferred to acid-free enclosures.

Access to the Collection

Processing was completed on four archive collections, two records series from the Executive Committee, SBC Records (the Harold Bennett and Morris Chapman series) and two series from the Baptist Sunday School Board records (the J. N. Barnette and B. W. Spillman Papers). The Harold Bennett records series documents the work of the SBC Executive Committee through correspondence and committee reports and minutes, and also includes subject files on the American Bible Society, Baptist Joint Committee on Public Affairs, Baptist World Alliance, Bold Mission Thrust, entities and organizations of the SBC, Inter-Agency Council, Peace Committee, and SBC annual meetings. Bennett served as President-Treasurer of the SBC-EC from 1979-1992. The Morris Chapman series includes correspondence and committee reports and minutes, and subject files on American Baptist Seminary, the Baptist World Alliance, and Convention entities and seminaries. Chapman served as President-Treasurer of the EC from 1992-2010. The J. N. Barnette Papers consists mostly of bound volumes of letters of appreciation from pastors, agency leaders, and Sunday School workers across the face of Southern Baptist life, given to Barnette on his retirement. Almost every notable Southern Baptist wrote a letter of appreciation to Barnette for his work with Sunday Schools. Barnette began his career with the BSSB in 1927, serving as an associate in the department of Sunday School Administration, director of the Sunday School Department, and editor of the *Sunday School Builder* publication. He retired from the Board in 1957. The Bernard Washington Spillman Papers document portions of Spilman's career as a Sunday School leader in Baptist life. The papers include clippings, correspondence, subject files, writings, biographical information, posters, and photographs. The strongest part of the collection is the journals that Spilman maintained through many years. These document his education, leadership in the Sunday School movement in Southern Baptist life, his work with the BSSB, and his involvement in Ridgecrest Baptist Assembly in North Carolina.

The SBHLA awarded seven individuals with Lynn E. May Study Gants for the year 2023-2024, in the amount of \$500 per person.

Eighteen new projects, and additions to three existing projects, of any word searchable pdf files and audio-visual content, including a new category of Ethnic Baptist Resources, were added to the Digital Resources page of the SBHLA website. These projects include:

- Collection of Lane and Associated Data, 1784-1840
- History of Southern Baptist Chaplaincy, 1973
- Minne Ramsbottom Correspondence, 1919-1930
- Ralph Elliott Collection, 1961-1986
- *One Spirit: Women in Church Staff Leadership*, 1996-2002
- *Southern Baptist Chaplains Bulletins and Newsletters*, 1952-1995
- *Taproot* (published by the Mordecai Ham Evangelistic Party), 1929-1930
- *Tennessee Baptist History Journal*, 1999-2009
- *Baptist Hour* Audio Recordings, 1941-1958

- Conference on Biblical Inerrancy Video Recordings (including cross-references to CBI program), 1987
- Conference on Biblical Interpretation Audio Recordings, 1988
- National Baptist Doctrine Conference Audio Recordings, 1988
- Tennessee Baptist Convention Audio Recordings, 1975-1992
- Three new photo albums: Educational Institutions, Events and Conferences, and Groups and Committees
- 73 Research Reports added to Home Mission Board / North American Mission Board Research Reports Collection including new categories for Disaster Relief, Evangelism, Historical, Maps, and Royal Ambassadors

The SBHLA is tasked with collecting, preserving, and making available materials that document Southern Baptist history. This work allows members of our staff to discover aspects of our Baptist heritage that inspire and enrich us each day. Our task is big, but we welcome the work with grateful hearts.

COMMISSION



THE ETHICS & RELIGIOUS
LIBERTY COMMISSION
OF THE SOUTHERN BAPTIST CONVENTION

901 Commerce Street, Suite 550, Nashville, Tennessee 37203

SCOTT FOSHIE, Chair
BRENT LEATHERWOOD, President

It is my privilege to present this report, once again, on behalf of the Ethics & Religious Liberty Commission of the Southern Baptist Convention. In this letter you will find a summary of the prior year's ministry, as well as some highlights regarding how we have fulfilled our mission to assist the churches of the Southern Baptist Convention. The attached report delves into more detail.

Our mission charges us with the responsibility to assist churches in applying the moral demands of the gospel, to apply Christian principles to moral and social problems and matters of public policy, and to cooperatively promote religious liberty. We consider this mission a high honor, given to us by the churches, and we count it a privilege to come alongside them in this important work.

To carry this out, we arrange our work in four broad categories of concern for Southern Baptists: life, religious liberty, marriage and family, and human dignity. In all of our efforts, we bring the mindset of 2 Corinthians 5 ambassadors, striving to bring a word of truth and hope to a chaotic public square as we confront the challenges of our current age.

Life

Looking at the sanctity of life, our work over the past year has involved tirelessly advocating for life protections in the congressional budgeting process, responding to the ethical concerns of in vitro fertilization, and continuing to defend life at the federal level.

In a post-*Dobbs* landscape, the Biden administration has made abortion access a top priority, while states have become a battleground for protecting the preborn. The ERLC engaged every state-level abortion ballot measure in the 2024 election season and worked closely with many of our state convention partners to inform and equip the members of our churches to engage on this issue. Furthermore, our summer issue of *Light* magazine, "Bringing Hope to an Election Year," sought to help Southern Baptists navigate the tension of an election year, engaging the public square with conviction and compassion. That issue of *Light* built on our church guide released in March called "The Nations Belong to God," which uses a question and answer format to offer Christians a vision for a properly ordered political theology, ranging from foundational concepts of justice, government, and religious liberty, to practical concerns about how to steward our vote and pray for our elected leaders. We also will be releasing in early 2025 a church guide titled "Created in the Image of God," which provides theological foundations and practical guidance to help churches equip their members to value and advocate for human life at all stages. This guide serves as a tool for shaping ministry efforts, addressing ethical dilemmas, and fostering a culture where every life is affirmed and supported.

While the *Dobbs* decision did allow states to again engage the issue of abortion, it did not absolve federal officials from the responsibility to protect preborn lives. Last year, the ERLC sent letters urging both the Republican National Committee and Democratic National Committee

to include pro-life commitments in their respective official party platforms during the election year. Protecting vulnerable preborn lives remains a top priority for the ERLC as we work to see abortion made both illegal and unthinkable.

This summer, the Supreme Court handed down decisions in two important abortion-related cases, *FDA v. Alliance for Hippocratic Medicine* and *Idaho and Moyle et al. v. United States*. The ERLC watched these cases closely and will continue to monitor future litigation.

Knowing that ministry is done at the local level, we continue to partner with pregnancy centers in placing ultrasound machines. Since September 2023, the Psalm 139 Project has placed 12 ultrasound machines in seven states, plus one international placement with the International Mission Board. Baptist state conventions in Alabama, North Carolina, Louisiana, Tennessee, Texas (both SBTC and BGCT), and Virginia (SBCV) have all partnered financially with the Psalm 139 Project to make many of these placements a reality.

Religious Liberty

A major emphasis of our work has been opposing challenges to the strong federal and judicial protections that safeguard religious liberty as well as advocating for those who are persecuted abroad.

At the federal level, our team has prioritized pushing back against the Biden administration's harmful attempts to subvert religious liberty protections in the regulatory process.

In Congress, one concerning trend that has called for increased engagement is proposed legislation that explicitly removes the protections of the Religious Freedom Restoration Act.

RFRA is one of the most important lines of defense for believers living out their faith in the public square. Whether in the context of contraception or immigration, these attempts to limit the scope of RFRA are deeply problematic, and the ERLC will work diligently to keep any RFRA exemption from becoming law.

Our Washington, D.C., office advocated for the reauthorization of the United States Commission on International Religious Freedom (USCIRF), the independent advisory body that monitors religious freedom around the world, which occurred in September. We were encouraged to see the Uyghur Policy Act passed in the House after continued advocacy for the government to intervene in the ongoing genocide.

Additionally, we have consistently advocated for Nigeria to be labeled a Country of Particular Concern, an important federal designation, as a result of the severe persecution of Christians in that country.

Marriage and Family

As it relates to marriage and family, the ERLC will champion God's good design, proclaiming the truth that marriage is between one man and one woman for life and that children are a blessing to their parents, who have been endowed with special rights and responsibilities in the upbringing of their children.

This focus on family, parenting, and rightly ordered sexuality was central to several of the resources prepared by our Research Institute this past year. In collaboration with the Center for Faith and Culture at Southeastern Baptist Theological Seminary, we released a white paper, "Teach Them Diligently to Your Children: A Biblical and Theological Foundation for Parental Rights." The paper offered a biblical exegesis of parental rights before offering policy proposals grounded in both Scripture and Baptist distinctives which we hope to see enacted in state and federal legislation. This flowed from our work with state conventions on a number of court cases addressing this issue and informed several briefs we submitted to the Supreme Court.

Additionally, recognizing the need for resources addressing our age's cultural confusion on gender and sexuality, our Research Institute produced a church guide titled "God's Good Design: A Practical Guide for Answering Gender Confusion." This project offers a theological framework for casting a vision of God's design for sexuality and gender that leads to human flourishing, as well as providing guidance for issues so many of our churches are likely to face in the coming years.

On the legal front, the ERLC filed two important legal briefs before the U.S. Supreme Court this year. The first, an amicus brief that was joined by the Tennessee Baptist Mission Board in the case *United States v. Skrametti*, signaled our strong support of a 2023 Tennessee state law banning radical medical and surgical transgender interventions for minors. This case will be the first time the court weighs into questions surrounding the intersection of these transgender therapies and the state's role in protecting minors from harmful medical procedures. Our winter 2023 edition of *Light* magazine, "Gender Chaos," was released in the midst of events related to these topics and seeks to provide Christian answers to a confused culture.

In a second case, the ERLC was also able to partner with both Texas conventions (SBTC and BGCT) to file an amicus brief in the *Free Speech Coalition v. Paxton* case before the Supreme Court. This case centers on a Texas law requiring adult websites to verify the age of their users, which is a helpful tool to protect children from the harmful material on these sites—a point we and both Texas conventions resolutely support in our brief.

Human Dignity

While legislative progress can be difficult in an election year, the ERLC has continued to push forward policy solutions on topics related to human dignity aligned with positions expressed by Southern Baptist messengers. As just one example, last fall the Biden administration announced it intended to lower its classification of marijuana, reducing its ranking among addictive substances and reshaping public perception around its consumption. In response, the ERLC urged the Drug Enforcement Agency (DEA) to reject this attempt from the administration.

The ERLC filed public comments urging the action to be rescinded due to the devastating consequences addictive substances have on our families and communities. As we move forward into 2025, our hope is that several of these harmful actions can be addressed with new leadership in Washington in both the White House and Congress.

Through it all, Southern Baptists should know that their ERLC will be diligently monitoring and actively engaging the issues that they have spoken to at their annual meetings—issues of life, religious liberty, marriage and family, and human dignity. In every instance, we will be about the business of bringing the hope of the gospel to the public square, not only speaking constantly of our Savior, Jesus Christ, but conducting ourselves according to the model he provided in his earthly ministry, in every word and deed.

Joyfully in Christ,

Brent Leatherwood
President

MINISTRY GOALS AND ACCOMPLISHMENTS

(SBC entities present ministry reports to the Executive Committee each February relating to their ministry assignments [SBC Bylaw 18E]. At their request, the following content is provided from the 2025 Ministry Report of The Ethics & Religious Liberty Commission.)

I. Assist churches in applying the moral and ethical teachings of the Bible to the Christian life.

Assisting the churches of the Southern Baptist Convention is the heartbeat of the ERLC. Although our ministry assignment is quite large, we seek to listen carefully to our churches and then provide resources on moral and ethical topics that will be most helpful to them as they equip members to live out the Christian life in our chaotic contemporary culture. Many of these resources are written, but our podcast and social media posts also provide good insight regarding the topics of most concern to Southern Baptists. Here are some representative examples of the kind of resources we provide to help churches apply the moral and ethical teachings of the Bible to the Christian life.

They are organized according to the four major categories of our work: life, religious liberty, marriage & family, and human dignity.

Life

Life was on the ballot in several states during the November 2024 election. Alongside several state conventions, we produced state-specific assets for churches. Resources can be found at erlc.com/ballot.

ERLC Podcasts on life:

- Benjamin Watson | The pro-life movement after Roe
- Scott Klusendorf | Why the pro-life case is compelling
- Todd Unzicker | The life-saving work of pregnancy resource centers
- Herbie Newell | Adoption and foster care and the issue of IVF

Featured articles and explainers on life:

- After the Alabama Supreme Court decision on vitro fertilization, we answered an important question: What should I know about Southern Baptists and IVF?
- In last year's election, the 2024 abortion state ballot initiatives tracker demonstrated where Southern Baptists could work and vote to protect preborn lives in their state.
- Abortion and the pro-life movement two years after Dobbs takes a look at how those who want to protect the sanctity of life can move forward in that good work.
- explainer: Supreme Court fails to resolve challenge to Idaho pro-life law
- explainer: Supreme Court throws out abortion pill case

Bulletin Insert: Sanctity of Life

Religious Liberty

Defending religious liberty is central to our mission at the ERLC. In order to do so effectively, it is necessary to help every generation of Southern Baptists understand what religious liberty is and why it is a Baptist distinctive worth defending.

ERLC Podcasts on Christians and politics:

- Brent Leatherwood | The definition of the public square
- Tony Beam | The importance of local and state elections
- Yuval Levin and Brooke Medina | The 2024 presidential election
- Hunter Baker | Best practices for Christian political engagement

Bulletin Insert: Religious Liberty

Church guide on Christian political engagement: "The Nations Belong to God"

Light magazine issue: "Bringing Hope to an Election Year"

Related to the conflict in Israel: Brent Leatherwood and SBC President Clint Pressley joined together with a strong statement in support of Israel on the anniversary of the 2023 attack in the Chattanooga Times Free Press on Oct. 2, 2024.

Marriage and Family

Few things are as misunderstood in today's society than God's design for marriage, family, and sexuality. To help our churches as they engage this reality, we created the following resources.

ERLC Podcasts featured a series on gender and sexuality:

- Jason Thacker and Alex Ward | What the Bible teaches about gender and sexuality
- Katie McCoy | Society's spiraling sexual crisis
- Christopher Yuan | A powerful testimony about honoring God with your sexuality
- Steve and Amy Castello | Talking with our kids about gender and sexuality
- Shaka Mitchell | Navigating gender and sexuality in schools
- Bart Barber | How pastors can address gender and sexuality

Light magazine issue: "Gender Chaos: Christian Answers in a Sexually Confused Culture"

Church guide: "God's Good Design: A Practical Guide for Answering Gender Confusion"

Human Dignity

The inherent dignity of every individual undergirds a biblical ethic. As a result, it is a major component in the work we do and resources we provide.

ERLC Podcasts on mental health:

- RaShan Frost | How does mental health relate to human dignity?
- Mark Dance and Kristen Kansiewicz | How can pastors take care of their mental health?
- Jason Thacker, Eliza Huie, and Megan Dickerson | How social media affects the mental health of teens
- Jonathan Holmes and Brad Hambrick | How biblical counseling can benefit our mental health

Bulletin Inserts: Racial Reconciliation, Orphan and Widows, and Caring Well

II. Assist churches through the communication and advocacy of moral and ethical concerns in the public arena.

Over the past year, our Leland House team in the nation's capital has tenaciously advocated on behalf of Southern Baptists for issues related to life, religious liberty, marriage & family, and human dignity before the U.S. government, pushing forward numerous public policy victories. Despite the challenges of this current political moment, the ERLC continues to advance a hope-filled vision in the public square while championing biblical values.

Life

Our work advocating for vulnerable preborn lives over the past year has emphasized appropriations (i.e., government funding bills) advocacy, responding to the ethical concerns of in vitro fertilization (IVF), and continuing pro-life advocacy at the federal level.

Appropriations

During the 2021 Southern Baptist Convention annual meeting, messengers unanimously supported a resolution condemning attempts to remove the Hyde Amendment, a longstanding appropriations provision that ensures federal funding does not go toward abortion and calling Congress to uphold all pro-life appropriations riders. During the Biden years, the "Hyde-family" of riders became even more essential as the administration sought ways to circumvent them.

In both Fiscal Year (FY) 2024 and FY2025 appropriations negotiations over the past year, our team has been vocal in our advocacy to retain and expand existing pro-life provisions and conscience protections. For FY2024 appropriations bills, which were finally passed in the Spring of 2024, the ERLC did a thorough review of all of the originally proposed appropriations bills and extensively communicated our concerns to lawmakers. After significant advocacy alongside like-minded organizations, these pro-life and conscience protection riders were ultimately included in the final FY2024 bills.

The FY2025 appropriations negotiations are continuing into the new year, and our team has again done a comprehensive review of areas of support and concern in this year's proposed bills and sent an additional letter to lawmakers outlining our top requests related to the protection of life.

Post-Dobbs Advocacy

In a post-*Dobbs v. Jackson's Women's Health Organization* landscape, the Biden administration has promoted abortion access as a top priority, while states have become a battleground for protecting the preborn. The ERLC closely monitored state-level abortion ballot initiatives and worked with state conventions to inform the members of our churches and equip them to engage on this issue at the ballot box.

Last year, we spoke to you about a number of problematic pro-abortion regulations being put forth by the Biden administration. Before leaving office, the Biden administration put forward additional harmful regulations and worked to finalize many previously proposed regulations. In response, our team submitted numerous public comments, raising concerns about these moves, and was encouraged to see how our advocacy has improved some of these most harmful finalized regulations.

While the Dobbs decision did send power back to state legislators on the issue of abortion, the ERLC remains firm that this does not absolve our federal officials from having a role to play in protecting life. In the summer of 2024, the ERLC sent letters urging both the Republican National Committee and Democratic National Committee to include pro-life commitments in the respective official party platforms during the election year and joined a coalition letter to this end. Protecting vulnerable preborn lives remains a top priority for the ERLC as we work to see abortion in any form made both illegal and unthinkable.

IVF Response

The ERLC has led the way in equipping Southern Baptists to consider the ethical concerns of IVF from a biblical worldview in light of the Alabama Supreme Court ruling. Following this important decision, we worked quickly to develop both a policy-specific guide and a robust ethical and theological considerations resource. These resources were shared widely with individuals on Capitol Hill and were received with gratitude as many lawmakers and staff grappled with these issues for the first time.

Since that time, the ERLC has been active in opposing measures that would expand taxpayer funding for IVF, expand its coverage to those in same-sex relationships, or prevent any future regulation of the IVF industry. The ERLC worked with congressional leadership to successfully defeat an unprecedented expansion of taxpayer-funding for IVF in the National Defense Authorization Act. This policy area has garnered significant attention, and we are grateful for the thought given to this important matter at the 2024 annual meeting of the SBC in the resolution "On the Ethical Relations of Technologies and the Dignity of the Human Embryo," which includes a call to "advocate for the government to restrain actions inconsistent with the dignity and value of every human being, which necessarily includes frozen embryonic human beings."

Supreme Court Cases

In the Summer of 2024, the Supreme Court handed down decisions in two important abortion-related cases. In *FDA v. Alliance for Hippocratic Medicine*, the court ruled unanimously that the Alliance for Hippocratic Medicine, a group of pro-life doctors and physicians, lacked standing. As a result, the court did not require the U.S. Food and Drug Administration (FDA) to reinstate any safety measures to limit chemical abortions and protect vulnerable women who were not properly informed of the risks. The ERLC filed an amicus brief to support the Alliance in this case and will continue to engage with similar, ongoing litigation.

In *Idaho and Moyle et al. v. United States*, the Supreme Court decided in a 5-4 decision not to rule on whether there is a conflict between the Idaho pro-life “Defense of Life Act” and the federal law, EMTALA. This case was sent back to the 9th U.S. Circuit Court of Appeals for additional proceedings and will likely return to the Supreme Court in a future term.

Religious Liberty

A major emphasis of our religious liberty work has been countering challenges to the strong federal and judicial precedents that uphold our first freedoms and advocating for our fellow image-bearers who are persecuted abroad. More information on this work is answered in question IV below.

Marriage and Family

Across the nation, we have seen a rise in the pro-LGBTQ agenda, which has infiltrated all aspects of public life. Our team has been advocating against this harmful ideology across the board, while also seeking ways to assist foster families, support adoption, and promote the flourishing of families.

Opposing the LGBTQ Agenda

The Biden administration has continued to push a harmful “gender transition” agenda, which includes the use of federal government funding to this end. The ERLC has continually advocated against the use of government funding for “gender transitions” and related travel in both appropriations negotiations and the National Defense Authorization Act.

