









On Mission Together

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WE ARE A MOVEMENT OF

churches on mission together.

God has called us to join Him in His mission, and that call is as urgent and alive as ever. N.C. Baptists are a family of autonomous local churches linked together by a shared purpose: to reach the unreached, train the next generation, send missionaries and church planters, and serve churches and communities across our state and beyond.

Partnering with N.C. Baptists means partnering with a network built around your church's calling. Through training, resources and collaboration, we walk with you to help your church take its next step in the Great Commission – engaging locally, mobilizing globally and caring for missionaries on the front lines of the harvest.

For nearly two centuries, we've seen what's possible when churches lock arms in faith. That legacy continues today. As the psalmist prayed, may God establish the work of our hands.



TODD UNZICKER
Executive Director-Treasurer
N.C. Baptists | ncbaptist.org

N.C. Baptists

partner across our state to accomplish more for God's kingdom and take the gospel to the nations. We are a convention of autonomous churches that partner together to reach the unreached, send missionaries and planters, train up the next generation, and serve churches and communities.

FROM GENESIS TO REVELATION, God is on a rescue mission for His people. We're convinced the church is God's "plan A," so we join Him where He is on the move – fueled by churches, for churches. N.C. Baptists exist to encourage and mobilize churches to share and show the gospel.


Jesus in the Darkness
Over Every Enemy
NC BAPTISTS
WE ARE ON
MISSION
together

Reach



THE LOST NEAR & FAR

Train



DISCIPLES, CHURCHES & THE NEXT GENERATION

Send



CHURCH PLANTERS THROUGH THE LOCAL CHURCH

Serve



CHURCHES, COMMUNITIES, OUR NATION & THE WORLD

Updated March 2026

Sources: International Mission Board; Southeastern Baptist Theological Seminary; ncbaptist.org; baptistsonmission.org

OVER $13M given to Lottie Moon from N.C.

548 missionaries sent from N.C. out of 3,500+ worldwide

- **2,066,251** people heard the gospel
- **196,497** new believers internationally
- **129** countries served

1,400 equipped at Disciple-Making Conference

529 called to ministry at BeDoTell summer camps

40 Fruitland graduates, including 12 Hispanic certificates

466 graduates commissioned by SEBTS

760+ worship leaders trained through Expo

$7M+ given to Annie Armstrong from N.C.

820 baptisms reported by SendNC church planters

120+ endorsed and funded planters since 2022

51 churches planted in N.C. in 2025

82 N.C. Baptist churches sent planters

- **17** cultures represented

60+ churches partnered with N.C. Baptists

142+ N.C. churches in revitalization process

- **24** replanted

500 churches completed local service projects

1 ultrasound machine placed

Disaster Relief volunteers responded to 9 disasters; completed repairs on **716** homes damaged by Hurricane Helene

- Served at **139** dental clinics and **71** health screening clinics

Reach

THE LOST NEAR & FAR

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

God has commanded us to go and make disciples of all nations (Matthew 28:18-20). We're on mission together so that people across North Carolina and beyond can know Jesus.


Children

N.C. BAPTIST MISSIONARIES

Prayer is central to our work because God is the one who saves. PrayNC is your guide to praying for unreached people groups and missionaries sent from North Carolina.

PRAYNC.ORG

EVANGELISM

We desire to see all people receive Jesus as Lord and publicly profess their faith through baptism. We trust that God will draw souls if we are obedient to share the message. Every year N.C. Baptists celebrate new life in Christ through the "Fill the Tank" baptism initiative.

More than **1,800** baptisms during N.C.'s Fill the Tank 2025

15,620+ baptisms reported for the year of 2025 overall*

**ACP National Data*

FILLTHETANK.NC.ORG





Train

DISCIPLES, CHURCHES & THE NEXT GENERATION

Partnering with churches to train disciples, churches and the next generation.

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


Roland

TRAINING DISCIPLES

NCBAPTIST.ORG/EVENTS

We want disciples to flourish. The annual Disciple-Making Conference (DMC) reorients us to the priority of replicating our faith. Various ministries focus on women's discipleship, worship, pastoral health and more.

1,500 attended DMC in 2025
1,400 attended DMC in 2026

TRAINING CHURCHES

NCBAPTIST.ORG/REVITALIZATION

For many plateaued or declining churches, gospel impact begins with a need for church strengthening. N.C. Baptists help leaders assess their current reality, envision a future of disciple making and build strategies to impact their communities with the gospel.

140+ churches engaged in the revitalization process

TRAINING THE NEXT GEN

Investing in children and students strengthens the church. Through BeDoTell, thousands of high school students participate in summer camps every year, with many committing to ministry. Go2 invites recent college graduates to give two years to live on mission through international missions, church planting and other ministry avenues.

Nearly 12,000 students attended summer camp in 2025
529 students called to Christian ministry
467 students saved

BEDOTELL.COM

GO2YEARS.ORG



Send

CHURCH PLANTERS THROUGH THE LOCAL CHURCH

Helping send church planters through the local church.

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



SENDING CHURCHES

SENDNC .ORG

Through SendNC, a partnership between N.C. Baptists and the North American Mission Board's Send Network, local churches plant churches. Planters endorsed through SendNC receive benefits, including coaching, training and financial support.

120+ endorsed and funded planters since 2022



Serve

CHURCHES, COMMUNITIES, OUR NATION & THE WORLD

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

N.C. Baptists serve churches, so churches can serve communities. We are called to go to our Jerusalem, Judea, Samaria and to the ends of the earth, sharing the same love Christ shows us.


DISASTER RELIEF
NORTH CAROLINA
Disaster Recovery

PASTORS & CHURCHES

NCBAPTIST.ORG/PASTORAL

N.C. Baptists provide opportunities for pastors to deepen their spiritual, emotional and physical health; support churches during interim periods and times of conflict; and manage the N.C. Baptist JobBoard, which connects churches with pastoral candidates.

To help pastors shepherd well and thrive in ministry, N.C. Baptists offer a pastoral health assessment and resources for their well-being.



COMPASSION MINISTRIES

BAPTISTSONMISSION.ORG

SERVENC.COM

N.C. Baptists are among the first to respond when disaster strikes in our state and beyond. Through our ServeNC initiative, churches take on service projects, ensuring every community is cared for. And Baptists on Mission disaster relief jumps into action to feed, clothe and rebuild.

500+ churches participated in hundreds of service projects in 2025

LIFE INITIATIVES

LIFE INITIATIVES

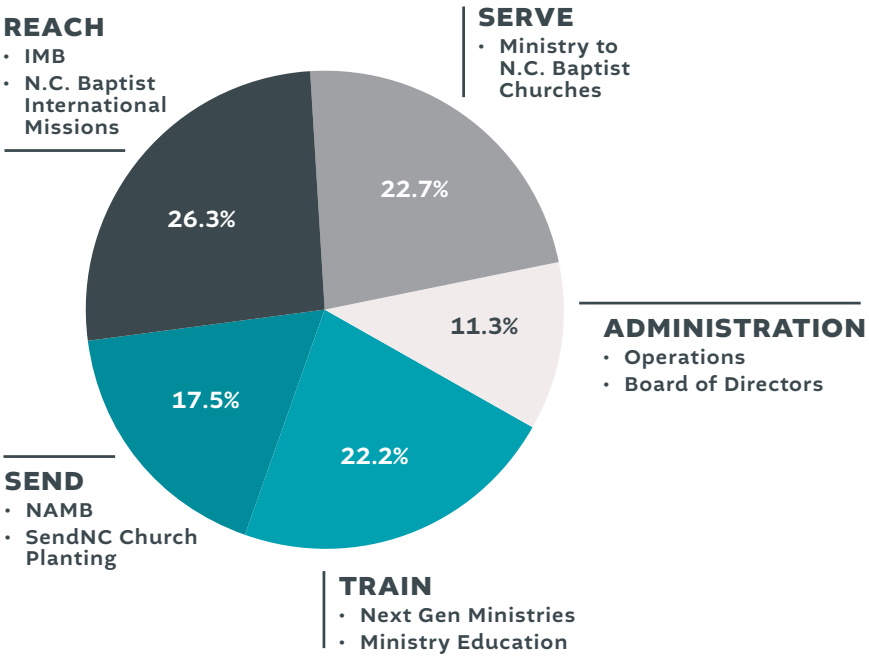
All people are made in God's image, worthy of dignity and protection. In partnership with the Psalm 139 Project, N.C. Baptists are part of an ongoing effort to fund the placement of ultrasound machines in pregnancy resource centers across the state.

8 ultrasound machines placed since 2022

Budget

A BREAKDOWN OF OUR ANNUAL MISSIONS GIVING IS BELOW.

Learn more at ncbaptist.org/budget.



N.C. BAPTIST BUDGET


EXIT



Board of Directors

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

The executive committee of the board has the responsibility of acting on behalf of the board and the convention between sessions. The executive committee is responsible for the administrative, personnel and certain business actions of the convention, and the committee reports its actions and recommendations to the board and the convention. The executive committee met eight times since September 2024. Members include the president and vice president of the board (who serve as the chairperson and vice chairperson of the executive committee), the officers of the convention, the chairpersons of the committees and special committees of the board, four at-large members of the board, the president of Baptists on Mission, the president of the North Carolina Baptist Associational Missions Conference, and the chairpersons of the Budget Special Committee and the Articles and Bylaws Special Committee.

This report includes actions taken by the board and executive committee during and since the conclusion of the September 2025 board meeting.

At the September 2025 meeting, the board of directors elected the following officers for 2026:

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

At the February 2026 meeting, the board of directors elected the following officer for the remainder of 2026:

- Board Secretary: Evette Orcutt, due to the retirement of Angela Kilby

The board of directors elected the following at-large members to serve on the 2026 executive committee:

- Jonathan Barbee
- Betsy Bolick
- Twinkle Poindexter
- Jacob Reed

The board of directors approved the following committee structure in 2026 to assist the board and staff in fulfilling the state convention's purpose to be a movement of churches on mission together:

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

The board committees and special committees elected the following chairpersons for 2026:

- Christian Life and Public Affairs Special Committee: Justin Deeter

- Communications Committee: Jacob Hall
- Convention Relations Special Committee: Dave Heller
- Ministry Strategies Committee: Jerry Lewis
- Mission Catalyst Committee: Will Toburen
- Operations Special Committee: Jared Richard

The board president/vice president made the following committee appointments:

Articles and Bylaws Special Committee:

- Aaron Swain was appointed chairperson

Budget Special Committee:

- Board member: Lauren Wiedenroth (2029 term), Apex, Apex
- Non-board member: John Ewart (2029 term), Englewood, Rocky Mount
- Justin Alexander was appointed chairperson

Operations Special Committee non-board members:

- Dave Magan (2029 term), Hickory Grove, Charlotte
- David Orcutt (2026 term), Central, Wendell
- Woody Walls (2029 term), Beach Road, Southport

Fruitland Baptist Bible College Nominating Committee:

Three members of the executive committee:

- Justin Alexander, chair
- Robert Hefner
- Twinkle Poindexter

Convention Committee Nominations

The following convention committee members were nominated by convention officers James Allen Murray, president; Steven Wade, first vice president; and Matt Capps, second vice president, and approved by the board of directors:

Committee on Nominations
Terms ending in 2028:

- Ben Horrell, Burgaw Baptist Church, Burgaw
- Zach Kennedy, Mt. Zion Baptist Church, Hudson
- Gene McCourt, North Wake Church, Wake Forest
- Ken Smith, Atkinson Baptist Church, Atkinson
- Neal Thornton, Coram Deo Baptist Church, Angier
- Andrew Clark, Arran Lake, Fayetteville, was nominated chair

Committee on Convention Meetings
Term ending in 2027:

- Matthew Sorrells, Dutch Cove Baptist Church, Canton

Terms ending in 2028:

- Ivy Brickhouse, Adaville Baptist Church, Forest City
- Megan Chadwick, Faith Baptist Church, Youngsville
- Lauren Rayfield, Oak Grove Baptist Church, Newland
- Ron Skinner, River of Life, Sunset Beach, was nominated chair

The board of directors approved a recommendation from the 2026 Fruitland Baptist Bible College Nominating Committee to fill the 2030 terms on the Fruitland board representing the:

- Convention board of directors member: Jesse Peters, Naples, Hendersonville
- Alumni: Josh Fraley, Euto, Monroe
- At-large member: Noah Crowe, Peachtree Memorial, Murphy

At the September 2026 meeting, the board of directors elected the following officers for 2027:

- President: Jared Richard
- Vice President: Will Toburen
- Board Secretary: Gabe Magan

Additional actions of the board of directors and executive committee were as follows:

BOARD OF DIRECTORS

- Affirmed the action by the Operations Committee to decline the NCJUA "Beach Plan" insurance for names storms (hurricanes) due to the increase in its premium for the Caswell property from $200k in 2024 to $500k in 2026. The decision included authorizing the transfer of $2,000,000 into the insurance deductible reserve from the Convention's 2025 investment gains to provide a cushion for named storm damage in the future at Caswell.
- Approved that Bradley Norris, Director of Operations, be named as the Authorized Agent of the Baptist State Convention of NC, which will be recorded with the NC Secretary of State's office.