The Biden administration also perpetuated a number of concerning federal rules pushing forward this agenda in women’s sports, the workplace, and around the world. These actions include finalizing the Title IX rule and other pro-LGBTQ rules proposed earlier in President Biden’s term. For each of these items, the ERLC submitted public comments arguing that including sexual orientation and gender identity as discrimination on the basis of sex poses significant burdens on religious liberty and goes against God’s good design for our society.

Additionally, through supporting legislation like the Protecting Minors from Medical Malpractice Act, the End Taxpayer Funding for Gender Experimentation Act, and a Congressional Review Act to vacate the Title IX rule, the ERLC has advocated for robust legislative action on this issue during the last portion of the Biden administration.

Supporting Parents

At the SBC annual meeting in 2024, messengers passed a resolution “On the God-Given Rights and Responsibilities of Parents,” which called upon the government to support, rather than hinder, the work of parents in raising their children.

The ERLC has supported the Families’ Rights and Responsibilities Act, a bill that would ensure the government must meet the highest standards of the law in order to supersede the right

parents have to raise their child. Additionally, our team filed several amicus briefs at the circuit court level advocating for the protection of parental rights, as well as a brief requesting that the U.S. Supreme Court agree to hear *Parents 1 v. Montgomery County*, a case that resulted from a school board preventing parents from being informed their child was undergoing a “gender transition.” In a similar case, we filed a brief asking the Supreme Court to take up the case *Parents Protecting our Children v. Eau Claire Area School District, Wisconsin, et al.* Although the court declined to take up either of these cases, the ERLC will continue to advocate for parental rights in the face of significant efforts to erode by an aggressive progressive agenda.

Additionally, the ERLC filed an amicus brief in the case *United States v. Skremetti* which the Supreme Court will consider in its current term. This case deals with a 2023 Tennessee state law banning “gender-affirming care” for minors and will be the first time the court weighs into questions surrounding the intersection of “gender transitions,” the state’s role in protecting minors from harmful medical procedures, and parental rights. Oral arguments were on Dec. 4, 2024 and we expect a ruling sometime in the summer of 2025.

Adoption and Foster Care

Along these same themes, our team submitted comments in response to harmful federal rulemaking that would require all foster and adoption care agencies providing services to LGBTQ-identifying children to affirm his or her gender identity and sexual orientation, effectively excluding people who hold to biblical views of gender and sexuality from participating in the foster care and adoption systems. Our advocacy resulted in some of the provisions of the rule being changed when it was finalized in 2024, and we continue to monitor litigation seeking to reverse this harmful rule.

Additionally, the ERLC has supported the Child Welfare Provider Inclusion Act, which would provide a legislative solution to this issue by prohibiting discrimination against foster and adoption care providers on the basis of religious belief.

Pro-Family Advocacy

In an effort to help families remain intact and help parents choose life, the ERLC has also worked with a variety of pro-life and pro-family coalition partners to support policies like the expanded Child Tax Credit. In January 2024, the ERLC joined a letter with nine other pro-life groups to this end calling for the expanded child tax credit’s inclusion in the bipartisan tax package, which passed the House later that year. The package stalled in the Senate but established important groundwork for upcoming tax negotiations in 2025.

Human Dignity

While legislative progress can be difficult in an election year, the ERLC continued to push forward policy solutions on topics related to human dignity aligned with positions expressed by Southern Baptist messengers.

Marijuana Expansion

Additionally, last fall the Biden administration announced it intended to reschedule marijuana to a Schedule III drug, reducing its classification among addictive substances and reshaping public perception around its consumption. Last fall, the ERLC urged the Drug Enforcement Agency (DEA) to reject this attempt from the administration to reschedule marijuana.

Once the DEA announced that it would move forward with rescheduling and proposed a formal rule to that end, the ERLC filed public comments urging the rule be rescinded due to the devastating implications addictive substances have on our families and communities.

Looking Ahead

State Policy Agenda

In 2024, the ERLC team produced the first State Policy Agenda in partnership with our state Baptist conventions, after doing a state level review in 2023. With increasing gridlock in Congress, there is a growing need to engage with public policy at the state level. This document mirrored the 2024 Public Policy Agenda and encompasses a variety of helpful approaches to protecting life, promoting religious liberty, supporting healthy families, and honoring the dignity of every person as made in God's image to support state legislators in thinking through how to best serve their constituents. As we write this report, our team is hard at work on the 2025 State Policy Agenda.

Congress

The ERLC's federal appropriations work for Fiscal Years 2025 and 2026 will continue into the 119th Congress. The ERLC will continue advocating against the federal funding of abortion, gender transitions, and the expansion of IVF, and in support of religious liberty protections.

In 2025, Congress will also negotiate new tax measures following the expiration of 2017 Trump-era tax provisions. Our team submitted comments to the tax negotiation teams in October last year (2024) outlining pro-life, pro-family, and pro-marriage policies we would like to see included.

As we enter into 2025, the ERLC is hard at work on plans to engage both a new presidential administration and a new Congress.

III. Assist churches in their moral witness in local communities.

Deepening our engagement and collaboration with our Baptist partners remained a strategic priority for the ERLC in 2024, representing the sort of collaborative work that characterizes healthy Baptist cooperation and typifies our renewed approach. Over the course of the year, we have worked to build relationships with convention executives, engaged state ethics leaders, and had a presence at many state conventions. Further, we have deepened our relationships with associational leaders through our partnership with the Southern Baptist Conference of Associational Leaders (SBCAL). Brent Leatherwood also had the chance to speak to Southern Baptists through interviews by many state Baptist media outlets. All of these intentional efforts provide venues for the sort of two-way communication that allows us to best serve our churches in their local witness.

State-Level Work: Working with our state-level partners has also allowed us to assist churches in their moral witness in their states. As mentioned above, we have been able to partner with our state conventions on several efforts. For instance, The ERLC closely monitored state-level abortion ballot initiatives and worked with state conventions to inform the members of our churches, equipping them to engage on this issue at the ballot box in November 2024. The ERLC will always aim to work with our state conventions to protect life from the earliest moment of conception until natural death.

Once again this year, we also hosted a State Ethics Leaders (SEL) meeting in early December. This brought together policy and ethics leaders from across the country to hear updates about federal issues from our team and to discuss the priorities of their states' churches with each other. This meeting facilitates greater cooperation amongst these leaders as they share knowledge and ideas with one another and helps provide insight for our team in developing our state policy agenda. In this way, the ERLC is catalyzing the sort of collaboration and information exchange that allows these leaders to better serve the churches in their own states.

Specific Resources: Although most of the items mentioned in Section I also serve to assist churches with their moral witness in their local communities by keeping them apprised of moral and ethical developments in our society, we have also developed a landing page to make specific resources easily accessible at erlc.com/churchresources.

Psalm 139 Project: Finally, any discussion of how the ERLC assists churches in their moral witness in local communities would be incomplete without mentioning the Psalm 139 Project. Psalm 139:13 tells us that the Lord knits together children in the womb. The wonder of God's design, which Scripture reveals, was hidden from our view until the advent of the ultrasound machine. Ultrasound machines allow a window into the womb, moving more women to choose life after seeing their babies on screen.

The Psalm 139 Project, a pro-life ministry of the ERLC, exists to place ultrasound machines in pregnancy resource centers (PRCs) around the country. Each placement allows abortion-vulnerable and abortion-determined women to get a glimpse of the life inside them. One hundred percent of all donations given to the Psalm 139 Project go toward the purchase of life-saving machines and the training of the clinic staff who will utilize them.

2024 saw the placement of six additional machines in Texas, New Mexico, Alabama, Tennessee, Virginia, and North Carolina. Dedication services for these placements allow the ERLC to connect with local churches that support the pregnancy center. All of the machines this year were placed in cooperation with state Baptist conventions..

IV. Assist churches and other Southern Baptist entities by promoting religious liberty.

Religious liberty is a Baptist principle dating back to the 17th century. As the *Baptist Faith & Message* articulates, the Christian ideal is a “free church in a free state.” A first freedom, religious liberty respects conscience, provides for the common good, and allows believers to share the gospel freely. The ERLC takes seriously the charge given to it by the Convention to promote and defend this foundational freedom. To that end, we aim to promote religious liberty by defending this foundational freedom in the public square and providing resources to our churches to explain this distinctly Baptist characteristic to their members. Below are some examples of ways we have done so in 2024.

Domestically

At the federal level, our team prioritized pushing back against the Biden administration's harmful attempts to subvert robust religious liberty protections in the regulatory process.

The ERLC filed public comments with the State Department in response to two proposed rules that would require all recipients of federal foreign assistance contracts and grants to conduct nondiscriminatory employment practices on the basis of sexual orientation and gender identity, including religious employers. The ERLC advocated for the inclusion of categorical exemptions to protect the vital work of faith-based international organizations. After significant pushback from the ERLC and other faith-based organizations, the Biden administration did not finalize this harmful rule.

In Congress, one concerning trend that has called for increased engagement is proposed legislation that explicitly removes the protections of the Religious Freedom Restoration Act (RFRA). RFRA is one of the most important lines of defense for believers living out their faith in the public square. Whether in the context of contraception or immigration, these attempts to limit the scope of RFRA are deeply problematic, and the ERLC will work diligently to keep any RFRA exemption from becoming law.

The ERLC continues to advocate for religious liberty to be upheld in the courts. One area of recent activity has been challenging free speech “buffer zones” around abortion clinics that often inhibit people of faith from living out their convictions through ministering to women contemplating abortions at those clinics. We recently urged the Supreme Court to take up such cases through filing briefs in *Vitagliano v. County of Westchester* and *Turco v. City of Englewood, New Jersey*, and in *Coalition Life v. City of Carbondale, Illinois*.

International Religious Liberty

Brent Leatherwood and Southern Baptist Convention President Clint Pressley submitted a joint letter on Oct. 2, 2024, to both President Joe Biden and U.S. congressional leaders expressing Southern Baptists’ continued support for Israel. The letter came on the heels of escalation in the Middle East conflict and a few days before the one-year anniversary of the Oct. 7, 2023, Hamas attack on Israel. A letter was also sent to the United Nations urging that body to not to waver in its commitment to support the right of Israel to exist and defend itself, to see all of the hostages returned home, and to oppose all forms of antisemitism that emerge at home and abroad.

Our Washington, D.C., office advocated for the reauthorization of the United States Commission on International Religious Freedom (USCIRF), the independent advisory body that monitors religious freedom around the world, which occurred in September. We were encouraged to see the Uyghur Policy Act passed in the House after continued advocacy for the government to intervene in the ongoing genocide. Our team in Washington has been diligently meeting with Senate offices to rally support for this bill.

Additionally, we have advocated for Nigeria to be labeled a Country of Particular Concern as a result of the severe persecution of Christians in that country. The ERLC sent House leadership multiple letters supporting House Resolution 82 to this end, something we continued to do in meetings and discussions with lawmakers throughout 2024.

As we do every year, we also produced a bulletin insert for churches to use to promote religious liberty on Religious Liberty Sunday.

Based on the listed Ministry Assignment, what opportunities or challenges do you see on the horizon from 2024 and beyond that would necessitate changes, or new directions, in how you are accomplishing the above Ministry Assignment?

I. Assist churches in applying the moral and ethical teachings of the Bible to the Christian life.

Fully committed to our charge to assist the churches, the ERLC will be successful insofar as we understand the cultural and public policy concerns of our churches and effectively serve them well by providing resources and representation. It will also depend on how well we have communicated the unique institutional role we play within the Convention and the distinct voice we have in the public square.

Over the past year, we have worked to increase communication and connection with our churches. Our board of trustees has affirmed that direction and, in 2025, we are deploying a church engagement team to facilitate that effort. Continuing to build relationships at all levels of the SBC remains a key focus for the ERLC.

In applying the “moral and ethical teachings of the Bible to the Christian life,” there are several items that will necessarily have an outsized effect on our work going forward.

Although the ERLC firmly believes that the federal government still has a critical role and responsibility to protect preborn life and longs for the day when those lives are protected through federal law, the Dobbs decision has put the issue of abortion front and center in many states. Thus, the ERLC will continue to come alongside our state conventions and local churches as state level abortion measures are considered or other issues arise. We provided several resources on this front around the November 2024 election as 10 states considered abortion measures.

Confusion over gender and sexuality continues to be an issue in our culture and an opportunity for our churches to minister to individuals. The ERLC will continue to provide resources that uphold God's good design for marriage and family.

In addition, the sexual abuse crisis in the SBC continues to be a source of concern for all Southern Baptists, and the ERLC is no exception. While the ministry assignment for reform efforts has been given to the Executive Committee, the ERLC will, as it has done from the beginning, continue to assist in this arena in whatever ways possible.

II. Assist churches through the communication and advocacy of moral and ethical concerns in the public arena.

Contemporary American culture is rife with disagreement and division on moral and ethical issues. As the singular SBC entity directly tasked with engaging these issues, the ERLC must often address topics that are controversial and divisive, and while this shines a spotlight on our work, it also highlights its importance and necessity. Our board of trustees summed this up well in September of 2024:

We affirm that in a time of deep division in our culture, from polarization in our political environment, to falling trust in institutions, to the fracturing of families, the ERLC is needed now as much as ever both to serve in the public square in a manner consistent with the earthly ministry of Jesus and to be a consistent voice that continually points people to the salvation that can only come through a personal relationship with Jesus Christ. Considering this polarized political environment, we encourage the ERLC to be cautious when addressing controversial political issues by allowing the Advocacy Assessment to serve as the guide in choosing the wording of the response.

This document codified a process which was already in place. Its publication provided clarity and transparency regarding the questions the ERLC considers as we seek to faithfully advocate for various policy positions on issues of importance to Southern Baptists.

The process involves theological, ethical, historical, and legislative review recognizing our primary obligations to biblical authority, confessional integrity, and the expressed will of the messengers of the Southern Baptist Convention. When deciding when to engage a particular issue, the ERLC considers several factors:

1. Is this an issue for which we have a biblical basis to speak?
2. Is this an issue where the BFM2000 has a clear position?
3. Has the annual meeting of the SBC spoken to this topic, whether through actions on the floor or resolutions?
4. What has been the historic position of the ERLC/CLC since the Conservative Resurgence?
5. Will advocacy on this issue upset certain segments of the SBC? If yes, is it still necessary to take a position/say something?
6. Does our advocacy have a chance to meaningfully advance issues of importance to the Southern Baptist Convention?
7. How will this affect our relationship with non-SBC coalition partners?

All this represents the efforts to continue to build trust with our Southern Baptist churches, deepening the cooperative nature of our work.

III. Assist churches in their moral witness in local communities.

As mentioned above, we are best poised to serve our churches when we are aware of the issues they face. For that reason, emphasizing church engagement is a priority for the ERLC in the years ahead. In addition, we will continue to link arms with state conventions, associations, and churches, helping us to provide resources that meet real needs and better inform our advocacy work in Washington, D.C.

Perhaps the best example of this cooperative work is through our Psalm 139 Project. We have partnered with several state conventions who have not only helped fund the placement of life-saving ultrasound machines, but have often helped us identify ministries in need of this technology.

One of the most rewarding aspects of our work occurs when leaders from local churches, the association, state, and ERLC staff all come together in the lobby of a pregnancy center and pray over the women that are served there, for blessings to the staff, and for the gospel to go forth in that place.

Tragically, after *Dobbs*, while some states have passed laws making abortion virtually illegal, others have taken the opportunity to roll back abortion restrictions. In some states, it will be a challenge to see any legislative progress to protect preborn lives, making the work of the Psalm 139 Project and the pregnancy centers it supports even more crucial.

There is much work to be done to see our country's culture of death become a culture of life. As we press forward in the work to make abortion both illegal and unthinkable, the ERLC, Southern Baptist churches, and other like-minded groups will need to work (and fund) efforts to do so in every state through advocacy (legislative and judicial) and equipping.

IV. Assist churches and other Southern Baptist entities by promoting religious liberty.

Religious liberty and freedom of conscience are bedrock principles for Baptists, and the ERLC will continue to both promote them and defend them both in the U.S. and abroad. Thankfully, at the federal level, religious liberty is at a judicial high-water mark. Supreme Court rulings over the last several years have been overwhelmingly in favor of protecting religious liberty, and the court has agreed to hear another major religious liberty case this term in *Catholic Charities Bureau v. Wisconsin Labor & Industry Review Commission*. At the circuit court and state levels, things have been more mixed and will merit vigilance. (Many of these cases have emerged due to the efforts of those who advocate for a radical gender ideology and various SOGI causes.) As a result, in order to best serve Southern Baptists, the ERLC has given greater attention to both monitoring and engaging cases at the lower court levels than in past decades. We expect that this trend will continue into the foreseeable future.

In addition to engagement with the courts, the ERLC will continue working at the federal level, and alongside state conventions at the state level, to push back on anti-religious liberty legislation, such as the Equality Act, and to safeguard religious liberty protections, such as the Religious Freedom Restoration Act. We are hopeful that, through working with the incoming Trump administration, we can see significant progress in the area of conscience rights and religious liberty—areas perpetually under threat during the Biden administration.

As noted last year, another challenge that continues to present itself is a growing dissatisfaction with religious liberty amongst a segment of Americans, including some within our own Southern Baptist Convention. This group is diverse but includes those who favor some sort of state-sponsored religion. Despite its messiness, a robust embrace of religious liberty and freedom of conscience has always resulted in the best overall outcomes for Baptist churches as they seek to expand the Kingdom through evangelism and public witness. Conversely, in societies where religious liberty and freedom of conscience have been curtailed, persecution has always followed. Thus, in keeping with our historic Baptist convictions and commitments and in alignment with our confession of faith and numerous resolutions on the topic, the ERLC will continue to vigorously advocate for and defend religious liberty in the public square.

As we do so, the ERLC will continue to provide resources for churches such as the bulletin inserts for Religious Liberty Sunday as well as articles on our website.

MATTERS REFERRED BY THE CONVENTION

During the annual meeting of the Southern Baptist Convention in Indianapolis, Indiana, June 11-12, 2024, the Convention referred the following motions to the Ethics & Religious Liberty Commission for consideration, action, and report back to the next annual meeting.

1. SBC Referral: To direct the Ethics and Religious Committee to issue a formal apology to the Executive Committee for accusations of covering-up sexual abuse.

Motion: Joe Sneed, Texas

“That the ERLC issue a formal apology to the Executive Committee after their former head made allegations of sexual abuse and sexual cover-up by the Executive Committee which were shown to be false after \$14 million worth of tithes and offerings were used to investigate those allegations. And I further move that the Abuse Reform Implementation Task Force proposal for a national database of pastors who have been accused of wrongdoing but have been convicted of nothing be abandoned because it violates the scriptural principle in 1 Timothy 5:19 and opens up the SBC to be sued for millions of more dollars.”

Response: The ERLC trustees decline to take action regarding this motion. Sexual abuse is an affront to the cause of Christ, especially when it takes place within the church. The ERLC will continue to serve churches regarding this issue and call on them and others to take this grave issue seriously as we care for victims of abuse and provide a witness to a watching world that the Lord calls us to this ministry of reconciliation.

2. SBC Referral: To request all entities to only use outside legal counsel whose values reflect the Baptist Faith & Message (2000) on gender and sexuality.

Motion: Paul Montgomery, Oklahoma

“That every entity be requested to only utilize outside legal counsel whose firm’s corporate commitments do not conflict with the convention’s long-standing values as reflected in the Baptist Faith and Message regarding gender and sexuality.”

Response: In selecting vendors and service providers, the ERLC carefully measures the balance between good stewardship, quality service, specialized expertise, and a witness for Christ. This is true for the ERLC as it is also true for each follower of Christ in their personal lives.

3. SBC Referral: To request that all Convention entities to revise their codes of conducts related to alcohol.

Motion: Jonathan Paramore, California

“That all SBC entities consider revising their respective codes of conduct, handbooks, policies, or governing documents to lift prohibitions on the use of alcohol outside of communion. These revisions should respect the positive view of moderate alcohol use as presented in Scripture, while maintaining strict prohibitions against alcohol abuse . . .”

Response: The language of the ERLC staff handbook reflects broad Scriptural principles and therefore would not require adjustment related to this motion. Moreover, ERLC staff are active members of their local Southern Baptist churches where it is most appropriate that issues of discipleship and moral guidance are primarily addressed.