- Approved naming Bradley Norris, Director of Operations, as an authorized signatory on all Convention bank and investment accounts, replacing the retiring Director of Operations, John Butler, on said accounts.
- Accepted and approved the 2025 audit report of the financial statement of the convention.
- Approved that 20% of the net profit of the 2025 operations of the convention be transferred to the Contingency Reserve.
- Approved and authorized the Baptist State Convention of North Carolina to acquire an approximately one-acre parcel in Clay County.
- Ratified the transfer of ownership of the Spruce Pine Rebuild Center to North Carolina Baptist Men.
- Authorized the Baptist State Convention of North Carolina to grant a Permanent Utility Easement in Cary, North Carolina to the Town of Cary.
- Adopted the 2027 proposed Cooperative Program (CP) budget of $29.1 million as presented in the budget summary to board members and will present the budget for consideration to the convention at the 2026 annual meeting.
- Adopted the North Carolina Missions Offering (NCMO) goal of $2.8 million and allocations as provided to board members.
- Adopted the recommendation that any Cooperative Program funds received in excess of the approved 2027 Cooperative Program

budget be allocated to Mission Advancement for Church Planting (SendNC) and Missions Engagement.

- Approved and recommended to the Convention the Relationship Proposal submitted by the *Biblical Recorder* Study Committee.
- Approved a motion to amend the bylaws of BSCNC addressing where the Baptist Hospital is mentioned, areas where the *Biblical Recorder* is mentioned as a related entity, and changes to the term limitations of related entities.

EXECUTIVE COMMITTEE

- Approved changes to the NC Baptist Employee Handbook.
- Authorized Operations Group to approve 2026 housing allowance requests for ordained convention staff.
- Approved a 1% year-end bonus for staff and merit bonuses for selected staff.
- Amended financial policies (Operations Committee recommendation).
- Affirmed Operations Committee's approval to change Fort Caswell insurance coverage; full board affirmation to be sought.
- Approved changing the convention's registered agent from John Butler to Bradley Norris, effective April 1, 2026; board approval followed.

- Approved replacing John Butler's name with Bradley Norris's on banking and investment accounts, effective April 1, 2026; board approval followed.
- Approved the hire of Chris Overman as BSCNC IT Manager.
- Approved creating a new development strategist position in the Convention Relations group.
- Approved the nomination of Dan Kiefer to fill an unexpired 2026 term for Region 7 on the board of directors.
- Approved the personnel reclassification of Philip Yarborough to become the Caraway Director effective August 3, 2026.
- Affirmed a $29.1 million 2027 Cooperative Program budget, as presented in the Budget Summary and Detailed Budget document provided to the executive committee.
- Affirmed a 2027 North Carolina Missions Offering goal of $2.8 million and recommended this goal to the board as presented, with the percentage allocations remaining unchanged.
- Affirmed that any Cooperative Program funds received in excess of the approved 2027 Cooperative Program budget be allocated to Mission Advancement for Church Planting (SendNC) and Missions Engagement.
- Approved the ratification of the transfer of a 9.6-acre BOM rebuild center property.

- Approved the Operations Special Committee and convention staff to develop a comprehensive policy and procedure for approving any property transfer, then report back to the Executive Committee.
- Affirmed the bylaw amendment motion from the Articles & Bylaws committee; board approval followed.

Respectfully submitted,

Robert Hefner, Board of Directors President
Gabe Magan, Board of Directors Secretary



Articles & Bylaws Committee

2026 ARTICLES & BYLAWS PROPOSED CHANGES

BYLAWS OF BAPTIST STATE CONVENTION OF NORTH CAROLINA, INC. A Nonprofit Corporation

Subject to its Articles of Incorporation ("Articles") the affairs of the Baptist State Convention of North Carolina, Inc. (the "Convention") shall be governed by the following Bylaws ("Bylaw(s)"):

I. Convention Meetings, Officers and Committees

A. Meetings of the Convention

1. Time and Place. The Convention shall hold its annual meeting with the first session commencing on a Monday in November prior to the week in which the Thanksgiving holiday falls. The date and place shall be recommended by the Committee on Convention Meetings at least one year prior to the proposed date of the annual meeting. It must be approved by the Board of Directors and the messengers of the Convention in annual session. In case of emergency or unusual circumstances, the Board of Directors (the "Board") is empowered to change the time and/or place of meeting or cancel the sessions of the Convention. A special meeting of the Convention may be called either (a) by a vote of two-thirds (2/3) of the registered messengers present when the vote is taken at an annual meeting, or (b) by vote of a majority of the members of the Board present when the vote is taken.

2. Notice. Notices of the meetings of the Convention shall appear on the Convention's website beginning at least thirty-five (35) days in advance of the meeting of the Convention and shall remain on such website through the commencement of such meeting of the Convention. Notice may also be available on **any website which** the Biblical Recorder **may maintain**

~~website~~. In addition, the Convention shall send notice to every cooperating church either electronically or by mail at least 30 days prior to the commencement of such meeting of the Convention.

3. Quorum. The quorum of the Convention shall be the majority of registered messengers present at any session of the annual meeting or any special meeting.

4. Voting. Except as otherwise provided by law, the Articles or in these Bylaws, an act of the majority of the registered messengers voting at a session at which a quorum is present shall be the act of the members of the Convention.

5. Resolutions. Resolutions may only be presented for consideration at a meeting of the Convention by the Board of Directors. Individuals desiring for the Board to consider a resolution must submit it in writing to the Secretary of the Board no later than August 31st each year for consideration at the next annual meeting of the Convention. The officers of the Board may appoint a Resolutions Committee from Board members to consider submissions from individuals or may present a proposed resolution directly to the Board of Directors. The officers of the Board or the Resolutions Committee, if appointed, shall present to the Board at its September meeting the proposed resolution from the individual and any proposed amendments to such resolution together with a recommendation to approve, amend, or reject the resolution. A majority vote of Board members present at the September Board meeting must approve presenting a resolution to the messengers at the annual meeting.

B. Officers of the Convention. The officers of the Convention shall be a President, a First Vice-President, a Second Vice-President, an Executive Director-Treasurer, and Parliamentarian(s).

1. President and Vice-Presidents

a. Term. The terms of the President and the Vice-Presidents shall commence at the conclusion

of the annual meeting at which they are elected and continue until the close of the next annual meeting of the Convention. The President and Vice-Presidents shall not be elected for more than two (2) consecutive terms in the same office.

b. Vacancies. A vacancy in the office of the President shall be filled by the First Vice-President, and a vacancy in the office of the First Vice-President shall be filled by the Second Vice-President. A vacancy in the office of the Second Vice-President shall be filled by the Board.

c. Duties. The President shall preside over the deliberations of the Convention and discharge such other duties as are imposed upon the President by the Convention or as are incumbent on the presiding officer of a deliberative body. The President may appoint special study committees when directed by the Convention. The President and the Vice-Presidents shall serve as a nominating committee, chaired by the President, to nominate members of the Committee on Nominations and the Committee on Convention Meetings to the Board for their election at its January meeting and shall serve as ex-officio voting members of all Convention committees, the Board and its Executive Committee. Unless otherwise stated in the Articles or these Bylaws, the President and Vice-Presidents of the Convention shall serve as ex-officio non-voting members of all subcommittees of Convention committees.

d. The President and the Vice-Presidents shall be members of cooperating churches as defined in Article VI.A. The President and Vice-Presidents may be removed from office for any of the reasons set forth in Bylaw IV.G. under the process described in that section.