4. SBC Referral: To request entity trustees explain how Calvinism / Reformed theology is compatible with the Baptist Faith & Message (2000) and consider not promoting those beliefs in their entities.

Motion: Curtis Kentmer, Kentucky

“That the messengers of the 2024 Annual Meeting request that the trustees of our entities, including our seminaries and all boards and commissions, explain how Calvinist/Reformed theology is compatible with the Baptist Faith and Message 2000 and consider eliminating the teaching and promotion of Calvinist/Reformed theology from all SBC entities and report their findings and any resulting actions steps to the 2025 annual meeting.”

Response: The ERLC trustees decline to take action regarding this motion as it is not within the ministry assignment of the ERLC.

5. SBC Referral: To direct the Executive Committee to publish a schedule of payments of more than \$5,000 paid to another entity.

Motion: Ethan Hester, North Carolina

“That the messengers to the Southern Baptist Convention meeting in Indianapolis, Indiana, June 11-12, direct the executive committee to publish a schedule of payments of more than \$5,000 made by any entity to or on behalf of any cooperating church of this convention, its pastors, or their spouses, or associational missionaries or their spouses.”

Response: The ERLC will be glad to comply with whatever directives are given by the SBC. However, since this motion is directed toward another entity, no further action is necessary by the ERLC regarding this motion.

AUXILIARY

WMU[®] God's mission.
Our passion.

WOMAN'S MISSIONARY UNION[®]

100 Missionary Ridge, Birmingham, Alabama 35242

CONNIE DIXON, President

SANDRA WISDOM-MARTIN, Executive Director/Treasurer

Two images in my heart are competing for first place in the category of “Most Fun Events in 2024.” One was joining with all SBC entity leaders for an RA[®] derby car race in the SBC exhibit hall. The atmosphere was electrifying. The crowd went wild. Hance Dilbeck racing the car from Guidestone was the victor with IMB coming in a close second.

The other was watching three quarters of a million popsicle sticks sent from all over the United States (and even Brazil) be made into a floating houseboat to celebrate the Cooperative Program and what happens when we work together. We made a floating houseboat in honor of IMB missionaries serving in South America featured in our curriculum. Every child who made a popsicle stick platform learned about Southern Baptists’ unified giving plan and the difference their gifts make. We are intent in helping all ages develop spiritually toward a missions lifestyle.

Lives are being transformed through WMU[®]. Compelling stories—of redemption, restoration, recovery, reconciliation, and more—unfold day in and day out across the US as people are ministering through WMU at the local, associational, state, and national levels. Four and a half decades ago, my life was impacted by a local WMU leader who took the time to invest in me. These are the benefits of WMU for me when I was a youth.

1. **Stewardship:** I learned to acknowledge everything comes from God, and I have a responsibility to steward well that which is entrusted to my care.
2. **Gospel Proclamation:** After we met on Wednesdays, my WMU leader and I would go out in the community. She taught me how to share my faith.
3. **Christian Worldview:** WMU changed my worldview. I became aware of God’s work around the globe through Southern Baptist missions.
4. **Geography:** Those involved in WMU missions discipleship programs always aced geography exams. It was a nice benefit.
5. **Compassion:** I was introduced to Scripture to help me understand the compassion of God. We did hands-on ministry to nurture the spiritual discipline of compassion in our lives.
6. **Prayer:** Prayer was a high priority. I was taught what prayer is and how to pray according to God’s will. I learned how to pray for missionaries.
7. **Heart for the Nations:** I discovered I was part of something larger than my tiny church in Southern Illinois.
8. **Leadership:** WMU equipped me for leadership roles in my church, association, and state, and at the national level. When I was a young adult, WMU leaders gave me responsibility. When I failed, they encouraged me to try again.
9. **Ready Response:** Involvement through WMU enabled me to hear and respond to God’s call on my life. Continued involvement enables me to set my heart toward (as one WMU leader called it) “predetermined obedience.”
10. **Passion for Missions:** WMU developed in me a lifelong passion to develop spiritually toward a missions lifestyle.

WMU taught me to take my place in the mission of God. Everything we do in WMU is for the sake of the gospel. There is a common thread throughout Scripture that reveals God's heart for all people to know Him. WMU relies on this biblical understanding of missions and uses it to help the church fulfill its mission. We believe the world needs to hear the good news of Jesus Christ, and we have a responsibility to take the gospel to the nations. It is His work, and we join Him. He guides. We follow. We must seek His will with all our hearts and then with courage, go forward, dedicated to the God-given task of proclaiming the good news to all the world.

Laborers Together,
Sandy Wisdom-Martin
Executive Director-Treasurer
WMU, SBC

INTRODUCTION

The purpose of WMU is to make disciples of Jesus who live on mission.

WMU seeks to foster the characteristics of a missional person—one who learns about missions, prays for missions, supports missions, and does missions and tells about Jesus. God issued the mandate through the Great Commission for all Christ followers to go and make disciples of all nations. Our desire is to come alongside the church and help all ages be energized and equipped for the mission.

Since WMU's beginning, we have told stories of how Jesus lives on through the lives of those who have followed Him throughout the generations. WMU publishes more than 1 million words annually with content focused in three areas: missions discipleship for all ages, leadership development, and compassion ministries. Through these areas of focus, we share stories of how lives are transformed to the glory of God across the street, in local communities, and around the world.

REPORT OF MINISTRIES

MISSIONS DISCIPLESHIP

The legacy of 136 years of kingdom impact through WMU continues in more than 8,000 Southern Baptist churches across the United States as preschoolers, children, students, and adults participate in WMU missions groups. WMU's ongoing missions discipleship resources are designed to develop believers who understand God's mission in the world, leading to engaged Christians who are passionate about sharing the love of Christ with others.

In 2024, we created and distributed nine subscription items, including periodicals and resource kits. Through our age-appropriate materials, WMU shares stories of how God is at work around the world through missionaries and others as they proclaim hope in Christ. Furthermore, we identify compelling stories of churches, WMU missions groups, and individuals who are living out their faith and proactively sharing the love of Christ.

These inspiring stories are shared through our print and digital publications and through a variety of digital media including web, video, social media, and more. Our content is intended to inform and inspire readers and viewers to deeper faith and stronger relationships as they share their own stories of vibrant hope.

WMU's age-level groups include

- Mission Friends® for preschool boys and girls from birth through kindergarten;
- Girls in Action® (GA®) for girls in grades 1–6;
- Royal Ambassadors® (RA®) for boys in grades 1–6;

- Children in ActionSM for boys and girls in grades 1–6;
- Acteens[®] for girls in grades 7–12;
- Challengers[®] for boys in grades 7–12;
- Youth on MissionSM for boys and girls in grades 7–12;
- myMISSIONSM for collegiate and young women;
- Women on Mission[®] for women; and
- Adults on MissionSM for men and women.

Mission Boards

In 2023*, WMU helped raise \$206.8 million—the highest total in the offering’s 135-year history—for the Lottie Moon Christmas Offering[®] for International Missions. Since initiating the first offering in 1888, WMU has helped raise more than \$5.6 billion through this effort. The offering represents more than half of the International Mission Board’s total annual support. Every penny given to the offering goes directly to support missionaries, including providing housing, training, education, health care, and more.

In 2024, WMU helped raise \$74.7 million—also an all-time record high—for missions work in North America through the Annie Armstrong Easter Offering[®]. Since 1907, when official reporting began for the home missions offering started by WMU, receipts total more than \$2.2 billion. All of the funds raised through this offering go directly to the North American Mission Board to support field personnel and supply nearly half of its total annual revenue.

WMU further supports missions personnel through the following avenues:

- **Annie and Lottie Resources to Churches**—State WMU offices across the country pray over and send out approximately 8.7 million posters, prayer guides, and offering envelopes annually to churches to encourage giving to Annie and Lottie to support our missionaries.
- **Weeks of Prayer**—WMU promotes the Week of Prayer for North American Missions and Week of Prayer for International Missions in conjunction with the Annie and Lottie offerings. An 8-page spread highlighting each week of prayer is featured annually in Missions Mosaic, WMU’s flagship print and digital missions resource.
- **Ongoing Prayer Support**—In addition to the weeks of prayer, WMU curriculum focuses on sharing stories of how God is at work through missions personnel and prayer needs related to their ministries. WMU publishes and distributes a daily prayer calendar that encourages prayer for current and retired IMB and NAMB missionaries on their birthdays.
- **Scholarships**—National WMU awarded \$92,954 in grants and scholarships in 2024 to further the education and ministries of its grant recipients, most of whom are missionary kids.
- **Missionary Housing**—WMU administers housing for Southern Baptist missionaries while they are on stateside assignment by maintaining a database of nearly 700 houses made available by churches, associations, and individuals. This information is available to missionaries on a secure website.

**Final 2024 totals for the Lottie Moon Christmas Offering were not available at time of printing.*

LEADERSHIP DEVELOPMENT

From online, on-demand courses to print and web resources to in-person training, WMU offers a variety of opportunities for discovering and expanding one’s leadership skills and spiritual gifts. One of these approaches is leadership development through WMU’s Christian Women’s Leadership Center (CWLC). CWLC courses are self-paced and on demand all the time. There are a number of CWLC courses available under the categories of leadership foundations and missional foundations. We also offer online and on-demand courses related to WMU Missions Discipleship

and WMU Compassion Ministries and are in the process of adding more. WMU also offers courses to help champion a church's response to ministry needs such as mental health, refugees, human trafficking, and poverty. See ChristianLeaderLearning.com for the full catalog of courses.

COMPASSION MINISTRIES

Pure Water, Pure Love

Through Pure Water, Pure LoveSM, WMU provides water filters to every IMB missionary and has granted more than \$2 million for well and water purification projects to Southern Baptist partners. In 2024 alone, nearly \$47,000 was granted to meet water needs in Haiti, South Sudan, and Nigeria. In addition, a total of \$135,000 was granted to Send Relief and North Carolina and South Carolina Disaster Relief to help meet water needs following the devastation of Hurricane Helene.

WorldCrafts

WorldCraftsSM helps develop sustainable, fair-trade businesses with nearly 40 impoverished artisan groups in about 20 countries and brings their products to market. Our artisan groups seek to meet the physical, emotional, and spiritual needs of their workers; many artisan groups assist women who have escaped human trafficking by providing a safe haven, counseling, and an opportunity to earn an income with dignity.

Christian Women's Job Corps/Christian Men's Job Corps

Through this ministry, thousands of participants gained life and job skills in a Christian context through approximately 100 registered CWJC[®] and CMJCSM sites across the United States, as well as CWJC sites in South Africa and Uganda. CWJC/CMJC sites offer classes, resources, mentoring, Bible study, and more as participants gain self-confidence, purpose, direction, and hope for the future.

Baptist Nursing Fellowship

Though a separate 501(c)(3) organization, Baptist Nursing FellowshipSM (BNF[®]) is a compassion ministry of WMU that seeks to empower, educate, and equip nurses and health-care professionals. With a focus on medical missions, BNF also provides fellowship and continuing professional education and growth opportunities.

Project HELP: Mental Health

Project HELPSM is an initiative of WMU that identifies a critical issue, seeks to raise the level of awareness of that issue, and provides practical approaches anyone can implement to open the door for meeting needs and sharing the gospel. Beginning in 2022, WMU has provided resources to address the issue of mental health, including an online course entitled *Mental Health: The Church's Response*, training in Mental Health First Aid, and a book entitled *Joyful Sorrow*.

We also continue to feature articles and blog posts on various aspects of this important topic to help Christians know how to better understand mental health challenges and minister effectively to others as they walk alongside them through difficult seasons. More information is available at wmu.com/mentalhealth.

SUPPORTIVE OPERATIONS

Executive Board Meetings

The WMU Executive Board, which is comprised of women who serve as WMU presidents in their state or multistate territories, gathered twice in 2024 to conduct the business of the organization. These meetings took place in Birmingham, Alabama on January 6 and via video conference call on June 1.

WMU and SBC Annual Meetings

In Indianapolis, Indiana, prior to the SBC Annual Meeting, WMU leaders participated in Crossover to serve the city and share the gospel on Saturday, June 8. On Sunday, hundreds gathered for the WMU Missions Celebration, where they heard from inspiring missions speakers. Between general sessions, participants discovered a wide variety of missions-focused ministries and initiatives in the “Idea Pit Stop,” a self-paced, interactive area designed to provide tangible, takeaway ideas for greater missions involvement.

During the meeting, Connie Dixon of First Baptist Church, Elida, New Mexico, was reelected to serve another year as national WMU president, and Shirley McDonald of Greens Creek Baptist Church in Dublin, Texas, was reelected as national WMU recording secretary.

WMU also had a presence at multiple venues of the 2024 SBC Annual Meeting.

In WMU’s report to the SBC, Sandy Wisdom-Martin and Connie Dixon shared of lives transformed by the gospel through WMU and of a focus on evangelism resources in 2024–25. In 2024, WMU produced an edition of the book *50 Steps with Jesus: Learning to Walk Daily with the Lord* written by missionaries Ron and Marsha Harvell. WMU’s goal is to raise up 1,000 disciples within one year who will use this material as a tool to both lead people to faith and mentor new believers.

“This tool makes discipling so easy, and we believe it will help people get serious about sharing their faith and mentoring others,” said Wisdom-Martin. “We believe in the restoration of brokenness through hope in Christ. If this gospel does not have the power to transform—to snatch lives from depths of despair—to rescue from the very pit of hell—then our lives have been wasted. But with all our hearts, we believe it does. And we consider it our sacred privilege to journey with Southern Baptists to make disciples of Jesus who live on mission.”

During the SBC Annual Meeting, WMU also coordinated the Youth on Mission experience, the missions component of the SBC day camp, and three panel discussions featured on the Cooperative Program stage in the SBC exhibit hall. Topics were the kingdom impact and shared value of the Cooperative Program; Mental Health for Gen Z; and how to infuse missions into the DNA of a church. WMU’s booth in the exhibit hall included an RA Racetrack in which all SBC entity presidents enthusiastically participated.

Funding

National WMU is not a part of the Cooperative Program allocation budget and receives no funds from the Annie Armstrong Easter Offering or Lottie Moon Christmas Offering. National WMU is supported through the sale of missional resources and from investments and charitable contributions. WMU continues to actively promote giving to the two missions offerings and through the Cooperative Program of the Southern Baptist Convention

GOVERNING DOCUMENTS

CHARTER

An Act

To Incorporate ... the Southern Baptist Convention

Be it enacted by the Senate and House of Representatives of the State of Georgia in General Assembly met, and it is hereby enacted by the authority of the same, that from and after the passing of this act ... that William B. Johnson, Wilson Lumpkin, James B. Taylor, A. Docey, R. B. C. Howell and others their associates and successors be and they are hereby Incorporated and made a body politic by the name and style of the Southern Baptist Convention with authority to receive hold possess retain and dispose of property either real or personal to sue and be sued and to make all bye-laws, rules and regulations necessary to the transaction of their business not inconsistent with the laws of this state or of the United States, said corporation being created for the purpose of eliciting combining and directing the energies of the Baptist denomination of Christians for the propagation of the gospel any law usage or custom to the contrary notwithstanding.

[Signed:]

Charles J. Jenkins, Speaker of The House of Representatives

Absalom H. Chappell, President of the Senate

Approved December 27th 1845

Geo. W. Crawford, Governor

(Act 203, Georgia Archives RG 37-01-15 Enrolled Acts & Resolutions, Georgia Laws - 1845, Vol. 2-9838 Acts 98-228 pp. 428-431.)

CONSTITUTION

The messengers from missionary societies, churches, and other religious bodies of the Baptist denomination in various parts of the United States met in Augusta, Georgia, May 8, 1845, for the purpose of carrying into effect the benevolent intention of our constituents by organizing a plan for eliciting, combining, and directing the energies of the denomination for the propagation of the gospel and adopted rules and fundamental principles which, as amended from time to time, are as follows:

Article I. The Name: The name of this body is the “Southern Baptist Convention.”

Article II. Purpose: It is the purpose of the Convention to provide a general organization for Baptists in the United States and its territories for the promotion of Christian missions at home and abroad and any other objects such as Christian education, benevolent enterprises, and social services which it may deem proper and advisable for the furtherance of the Kingdom of God.

Article III. Composition: The Convention shall consist of messengers who are members of Baptist churches in cooperation with the Convention. The following subparagraphs describe the Convention’s current standards and method of determining the maximum number of messengers the Convention will recognize from each cooperating church to attend the Convention’s annual meeting.

1. The Convention will only deem a church to be in friendly cooperation with the Convention, and sympathetic with its purposes and work (i.e., a “cooperating” church as that term is used in the Convention’s governing documents) which:

- (1) Has a faith and practice which closely identifies with the Convention's adopted statement of faith. (By way of example, churches which act to affirm, approve, or endorse homosexual behavior would be deemed not to be in cooperation with the Convention.)
 - (2) Has formally approved its intention to cooperate with the Southern Baptist Convention. (By way of example, the regular filing of the annual report requested by the Convention would be one indication of such cooperation.)
 - (3) Has made undesignated, financial contribution(s) through the Cooperative Program, and/or through the Convention's Executive Committee for Convention causes, and/or to any Convention entity during the fiscal year preceding.
 - (4) Does not act in a manner inconsistent with the Convention's beliefs regarding sexual abuse.
 - (5) Does not act to affirm, approve, or endorse discriminatory behavior on the basis of ethnicity.
2. Under the terms above, the Convention will recognize to participate in its annual meeting two (2) messengers from each cooperating church, and such additional messengers as are permitted below.
 3. The Convention will recognize additional messengers from a cooperating church under one of the options described below. Whichever method allows the church the greater number of messengers shall apply:
 - (1) One additional messenger for each full percent of the church's undesignated receipts which the church contributed during the fiscal year preceding through the Cooperative Program, and/or through the Convention's Executive Committee for Convention causes, and/or to any Convention entity; or
 - (2) One additional messenger for each \$6,000 which the church contributed during the fiscal year preceding through the Cooperative Program, and/or through the Convention's Executive Committee for Convention causes, and/or to any Convention entity.
 4. The messengers shall be appointed and certified by their church to the Convention, but the Convention will not recognize more than twelve (12) from any cooperating church.
 5. Each messenger shall be a member of the church by which he or she is appointed.
 6. If a church experiences a natural disaster or calamitous event and, as a result, the church is not qualified to appoint as many messengers as the church could appoint for the Convention's annual meeting immediately before the event, the church's pastor or an authorized church representative may, for no more than the three (3) annual meetings after the event, certify the facts to the registration secretary and obtain the same number of messengers it could have certified for the Convention's annual meeting immediately before the event.

Article IV. Authority: While independent and sovereign in its own sphere, the Convention does not claim and will never attempt to exercise any authority over any other Baptist body, whether church, auxiliary organizations, associations, or convention.

Article V. Officers:

1. The officers of the Convention shall be a president, a first and a second vice president, a recording secretary, a registration secretary, and a treasurer.

2. The officers shall be elected annually and shall hold office until their successors are elected and qualified. The term of office for the president is limited to two (2) years, and a president shall not be eligible for reelection until as much as one (1) year has elapsed from the time a successor is named. No person may simultaneously be a candidate for two offices.
3. The president shall be a member of the several boards and of the Executive Committee.
4. The treasurer of the Executive Committee shall be the treasurer of the Convention.
5. In case of death or disability of the president, the vice presidents shall automatically succeed to the office of president in the order of their election.

Article VI. The Boards, Institutions, and Commissions – Their Constitution and Powers:

1. The general boards of the Convention shall be composed as follows, unless otherwise provided in their charters.
 - (1) Twelve (12) members chosen from the city or vicinity of the state in which the board is located, but not more than three (3) local members elected from the same church.
 - (2) One (1) member chosen from each cooperating state; and one (1) additional member from each state having two hundred and fifty thousand (250,000) members, and another additional member for each additional two hundred and fifty thousand (250,000) members in such state.
 - (3) The members shall be divided into four (4) groups as nearly equal as possible, and one (1) group shall be elected each year to serve four (4) years. Board members having served two (2) full terms of four (4) years shall not be eligible for re-election until as much as two (2) years have elapsed. This shall also apply to the Executive Committee.
2. The trustees of institutions and directors shall be composed as follows:
 - (1) The trustees or directors shall be elected in keeping with the requirements of the charter of the entity as printed in the 1948 *Book of Reports* or subsequently amended with the prior approval of the Convention.
 - (2) If the composition of the trustees or directors is not determined by charter requirements, the body of trustees or directors shall be composed of one (1) member chosen from each cooperating state and eight (8) local members from the city or vicinity in which the entity is located, but not more than two (2) local members shall be chosen from the same church.
 - (3) Unless it is contrary to the charter requirements of the entity, the trustees or directors shall be divided into four (4) groups as nearly equal as possible and one (1) group shall be elected each year to serve four (4) years. Members having served two (2) full terms of four (4) years shall not be eligible for re-election until as much as two (2) years have elapsed after one has served two (2) full terms.
 - (4) Regardless of charter provisions, no trustee or director shall be eligible for re-election until as much as two (2) years have elapsed after the trustee or director has served two (2) full terms.
3. Terms of Service: No trustee of a board, institution, or commission, or a member of the Executive Committee shall be eligible to serve for more than two consecutive terms. A trustee or member of the Executive Committee who has served more than half a term shall be considered to have served a full term.