2. Executive Director-Treasurer

a. Term. At its annual meeting or a special meeting, the Convention shall elect a person to the office of

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

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

c. Search Committee. The Board shall elect by a majority vote of the Board an EDT Search Committee recommended by the President and Vice-President of the Board and the President and Vice-Presidents of the Convention. The search team shall be comprised of no less than six and no more than twelve members. The search team should represent a cross section of North Carolina Baptist churches, considering geographical, ethnic, and men and women. The search team shall be responsible for receiving all applications and recommendations for the position of Executive Director-Treasurer,

seeking God's guidance and will for His leader for the ministries of the Convention. It shall recommend a single candidate to the Executive Committee of the Board, which shall consider that recommendation and either recommend that person to the Board or request that the search team bring another candidate for its consideration. A majority of the Executive Committee must vote to recommend a candidate to the Board. The EDT Search Committee shall immediately cease and no longer have any members or duties once a candidate which they recommended to the Board has been elected the new Executive Director-Treasurer by the Convention.

d. Duties. The Executive Director-Treasurer shall be the chief executive officer of the Convention, the chief professional adviser of the Convention, the Board and its committees, and one of the denomination's spiritual leaders, providing statewide guidance and inspiration. The Executive Director-Treasurer shall serve as an ex-officio non-voting member on all Convention committees and subcommittees and all committees and subcommittees of the Board. The Executive Director-Treasurer shall be the principal operating officer of the Convention, shall oversee the day-to-day operation of the Convention and shall perform such other duties as may be assigned from time to time by the Board. The Executive Director-Treasurer shall plan, coordinate, supervise and evaluate the Convention's ministries and programs, budget and staff and work on a cooperating basis with other Baptist bodies, including churches, auxiliaries, associations, organizations and conventions, and with other religious groups. The Executive Director-Treasurer shall also have custody of all funds and securities belonging to the Convention, shall receive, deposit and disperse same under the direction of the Board, and shall keep full and accurate accounts of the finances of the Convention in books for such purpose. The Executive Director-Treasurer shall forward, at least once a month, all contributions to their destinations.

3. Parliamentarians

a. Term and Qualifications. The President shall appoint no fewer than one Parliamentarian and no more than three Parliamentarians, who will serve at the pleasure of the President. The term for each Parliamentarian shall end, unless terminated earlier by the President, at the conclusion of the meeting of the Convention. The Parliamentarians shall be persons of sufficient knowledge and experience to enable them to fulfill their duties for the Convention.

b. Vacancies. In the case of a vacancy in the office of Parliamentarian, the President may, but is not required to, name a successor so long as there remains at least one Parliamentarian.

c. Duties. The Parliamentarians shall advise and assist the President (or presiding officer) of the Convention with respect to all matters involving proper parliamentary procedure. The Rules of Order for the Convention shall be those set forth in the most recent edition of Robert's Rules of Order, but in cases where the meaning may not be clear the President shall exercise discretion, subject to override by a vote of the majority of the registered messengers voting at a session at which a quorum is present.

C. Convention Committees

1. List of Standing Committees

a. Committee on Nominations

b. Committee on Convention Meetings

2. Membership of Standing Committees

a. The members and the chair of standing committees shall be nominated by the President and Vice Presidents of the Convention and shall be elected by the Board at its first meeting of each calendar year. All members of Convention standing committees shall be active members of cooperating churches as

defined in Article VI.A.

b. The terms of office of all standing Convention committees shall begin at the adjournment of the meeting of the Board at which they are elected and shall terminate upon the adjournment of the meeting of the Board at which their successors are elected.

c. No person shall be eligible to succeed himself/herself on a standing committee until one full term has elapsed after his/her service on such committee has ended whether through expiration of the term, resignation or otherwise; in addition, no person shall be eligible to serve on any other standing Convention committee until one (1) year has elapsed.

d. No individual who is employed by the Convention or any Related Entity (defined below in Bylaw I.C.7.a.ii) of the Convention, whether the salary is total or supplemented, shall serve on Convention standing committees, except that professors who teach at Fruitland Baptist Bible College on an adjunct basis (not full time employees) shall not be precluded from serving on any Convention committee.

e. Membership on a Convention standing committee shall immediately terminate in the event that (1) the member fails to attend at least one meeting of the committee in each full calendar year of the member's term; (2) after the first full calendar year of the member's term, the member fails to attend at least fifty percent (50%) of the meetings of the committee measured from the beginning of the member's term; or (3) the member is removed for any of the reasons set forth in Bylaw IV.G. under the process described in that section.

3. Vacancies. Any vacancy for a member of a standing committee occurring between the January meetings of the Board may be filled by the Executive Committee upon recommendation of the President and Vice

Presidents of the Convention. Those elected shall serve through the adjournment of the next January meeting of the Board. The Board shall fill the vacancy for the unexpired term at the next January meeting.

4. Reports. All Convention standing committees shall report either by oral report or written report at the annual meeting of the Convention. Nothing contained in committee reports to the Convention shall be construed as an action of the Convention except the recommendations which are listed in such reports and specifically adopted by the Convention.

5. Notice and Conduct of Meetings. Notice of meetings shall be given at least seven days before the meeting by any usual means of communication of which is capable of being confirmed by the Board Secretary. Upon approval of the Chairperson of a standing committee, any one or more committee members may participate in a committee meeting through the use of any means of communication by which all committee members may simultaneously hear each other during the meeting.

6. Quorum. A majority of any committee in office immediately before the meeting begins shall constitute a quorum for the transaction of business at any meeting of such standing committee. Except as otherwise provided by law, the Articles or in these Bylaws, an act of the majority of the standing committee members present at a meeting at which a quorum is present shall be the act of such standing committee. The ex officio committee members described in Bylaw I.B.1.c. shall not be counted in determining a quorum

7. Duties and Membership of Standing Committees

   a. Committee on Nominations: The Committee on Nominations shall consist of eighteen (18) members serving three (3) year terms, six (6) of which shall rotate off each year. Its duties shall be to nominate persons for election by the Convention to serve as

members of the Board of Directors of the Convention, the members of the boards of trustees and directors to be elected by the Convention of the Related Entities (as defined below), and such other nominations as may be delegated to the committee by the Convention, in accordance with the following procedures:

i. The committee shall begin to function upon election. It shall meet as often as needed to prepare recommendations for vacancies and shall begin no later than March 1 to prepare recommendations for the annual meeting of the Convention.

ii. The Related Entities (and individually, a "Related Entity") are Baptist Children's Homes of North Carolina, Inc. ("Children's Homes"), ~~Biblical Recorder, Inc. ("Recorder")~~ and Provision Financial Resources of NC Baptists, Inc. ("Provision"). This committee shall invite in writing each Related Entity to submit recommendations for vacancies for its respective board occurring annually or between annual meetings of the Convention. The committee shall invite individuals through the Convention's website to submit recommendations for trustees and directors of Related Entities and for terms on the Board; this invitation shall include a current list of how many persons are to be elected to the Board in that year from each region. The invitation may also appear on **any website which** the Biblical Recorder **may maintain** ~~website~~. All recommendations shall be accompanied by biographical material, including general assessments by personal and church references. Recommendations and supporting material shall be submitted early enough for the committee to acknowledge and carefully evaluate each recommendation and make an informed decision based upon character, churchmanship, and special skills required by the particular Related Entity. All such materials shall be kept by the

chair of the committee during the period of active work up to and until the time of the Convention, and all such materials received from churches and individuals shall be shared upon receipt with the particular Related Entity involved. After this Convention has taken action on nominations, the chair will forward all biographical materials to the new chair of the committee.

iii. When the committee meets to do its work, it shall give careful consideration to those who have been recommended from the various sources indicated above and to the fact that the trustees or directors of each Related Entity are close to that Related Entity, have expert knowledge of its needs and possibilities, possess an interest and concern for the Related Entity, and know the men and women who can best serve the Related Entity.

iv. When considering nominations, the committee shall:

1) Consult with the representatives of the boards of trustees and directors of the Related Entities for the purpose of determining the specific trustee or director skills needed;

2) Consult as needed with persons making recommendations with respect to their recommendations for membership on the Board and the boards of trustees and directors of Related Entities;

3) Share with the Related Entities its proposed nominations prior to notification of these nominees. This is for the purpose of further consultation, if further consultation is deemed necessary by either the Committee or the boards of trustees or directors of Related Entities;

4) Follow its own best judgment in making nominations to this Convention or the Board. The committee should strive to select and

nominate the best representatives of the Convention from the resources available to the Baptists of North Carolina;

5) Give special emphasis to stability of effective leadership, thus assuring the continuous work of Baptists;

6) Consider demonstrated active churchmanship, thus assuring effective Convention representation;

7) Strive for a cross-section of membership, thus assuring representation of churches of various sizes and types, a variety of professional and educational backgrounds, geographical areas, different age groups, and both lay persons and ministers. It is desirable to avoid the concentration of leadership in too few places.

8) Consent of the nominee to serve shall be secured by the committee prior to the recommendations to this Convention or the Board.

v. No person shall be nominated or appointed to serve on more than one (1) Convention committee, Board of the Convention, special committee of the Board of the Convention (as hereinafter described in Bylaw II.F.), or board of its Related Entities at the same time.

vi. It is desirable that at least twenty-five percent (25%) of members nominated to all committees of the Convention, the Board, and the boards of trustees and directors of the Related Entities shall come from churches with an average weekly worship attendance under 200, as reported by the church through the Annual Church Profile or its equivalent. It is desirable that no church shall have more than six (6) members serving at one (1) time on Convention committees, the Board, and the boards of directors or trustees of the Related Entities. Any addition beyond six (6)

must be individually justified by the Committee on Nominations to the Convention or by the President and Vice-Presidents of the Convention to the Board. The Committee on Nominations shall include in its report at a minimum the name, church, home town, association, occupation, and sex of each nominee, the name of the committee or board on which the nominee is to serve together with such summary information as will make clear to this Convention the diversity and breadth of representation provided by the slates of nominees.

vii. The full report of the committee shall appear on the Convention's website beginning at least thirty-five (35) days in advance of the meeting of the Convention and to remain on such website through the commencement of such meeting of the Convention. The report may also appear on **any website which** the Biblical Recorder **may maintain** ~~website~~. The report shall also be published in the Convention's full Book of Reports which shall be posted on the Convention's Annual Meeting website at least 14 days prior to the commencement of the meeting. If necessary, the committee, after prior consultation with and approval from the respective board of trustees or directors of any applicable Related Entity, shall be allowed to amend its report to the Convention from the floor of the annual meeting to replace any previously reported nominee who has been determined to be unable to serve following the publication of the report of the committee to the Convention.

viii. A properly registered messenger may move to amend the committee report from the floor of the annual meeting only if the name of the person to be nominated from the floor of the Convention and the name of the nominee intended to be displaced has been furnished the Secretary of the Board of Directors at least 21 days prior to

the commencement of the annual meeting. This information shall appear on the Convention's website and may also be available on **any website which** the Biblical Recorder **may maintain** ~~website~~, beginning at least fourteen (14) days in advance of the meeting of the Convention and shall remain on such website(s) through the commencement of such meeting of the Convention. In addition, biographical material relating to any person proposed to be nominated from the floor of the Convention shall be given to the Related Entity involved and to the Committee on Nominations at least one (1) week prior to such meeting.

b. Committee on Convention Meetings: The Committee on Convention Meetings will consist of eighteen (18) members serving three (3) year terms, six (6) of which shall rotate off each year. The committee shall work with Convention staff and the meeting venue in arranging for all meeting logistics, display booths, sound system and other arrangements necessary for all meetings of the Convention. Specific duties shall include:

   i. The committee shall recommend to the Convention the preacher for the next annual meeting of the Convention (if one has not been previously approved). In addition, the committee may recommend the preacher, if desired, for the annual meeting of Convention scheduled two years in the future;

   ii. The committee shall recommend to the Convention a date and a place of meeting;

   iii. The committee shall plan the program of the current year and preliminary plans for the next two annual meetings;

   iv. The committee shall provide time prior to the last session for the introduction of any matters of business requiring a vote not scheduled on the program and will designate times when such

matters will be considered. No new items of business directing the Convention or committing funds that require a vote may be introduced following the designated time prior to the last session;

v. The committee shall provide for the registration of messengers and visitors prior to and during the Convention; the chair of the committee or the chair's designee shall report to the messengers upon the call of the President; and the committee shall serve as a committee on credentials for any messenger whose qualification is in question;

vi. The committee shall deal with all other matters in connection with the annual meeting not provided for in the Articles and Bylaws.

vii. The chair of this committee shall appoint three (3) members to serve as the Teller Subcommittee. The subcommittee shall receive and count all ballots on votes taken during the Convention's meetings. The Teller Subcommittee chair will report results on all votes to the Convention President or presiding officer.

8. Other Convention Committees: The President of the Convention shall have the power to appoint temporary committees to assist the Convention in fulfilling its mission and/or to comply with directives from the messengers voting in a regular or special called meeting of the Convention. The duration of such committees shall be no longer than one year from the date of appointment of its members.

II. Board of Directors, Board Committees, Special Committees and Board Ministries

The Board of Directors (also referred to, from time to time, as "Board") has the powers and duties and responsibilities as charged by the Articles and Bylaws of the Convention.