4. The governing groups of the entities may elect executive, administrative, finance, investment, and other committees if desired.
5. Each entity shall elect a president, a recording secretary, a treasurer, and such other officers as may be required. The president may be named as treasurer.
6. The compensation of its officers and employees shall be fixed by each entity, but no salaried employee or officer shall be a member of the directors of the entity.
7. Each entity is authorized to adopt its own bylaws.
8. Fifty percent of the members of the governing group shall constitute a quorum of the entity directors for transaction of any business.

Article VII. Duties of Officers of Boards, Institutions, and Commissions: All officers shall be subject to the control and direction of their directors in matters pertaining to the work and obligations of the board, institution, or commission. They shall perform such duties as commonly appertain to such officers.

1. The executive head of each board, institution, and commission shall be responsible to the directors for all the work of the entity and shall carry on the work as the directors may direct.
2. The recording secretary of each entity shall keep a record of all meetings of directors, if not otherwise provided for, and shall keep the records in fireproof safes, vaults, or files.
3. The treasurer of each entity shall follow approved methods of accounting, keep the books, receipt for all monies and securities, deposit all funds with a depository or depositories approved by the directors, and render full statements as required to the directors or to the Convention. The treasurer shall not pay out money except as the directors may order and direct.

Article VIII. Church Membership: Officers of the Convention, all officers and members of all boards, trustees of institutions, directors, all committee members, and all missionaries of the Convention appointed by its boards shall be members of Baptist churches cooperating with this Convention.

Article IX. Missionaries' Qualifications: All missionaries appointed by the Convention's boards must, previous to their appointment, furnish evidence of piety, zeal for the Master's kingdom, conviction of truth as held by Baptists, and talents for missionary service.

Article X. Distribution of Funds: The Convention shall have the right to designate only undesignated funds, the right of contributors to the work of the Convention to designate the objects to which their contributions shall be applied being fully recognized.

Article XI. Meetings:

1. The Convention shall hold its meetings annually at such time and place as it may choose.
2. The president may call special meetings with the concurrence of the other officers of the Convention and of the Executive Committee.
3. The Executive Committee may change the time and place of meeting if the entertaining city withdraws its invitation or is unable to fulfill its commitments.
4. The Convention officers, the Executive Committee, and the executive heads of the Convention's boards and institutions acting in a body may, in case of grave emergency, cancel a regular meeting or change the place of meeting.

Article XII. As to Conflict with State Laws: All incorporated entities of the Convention shall be required to comply with the letter and spirit of this Constitution, the Bylaws, and the Business and Financial Plan insofar as they are not in conflict with the statute law of the state in which an entity is incorporated, and nothing herein contained shall be construed to require any such incorporated entity to act and carry on its affairs in conflict with the law of the state of its incorporation. In case any action of any entity of the Convention is found to be a violation of the law of the state of its incorporation, said action shall be reported by that entity to the Convention for appropriate action.

Article XIII. Definition of a State: The District of Columbia shall be regarded as a state for the purpose of this Constitution, the Bylaws, and all actions of the Convention.

Article XIV. Amendments: Any alterations may be made in these Articles at any annual meeting of the Convention by a vote of two-thirds of the messengers present and voting at the time the vote is taken, provided that an amendment shall be so approved by two (2) consecutive annual meetings of the Convention.

BYLAWS

In order to carry out the provisions of the Constitution, the following Bylaws are adopted for the government of the Convention:

1. Convention Session:

- A. The Convention shall open with the Tuesday morning session and continue through Wednesday, holding such sessions as the Committee on Order of Business finds necessary for the conduct of business, except that sufficient time on Wednesday afternoon shall be reserved for seminary luncheons and other necessary meetings.
- B. The Convention sermon and president's message shall be considered as fixed orders at the time designated by the committee on Order of Business.
- C. A messenger may speak in debate for longer than three minutes only with the permission of the Convention granted by a two-thirds vote.
- D. A messenger may introduce a second motion during a business session only if no other messenger is seeking the floor who has not made a motion during that session.

2. Presentation of Outside Causes: Causes other than those provided for in the regular work of the Convention may be presented to the Convention upon authority of officers of the Convention in conference with the Committee on Order of Business in such ways and at such times as may be dictated by the courtesies of the case and the necessities of the program.

3. Convention Site:

- A. No city shall be considered as a meeting place for the Southern Baptist Convention in which there is a considerable distance between the available hotels and the Convention hall.
- B. No meetings other than the Convention services shall be held in the Convention hall during the sessions of the Convention. Every service held in the Convention auditorium shall be under the direction of the Committee on Order of Business.

4. Exhibits: All exhibits of every description shall be rigidly excluded from those parts of the place of meeting where the people visiting the exhibits will disturb the proceedings of the Convention, their locations to be determined by the Executive Committee or its agent. The Executive Committee of the Convention shall have exclusive control of all exhibit space.

5. *Book of Reports:*

- A. Copy for reports and recommendations to the Convention shall be submitted to the recording secretary by March 1, unless circumstances beyond the control of the reporting entity or committee make it impossible.
- B. Recommendations of entities and committees of the Convention may not be voted upon until the recommendations have been published in the *Book of Reports* or the Convention *Bulletin*. The recording secretary is authorized to provide the Baptist Press and other interested parties, upon their request, copies of recommendations requiring Convention action.

6. *Convention Annual:* The Convention *Annual* containing reports and actions of the Convention and other pertinent material shall be published as soon as possible after the meeting of the Convention and shall be made available without charge to all active pastors and denominational agents.**7. *Bulletin:***

- A. The Executive Committee of the Convention shall have published each day a sufficient number of brief reports, or bulletins, of the Journal of Proceedings, reporting specifically matters of business proposed and acted upon, including the names of committees appointed, reports of the committees, and such business as may be transacted and carried over to the following day, also including a list of the titles or subjects of the resolutions presented and the names of the persons presenting them.
- B. Such report, or bulletin, shall not include speeches or addresses or any comment thereon, a photograph, or any personal reference to any messenger of the Convention, but shall be only a resume of the business transacted during that day.

8. *Messenger Credentials, Registration Committee, and Credentials Committee:*

- A. *Messenger Credentials:* Each person elected by a church cooperating with the Southern Baptist Convention as messengers to the Southern Baptist Convention shall be registered as a messenger to the Convention upon presentation of proper credentials. Credentials shall be presented by each messenger, in person, at the Convention registration desk and shall be in the following form:
 - (1) A completed, properly authorized, official Southern Baptist Convention registration document, certifying the messenger's election in accordance with Article III. Composition, of the Constitution of the Southern Baptist Convention; but if the messenger does not have the messenger registration document,
 - (2) A letter from the messenger's church, signed by the pastor, clerk or moderator of the church, certifying the messenger's election in accordance with Article III. Composition, of the Constitution of the Southern Baptist Convention; or
 - (3) Some other document (which may include a fax, e-mail, or other physical or electronically transmitted document) from the messenger's church which is deemed reliable by the Registration Committee or qualifies under guidelines approved by the registration secretary and the Registration Committee.

Messengers registered in accordance with this section shall constitute the Convention.

- B. *Registration Committee:* The president of the Convention, in consultation with the vice presidents, shall appoint, at least thirty (30) days before the annual session, a Registration Committee to serve at the forthcoming sessions of the Convention. The registration secretary shall convene the Registration Committee at least one day prior to the annual meeting to supervise the registration of messengers, to oversee the

operations of the registration desk, and to rule upon any questions which may arise in registration concerning the credentials of messengers.

- C. *Credentials Committee*: The Credentials Committee, a standing committee, shall be composed of the registration secretary, the chair of the Executive Committee, three members nominated by the Executive Committee, and four members nominated by the Committee on Nominations. Committee members may serve simultaneously on another board, institution, commission, or committee of the Convention or as a member of the Executive Committee. The names of the Executive Committee chair and the members nominated by the Executive Committee shall appear in the Committee on Nominations' report to the annual meeting, along with the names of members being nominated by the Committee on Nominations, for election by the Convention. Members other than the registration secretary and the Executive Committee chair shall serve a term of three (3) years. The committee shall elect its own chair. Members of the Credentials Committee shall be divided into three groups of three persons each with the registration secretary and the Executive Committee chair assigned to different groups. The term of office of one of the three groups shall expire each year. A member's term of office shall begin and expire at the conclusion of the Convention's annual meeting. Members having served one full term of three (3) years shall not be eligible for re-election until as much as one (1) year has elapsed after the last term of service has concluded. Vacancies occurring on the committee between annual meetings shall be filled by the Executive Committee, provided that any vacancy shall be filled only until the next annual meeting.
- (1) The Credentials Committee shall meet on the call of its chair or of any two of its members after reasonable notice of the time and place for the meeting. Meetings and reports of the committee may be private or public in order to maintain the degree of confidentiality which is appropriate under the circumstances to serve the best interests of the Convention and individual churches. When practical, meetings shall be held in conjunction with meetings of the Executive Committee or electronically. The committee may meet by teleconference, videoconference, or any other lawful means. Appropriate staff and legal assistance shall be provided for the Credentials Committee by the Executive Committee.
 - (2) When, during an annual meeting, an issue arises whether a church is in cooperation with the Convention, the Credentials Committee shall consider the matter and review any information available to it. The committee shall either:
 - (a) consider the question in the manner described in section (3)a below and, when prepared, recommend any action to the Executive Committee, in which case messengers from the church shall be seated pending any action by the Executive Committee; or
 - (b) at the earliest opportunity, recommend to the Convention whether the church should be considered a cooperating church. The Convention shall immediately consider the committee's recommendation. One representative of the church under consideration and one representative of the Credentials Committee shall be permitted to speak to the question, subject to the normal rules of debate. When debate is concluded, the Convention may decide whether the church is a cooperating church or refer the matter to the Executive Committee for further review and a decision. Unless the Convention decides that the church is not a cooperating church, messengers from the church shall be registered and seated in accordance with the Convention's rules.

- (3) When an issue arises between annual meetings whether a church is in cooperation with the Convention, the Credentials Committee shall consider the matter and review any information available to it.
 - a. If the committee forms the opinion that a church is not in friendly cooperation with the Convention as described in Article III. Composition, of the Constitution, the committee shall submit to the Executive Committee a report stating that opinion and the committee's reasons for its opinion. The Executive Committee shall, at its next meeting, consider the report of the Credentials Committee and determine whether the church is in cooperation with the Convention. The Executive Committee's decision shall be final unless the church appeals the decision to the Convention during the next annual meeting.
 - b. A church which has been found not to be in cooperation may appeal the decision to the Convention by submitting a written appeal to the chair of the Credentials Committee at least 30 days prior to the Convention's annual meeting. The Credentials Committee chair shall immediately notify the Credentials Committee, the chair of the Committee on Order of Business, and the President that an appeal to the Convention has been lodged.
 - c. The registration secretary shall notify the Convention of the appeal in the initial registration report to the Convention.
 - d. The Convention shall consider the appeal during a time established for miscellaneous business on the afternoon of the first day of the Convention. The question before the messengers will be "Shall the decision of the Credentials Committee and the Executive Committee that [*name of the church in question*] is not in cooperation with the Southern Baptist Convention be sustained?" One representative of the church under consideration and one representative of the Credentials Committee or Executive Committee shall be permitted to speak to the question, subject to the normal rules of debate. When debate is concluded, the Convention shall vote whether to sustain the Executive Committee's ruling. If the ruling of the Executive Committee is reversed, messengers from the church shall immediately be registered and seated in accordance with the Convention's rules.
- (4) If a church which has been found not to be in cooperation with the Convention addresses the issues which led to that finding, it may apply to the Credentials Committee for a reconsideration of its status. If the circumstances warrant, the Credentials Committee may recommend to the Executive Committee that the church be once again considered a cooperating church.
- (5) The committee may make inquiries of a church, but shall never attempt to exercise any authority over a church through an investigation or other process that would violate Article IV of the Constitution.

9. Address of Welcome: There may be one (1) address of welcome limited to ten (10) minutes and one (1) response thereto limited to ten (10) minutes.

10. Election of Officers and Voting:

- A. The president, the first and second vice presidents, and the secretaries shall be elected at the Convention, their terms of office to begin at the final adjournment.
- B. Election of officers shall be by ballot, provided however that if there is only one (1) nomination, and no other person desires to nominate, the registration secretary or

anyone designated for the purpose may cast the ballot of the Convention. If an officer does not receive a majority of votes cast on the first ballot, subsequent ballots shall carry the names of those who are included in the top 50 percent of the total votes cast in the previous ballot.

- C. Nominating speeches for officers of the Convention shall be limited to one (1) address of not more than three (3) minutes for each nominee.
 - D. The president, in consultation with the registration secretary, shall appoint tellers. The tabulation of any vote by the tellers or otherwise (such as by electronic means) shall be under the supervision of the registration secretary. The president or registration secretary shall announce election and voting results to the Convention as soon as practicable.
 - E. Any materials, instructions, and/or devices necessary to vote shall be made available to the messengers.
 - F. No proxy voting is permitted. All propositions, decisions, and choices shall be by a majority vote of the messengers present and voting in person, except where provisions have been made for a greater than majority vote. Except for officer elections, votes may be taken by ballot, by voice, by rising, by show of hands, by common consent, or by some other acceptable method. "Ballot" shall include electronic voting that protects the integrity of the voting process and provides for messengers' votes to remain confidential.
- 11. Parliamentary Authority and Parliamentarians:** The parliamentary authority of the Southern Baptist Convention shall be *Robert's Rules of Order* (latest revised edition). The Convention president, in conference with the vice presidents, shall select a chief parliamentarian and assistant parliamentarians, as necessary, to advise the presiding officers of the Convention on matters of parliamentary procedure. The chief parliamentarian shall be a person of experience and knowledge, sufficient to qualify him or her to serve as parliamentarian to the Southern Baptist Convention, and he or she shall be certified by the American Institute of Parliamentarians and/or the National Association of Parliamentarians. It shall be the responsibility of the president and treasurer of the Executive Committee of the Southern Baptist Convention to sign, on behalf of the Executive Committee, any contracts or letters of agreement related to the services of the chief parliamentarian.
- 12. Ministry Leaders:** Leaders of Southern Baptist Convention entities shall be admitted to the Convention sessions and shall be authorized to serve as resource persons for discussion of those matters which affect their areas of ministry responsibility.
- 13. Memorial Services:** The Committee on Order of Business is instructed to arrange for any memorial service to be held during the Convention.
- 14. Entities and Auxiliary of the Convention:**
- A. The entities of the Convention are as follows:
 - (1) General Boards: The International Mission Board of the Southern Baptist Convention, Richmond, Virginia; The North American Mission Board of the Southern Baptist Convention, Inc., Alpharetta, Georgia; Lifeway Christian Resources of the Southern Baptist Convention, Nashville, Tennessee; GuideStone Financial Resources of the Southern Baptist Convention, Dallas, Texas.
 - (2) Institutions: The Southern Baptist Theological Seminary, Louisville, Kentucky; The Southwestern Baptist Theological Seminary, Fort Worth, Texas; New Orleans Baptist Theological Seminary, New Orleans, Louisiana; Gateway Seminary of the Southern Baptist Convention, Ontario, California; The Southeastern Baptist

Theological Seminary, Inc., Wake Forest, North Carolina; Midwestern Baptist Theological Seminary, Inc., Kansas City, Missouri.

- (3) Commission: The Ethics and Religious Liberty Commission of the Southern Baptist Convention, Nashville, Tennessee.

- B. Auxiliary: Woman's Missionary Union, Birmingham, Alabama, is an auxiliary of the Convention.

15. Committee on Nominations:

- A. The Committee on Nominations shall be composed of two (2) members from each qualified state, who shall be elected by the Convention. Nominations for each position shall be made by the Committee on Committees. The Committee on Committees shall make its recommendation of nominees to the Convention in the form of a single motion to elect all those persons it recommends for the Committee on Nominations. The motion may be amended but no messenger shall be allowed to propose more than one (1) person at a time for election. When adopted by the Convention, the motion of the Committee on Committees, as amended, shall constitute the election of the persons named in the motion to the Committee on Nominations. One (1) person nominated to the Committee on Nominations from each state shall be a person not employed full time by (or retired from) a church or denominational entity. Persons nominated to the Committee on Nominations shall have been resident members for at least three (3) years of Southern Baptist churches either geographically within the states or affiliated with the conventions of the states from which they are elected.
- B. The Committee on Nominations thus elected shall prepare its report through the year, carefully following the provisions of the Constitution and Bylaws of the Convention and the documents of the respective Convention entities, and shall recommend to the next Convention the following:
 - (1) Members of the Executive Committee of the Southern Baptist Convention
 - (2) Directors/trustees of the boards of the Convention
 - (3) Trustees of the institutions of the Convention
 - (4) Trustees of the commissions of the Convention
 - (5) Members of any standing committees, except certain members of the Credentials Committee as expressly provided by Bylaw 8.
- C. Excluding the president and recording secretary of the Convention, and the president of Woman's Missionary Union, and unless otherwise specifically permitted or required by these bylaws, no person shall be eligible to be elected or appointed to serve simultaneously on more than one of the boards, institutions, commissions, or committees of the Convention, or as a member of the Executive Committee, and no person shall be elected or appointed to serve on one of these bodies if that person's spouse has been elected or appointed to serve on one of these bodies for a time which would be simultaneous.
- D. The committee shall not recommend a fellow committee member or the member's spouse or a member of the previous year's Committee on Committees or the member's spouse for a first term on an entity.
- E. The committee shall recognize the principle that the persons it recommends shall represent the constituency of the Convention, rather than the staff of the entity.
- F. No person and no person's spouse shall be eligible to serve on the board of any one of the above entities (1) from which the person receives, directly or indirectly, any

form of payment or financial benefit except for reimbursements for reasonable and authorized expenses incurred in the performance of the duties of a trustee, or, (2) which provides funds for which he/she has a duty of administration. When such conditions become applicable, that person or that person's spouse shall be considered as having resigned and such vacancy shall be filled in accordance with established Convention procedure.

- G. All of the above entities shall include both church or denominational employees and those who are not church or denominational employees. Not more than two-thirds of the members of any of these entities shall be drawn from either category. Where a person was serving as a church or denominational employee at the time of retirement, he/she should be counted as a church or denominational employee after retirement as far as the work of the Committee on Nominations is concerned.
 - H. Any person elected to serve on any of the boards, institutions, commissions, or the Executive Committee, shall at the time of such election have been continuously a resident member for at least the preceding three (3) years of a church or churches which were in those years in friendly cooperation with the Convention and sympathetic with its purposes and work, and, where representation is by qualifying states, which were either geographically within the state or affiliated with the convention of the state from which the person is elected. Any person who is a member of one of these entities shall be considered as having resigned when the person ceases to be a resident member of a church either geographically within the state or affiliated with the convention of the state from which he/she has been elected as a representative.
 - I. No person who has served on the board of an entity or on the Executive Committee shall be eligible to serve on the board of any entity or on the Executive Committee until two years after the conclusion of his or her term of office, except that a person may be re-elected to an authorized successive term or serve by virtue of a separate office.
 - J. The report of the Committee on Nominations shall be released to Baptist Press no later than 45 days prior to the annual meeting of the Convention and shall be published in the first day's Bulletin. Persons desiring to amend the report of the Committee on Nominations are encouraged to publicize the nature of their amendment sufficiently in advance of the annual meeting of the Convention to allow information concerning the amendment to be made available to Convention messengers.
 - K. The Committee on Nominations shall make its recommendation to the Convention in the form of a motion to elect those persons it recommends for specific terms of office. The motion may be amended but no messenger shall be allowed to propose more than one (1) person at a time for election. When adopted by the Convention, the motion of the Committee on Nominations, as amended, shall constitute the election of the persons named in the motion to their respective terms of office.
- 16. Vacancies on Boards:** All entities shall report all vacancies on the entities to the Committee on Nominations immediately on the occurrence of such vacancies. Any entity's board may make interim appointments only when authorized by its charter. Any such appointment shall only be of a person who is eligible and qualified both to be elected by the Convention and to serve according to the Constitution and Bylaws of the Southern Baptist Convention.
- 17. Fraternal Messengers:**
- A. The Convention shall send a fraternal messenger to the annual sessions of the American Baptist Churches and the National Baptist conventions. The expenses of

the fraternal messengers incurred while in attendance upon the conventions herein named shall be included in the items of Convention expenses.

- B. The fraternal messenger to the American Baptist Churches shall be the president of the Southern Baptist Convention at the time of the meeting of the American Baptist Churches, and he shall also be the fraternal messenger to the other National Baptist conventions named. If the president is unable to attend, he shall be authorized to name another officer as a substitute.
- C. The fraternal messengers to other Baptist bodies or other religious bodies may be elected by the Convention as occasion may require. The expenses of such messengers shall be borne by the messengers themselves unless specifically provided for by the Convention.

18. The Executive Committee:

- A. The Executive Committee shall consist of the president and the recording secretary of the Convention, the president of the Woman's Missionary Union, and one (1) or more members from each qualified and cooperating state or defined territory of the Convention, subject to the provisions of Section 30 of the Bylaws.
 - (1) Once the number of members of cooperating Southern Baptist churches in such an area reaches the levels shown in the following table, the number of Executive Committee members from that area shall thereafter be as indicated:
 - Any such qualified area: One (1) Executive Committee member
 - 250,000 church members: Two (2) Executive Committee members
 - 500,000 church members: Three (3) Executive Committee members
 - 750,000 church members: Four (4) Executive Committee members
 - 1,000,000 or more church members: Five (5) Executive Committee members.
 - (2) In addition, and solely for the purpose of providing representation on the Convention's fiduciary for cooperating areas which are not yet qualified as provided above, there shall be one Executive Committee member from each of the four following geographical areas: the Dakotas, Iowa, Minnesota-Wisconsin, and Montana.
 - (3) Except for areas represented by only one member, at least one-third of the members from any area shall be persons employed by a church or denominational entity, and at least one-third of the members from that area shall be persons not employed by a church or denominational entity.
 - (4) At least one-third of the entire membership of the Executive Committee shall be persons employed by a church or denominational entity, and at least one-third of its members shall be persons not employed by a church or denominational entity.
 - (5) Except for the president and the recording secretary of the Convention and the president of Woman's Missionary Union, the following persons are disqualified from serving as members of the Executive Committee:
 - a. Employees of the Convention or its Executive Committee
 - b. Trustees, directors, or employees of a Convention entity or its auxiliary
 - c. Employees of a convention for a state or defined territory, or of an entity or body that is empowered to act on behalf of such a convention
 - d. Employees of an entity of a convention for a state or defined territory

- B. Members shall be divided into four (4) groups as nearly equal as possible and shall hold office for four (4) years, one-fourth going out of office each year.
- C. A majority of the Committee shall constitute a quorum.
- D. The Executive Committee shall elect a president, who shall also be treasurer, and other officers and staff who may be needed. All the main executive officers and all the office employees who handle funds shall be bonded, and no salaried officer or employee shall be a member of the Executive Committee.
- E. The Executive Committee shall be the fiduciary, the fiscal, and the executive entity of the Convention in all its affairs not specifically committed to some other board or entity.

The Executive Committee is specifically authorized, instructed, and commissioned to perform the following functions:

- (1) To act for the Convention ad interim in all matters not otherwise provided for.
- (2) To be named in transfers of real and personal property for the use and benefit of the Convention either by deed, conveyance, will, or otherwise and to affix the seal of the Convention to all approved transactions; and to take title to and hold or to convey title to all properties, real or personal, and all funds, monies, and securities that are donated or transferred or left by will to or for the use of the Convention. As to such properties, funds, monies, and securities as the Executive Committee shall hold and not convey title to, the Executive Committee shall be custodian of such, holding them in trust for the Convention to be managed, controlled, and administered by the Executive Committee in accordance with the direction, general or specific, of the Convention. Rules governing the handling of securities set out in Article VII, Section 3, of the Constitution shall be observed by the Executive Committee.
- (3) To receive and receipt for all current funds of the Convention including all undesignated cooperative missionary, educational, and benevolent funds and all current special or designated funds for missionary, educational, and benevolent purposes which may be contributed by individuals, churches, societies, corporations, associations, or state conventions; and to disburse all undesignated funds, according to the percentages fixed by the Convention and all the designated funds according to the stipulations of the donors. The Executive Committee shall keep the accounts of all inter-entity groups and shall disburse their funds on requisition of the properly constituted officers of the inter-entity organization.
- (4) To recommend to the Convention a time and place and to have oversight of the arrangements for the meetings of the Convention, with authority to change both the time and place of the meetings in accordance with the provisions of Article XI, Section 3, of the Constitution.
- (5) To act in an advisory capacity on all questions of cooperation among the different entities of the Convention, and among the entities of the Convention and those of other conventions, whether state or national.
- (6) To present to the Convention each year a consolidated and comprehensive financial statement of the Convention and all its entities, which statement shall show the assets and liabilities of the Convention and all its entities, and all the cash and other receipts of the year.

- (7) To present to the Convention a comprehensive budget for the Convention and for all its entities, which budget shall include the budgets of all the entities of the Convention whether or not they receive Cooperative Program funds, as reviewed by the Executive Committee. The Executive Committee shall recommend the amount of Convention funds which may be allocated to each cause. It shall not recommend any direct allocation of funds for any entity or institution for which the Convention does not elect trustees or directors.
- (8) To conduct the general work of promotion and the general work of publicity for the Convention in cooperation with the entities of the Convention. The Executive Committee shall provide a Convention relations service and a Convention news service to interpret and publicize the overall Southern Baptist ministry. These services shall be available to support the work of all Convention entities and ministries.
- (9) To maintain open channels of communication between the Executive Committee and the trustees of the entities of the Convention, to study and make recommendations to entities concerning adjustments required by ministry statements or by established Convention policies and practices, and, whenever deemed advisable, to make recommendations to the Convention. The Executive Committee shall not have authority to control or direct the several boards, entities, and institutions of the Convention. This is the responsibility of trustees elected by the Convention and accountable directly to the Convention.
- (10) To make its own bylaws in keeping with the Constitution and Bylaws of the Convention in carrying out these instructions to the Executive Committee; to hold meetings whenever deemed necessary; to make reports of all meetings to the Convention; to notify all the boards, entities, and institutions of the actions of the Convention and to advise with them as to the best way of promoting all the interests of the Convention.
- (11) To derive, in accordance with the action of the Convention in Atlanta in 1944, the expenses of the Executive Committee from the Operating Budget of the Convention specifically established for this purpose and formally approved by the Convention.
- (12) To utilize an appropriate report format which will enable the Executive Committee to obtain from the entities adequate and comparable information about ministry plans, accomplishments, and financial data.
- (13) To maintain an official organization manual defining the responsibilities of each entity of the Convention for conducting specific ministries and for performing other functions. The manual shall cite the actions of the Convention that assigned the ministries and other functions to the entity. The Executive Committee shall present to the Convention recommendations required to clarify the responsibilities of the entities for ministries and other functions, to eliminate overlapping assignments of responsibility, and to authorize the assignment of new responsibilities for ministries or functions to entities.
- (14) To send copies of the minutes of the Executive Committee to the heads of all Southern Baptist Convention entities, and copies of the minutes of all entities shall be sent to the office of the Executive Committee.

19. Committee on Committees: A Committee on Committees, composed of two (2) members from each qualified state or defined territory, shall be appointed by the president, in conference with the vice presidents, of whom one (1) shall be designated as chairperson.

Persons named to the Committee on Committees shall have been resident members for at least three (3) years of Southern Baptist churches either geographically within the states or affiliated with the conventions of the states from which they are appointed. Members so named shall be notified by the president in writing, at least 45 days before the meeting of the Convention. Their names shall be released by the president to Baptist Press no later than 45 days prior to the annual meeting of the Convention, and their names shall be published in the first issue of the Convention Bulletin. The president may fill any vacancies on the committee when those originally named do not attend the Convention. This committee shall nominate all special committees authorized during the sessions of the Convention not otherwise provided for. All special Convention committees shall transfer, upon their discharge, all official files to the Executive Committee of the Southern Baptist Convention.

- 20. Committee on Resolutions:** At least seventy-five (75) days in advance of the Convention, the president, in conference with the vice presidents, shall appoint a Committee on Resolutions to consist of ten (10) members, any two (2) of whom shall have served as Committee on Resolutions members during the prior year, and any three (3) of whom shall be members of the Executive Committee. One of the Committee members shall be designated as chairperson. Members so named shall be notified by the president in writing at least 75 days before the annual meeting of the Convention. The names of the members of the Committee on Resolutions shall be released by the president to Baptist Press no later than 75 days prior to the annual meeting of the Convention, and their names shall be published in the first issue of the Convention Bulletin.

In order to facilitate thorough consideration and to expedite the Committee's work, all proposed resolutions shall:

- 1) Be submitted to the Committee for review and consideration as early as April 1st, but no later than twenty (20) days prior to the next SBC annual meeting; the initial report of the Committee on Resolutions shall be released no later than ten (10) days prior to the annual meeting of the Convention, and the final report shall be published in the first day's *Bulletin*,
- 2) Be addressed to the Committee on Resolutions in care of the Executive Committee of the Southern Baptist Convention at its registered or e-mail address (electronic copies are preferred),
- 3) Be typewritten, titled, and dated,
- 4) Be accompanied by a letter from a church qualified to send a messenger to the annual meeting of the Southern Baptist Convention certifying that the person submitting the resolution is a member in good standing, and
- 5) Include complete contact information for both the person submitting it, and his or her church.

No person may submit more than three resolutions per year. The Committee on Resolutions shall prepare and submit to each annual meeting of the Convention only such resolutions the Committee recommends for adoption. Such resolutions may be based upon proposals received by the Committee or may originate with the Committee. Only resolutions recommended by the Committee may be considered by the Convention, except the Convention may, by a 2/3 vote, consider any other resolution properly submitted to the Committee.

A list of the titles of all properly submitted proposed resolutions shall be printed in the Convention *Bulletin*. The list shall include the name and city of each person properly submitting a resolution, and the disposition of each proper submission.

- 21. Committee on Order of Business:** The Committee on Order of Business, a standing committee, shall consist of seven (7) members – the president of the Convention and six (6) other members, two (2) of whom shall be elected each year for a term of three (3) years and two (2) of whom shall be persons not employed full time by a church or denominational entity. No member of the committee can succeed himself or herself. The committee shall suggest an order of business for the next meeting of the Convention. It shall provide periods of time during the Convention for the introduction of all matters requiring a vote not scheduled on the agenda, and, when introduced (unless the Convention then gives its unanimous consent for its immediate consideration) shall fix times for the consideration of the same. All such matters of business shall be introduced to the Convention by the end of the afternoon session of the first day of the annual meeting of the Convention. When practicable it shall give notice in the Convention Bulletin of the substance of the motion or resolution and the time for its consideration. If unable to give notice in the Bulletin, it shall cause announcement to be made from the floor of the Convention of the same, action thereon to be taken at the subsequent session of that Convention. The committee shall recommend to the Convention a preacher for the succeeding Convention sermon and the director of music. The director of music shall be elected annually and the term of office is limited to two (2) years. The director of music shall not be eligible for re-election until as much as one (1) year has elapsed from the time a successor is named.
- 22. Notification of Committees:** Within thirty (30) days after the Convention adjourns, the recording secretary shall notify the members of all committees of their appointment and all chairpersons of their position and furnish each one a list of that committee. The recording secretary shall also notify all board members, trustees of institutions, and commission members of their appointment.
- 23. The Great Commission Council:** The Great Commission Council shall serve as the organization through which the various entities and the auxiliary of the Convention will correlate their work. The membership of the Great Commission Council shall be composed of the chief executives of The Executive Committee of the Southern Baptist Convention, the auxiliary of the Convention, and the entities named in Bylaw 14.
- A. The work of the Council shall be in keeping with its prescribed functions. It will neither launch nor execute ministries; it will formulate no policies, except those which govern its own activities. Its chief purpose is that of consultation, communication, and cooperation. The scope of its work will be that of:
- (1) finding ways of mutual re-enforcement in assigned responsibilities and distinctive ministries;
 - (2) considering and seeking to avoid overlapping endeavors and competitive ministries;
 - (3) considering the means for helping the churches fulfill their divine mission in Bible teaching, evangelism, world missions, stewardship, Christian training, education, and Christian social service;
 - (4) finding ways for effective cooperation in promoting the total work of the Southern Baptist Convention;
 - (5) considering the significant factors affecting the work and witness of the denomination; and
 - (6) seeking to find the means through which the power of the Christian gospel may be comprehensively and effectively applied to the ends of the earth.
- B. In the matter of relationships:

- (1) the Council is not, itself, an entity of the Convention;
- (2) it has no authority over the several entities;
- (3) its decisions are not binding on the entities, since the boards and commissions must retain the authority to reach the decisions required to carry out their own responsibilities;
- (4) its relationship to the entities is purely advisory;
- (5) the Council does not report formally either to the Convention or the Executive Committee, nor does the Convention refer matters directly to the Great Commission Council;
- (6) it may receive from and refer to the Executive Committee problems for consideration;
- (7) it is not required to take formal action with regard to matters referred to it by the Executive Committee in serving as a channel of cooperation and correlation relative to the work of the Convention; and
- (8) the Council sustains no direct relationship with state conventions or local churches, but it will strive to be mindful of the needs of the churches as well as the functions and ministries of the several conventions.

24. Ministry Statements: The ministry statements of the entities as approved by the Southern Baptist Convention and published in the 1967 Annual and subsequently amended, renamed, or rewritten, and approved by the Convention, express the policy of the Convention with respect to the ministries of the entities of the Convention.

25. New Enterprises and Abolishing of Entities: No new enterprise, involving expenditure of money, shall be authorized by the Convention except upon favorable action by the Convention in two (2) succeeding annual meetings; provided, however, that this restriction shall not apply to a recommendation of an entity of the Convention concerning its own work. No entity shall be discontinued without a majority vote at two (2) successive annual sessions of the Convention.

26. Procedures:

A. *Method of Procedure for Entities:* To facilitate consideration and discussion of the interests of the Convention, the following method of procedure is hereby adopted:

- (1) Published reports of the boards, institutions, commissions, and standing committees shall be consolidated into the *Book of Reports* for distribution to messengers on their enrollment;
- (2) Reports of all special commissions and standing committees, containing recommendations for the Convention's action, shall be included in the *Book of Reports*; and
- (3) All recommendations of each board, institution, commission, special committee, and standing committee shall be published together at the end of its report before they may be considered by the Convention. In case any entity or committee shall be unable to comply with this requirement, its recommendation shall be printed in the Convention *Bulletin* before consideration and action by the Convention. Recommendations by an entity which are not published in the *Book of Reports* or the Convention *Bulletin* shall, when presented to the Convention, be referred to the Executive Committee or to such other committee as the Convention may direct.

- B. *Procedure for Motions of Messengers Concerning Entities:* Motions made by messengers dealing with internal operations or ministries of an entity shall be referred to the elected board of the entity for consideration and report to the constituency and to the next annual meeting of the Convention for action with the exception that the Committee on Order of Business may be instructed by a two-thirds vote to arrange for consideration at a subsequent session of the same Convention, subject to provision of Bylaw 21.

On all matters referred by the Convention, entities shall respond in writing at the close of their report in the *Book of Reports* and *Annual*, giving specific information on:

- (1) how the matter referred was considered;
 - (2) how it was reported to the constituency; and
 - (3) any actions on the matter taken by the entity or action proposed to the Convention.
- C. *Limitations:* The last one-third of the time allotted for consideration of every entity report before the Convention shall be reserved for discussion from the floor.

27. Publicity and Press Representative:

- A. Boards, institutions, and special committees dealing with matters of general importance and interest shall have in the hands of the press representative of the Convention, at least one (1) week in advance, copies of digests of their report to be submitted to the approaching Convention.
- B. The press representative shall cooperate with the representatives of the secular press in furnishing intelligent, accurate, and creditable reports of this Convention while in session.

28. Closing of Books: Entities of the Convention shall close their books and accounts and have them audited as of midnight September 30, or in the case of the seminaries, July 31, or in the case of GuideStone Financial Resources, December 31. Supplemental reports for the period between the closing of the books of the entities and the Convention session should be included in the reports to the Convention.

29. Participation in Convention Affairs: To promote broad participation in the affairs of the Convention, a person need not be a registered messenger to serve as a Convention committee member or volunteer (such as an usher or teller), but must be a member of a church cooperating with the Convention.

30. Representation From Qualified States and Territories:

- A. When the cooperating Baptist churches in a state or defined territory have fifteen thousand (15,000) members, an initial application may be filed for representation on the Executive Committee, the Committee on Committees, and the Committee on Nominations.
- B. When the cooperating Baptist churches have twenty thousand (20,000) members, an updated application may be filed for representation on the International Mission Board, North American Mission Board, and LifeWay Christian Resources of the Southern Baptist Convention, unless otherwise provided in the Board's charter.
- C. When the cooperating Baptist churches have twenty-five thousand (25,000) members, an updated application may be filed for representation on GuideStone Financial Resources, the commissions, and institutions, unless otherwise provided in the commission's or institution's charter, and on the standing committees of the Convention, all as provided by the Bylaws of the Convention.

- D. The application in each instance shall be filed with the Executive Committee, through its president, prior to its February meeting. The application shall contain information as specified by the Executive Committee.
 - E. Upon receiving the initial application, the Executive Committee shall investigate all matters pertaining to the request and make a recommendation to the Southern Baptist Convention at its next annual meeting. If the recommendation of the Executive Committee is favorable to the application, a copy of the recommendation shall be forwarded to the president of the Southern Baptist Convention and the chairman of the Committee on Committees prior to the next annual meeting of the Convention.
 - F. Upon receipt of the favorable recommendation of the Executive Committee on the initial application in (1) above, the president of the Convention, in conference with the vice presidents, shall appoint two (2) persons from the state or territory to serve as members of the Committee on Committees, and the Committee on Committees shall nominate two (2) persons from the state or territory to serve on the Committee on Nominations, all conditional upon the approval of the application by the Southern Baptist Convention.
 - G. Those elected by the Convention shall be immediately eligible to begin their appropriate terms of service.
- 31. Adoption of Reports:** The adoption of recommendations contained in reports to the Convention shall not bind the Convention on any other matters in the body of the reports; but the Convention reserves the right to consider and amend the body of all reports.
- 32. As to Violation of State Laws:** All incorporated entities of the Convention shall be required to comply with the letter and spirit of the Constitution insofar as it is not in conflict with the statute law of the state in which an entity is incorporated, and nothing herein contained shall be construed to require any such incorporated entity to act and carry on its affairs in conflict with the law of the state of its incorporation. In case any action of any entity of the Convention is found to be a violation of the law of the state of its incorporation, said action shall be reported by that entity to the Convention for appropriate action.
- 33. Charters of Entities, Subsidiaries, and Ancillary Organizations:** The charters of all entities of the Convention shall provide that the trustees or directors of such entities be elected by the Convention, and that the charters may not be further amended without the prior consent of the Convention. The charters of all subsidiaries of any entity of the Convention shall provide that they may not be further amended without the prior consent of the Convention or its Executive Committee. No entity of the Convention shall establish a subsidiary corporation or any other legal entity or form for conducting its affairs, nor acquire a controlling interest or greater than a 25% interest in any other corporation or business enterprise, until the Convention or its Executive Committee has approved the same and its governing instruments. An entity of the Convention shall not undertake through a subsidiary or by any other means any action which, if undertaken by the entity itself, would violate the Constitution, Bylaws, or Business and Financial Plan of the Convention.
- 34. Quorum:** The quorum for conducting business during the annual meeting of the Southern Baptist Convention shall be a minimum of 25 percent of those duly registered and seated messengers.
- 35. Trustee Absenteeism:**
- A. Upon the request of any entity, the Convention may remove from office any trustee/director of that entity who has excessive unexcused absences. Following such removal, the Convention shall elect a successor to complete the term of office of the person removed.