A. Composition of the Board of Directors

1. At-Large Members.

   a. For the purpose of achieving equitable geographical distribution **based on the number of cooperating churches of the Convention, the number of at-large members of the Board of Directors allocated to each region shall be determined as follows:**

   (i) **The Convention shall determine the total number of individual members of cooperating churches based on the most recent tabulation of annual cooperating church profiles as recorded by the Convention;**

   (ii) **Then, the total number of individual members of cooperating churches within each region shall be calculated, and each region's proportion of the total statewide number of individual members of cooperating churches shall be determined as a percentage. The percentage shall be rounded to the nearest tenth of a percentage (e.g., 5.7% as opposed to 5.71%);**

   (iii) **Each region's percentage shall then be applied to that same percentage of thirty-five (35), and the resulting number shall determine the number of at-large Board members allocated to that region. The resulting figure for each region shall be rounded to the nearest whole number.**

   (iv) **Notwithstanding the foregoing, each region shall have at least one (1) at-large Board member, and the total number of at-large members of the Board of Directors shall not exceed thirty-five (35) persons at any time.**

   (v) **If the application of this formula results in a total number of at-large members greater than thirty-five (35), the Committee on Nominations shall adjust allocations by adding or subtracting members from one or**

more regions (provided no region has less than one at-large Board member), giving due consideration to maintaining proportional geographical representation as closely as practicable.

(vi) **The regions shall be those that appear on the map of North Carolina regions printed in the Convention Annual for the prior calendar year. Each at-large member shall be considered to be from the region in which his or her church's principal place of worship is located.** ~~one (1) at-large member shall be elected from each region; one (1) additional at-large member shall be elected from each region for every ten thousand (10,000) members or additional fraction thereof, based on the most recent tabulation of annual church profiles as recorded by the Convention. At-large members shall be nominated by the Committee on Nominations with a limit of one (1) member from any church, and with careful attention to equitable geographical distribution within each region. The regions shall be those that appear on the map of North Carolina regions printed in the Convention Annual for the prior calendar year. Each at-large member shall be considered as being from the region in which his or her church's principal place of worship is located.~~

b. In the event at-large members of the Board move their church membership from a cooperating church in the region from which they were elected, their membership shall continue through the remainder of the calendar year. In addition, the membership of an at-large member shall immediately terminate in the event that (1) the member fails to attend at least one (1) meeting of the Board in each full calendar year of the member's term; (2) after the first full calendar year of the member's term, the member fails to attend at least fifty percent (50%) of the

regular meetings of the Board measured from the beginning of the member's term; or (3) the member is removed for any of the reasons set forth in Bylaw IV.G. under the process described in that section.

2. Ex-officio Voting Members. The following shall be ex-officio voting members of the Board and its Executive Committee:

   a. President of the Convention

   b. First Vice-President of the Convention

   c. Second Vice-President of the Convention

   d. The President of North Carolina Baptist Men (also referred to as NC Baptists on Mission)

   e. The President of the NC Baptist Associational Missions Conference

3. Ex-officio Non-voting Members. The following shall be ex-officio non-voting members of the Board:

   a. Executive Director-Treasurer

   b. The members of the Executive Committee of the Southern Baptist Convention representing North Carolina who are not already serving as elected members of the Board; and

   c. The President of Woman's Missionary Union of North Carolina

4. No ex-officio members shall be used in determining the number of at-large members from a region or church.

B. Election of At-Large Members of the Board of Directors

1. Qualifications. All at-large members of the Board shall be active members of cooperating churches as defined in Article VI.A. No one who is employed by the Convention or any Related Entity of the Convention (as described in Bylaw I.C.7.a.ii), whether the salary be total or supplemented, shall be eligible for at-large

membership on the Board, except that professors who teach at Fruitland Baptist Bible College on an adjunct basis (not full time employees) shall not be precluded from serving as members of the Board.

2. Nominations. In accordance with Bylaw I.C.7., the Committee on Nominations shall present to the annual meeting a slate of nominees for election, and after opportunity for further nominations from the floor is given, the at-large members of the Board shall be elected by a majority vote of the messengers of the Convention in annual meeting.

3. Election and Terms. Each at-large member of the Board shall be elected for a term of four (4) years with, as nearly as may be possible, one-fourth (1/4) of the membership being elected at each annual meeting. No person shall be eligible to succeed himself/herself on the Board after serving on the Board whether such service has ended through expiration of the term, resignation or otherwise until one (1) full term has elapsed; provided, however, that any such at-large Board member who shall have been elected to fill a vacancy of two (2) years or less, shall be eligible to be re-elected to a full term. The term shall begin on January 1, following the annual meeting of the Convention at which at-large members were elected; and shall end on December 31 following the Convention at which their successors were elected, unless sooner terminated; provided, however, the term of office of an at-large member who has not resigned, died, become disqualified, or been removed shall not expire until a successor shall have been duly elected and qualified.

4. Vacancies. Any vacancy for an at-large member of the Board occurring between annual meetings of the Convention may be filled by the Executive Committee upon recommendation of the Committee on Nominations. Those elected shall serve through the remainder of the calendar year. The Convention shall at its next annual meeting fill the vacancy for the unexpired term.

C. Powers and Duties of the Board of Directors: Except as specifically limited by the Articles and these Bylaws, the Board of Directors shall have the power to act for the Convention in the interim between meetings, and shall have general supervision of all ministries and programs supported by the Convention. Any action taken by the Board during the interim shall be binding on this Convention and be reported fully to this Convention at its next meeting. The Board shall:

1. Implement the budget as adopted by this Convention;

2. Review, study, and make recommendations to the Convention regarding the programs and ministries of the Convention;

3. Make a report of its activities during the year to the Convention during its annual meeting;

4. Recommend to the Convention the budget allocations of the Convention;

5. Employ a certified public accountant each year to make a complete audit of the books and accounts of the Convention; and

6. Receive and consider at its first meeting of each calendar year, from a nominating committee consisting of the Convention President and First and Second Vice-Presidents, a list of proposed nominees and a chairperson to serve on the Committee on Nominations and the Committee on Convention Meetings

D. Organization of the Board

1. Qualifications of the Officers. The President and Vice President shall be members of the Board; the Board Secretary shall be either a member of the Board or an employee of the Convention.

2. Election of the Officers. At the September meeting of the Board, the following officers shall be elected by a majority vote of the Board: a President, a Vice-President, and a Board Secretary. Their terms shall

begin on January 1st following the September meeting of the Board at which the officers were elected and shall end on the later of December 31st of that calendar year or the election of their successors.