- B. An entity shall give written notice of any request to remove a trustee/director for absenteeism at least one hundred twenty (120) days prior to the meeting of the Convention which shall consider the removal. The notice shall be given to the president of the Convention, the president/chief executive officer of the Executive Committee, the chairman of the Committee on Nominations, and the individual trustee/director whose removal shall be considered.
- C. If required by state law, an entity shall incorporate this procedure in its charter or bylaws prior to requesting the Convention to remove any trustee.

36. Amendments: The Bylaws may be amended pursuant to Bylaw 21 by a two-thirds majority vote except that Bylaw 14, which lists the entities and auxiliary of the Convention, may be amended only by a majority vote of two (2) successive annual meetings.

BUSINESS AND FINANCIAL PLAN _____

I. Convention Budget: Each entity of the Convention shall submit to the Executive Committee for its review:

- A. an itemized estimate of its receipts for the next fiscal year, and
- B. an itemized estimate of its expenditures for the next fiscal year according to the rule set forth below (See Section II-C) for making operating budgets.

The Executive Committee shall present to the Convention a budget, which budget shall consist of all the budgets of all the entities which have been submitted to the Executive Committee and reviewed by it, and recommend the amount of Convention funds to be allocated to each cause or entity.

II. Operating Budgets:

- A. *Convention Operating Budget* - The Executive Committee shall recommend to the Convention an operating budget which shall include all expenses of the Convention, committees, and other items included in the Convention Operating Budget. The Executive Committee shall also recommend to the Convention the source of these funds.
- B. *Entities Not Sharing in Table of Percentages* - The entities of the Convention not sharing in the table of percentages for distribution of funds shall be provided for as follows:
 - 1. Expenses of Standing Committees – The Executive Committee shall approve or recommend to the Convention, after a personal conference or correspondence with chairpersons of standing committees, a sum of money to be appropriated to each of them for the Convention year.
 - 2. Expenses of Special Committees –
 - a. The expenses incurred by special committees appointed by the Convention to perform duties connected with one or more entities of the Convention shall be borne by the entity or entities concerned on a basis pro rata to receipts unless the expenses are otherwise specifically provided.
 - b. The expenses incurred by special committees which do not directly concern any of the entities of the Convention shall be paid out of the Convention Operating Budget. Unless the amount of expenses is fixed by the Convention, the Executive Committee must agree to the amount to be expended before such expenditure is incurred.
 - c. Itemized accounts of expenses of members of such committees shall be required and approved by the chairperson before the same shall be paid.

C. *Entities Sharing in the Direct Allocation* - The entities of the Convention sharing in the direct allocation for the distribution of funds shall make their operating budgets in the following manner:

1. The current operating budget of the entities of the Convention shall be made on the basis of the current distributable operating allocation, plus any other anticipated receipts which can be substantiated by previous experience, not including wills, bequests, and special gifts for special purposes; and any debt incurred within the current year shall become a preferred item in the budget of the Convention year immediately following.
2. In making the annual appropriations on the basis set forth, a contingent item shall be set up in the budget according to the needs of the entity.
3. It is understood that an entity may borrow money for seasonable needs, provided, however, that such borrowing shall not exceed the amount of its budget allowance remaining at the time of borrowing, and provided further that if an emergency should arise, additional money may be borrowed on the approval of the Executive Committee of the Convention.

III. Convention Year: The financial affairs of the Convention and all its entities, except those of the theological seminaries and GuideStone Financial Resources, shall be operated on the fiscal year beginning October 1 and closing September 30. The seminaries owned and operated under the authority of the Convention shall use the fiscal year beginning August 1 and closing July 31. GuideStone Financial Resources shall use the fiscal year beginning January 1 and closing December 31.

IV. The Disbursing Entity: By agreement, all sums collected in the states for the causes fostered by this Convention will be forwarded at least monthly by each state office to the Executive Committee of this Convention, which shall act as the disbursing agent of this Convention. The Executive Committee shall remit at least weekly to each of the entities of the Convention the funds, distributable and designated, belonging to each entity. The first distribution in each month shall be on the seventh day of the month, or the nearest working day thereafter. The Executive Committee shall make monthly reports of receipts by states, and of disbursements by entities, and shall forward each month copies of these reports to the executives of the entities of the Convention, to the state offices, and to the denominational papers.

V. Distribution of Cooperative Program Receipts: In order that the financial plans and purposes of the Convention may operate successfully, the Convention appeals to its constituents to give to the whole Cooperative Program and to recognize the wisdom and right of the Convention to distribute its receipts from the Cooperative Program, thus assuring an equitable distribution among the entities of the Convention.

VI. Fund Raising Activities:

- A. *Approval of Financial Activities* – No entity of the Southern Baptist Convention shall conduct any type of fund raising activity without the advance approval of the Convention, or its Executive Committee. No advance approval shall be required for the two Convention approved special offerings: Lottie Moon Christmas Offering for International Missions and Annie Armstrong Easter Offering for North American Missions.
- B. *Reporting Fund Raising Activities* – Each Convention entity shall report annually to the Executive Committee of the Southern Baptist Convention on any type of fund raising activity conducted by the entity. The report shall include a summary of the activity, its title, financial goals, structure, cost, and the results of such fund raising during

the past year. No report shall be required for the Lottie Moon Christmas Offering for International Missions and the Annie Armstrong Easter Offering for North American Missions.

- C. *Cooperative Program Promotion* – Each Convention entity shall report on its efforts during the year in promoting Cooperative Program missions giving.
- D. *No Financial Appeals to Churches* – In no case shall any Convention entity approach a church for inclusion in its church budget or appeal for financial contributions.

VII. Designated Gifts: The Convention binds itself and its entities faithfully to apply and use such gifts as designated by the donor.

VIII. Trust Funds: Each entity of the Convention is hereby instructed and ordered to keep all trust funds and designated gifts (for they are trust funds) sacred to the trust and designation; that they be kept separate from all other funds of such entity; that they are not to be used even temporarily for any other purpose than the purpose specified; and that such funds shall not hereafter be invested in the securities of any denominational body or entity.

IX. Gift Annuity Agreements: All entities of this Convention writing gift annuity agreements in the future, and the Executive Committee when writing gift annuity agreements on behalf of the Southern Baptist Convention, are encouraged to place the annuity portion of each gift annuity on deposit with the Southern Baptist Foundation or GuideStone Financial Resources of the Southern Baptist Convention and enter into a contractual agreement with the Southern Baptist Foundation or GuideStone Financial Resources to pay the annuity payments required under the gift annuity agreement. This provision shall not apply to gifts of property, real or personal, the income of which is to go to the donor without further or additional obligation on the part of the entity accepting the gift. The Southern Baptist Foundation and GuideStone Financial Resources of the Southern Baptist Convention shall, when determining the amounts required to fund the annuity portion of any gift annuity agreement, use mortality, interest, and expense rates which are approved or recommended by any appropriate regulatory authority, if any, or which are based on sound actuarial statistics.

X. Indebtedness/Liability: An entity or institution shall not create any liability or indebtedness, except such as can and will be repaid out of its anticipated receipts for current operations within a period of three (3) years, without the consent of the Convention or the Executive Committee. In order to obtain such approval, the entity must file a statement showing the source of such anticipated receipts.

Such consent must be likewise obtained for a purchase of properties (directly or indirectly or through ownership of controlling stock in other corporations or otherwise) subject to liens or encumbrances which cannot be repaid out of its anticipated receipts for current operations within a period of three (3) years.

XI. Capital Fund Allocations: Capital funds are allocated for the purpose of obtaining, expanding, improving, or maintaining properties owned by entities of the Southern Baptist Convention and essential to implementing entity program assignments.

Capital funds are used in projects which add to the long-range assets of the entity.

In making allocations for capital funds, priority shall be given to those projects which make the greatest contribution to advancing the overall objectives of the Southern Baptist Convention in bringing men to God through Jesus Christ.

Capital funds projects shall cost more than \$5,000 and have a projected life span of more than five (5) years.

Items such as office equipment, furniture replacement, or books shall not be acquired through the capital fund allocation process.

Repairs and maintenance of income-producing property shall be made from earned income. Major repairs to non income-producing property may be considered as being eligible for capital fund allocations.

XII. Contingent Reserves: Each entity of this Convention shall set up as soon as possible a reserve for contingencies to provide for deficits that may occur either through decreased receipts or through emergencies or both. The maximum amount of contingent reserve of any entity shall be determined by the entity, subject to the approval of the Convention. Entities shall state on the balance sheets of the annual audits the amounts in Contingent Reserve Funds.

XIII. Financial Report:

A. *Audit Reports* - The entities of the Convention and the Executive Committee shall close their books and accounts as of the close of business on September 30 of each year, or July 31 in the case of the seminaries, or December 31 in the case of GuideStone Financial Resources, and have them audited by an independent certified public accountant (the external auditor) in accordance with auditing standards generally accepted in the United States of America.

Each entity of the Convention shall forward a copy of its external auditor's audit report (or, if more than one, all such reports) to the Executive Committee, as soon as possible after the close of its fiscal year. Additionally, as a part of this annual submission process, each entity shall also submit a statement signed by its chief executive officer and the chief financial officer which affirms that the books and accounts are accurate and complete to the best of the officer's knowledge, and that the officer believes the corporation's internal controls are adequate.

Each entity and the Executive Committee shall appoint a committee of its own trustees to undertake and accomplish duties pertinent to audit reports. These committees shall be appointed, and the trustees serving on the committees shall operate, independent of influence by their corporation's management, and each such committee shall include at least one trustee who is competent by training and experience in fiscal matters. The duties these committees shall perform for their respective entities shall include:

- 1) recommending the appointment of the external auditor,
- 2) studying the external auditor's audit report upon its completion,
- 3) maintaining the independence of the entity's financial auditors,
- 4) reviewing the entity's critical accounting policies and decisions and the adequacy of its internal control systems,
- 5) preserving the integrity of the financial reporting process implemented by management, and
- 6) assuring that the business procedures listed in Article XVII are followed.

As a part of each external auditor's audit report, the external auditor shall prepare for the entity's audit committee a separate letter on the auditing firm's letterhead (the "management letter") in which the external auditor makes any recommendations concerning the entity's financial and accounting policies, processes, internal controls, or other matters. If the external auditor has no recommendations, he should so state in the management letter to the entity's audit committee. The entity's administration shall forward a copy of the management letter along with any comments that the administration might deem desirable to the Executive Committee simultaneously

with the external auditor's audit report, for review and response (if appropriate) by the Executive Committee. The process of submission and review of the external auditors' audit reports and management letters of the several entities by the Executive Committee shall be governed by the assigned responsibilities and limitations upon authority described in SBC Bylaw 18 E and its subparagraphs (6), (7), (9), and (12).

When securities are placed for holding with a trustee (i.e. bank, trust company, foundation, etc.), a certified statement from such trustee should be made to the external auditor and be made a part of the annual external auditor's audit report or submitted as a supplement to the report.

- B. *Printing of Reports* - The financial report of each entity and of the Executive Committee shall be printed in the *Convention Book of Reports*, or the *Convention Annual*, and shall contain the following six items, the first five of which come from its latest annual audit report:

- 1) Statement of Financial Position
- 2) Statement of Activities (revenues, expenses, and other changes in net assets)
- 3) Statement of Cash Flows
- 4) Classified list of investments by fund and type of investment
- 5) Receipts by states of contributions. These should show:
 - a. Cooperative Program receipts received through the Executive Committee
 - b. Designated receipts received through the Executive Committee
 - c. Gifts not received through the Executive Committee
- 6) A statement executed by the chair of the entity's board attesting that the board's officers confirm the following fiscal conditions exist:
 - a. The expenses and perquisites of the president are not excessive and are in keeping with biblical stewardship, including every emolument and personal benefit of any kind (and specifically including housing, travel, automobile(s), and personal assistants) all valued at market rates.
 - b. All corporate expenses are reasonable and incurred to accomplish the entity's *Organization Manual* mission statement, *Organization Manual* ministry assignments, and any other responsibilities previously approved by the messengers of the Southern Baptist Convention and still in force.
 - c. All corporate expenses are incurred by the administration in a manner that reflects integrity and avoids appearances of impropriety while upholding a positive Christian witness to the Convention and beyond.

Lifeway Christian Resources shall include in its annual report to the Convention information on the amount of funds transferred to state conventions during the preceding year.

At the end of the presentation of entity financial data in each SBC Book of Reports, a statement shall be inserted which discloses that the entities have all supplied (or naming which have and which have not, if some have not) the statement required by Article XIII B 6, above, and setting forth the elements thereof, in order that the messengers and the Convention's affiliated churches may be annually reassured that those fiscal conditions set forth are continuing to be maintained by the Convention's entities.

- XIV. Safeguarding of Funds:** All persons who transfer or safeguard funds or securities of the Convention or any entity of the Convention shall be bonded in an amount sufficient to protect against loss of the funds or securities involved. Such bonds may be reviewed and approved by the Convention or its Executive Committee.

Members of cooperating Southern Baptist churches shall have access to information from the records of Southern Baptist Convention entities regarding income, expenditures, debts, reserves, operating balances, and salary structures.

The securities of all Convention entities shall be held and maintained in a prudent manner, including under such internal controls as may be recommended in the entity's annual audit.

- XV. New Enterprises:** No new enterprise involving expenditure of money shall be authorized by the Convention except upon favorable action by the Convention in two (2) succeeding annual meetings; provided, however, that this restriction shall not apply to a recommendation of any entity of the Convention concerning its own work. In the event any new hospital propositions are made, they must be considered as new enterprises of the Convention, whether money is involved at the time of the acquiring of such property or not, and must be presented to two (2) succeeding annual sessions of the Convention.

- XVI. Appropriations by the Entities:** No entity shall make any appropriation to any cause or for any purpose other than for the promotion of its own work except by the approval or upon the instruction of the Convention or of the Executive Committee.

Lifeway Christian Resources shall be required to transfer funds to the Southern Baptist Convention each year to be used as the Convention determines. Lifeway Christian Resources shall not be permitted or required to transfer funds to other Southern Baptist Convention entities or committees.

- XVII. Business Procedure:** Entity boards of trustees should oversee the operations of the entity in such a manner as will assure effective and ethical management. Disclosures of the entity's relationship with other entities, its activities, liabilities, commitments, and results of operations should be accurate and complete and include all material information. The entity should not make any loan from funds of the entity to a trustee. The entity should not make any loan from funds of the entity to an officer or employee without having first obtained the approval of its board (or its delegated subcommittee) after disclosure of all relevant details. Employees and trustees should not appropriate for personal advantage any corporate property or business opportunities which should be enjoyed by the entity.

As a normal operating policy, each entity of the Southern Baptist Convention shall refrain from entering any business transaction with a trustee or employee, or a business enterprise in which a trustee or employee has an interest. An exception to this policy may be made, at the discretion of the board of trustees, in any case wherein it appears that a commodity or service is unavailable on a more favorable basis from any other source, or a commodity or service, at the discretion of the board, is found to be in the best interest of the entity. Competitive bids should be taken if possible. In any case being considered for exception, the extent of the trustee's or employee's interest shall be disclosed to the entire board.

- XVIII. Professional Services:** The Executive Committee at its discretion may employ an auditor to study the audited report with the auditors of the entities in the light of Convention instructions.

The Executive Committee at its discretion may employ an engineer or architect to study proposed capital projects or maintenance of present capital assets.

- XIX. Publication and Merchandising Policy:** All entities of the Convention should give priority to using the services of Lifeway Christian Resources for editing, publishing, and distributing published materials that are to be sold. Entities may publish their own materials in print or digital form promoting their assigned ministries.

No entity other than Lifeway Christian Resources should be authorized to operate physical book stores at any location other than its principal office.

The Executive Committee of the Southern Baptist Convention may review the financial agreements entered into by Lifeway Christian Resources and other Convention entities and should, whenever appropriate, recommend changes in Convention policies and revisions of existing policies related to such agreements. At the request of any Convention entity, this committee should also suggest to Lifeway Christian Resources and other Convention entities steps they should take to resolve any disagreements that arise concerning financial agreements.

No entity shall publish a printed or digital format periodical, for general distribution to the churches or to members of the churches, if the Convention or its Executive Committee votes to request the periodical not be published.

- XX. Publications:** The plans and methods herein set forth shall be published each year in the Convention *Annual*, following the Bylaws of the Convention.
- XXI. Amendments:** This Business and Financial Plan may be amended by two-thirds of the messengers present and voting at any time except during the last session of the Convention.

ORGANIZATION MANUAL

PREFACE

In 1960 the Southern Baptist Convention adopted the following bylaw. It shall be the function of the Executive Committee:

~ To maintain an official organization manual defining the responsibilities of each agency of the Convention for conducting specific programs and for performing other functions. The manual shall cite the actions of the Convention that assigned the programs and other functions to the agency. The Executive Committee shall present to the Convention recommendations required to clarify the responsibilities of the agencies for programs and other functions, to eliminate overlapping assignments of responsibility, and to authorize the assignment of new responsibilities for programs or functions to agencies.

— *SBC Annual 1960*, p. 51

Beginning that same year the Convention approved program statements for all the entities. These were brought into uniform styling and form by another bylaw approved by the Convention in 1967:

14. Program Statements. The program statements of the agencies as approved by the Southern Baptist Convention and published in the 1967 Annual and subsequently amended express the policy of the Convention with respect to the programs of the agencies of the Convention.

— *SBC Annual 1967*, p. 61

On November 1, 1967 the Executive Committee published its first complete organization manual. Since then the Convention has made numerous changes in the ministries (formerly programs) of the entities which render this first manual out of date.

In the following pages are presented all of the ministries, as approved by the Convention. At the bottom of the last page for each one of them, you will find the dates when these ministries were approved, or when changes were made.

Please note also on page 42 the procedures adopted by the Executive Committee for changing ministry statements.

On June 20, 1995, the Southern Baptist Convention adopted **Covenant for a New Century** with an introduction to ministry statements as follows:

Ministry statements assigned to each Southern Baptist Convention entity are rooted in and measured by our shared mission. The charge assigned to each entity is founded upon the conviction that the entities of the Convention exist to serve the churches, their ministries, and mission. The statements have been developed in order that each entity will serve the Convention's mission to the greatest standard of faithfulness and the maximum standard of stewardship.

These ministry statements will replace the present program statements as assigned to the entities of the Convention. The ministry statements, a statement of cooperation, a listing of relationships for cooperation, and details of the process of cooperation will be published in the *Organization Manual of the Southern Baptist Convention* as required by SBC Bylaw 20,(5),(m). [Note: This is now Bylaw 18E (13).]

Beginning in the fall of 2006, *The Organization Manual* began being printed in each year's *SBC Annual* and *SBC Book of Reports* among the other governing documents of the Convention to keep Southern Baptists apprised of each entity's charge. (See Item 160, 2006 *SBC Annual*, p. 94, and pp. 204-5.)

THE INTERNATIONAL MISSION BOARD

MISSION

The International Mission Board exists to assist the churches of the Southern Baptist Convention to be on mission with God in penetrating the unevangelized world outside the United States and Canada with the gospel and making Christ known among all people.

MINISTRIES

- 1. Assist churches by evangelizing persons, planting Baptist churches, and nurturing church planting movements among all people groups outside the United States and Canada; and, provide specialized, defined and agreed upon assistance to the North American Mission Board in assisting churches to reach unreached and underserved people groups within the United States and Canada.**

Develop and maintain a systematic strategy for gospel proclamation and planting churches that will result in the rapid reproduction and multiplication of local indigenous congregations that will make the gospel accessible to all persons among every ethno-linguistic people group; assist national conventions and unions in providing programs of discipleship and leadership training; develop and distribute relevant electronic and print media that support evangelism and church planting, and facilitate the translation and distribution of the Bible, Scripture portions, and other materials in indigenous languages.

- 2. Assist churches in sending and supporting Southern Baptist missionaries and volunteers by enlisting, equipping, and enabling them to fulfill their calling.**

Enlist, appoint, equip, and provide support for God-called Southern Baptist missionaries to serve in long-term and short-term channels of service who give evidence of piety, zeal for their Master's kingdom, conviction of truth as held by Southern Baptists, and giftedness for cross-cultural witness; inform, promote, and provide opportunities for Southern Baptist volunteers to assist in the ministries of the International Mission Board through projects of various duration, and provide resources and materials for training and equipping these volunteers.