3. Powers and Duties of the Officers.

a. The President shall serve as the chair of the Board and shall, when present, preside at all the meetings of the Board, and shall take any actions as directed by the Board, from time to time. The President shall have responsibilities of selecting committee members and serving on committees as set forth in Bylaw II.F.

b. In the absence of the President, or in the event of his or her death, inability or refusal to act, the Vice-President shall exercise all powers and discharge all duties of the President, and shall take any actions as directed by the Board of Directors, including the responsibilities of selecting committee members and serving on committees as set forth in Bylaw II.F.

c. The Board Secretary shall keep as permanent records: (1) minutes of all meetings of the Board of Directors; (2) a record of all actions taken by the directors without a meeting; (3) a record of all actions taken by board committees and special committees of the Board; and (4) receive proposed resolutions from individuals, which shall be immediately sent to the Board President and Vice-President. In addition, the Board Secretary shall prepare the minutes of the meetings of the Convention and shall serve as Convention Secretary for executing such documents as directed by officers of the Convention or Board. The Board Secretary shall also perform any duties as may be assigned from time to time by the President of the Board.

E. Meetings of the Board

1. Regular and Special Meetings. The Board shall have three (3) regular meetings scheduled in January, May

and September. In the event that any regular meeting of the Board is postponed due to inclement weather, the threat of inclement weather, or other emergency circumstances that would prevent a quorum from assembling due to the travel conditions, then the Executive Director-Treasurer and the President of the Board may call a substitute regular meeting of the Board. Special meetings of the Board may be called by the Executive Director-Treasurer and the President of the Board or by request from a majority of the Board members. In addition, in emergency circumstances which may preclude the assembling of the Board members in person, the Executive Director-Treasurer and the President of the Board may authorize that any regular or special meeting of the Board be conducted through the use of any means of communication by which all committee members may simultaneously hear each other during the meeting.

2. Notice of Meetings. At each January meeting of the Board, the newly-elected President of the Board shall provide notice of the dates for the next three (3) regular meetings of the Board (May, September and the following January). The Board Secretary shall provide written notice of these dates to all Board members within fourteen (14) days of the conclusion of the January Board meeting. In the event that the Executive Director-Treasurer and the President of the Board call a substitute regular meeting due to the postponement of a regular meeting as set forth above, then the Board Secretary shall, at least seven (7) days before the meeting, give notice thereof to the Board by any usual means of communication which is capable of being confirmed by the Board Secretary. The person or persons calling a special meeting of the Board shall, at least fourteen (14) days before the meeting, give notice thereof, specifying the purpose for which the meeting is called, by any usual means of communication which is capable of being confirmed by the Board Secretary. Any member of the Board may waive notice of any meeting held without proper call or notice, either before or after the meeting is held. Attendance by a member of the

Board at a meeting shall constitute a waiver of notice of such meeting, except where a Board member attends a meeting for the purpose of objection to the transaction of any business because the meeting is not lawfully called. Failure of a member of the Board who did not attend a meeting held without proper call or notice to file with the Board Secretary his or her written objection to the holding of the meeting or to any specific action taken promptly after having knowledge of the action taken and of the insufficiency of notice shall constitute ratification of the action taken at the meeting.

3. Quorum and Voting. A majority of the Board in office immediately before the meeting begins shall constitute a quorum for the transaction of business at any meeting of the Board. Except as otherwise provided by law, the Articles or in these Bylaws, an act of the majority of the Board members voting at a meeting at which a quorum is present shall be the act of the Board. A Board member who is present at a meeting of the Board when action is taken shall be deemed to have assented to the action unless he or she objects at the beginning of the meeting (or promptly upon the Board member's arrival) to holding it or transacting business at the meeting, in which case the Board member's dissent or abstention from the action shall be entered in the minutes of the meeting, or unless he or she files a written notice of dissent or abstention to such action with the presiding officer of the meeting before the adjournment thereof or with the Board immediately after adjournment of the meeting. Such right of dissent or abstention shall not apply to a director who voted in favor of the action taken.

4. Conduct of Meeting. A Board member may only participate in a Board meeting in person except in emergency circumstances when the Executive Director-Treasurer and President of the Board have authorized the meeting to be held through means as described in the last sentence of Bylaw II.E.1 above.

F. Board Committees and Special Committees. The Board shall organize into board committees and special

committees to assist in the planning and implementing of the work of the Convention as charged to the Board. Board committees are committees consisting only of members of the Board; special committees may have members who are not Board members. Special committees shall be considered standing committees of the Board. The composition and duties of special committees are detailed in Bylaws II.F.7. through II.F.11. below. Each committee and special committee shall have the authority to establish and dissolve subcommittees on an as needed basis except as specified below. None of the provisions of Bylaw II.F. shall apply to study committees appointed by the Board officers at the direction of the messengers at an annual meeting of the Convention or at the direction of the Board. The Board shall also have an Executive Committee as described in Bylaw II.F.6. **The Board shall also have a permanent Biblical Recorder subcommittee to, among other matters, help ensure the continued editorial freedom of the Recorder so long as such freedom does not conflict, in whole or in part, with these Bylaws, the Convention's Articles of Incorporation as may be amended, or the prerogatives of the Board. As a subcommittee, it shall report to and be subject to an existing committee of the Board, such committee to be selected annually by the Board Officers. This subcommittee shall be composed of both board and non-board members, including no less than three and no more than five individuals in total, a majority of which shall be at-large members and the remaining being Convention Board members, each serving staggered four-year terms.**

1. Selection of Committee Members. After their election at the September meeting of the Board, the President-elect and Vice-President-elect of the Board shall be responsible for determining what board committees are needed to assist the staff and Board in fulfilling their missions in the coming year. This may include committees to assist specific ministry areas of the Convention staff and structure, and committees to assist in other areas of Board concern, such as resolutions or the preservation of NC Baptist history.

The structure and duties of board committees shall be approved by the Board of Directors at any regular or special called meeting of the Board. The President-elect and Vice-President-elect shall be responsible for assigning all Board members to a Board committee or a special committee. The assignment process and notification of assignments should be finished at least two (2) weeks prior to the January meeting of the Board; however, this shall not preclude the Board President and Vice-President from appointing a resolutions committee should the need arise after the January Board meeting. Also, the President-elect and Vice-president-elect will review and take into consideration any recommendation furnished by the Convention leadership associated with the work of a specific committee.

a. Any member of a special committee of the Board who is not a member of the Board shall not be serving at the same time on any Convention committee, any other committee or special committee of the Board, or any board of the Convention's Related Entities. Any member of a special committee of the Board who is not a member of the Board (other than an ex-officio member) shall not be employed by the Convention, or any Related Entity of the Convention (as described in Bylaw I.C.7.a.ii), whether the salary be total or supplemented. Professors who teach at Fruitland Baptist Bible College on an adjunct basis (not full time employees) shall not be precluded from serving as members of a Board committee or special committee under this provision, except that such adjunct professors shall not be eligible for appointment to the Budget Special Committee.

b. Any member of a special committee of the Board who is not a member of the Board may be removed for any of the reasons set forth in Bylaw IV.G. under the process described in that section.