- 3. Assist churches and partners to mobilize Southern Baptists to be involved in international missions through praying, giving, and going.**

Inform, challenge, and work in partnership with local churches, associations, state conventions, and other SBC entities to enable Southern Baptists to fulfill the Great Commission overseas by facilitating involvement in prayer strategies, encouraging generous and sacrificial giving to missions through the Cooperative Program and Lottie Moon Christmas Offering, and promoting channels for volunteer and missionary service.

- 4. Assist churches in fulfilling their international missions task by developing global strategies, including human needs based ministries, and providing leadership, administrative support, and financial accountability for implementation of these strategies.**

Provide and maintain an organizational structure and support staff with appropriate leadership and financial management that are designed to implement a comprehensive program to reach the whole world with the gospel through direct evangelism and creative access platform ministries; utilize hospitals, clinics, community health, agricultural, and other development programs, hunger relief and disaster response to meet human needs and share the gospel.

RELATIONSHIPS

The International Mission Board will work within the Southern Baptist Convention entity relationship guidelines approved by the Great Commission Council and the Executive Committee and printed in the Organization Manual of the Southern Baptist Convention.

First ministry statement approved by the Southern Baptist Convention June 20, 1995. See *SBC Annual 1995*, p. 46 and pp. 165-173.

Amended June 17, 2003. See *SBC Annual 2003*, pp.50-51.

Amended June 14, 2011. See *SBC Annual 2011*, pp. 62-64.

THE NORTH AMERICAN MISSION BOARD

MISSION

The North American Mission Board exists to work with churches, associations and state conventions in mobilizing Southern Baptists as a missional force to impact North America with the Gospel of Jesus Christ through evangelism and church planting.

MINISTRIES

- 1. Assist churches in planting healthy, multiplying, evangelistic Southern Baptist churches in the United States and Canada; and provide specialized, defined and agreed upon assistance to the International Mission Board in assisting churches to plant churches for specific groups outside the United States and Canada.**

Work in partnership with churches, associations, and state conventions, and the International Mission Board to start new congregations with a priority to reach population centers and underserved people groups; lead a missional movement to encourage Southern Baptist churches to become church planting congregations.

- 2. Assist churches in the ministries of evangelism and making disciples.**

Equip Southern Baptists for faithful evangelism; encourage churches in evangelism and discipleship; implement direct evangelism projects; prioritize spiritual awakening; develop an evangelism strategy for reaching North America with the Gospel.

- 3. Assist churches by appointing, supporting and assuring accountability for missionaries serving in the United States and Canada.**

Appoint, approve, support and supervise missionaries assigned to accomplish the ministries of NAMB; endorse chaplains; enlist and assist bi-vocational ministers in mission service.

- 4. Assist churches by providing missions education and coordinating volunteer missions opportunities for church members.**

Develop organizations, services, and materials for establishing, enlarging, and improving missions and ministry learning and involvement experiences in churches; assist in volunteer mission involvement.

- 5. Assist churches by providing leadership development.**

Equip pastors for effective congregational leadership, contextual evangelism, and church planting; connect pastors to pastors through leadership development; encourage pastors as they serve in diverse congregational settings.

- 6. Assist churches in relief ministries to victims of disaster and other people in need.**

Provide appropriate assistance and coordination in service to state Baptist conventions, when multi-state and national disaster responses are needed; coordinate with federal government as well as national disaster relief entities to ensure good response coordination on behalf of Southern Baptist Disaster Relief; direct and assist Christian social ministries.

- 7. Assist churches in reaching and mobilizing college and university students in the United States and Canada.**

Promote the advancement of college and university ministry efforts in evangelism, discipleship, churchmanship, leadership development, and missions mobilization through collaborative partnerships.

RELATIONSHIPS

The North American Mission Board will work within the Southern Baptist Convention entity relationship guidelines approved by the Great Commission Council and the Executive Committee and printed in the Organization Manual of the Southern Baptist Convention.

First ministry statement approved by the Southern Baptist Convention June 20, 1995. See *SBC Annual 1995*, p. 46 and pp. 165-173.

Amended June 14, 2011. See *SBC Annual 2011*, pp. 64-68.

Amended June 16, 2015. See *SBC Annual 2015*, pp. 93-95.

Amended June 15, 2022. See *SBC Annual 2022*, pp. 88-90.

LIFEWAY CHRISTIAN RESOURCES

MISSION

Lifeway Christian Resources exists to assist churches and believers to evangelize the world to Christ, develop believers, and grow churches by being the best provider of relevant, high quality, high value Christian products and services.

MINISTRIES

1. Assist churches in the development of church ministries.

Provide programs, products, and services that help churches grow in the areas of Bible study, discipleship, music, worship, administration, media/library, recreation, fellowship, and family ministry; consult with church leaders regarding total church growth concepts, strategies, and resources.

2. Assist churches in ministries to college and university students.

Contribute to the effectiveness of churches and to individual spiritual growth by developing a program, products, and services that may be used in establishing, administering, enlarging, and improving ministry with college students, faculty, and administration.

3. Assist churches with Christian schools and home school ministries.

Provide consultation, products, and services needed by churches with Christian schools and members educating through home schools.

4. Assist churches in ministries to men and women.

Contribute to the effectiveness of churches and to individual spiritual growth by developing a program, products, and services that may be used in establishing, administering, and improving ministries to men and women.

5. Assist churches through the operation of conference centers and camps.

Develop, promote, and operate conference and resident camp facilities useful to Southern Baptist Convention entities, state conventions, associations, and churches in establishing, enlarging, and improving their ministries.

6. Assist churches through the publication of books and Bibles.

Produce, publish, and distribute products, including books, of Christian content and purpose and Bibles that contribute to the effectiveness of churches and individuals.

7. Assist churches through the operation of Lifeway Christian Stores.

Serve people and the churches, associations, state conventions, and agencies of the Southern Baptist Convention by distributing appropriate products through Lifeway Christian Stores.

8. Assist churches through church architecture consultation and services.

Develop products and services needed by Southern Baptist churches, associations, state conventions, and denominational entities to assist them in planning, financing, furnishing, equipping, and utilizing property.

9. Assist churches in capital fund raising.

Provide leadership to churches in securing funds for capital needs.

10. Assist churches by conducting research and compiling statistics.

Conduct research and compile statistics on matters relating to, and of interest to, Southern Baptists, noting future trends and possible effects on church practice, productivity, witness, and health, and tender reports to the Executive Committee for review and possible report or action in an SBC annual meeting.

RELATIONSHIPS

Lifeway Christian Resources will work within the Southern Baptist Convention entity relationship guidelines approved by the Great Commission Council and the Executive Committee and printed in the *Organization Manual of the Southern Baptist Convention*.

Original program statement approved June 2, 1965. See *SBC Annual 1965*, pp. 61-67.

Finally approved May 31, 1967. See *SBC Annual 1967*, pp. 61, 103-117.

New statement approved by the Southern Baptist Convention June 6, 1972. See *SBC Annual 1972*, pp. 60-67.

Amended June 12, 1973. See *SBC Annual 1973*, p. 55.

Amended June 11, 1974. See *SBC Annual 1974*, p. 60.

Amended June 10, 1975. See *SBC Annual 1975*, pp. 59-60.

Amended June 15, 1976. See *SBC Annual 1976*, pp. 36-37.

Amended June 13, 1984. See *SBC Annual 1984*, pp. 49-50.

Revised June 11, 1985. See *SBC Annual 1985*, pp. 38-58.

Amended June 13, 1989. See *SBC Annual 1989*, pp. 36-37.

Amended June 4, 1991. See *SBC Annual 1991*, pp. 46, 48.

First ministry statement approved by the Southern Baptist Convention June 20, 1995. See *SBC Annual 1995*, p. 46 and pp. 165-173.

Amended June 13, 2006. See *SBC Annual 2006*, pp. 62-64.

Amended June 12, 2007. See *SBC Annual 2007*, pp. 68-69.

THEOLOGICAL SEMINARIES

MISSION

Southern Baptist Theological Seminaries exist to prepare God-called men and women for vocational service in Baptist churches and in other Christian ministries throughout the world through programs of spiritual development, theological studies, and practical preparation in ministry.

MINISTRIES

1. Assist churches by programs of prebaccalaureate and baccalaureate theological education for ministers.

Provide for students who have at least the equivalent of high school education biblical, theological, historical, and practical studies designed to develop ministerial competencies; provide extension study opportunities for persons in church vocations who have not completed college or seminary training, persons not in church vocations who desire theological training which is academically oriented, and seminary-trained persons desiring opportunities for continuing education.

2. Assist churches by programs of master's level theological education for ministers.

Provide theological education leading to a Master's Degree for those whom the churches recommend as called by God for a lifetime of leadership in the various ministries of the churches and other areas of Christian service.

3. Assist churches by programs of professional doctoral education for ministers.

Provide advanced theological education for persons who have earned a basic theological degree and have given evidence of capacity for effective performance in ministry to the churches.

4. Assist churches by programs of research doctoral education for ministers and theological educators.

Provide graduate theological education for persons who have completed their basic theological studies and have given evidence of academic ability and capacity for research, writing, and teaching.

5. Assist churches through the administration of the Southern Baptist Historical Library and Archives.

Operate the official Southern Baptist Convention library and archives as a national center for the study of Baptists.

RELATIONSHIPS

Southern Baptist seminaries will work within the Southern Baptist Convention entity relationship guidelines approved by the Great Commission Council and the Executive Committee and printed in the Organization Manual of the Southern Baptist Convention.

First program statement approved by the Southern Baptist Convention May 20, 1964. See SBC Annual 1964, pp. 60-62.

Finally approved May 31, 1967. See SBC Annual 1967, pp. 61, 120-122.

Amended June 12, 1973. See SBC Annual 1973, pp. 69-70.

Amended June 11, 1974. See SBC Annual 1974, pp. 57-59.

Completely rewritten and approved by the Southern Baptist Convention June 12, 1979. See SBC Annual 1979, pp. 37-39.

Amended June 15, 1993. See SBC Annual 1993, p. 74.

First ministry statement approved by the Southern Baptist Convention June 20, 1995. See SBC Annual 1995, p. 46 and pp. 165-173.

THE ETHICS AND RELIGIOUS LIBERTY COMMISSION

MISSION

The Ethics and Religious Liberty Commission exists to assist the churches by helping them understand the moral demands of the gospel, apply Christian principles to moral and social problems and questions of public policy, and to promote religious liberty in cooperation with the churches and other Southern Baptist entities.

MINISTRIES

1. Assist churches in applying the moral and ethical teachings of the Bible to the Christian life.

Provide research, information resources, consultation, and counsel to denominational entities, churches, and individuals with regard to the application of Christian principles in everyday living and in the nation's public life.

2. Assist churches through the communication and advocacy of moral and ethical concerns in the public arena.

Represent Southern Baptists in communicating the moral and ethical positions of the Southern Baptist Convention to the public and to public officials.

3. Assist churches in their moral witness in local communities.

Provide information resources that inform and equip churches for active moral witness in their communities.

4. Assist churches and other Southern Baptist entities by promoting religious liberty.

Provide information and counsel to denominational entities, churches, and individuals regarding appropriate responses to religious liberty concerns; represent Southern Baptists in communicating the positions of the Southern Baptist Convention on religious liberty issues to the public and to public officials.

RELATIONSHIPS

The Ethics and Religious Liberty Commission will work within the Southern Baptist Convention entity relationship guidelines approved by the Great Commission Council and the Executive Committee and printed in the Organization Manual of the Southern Baptist Convention.

GUIDESTONE FINANCIAL RESOURCES

MISSION

GuideStone Financial Resources exists to assist the churches, denominational entities, and other evangelical ministry organizations by making available retirement plan services, life and health coverage, risk management programs, and personal and institutional investment programs.

MINISTRIES

- 1. Assist churches, denominational entities, and other evangelical ministry organizations by making available retirement plan programs for their ministers and employees.**

Make available retirement plan programs and related services for ministers and denominational employees.

- 2. Assist churches, denominational entities, other evangelical ministry organizations, and like-minded individuals, by making available life and health coverage and risk management programs.**

Make available medical, life, and disability programs and other risk management programs to respond to the needs of churches, denominational entities, other evangelical ministry organizations, and like-minded individuals.

- 3. Assist churches and denominational entities through relief to Southern Baptist ministers and Southern Baptist denominational employees.**

Make available a channel through which Southern Baptists can extend systematic financial help to Southern Baptist ministers and denominational employees and their widows who are in need and to interpret the channel to Southern Baptists for the purpose of eliciting support.

- 4. Assist churches, denominational entities, other evangelical ministry organizations, and like-minded investors, by making available a personal investment program to their ministers and employees and their spouses, and to like-minded investors.**

Make available personal investment program and related services to further enhance the financial security of ministers and other employees and their spouses.

- 5. Assist churches and denominational entities by making available institutional investment services through cooperative agreements with state Baptist foundations (or state Baptist conventions where no foundation exists). Assist other evangelical ministry organizations by making available institutional investment services.**

Develop mutually beneficial relationships with the state Baptist conventions and foundations and the Southern Baptist Foundation to assist Southern Baptist institutions in the states and the Southern Baptist Convention entities with their institutional investment needs. Develop relationships with other organizations that will enhance investment opportunities.

RELATIONSHIPS

GuideStone Financial Resources will work within the Southern Baptist Convention entity relationship guidelines approved by the Great Commission Council and the Executive Committee and printed in the Organization Manual of the Southern Baptist Convention.

First program statement approved by the Southern Baptist Convention May 8, 1963. See *SBC Annual 1963*, pp. 55-56.

Amended May 25, 1966. See *SBC Annual 1966*, pp. 56-57.

Finally approved May 31, 1967. See *SBC Annual 1967*, pp. 61, 118-119.

Amended June 14, 1988. See *SBC Annual 1988*, pp. 52-53.

First ministry statement approved by the Southern Baptist Convention June 20, 1995. See *SBC Annual 1995*, p. 46 and pp. 165-173.

Amended June 13, 2000. See *SBC Annual 2000*, pp. 66-67.

Amended June 12, 2007. See *SBC Annual 2007*, pp. 74-75.

Amended June 11, 2013. See *SBC Annual 2013*, pp. 64-66.

THE EXECUTIVE COMMITTEE

MISSION

The SBC Executive Committee seeks to serve churches as they prioritize, elevate, and accelerate the vision of reaching every person for Jesus Christ in every town, every city, every state, and every nation through collaborative partnership, cooperation, and generosity.

MINISTRIES

1. Assist churches through conducting and administering the work of the Convention not otherwise assigned.

The SBC Executive Committee serves as the fiduciary, the fiscal, and the executive entity of the Convention in all its affairs not specifically committed to some other board or entity. Furthermore, the SBC Executive Committee is authorized, instructed, and commissioned to act for the Convention ad interim in all matters not otherwise provided for. It also serves as the managing agent of the Southern Baptist Convention Building.

2. Assist churches by providing a Convention news service.

Provide regular news releases about Southern Baptists; tell and celebrate stories of what God is doing through Southern Baptist churches and ministries; serve as the Convention's press representative; coordinate news operations for annual meetings of the Southern Baptist Convention.

3. Assist churches by developing and strengthening cooperative relationships.

Interpret the Southern Baptist Convention to internal and external publics; strengthen relationships with state convention, associational, and other Southern Baptist affinity groups; and pursue cooperative relationships with theologically likeminded churches to fulfill our missional vision of reaching all people for Jesus Christ and making disciples of all the nations.

4. Assist churches, organizations, and individuals with investment management and generosity.

Encourage and partner with Southern Baptist and other evangelical churches, entities, organizations, and individuals to invest in Kingdom causes by providing comprehensive investment, fiduciary, and planning services for maximum impact for Southern Baptist or other evangelical causes.

5. Assist churches by promoting the Cooperative Program and celebrating other cooperative giving.

In consultation with cooperating state conventions and Southern Baptist Convention entities, prioritize, elevate, and accelerate giving through the Cooperative Program as the most effective means of mobilizing Southern Baptist churches and extending our collective efforts to reach every person with the gospel and make disciples of all nations; celebrate all cooperative giving to achieve these ends.

6. Assist churches in stewardship education.

Produce, develop, publish, and distribute products that help Southern Baptists to grow in commitment to Jesus Christ by applying biblical principles of stewardship.

7. Assist churches through elevating the ministry of prayer.

Provide strategic leadership to lift up and promote coordinated prayer for spiritual awakening, ministry effectiveness, and the completion of the Great Commission.

RELATIONSHIPS

The Executive Committee will work within the Southern Baptist Convention entity relationship guidelines approved by the Great Commission Council and the Executive Committee and printed in the *Organization Manual of the Southern Baptist Convention*.

First program statement approved by the Southern Baptist Convention May 31, 1967. See *SBC Annual 1967*, pp. 61, 55-56.

Revised statement approved by the Southern Baptist Convention June 9, 1992. See *SBC Annual 1992*, pp. 43-46.

First ministry statement approved by the Southern Baptist Convention June 20, 1995. See *SBC Annual 1995*, p. 46 and pp. 165-173.

Amended June 13, 2006. See *SBC Annual 2006*, pp. 62-64.

Amended June 15, 2010. See *SBC Annual 2010*, p. 66.

Amended June 15, 2021. See *SBC Annual 2021*, pp. 62-64.

WOMAN'S MISSIONARY UNION ---

Auxiliary to Southern Baptist Convention

MISSION

Woman's Missionary Union assists churches in developing and implementing a comprehensive strategy of missions in order that a church can fulfill its total mission in the world. Woman's Missionary Union challenges Christian believers to understand and be radically involved in the mission of God.

MINISTRIES

1. Assist churches in the development of Woman's Missionary Union organizations.

Provide programs, products and services that help churches and individuals grow in missions awareness and involvement.

2. Assist churches in Christian development for women in missions.

Assist churches by providing plans and materials that contribute to the individual woman's spiritual growth and missions consciousness.

3. Assist churches through the publication and distribution of magazines and products.

Produce, publish, and distribute magazines and products that help churches and individuals grow in commitment to Jesus Christ by applying biblical concepts of missions.

RELATIONSHIPS

Woman's Missionary Union will work within the Southern Baptist Convention entity relationship guidelines approved by the Great Commission Council and the Executive Committee and printed in the *Organization Manual of the Southern Baptist Convention*.

As an auxiliary, Woman's Missionary Union's program statement is at the discretion of the WMU. The Southern Baptist Convention does not assign ministries to Woman's Missionary Union.

SBC ENTITY RELATIONSHIP GUIDELINES

1. Entities are to relate to each other cooperatively and voluntarily out of deep convictions of faith in Christ and the urgency to serve him effectively in assisting churches.
2. Entities are to respect Ministry Statements as both directives and restraints in the same manner as the SBC Bylaws and Business and Financial Plan and honor them in working together to assist churches in their ministries.
3. Entities are to work together through established processes of the Great Commission Council to determine needs of churches and ways to meet these needs, and wherever appropriate, to coordinate the activities and resources involved in meeting them.
4. Entities are to work together for mutual reinforcement and for promoting the work of the Convention.
5. Entity administrators should reinforce with their trustees the principle that entity trustees are to represent the interests of the entire Convention as well as those of the entity.
6. Entity administrators are to ensure that their employees understand the need and the processes for working cooperatively with the personnel of all entities in the spirit of Matthew 7:12 (CSB) *“Therefore, whatever you want other to do for you do also the same for them,”* and are committed to honor them in day-to-day operations.
7. Entities exploring the possibility of launching new programs, projects, or services are to provide information to the Great Commission Council and/or its committees and other entities whose assignment(s) may be closely related to the new venture in order to avoid conflict with another entity’s Ministry Statement and to allow for timely review, feedback, clarification of relationships, and discovery of supportive activities by other entities.
8. Entities are to communicate with state convention, association, and church leadership in keeping with their Ministry Statements and in order to provide churches maximum service with minimum confusion.
9. Entities are to initiate relationships with or respond to initiatives of organizations outside the Southern Baptist Convention according to their respective Ministry Statements and assist, as needed, by directing such organizations to appropriate entities.

PROCEDURE FOR CHANGING MINISTRY STATEMENTS

- A. Amendments to ministry statements may be initiated by any messenger or by the SBC Executive Committee. Amendments may also be initiated by any SBC entity at any time with the approval of the entity’s trustees. Conferences with Executive Committee staff on matters of form and relationship are desirable. Where relationships are involved, these are discussed with all parties concerned before submission to the Executive Committee.
- B. Proposed changes in Ministry Statements are circulated to SBC entity executives, state convention executives, and state Baptist paper editors before presentation to the Executive Committee for approval as recommendations to the SBC.
- C. Amendments are presented to the appropriate committee of the Executive Committee and all parties have opportunity to express their point of view before that committee makes its final recommendation to the Executive Committee. Ministry Statement changes approved by the Executive Committee are recommended to the Southern Baptist Convention at its next meeting.
- D. All ministry changes must be approved by a majority vote of the messengers present in the Southern Baptist Convention in session.

— Approved by the SBC Executive Committee, February 20, 2007

LEGAL NAMES AND ADDRESSES

of CORPORATIONS RELATED to the SOUTHERN BAPTIST CONVENTION

The Executive Committee of the Southern Baptist Convention

901 Commerce Street, Nashville, TN 37203

The International Mission Board of the Southern Baptist Convention

P.O. Box 6767, Richmond, VA 23230

3806 Monument Avenue, Richmond, VA 23230

The North American Mission Board of the Southern Baptist Convention, Inc.

4200 North Point Parkway, Alpharetta, GA 30022

Lifeway Christian Resources of the Southern Baptist Convention

200 Powell Place, Suite 100, Brentwood, TN 37027

GuideStone Financial Resources of the Southern Baptist Convention

5005 LBJ Freeway, Suite 2200, Dallas, TX 75244

The Southern Baptist Theological Seminary

2825 Lexington Road, Louisville, KY 40280

The Southwestern Baptist Theological Seminary

P.O. Box 22000, Fort Worth, TX 76122

2001 W Seminary Drive, Fort Worth, TX 76115

New Orleans Baptist Theological Seminary

3939 Gentilly Boulevard, New Orleans, LA 70126

Gateway Seminary of the Southern Baptist Convention

3210 E Guasti Road, Ontario, CA 91761

The Southeastern Baptist Theological Seminary, Inc.

P.O. Box 1889, Wake Forest, NC 27587

120 South Wingate Street, Wake Forest, NC 27587

Midwestern Baptist Theological Seminary, Inc.

5001 North Oak Trafficway, Kansas City, MO 64118

The Ethics and Religious Liberty Commission of the Southern Baptist Convention

901 Commerce Street, Suite 550, Nashville, TN 37203

Woman's Missionary Union, Auxiliary to Southern Baptist Convention

P.O. Box 830010, Birmingham, AL 35283

100 Missionary Ridge, Birmingham, AL 35242

BAPTIST FAITH AND MESSAGE

PREAMBLE

Baptists are a people of deep beliefs and cherished doctrines. Throughout our history we have been a confessional people, adopting statements of faith as a witness to our beliefs and a pledge of our faithfulness to the doctrines revealed in Holy Scripture.

Our confessions of faith are rooted in historical precedent, as the church in every age has been called upon to define and defend its beliefs. Each generation of Christians bears the responsibility of guarding the treasury of truth that has been entrusted to us [2 Timothy 1:14]. Facing a new century, Southern Baptists must meet the demands and duties of the present hour.

New challenges to faith appear in every age. A pervasive anti-supernaturalism in the culture was answered by Southern Baptists in 1925, when the *Baptist Faith and Message* was first adopted by this Convention. In 1963, Southern Baptists responded to assaults upon the authority and truthfulness of the Bible by adopting revisions to the *Baptist Faith and Message*. The Convention added an article on “The Family” in 1998, thus answering cultural confusion with the clear teachings of Scripture. Now, faced with a culture hostile to the very notion of truth, this generation of Baptists must claim anew the eternal truths of the Christian faith.

Your committee respects and celebrates the heritage of the *Baptist Faith and Message*, and affirms the decision of the Convention in 1925 to adopt the *New Hampshire Confession of Faith*, “revised at certain points and with some additional articles growing out of certain needs” We also respect the important contributions of the 1925 and 1963 editions of the *Baptist Faith and Message*.

With the 1963 committee, we have been guided in our work by the 1925 “statement of the historic Baptist conception of the nature and function of confessions of faith in our religious and denominational life” It is, therefore, quoted in full as a part of this report to the Convention:

- (1) That they constitute a consensus of opinion of some Baptist body, large or small, for the general instruction and guidance of our own people and others concerning those articles of the Christian faith which are most surely held among us. They are not intended to add anything to the simple conditions of salvation revealed in the New Testament, viz., repentance toward God and faith in Jesus Christ as Saviour and Lord.
- (2) That we do not regard them as complete statements of our faith, having any quality of finality or infallibility. As in the past so in the future, Baptists should hold themselves free to revise their statements of faith as may seem to them wise and expedient at any time.
- (3) That any group of Baptists, large or small, have the inherent right to draw up for themselves and publish to the world a confession of their faith whenever they may think it advisable to do so.
- (4) That the sole authority for faith and practice among Baptists is the Scriptures of the Old and New Testaments. Confessions are only guides in interpretation, having no authority over the conscience.
- (5) That they are statements of religious convictions, drawn from the Scriptures, and are not to be used to hamper freedom of thought or investigation in other realms of life.

Baptists cherish and defend religious liberty, and deny the right of any secular or religious authority to impose a confession of faith upon a church or body of churches. We honor the principles of soul competency and the priesthood of believers, affirming together both our liberty in Christ and our accountability to each other under the Word of God.

Baptist churches, associations, and general bodies have adopted confessions of faith as a witness to the world, and as instruments of doctrinal accountability. We are not embarrassed to state before the world that these are doctrines we hold precious and as essential to the Baptist tradition of faith and practice.

As a committee, we have been charged to address the “certain needs” of our own generation. In an age increasingly hostile to Christian truth, our challenge is to express the truth as revealed in Scripture, and to bear witness to Jesus Christ, who is “*the Way, the Truth, and the Life.*”

The 1963 committee rightly sought to identify and affirm “certain definite doctrines that Baptists believe, cherish, and with which they have been and are now closely identified.” Our living faith is established upon eternal truths. “Thus this generation of Southern Baptists is in historic succession of intent and purpose as it endeavors to state for its time and theological climate those articles of the Christian faith which are most surely held among us.”

It is the purpose of this statement of faith and message to set forth certain teachings which we believe.

BAPTIST FAITH AND MESSAGE

I. The Scriptures

The Holy Bible was written by men divinely inspired and is God’s revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.

Exodus 24:4; Deuteronomy 4:1-2; 17:19; Joshua 8:34; Psalms 19:7-10; 119:11, 89, 105, 140; Isaiah 34:16; 40:8; Jeremiah 15:16; 36:1-32; Matthew 5:17-18; 22:29; Luke 21:33; 24:44-46; John 5:39; 16:13-15; 17:17; Acts 2:16ff; 17:11; Romans 15:4; 16:25-26; 2 Timothy 3:15-17; Hebrews 1:1-2; 4:12; 1 Peter 1:25; 2 Peter 1:19-21.

II. God

There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

Genesis 1:1; 2:7; Exodus 3:14; 6:2-3; 15:1ff.; 20:1ff.; Leviticus 22:2; Deuteronomy 6:4; 32:6; 1 Chronicles 29:10; Psalm 19:1-3; Isaiah 43:3, 15; 64:8; Jeremiah 10:10; 17:13; Matthew 6:9ff.; 7:11; 23:9; 28:19; Mark 1:9-11; John 4:24; 5:26; 14:6-13; 17:1-8; Acts 1:7; Romans 8:14-15; 1 Corinthians 8:6; Galatians 4:6; Ephesians 4:6; Colossians 1:15; 1 Timothy 1:17; Hebrews 11:6; 12:9; 1 Peter 1:17; 1 John 5:7.

B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord.

Genesis 18:1ff.; Psalms 2:7ff.; 110:1ff.; Isaiah 7:14; Isaiah 53:1-12; Matthew 1:18-23; 3:17; 8:29; 11:27; 14:33; 16:16, 27; 17:5; 27; 28:1-6, 19; Mark 1:1; 3:11; Luke 1:35; 4:41; 22:70; 24:46; John 1:1-18, 29; 10:30, 38; 11:25-27; 12:44-50; 14:7-11; 16:15-16, 28; 17:1-5, 21-22; 20:1-20, 28; Acts 1:9; 2:22-24; 7:55-56; 9:4-5, 20; Romans 1:3-4; 3:23-26; 5:6-21; 8:1-3, 34; 10:4; 1 Corinthians 1:30; 2:2; 8:6; 15:1-8, 24-28; 2 Corinthians 5:19-21; 8:9; Galatians 4:4-5; Ephesians 1:20; 3:11; 4:7-10; Philippians 2:5-11; Colossians 1:13-22; 2:9; 1 Thessalonians 4:14-18; 1 Timothy 2:5-6; 3:16; Titus 2:13-14; Hebrews 1:1-3; 4:14-15; 7:14-28; 9:12-15, 24-28; 12:2; 13:8; 1 Peter 2:21-25; 3:22; 1 John 1:7-9; 3:2; 4:14-15; 5:9; 2 John 7-9; Revelation 1:13-16; 5:9-14; 12:10-11; 13:8; 19:16.

C. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Saviour, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

Genesis 1:2; Judges 14:6; Job 26:13; Psalms 51:11; 139:7ff.; Isaiah 61:1-3; Joel 2:28-32; Matthew 1:18; 3:16; 4:1; 12:28-32; 28:19; Mark 1:10, 12; Luke 1:35; 4:1, 18-19; 11:13; 12:12; 24:49; John 4:24; 14:16-17, 26; 15:26; 16:7-14; Acts 1:8; 2:1-4, 38; 4:31; 5:3; 6:3; 7:55; 8:17, 39; 10:44; 13:2; 15:28; 16:6; 19:1-6; Romans 8:9-11, 14-16, 26-27; 1 Corinthians 2:10-14; 3:16; 12:3-11, 13; Galatians 4:6; Ephesians 1:13-14; 4:30; 5:18; 1 Thessalonians 5:19; 1 Timothy 3:16; 4:1; 2 Timothy 1:14; 3:16; Hebrews 9:8, 14; 2 Peter 1:21; 1 John 4:13; 5:6-7; Revelation 1:10; 22:17.

III. Man

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

Genesis 1:26-30; 2:5, 7, 18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18, 23; 5:6, 12, 19; 6:6; 7:14-25; 8:14-18, 29; 1 Corinthians 1:21-31; 15:19, 21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11.

IV. Salvation

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Saviour, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.

A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace.

Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Saviour.

B. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.

C. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

D. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

Genesis 3:15; Exodus 3:14-17; 6:2-8; Matthew 1:21; 4:17; 16:21-26; 27:22-28:6; Luke 1:68-69; 2:28-32; John 1:11-14, 29; 3:3-21, 36; 5:24; 10:9, 28-29; 15:1-16; 17:17; Acts 2:21; 4:12; 15:11; 16:30-31; 17:30-31; 20:32; Romans 1:16-18; 2:4; 3:23-25; 4:3ff.; 5:8-10; 6:1-23; 8:1-18, 29-39; 10:9-10, 13; 13:11-14; 1 Corinthians 1:18, 30; 6:19-20; 15:10; 2 Corinthians 5:17-20; Galatians 2:20; 3:13; 5:22-25; 6:15; Ephesians 1:7; 2:8-22; 4:11-16; Philippians 2:12-13; Colossians 1:9-22; 3:1ff.; 1 Thessalonians 5:23-24; 2 Timothy 1:12; Titus 2:11-14; Hebrews 2:1-3; 5:8-9; 9:24-28; 11:1-12:8, 14; James 2:14-26; 1 Peter 1:2-23; 1 John 1:6-2:11; Revelation 3:20; 21:1-22:5.

V. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

Genesis 12:1-3; Exodus 19:5-8; 1 Samuel 8:4-7, 19-22; Isaiah 5:1-7; Jeremiah 31:31ff.; Matthew 16:18-19; 21:28-45; 24:22, 31; 25:34; Luke 1:68-79; 2:29-32; 19:41-44; 24:44-48; John 1:12-14; 3:16; 5:24; 6:44-45, 65; 10:27-29; 15:16; 17:6, 12, 17-18; Acts 20:32; Romans 5:9-10; 8:28-39; 10:12-15; 11:5-7, 26-36; 1 Corinthians 1:1-2; 15:24-28; Ephesians 1:4-23; 2:1-10; 3:1-11; Colossians 1:12-14; 2 Thessalonians 2:13-14; 2 Timothy 1:12; 2:10, 19; Hebrews 11:39-12:2; James 1:12; 1 Peter 1:2-5, 13; 2:4-10; 1 John 1:7-9; 2:19; 3:2.

VI. The Church

A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its two scriptural offices are that of pastor/elder/overseer and deacon. While both men and women are gifted for service in the church, the office of pastor/elder/overseer is limited to men as qualified by Scripture.

The New Testament speaks also of the church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

Matthew 16:15-19; 18:15-20; Acts 2:41-42, 47; 5:11-14; 6:3-6; 13:1-3; 14:23, 27; 15:1-30; 16:5; 20:28; Romans 1:7; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11, 21; 5:22-32; Philippians 1:1; Colossians 1:18; 1 Timothy 2:9-14; 3:1-15; 4:14; Hebrews 11:39-40; 1 Peter 5:1-4; Revelation 2-3; 21:2-3.

VII. Baptism and the Lord's Supper

Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Saviour, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

Matthew 3:13-17; 26:26-30; 28:19-20; Mark 1:9-11; 14:22-26; Luke 3:21-22; 22:19-20; John 3:23; Acts 2:41-42; 8:35-39; 16:30-33; 20:7; Romans 6:3-5; 1 Corinthians 10:16, 21; 11:23-29; Colossians 2:12.

VIII. The Lord's Day

The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.

Exodus 20:8-11; Matthew 12:1-12; 28:1ff.; Mark 2:27-28; 16:1-7; Luke 24:1-3, 33-36; John 4:21-24; 20:1, 19-28; Acts 20:7; Romans 14:5-10; 1 Corinthians 16:1-2; Colossians 2:16; 3:16; Revelation 1:10.

IX. The Kingdom

The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.

Genesis 1:1; Isaiah 9:6-7; Jeremiah 23:5-6; Matthew 3:2; 4:8-10, 23; 12:25-28; 13:1-52; 25:31-46; 26:29; Mark 1:14-15; 9:1; Luke 4:43; 8:1; 9:2; 12:31-32; 17:20-21; 23:42; John 3:3; 18:36; Acts 1:6-7; 17:22-31; Romans 5:17; 8:19; 1 Corinthians 15:24-28; Colossians 1:13; Hebrews 11:10, 16; 12:28; 1 Peter 2:4-10; 4:13; Revelation 1:6, 9; 5:10; 11:15; 21-22.

X. Last Things

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

Isaiah 2:4; 11:9; Matthew 16:27; 18:8-9; 19:28; 24:27, 30, 36, 44; 25:31-46; 26:64; Mark 8:38; 9:43-48; Luke 12:40, 48; 16:19-26; 17:22-37; 21:27-28; John 14:1-3; Acts 1:11; 17:31; Romans 14:10; 1 Corinthians 4:5; 15:24-28, 35-58; 2 Corinthians 5:10; Philippians 3:20-21; Colossians 1:5; 3:4; 1 Thessalonians 4:14-18; 5:1ff.; 2 Thessalonians 1:7ff.; 2; 1 Timothy 6:14; 2 Timothy 4:1, 8; Titus 2:13; Hebrews 9:27-28; James 5:8; 2 Peter 3:7ff.; 1 John 2:28; 3:2; Jude 14; Revelation 1:18; 3:11; 20:1-22:13.

XI. Evangelism and Missions

It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.

Genesis 12:1-3; Exodus 19:5-6; Isaiah 6:1-8; Matthew 9:37-38; 10:5-15; 13:18-30, 37-43; 16:19; 22:9-10; 24:14; 28:18-20; Luke 10:1-18; 24:46-53; John 14:11-12; 15:7-8, 16; 17:15; 20:21; Acts 1:8; 2; 8:26-40; 10:42-48; 13:2-3; Romans 10:13-15; Ephesians 3:1-11; 1 Thessalonians 1:8; 2 Timothy 4:5; Hebrews 2:1-3; 11:39-12:2; 1 Peter 2:4-10; Revelation 22:17.

XII. Education

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

Deuteronomy 4:1, 5, 9, 14; 6:1-10; 31:12-13; Nehemiah 8:1-8; Job 28:28; Psalms 19:7ff.; 119:11; Proverbs 3:13ff.; 4:1-10; 8:1-7, 11; 15:14; Ecclesiastes 7:19; Matthew 5:2; 7:24ff.; 28:19-20; Luke 2:40; 1 Corinthians 1:18-31; Ephesians 4:11-16; Philippians 4:8; Colossians 2:3, 8-9; 1 Timothy 1:3-7; 2 Timothy 2:15; 3:14-17; Hebrews 5:12-6:3; James 1:5; 3:17.

XIII. Stewardship

God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.

Genesis 14:20; Leviticus 27:30-32; Deuteronomy 8:18; Malachi 3:8-12; Matthew 6:1-4, 19-21; 19:21; 23:23; 25:14-29; Luke 12:16-21, 42; 16:1-13; Acts 2:44-47; 5:1-11; 17:24-25; 20:35; Romans 6:6-22; 12:1-2; 1 Corinthians 4:1-2; 6:19-20; 12; 16:1-4; 2 Corinthians 8-9; 12:15; Philippians 4:10-19; 1 Peter 1:18-19.

XIV. Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

Exodus 17:12; 18:17ff.; Judges 7:21; Ezra 1:3-4; 2:68-69; 5:14-15; Nehemiah 4; 8:1-5; Matthew 10:5-15; 20:1-16; 22:1-10; 28:19-20; Mark 2:3; Luke 10:1ff.; Acts 1:13-14; 2:1ff.; 4:31-37; 13:2-3; 15:1-35; 1 Corinthians 1:10-17; 3:5-15; 12; 2 Corinthians 8-9; Galatians 1:6-10; Ephesians 4:1-16; Philippians 1:15-18.

XV. The Christian and the Social Order

All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

Exodus 20:3-17; Leviticus 6:2-5; Deuteronomy 10:12; 27:17; Psalm 101:5; Micah 6:8; Zechariah 8:16; Matthew 5:13-16, 43-48; 22:36-40; 25:35; Mark 1:29-34; 2:3ff.; 10:21; Luke 4:18-21; 10:27-37; 20:25; John 15:12; 17:15; Romans 12-14; 1 Corinthians 5:9-10; 6:1-7; 7:20-24; 10:23-11:1; Galatians 3:26-28; Ephesians 6:5-9; Colossians 3:12-17; 1 Thessalonians 3:12; Philemon; James 1:27; 2:8.

XVI. Peace and War

It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war.

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.

Isaiah 2:4; Matthew 5:9, 38-48; 6:33; 26:52; Luke 22:36, 38; Romans 12:18-19; 13:1-7; 14:19; Hebrews 12:14; James 4:1-2.

XVII. Religious Liberty

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

Genesis 1:27; 2:7; Matthew 6:6-7, 24; 16:26; 22:21; John 8:36; Acts 4:19-20; Romans 6:1-2; 13:1-7; Galatians 5:1, 13; Philippians 3:20; 1 Timothy 2:1-2; James 4:12; 1 Peter 2:12-17; 3:11-17; 4:12-19.

XVIII. The Family

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption.

Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race.

The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation.

Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Genesis 1:26-28; 2:15-25; 3:1-20; Exodus 20:12; Deuteronomy 6:4-9; Joshua 24:15; 1 Samuel 1:26-28; Psalms 51:5; 78:1-8; 127; 128; 139:13-16; Proverbs 1:8; 5:15-20; 6:20-22; 12:4; 13:24; 14:1; 17:6; 18:22; 22:6, 15; 23:13-14; 24:3; 29:15, 17; 31:10-31; Ecclesiastes 4:9-12; 9:9; Malachi 2:14-16; Matthew 5:31-32; 18:2-5; 19:3-9; Mark 10:6-12; Romans 1:18-32; 1 Corinthians 7:1-16; Ephesians 5:21-33; 6:1-4; Colossians 3:18-21; 1 Timothy 5:8,14; 2 Timothy 1:3-5; Titus 2:3-5; Hebrews 13:4; 1 Peter 3:1-7.

Additional information relating to the *Baptist Faith and Message*, including an introduction, preamble, committee information, commentary, multilingual versions, and more, can be found online at bfm.sbc.net.