2. Committee Meetings. All committees and special committees of the Board, except for the Articles and Bylaws Special Committee and Budget Special

Committee, shall meet in January following the first session of the January Board meeting for the purpose of electing a chairperson. The chairperson's term shall begin upon election and shall end upon the election of a successor. The chair of each committee and special committee set forth in Bylaw II.F.7-11 below shall also serve on the Executive Committee of the Board. Committees will meet at times specified by the Chairperson or the Executive Director-Treasurer. Notice of meetings shall be given at least seven (7) days before the meeting by any usual means of communication of which is capable of being confirmed by the Board Secretary.

3. Quorum and Voting. A majority of any committee in office immediately before the meeting begins shall constitute a quorum for the transaction of business at any meeting of such committee. Except as otherwise provided by law, the Articles or in these Bylaws, an act of the majority of the committee members present at a meeting at which a quorum is present shall be the act of such committee. The ex-officio non-voting committee members described in Bylaw II.F.5 shall not be counted in determining a quorum.

4. Conduct of Meeting. Upon approval of the Chairperson of the committee or special committee, any one or more committee members may participate in a committee meeting through the use of any means of communication by which all committee members may simultaneously hear each other during the meeting.

5. Ex-officio Committee Members. The President and Vice President shall serve as ex-officio voting members of all committees and subcommittees of the Board. The Executive Director-Treasurer and Board Secretary shall serve as ex-officio non-voting members of all committees and subcommittees.

6. Executive Committee.

   a. Composition. The membership of the Executive Committee is comprised of four (4) persons of the

Board, elected at-large, plus the following individuals serving on an ex-officio basis:

(i) President of the Board
(ii) Vice-president of the Board
(iii) The Chairpersons of each committee and special committee of the Board
(iv) President of the Convention
(v) First Vice-President of the Convention
(vi) Second Vice-President of the Convention
(vii) President of the NC Baptist Associational Missions Conference
(viii) President of North Carolina Baptist Men (NC Baptists on Mission)

The Board shall elect the four (4) at large members to the Executive Committee at its January meeting; their terms shall end on December 31st of the calendar year in which they were elected. The term for all other members of the Executive Committee shall begin upon election or appointment to their position and end upon the election or appointment of their successors

b. Chair. The President of the Board shall serve as Chairperson. The Vice-President of the Board shall serve as Vice-Chairperson c. Powers and Duties. The Executive Committee shall meet at least quarterly and shall have the power to transact all regular business of the Board during the interim between the meetings of the Board, and any action taken shall not conflict with the policies of the Board. The Executive Committee shall also review and make recommendations to the Board. In addition, the Executive Committee shall have the following duties:

(i) Shall initiate and recommend matters concerning business management and finance. (ii) Shall review and recommend policies of the Convention to the Board.

(iii) Shall receive and act on all recommendations concerning the employment, compensation,

supervision, termination, and retirement of personnel.

(iv) Shall review, amend, if necessary, and approve the budget prepared by the Budget Special Committee to be presented at the September meeting of the Board.

(v) Shall make recommendations regarding the use of Contingency Funds including, but not limited to the following purposes: to meet reserve requirements for future retiree benefits; to assist any Related Entity where a real emergency exists; to cover any unfunded programs due to shortfall in Cooperative Program funds where the need is urgent and cannot be met within other budget adjustments; and to fund any new programs that are deemed to be of primary importance by the Executive Committee, the Board and Executive Director-Treasurer.

7. Articles and Bylaws Special Committee

a. Composition. The committee shall consist of eight (8) members who shall be appointed for a four (4) year term, with two (2) rotating off each year. Four (4) members of the committee shall also be members of the Board when appointed. The remaining four (4) shall not be members of the Board when appointed. After being elected at the September meeting of the Board, the President-elect and Vice-President elect of the Board shall appoint the two (2) new members to this committee: one (1) member from the Board and the other a non-member of the Board; their terms shall begin January 1st. Any vacancy occurring during the President of the Board's term may be filled by the President's appointment. The committee members who are not members of the Board should have expertise in legal, organizational structure and procedures, and Baptist life.

b. Chairperson. Chairperson of the committee will be

selected by the President-elect and Vice-President elect of the Board and shall be one of the Board members of the committee who is not currently a member of the Executive Committee, and shall serve a one (1) year term as Chairperson. The chair shall become a member of the Executive Committee.

c. Powers and Duties. The Articles and Bylaws Committee shall be responsible for studying the Convention's Articles and Bylaws and making recommendations for amendments to the Board, and if approved, to the Convention at an annual or special meeting.

8. Budget Special Committee

a. Composition. The committee shall consist of eight (8) members who shall be appointed for four (4) year terms, with two (2) rotating off each year. Four (4) members of the committee will also be members of the Board when appointed. The remaining four (4) will not be members of the Board when appointed. After being elected at the September meeting of the Board, the President-elect and Vice-President elect of the Board shall appoint two (2) new members to this committee: one (1) member from the Board and the other a non-board member; their terms shall begin January 1st. Any vacancy occurring during the President of the Board's term may be filled by the President's appointment. The President-elect and Vice-President elect of the Board should strive to have diversity on the Budget Special Committee taking into account representation from churches of various sizes, types, and geographical areas, and representation by individuals who are lay persons and ministers and have expertise in budget, finance and Baptist life.

b. Chairperson. The Chairperson of the committee will be selected by the President-elect and Vice-president elect of the Board and shall be one of the Board members of the committee who is not currently a member of the Executive Committee, and shall serve

a one (1) year term as Chairperson. The Chairperson shall become a member of the Executive Committee. The Chairperson may not be appointed for more than two (2) consecutive terms as Chairperson of the Budget Special Committee.

c. Powers and Duties. The Budget Committee shall be responsible for studying and recommending the budget for the support of all programs funded by the Convention as well as presenting its proposed budget to the Executive Committee for approval, and then to the September meeting of the Board for approval by the Board. The budget approved by the Board shall be presented to the messengers of the Convention at its annual or a special meeting.

9. Operations Special Committee

a. Composition. The committee shall consist of twenty (20) members, twelve (12) of whom shall be members of the Board, and eight (8) of whom shall not be members of the Board; all members shall serve four (4) year terms. After being elected at the September meeting of the Board, the President-elect and Vice-president elect of the Board shall appoint two (2) new non-Board members of the Committee to begin his/her term of service at the January meeting of the committee. Any vacancy of non-Board members occurring during the President of the Board's term may be filled by the President's appointment. The members shall include people with expertise in law, accounting, finance, insurance, management, and the ministry. The Director of the Operations Group of the Convention shall serve as an ex-officio non-voting member of the Operations Special Committee.

b. Chair. The Chairperson shall be selected by the committee from its Board members at its January meeting.

c. Powers and Duties. The Operations Special Committee shall be responsible for counseling the Director of

the Operations Group of the Convention regarding business matters, and including without limitation, procedures of bookkeeping and accounting; financial reporting; the annual audit; the Convention equipment maintenance and replacement; the purchasing procedure by staff; the insurance coverage on Convention's property; acquiring or disposing of Convention real and personal property; establishing guidelines for the use of monies from the unrestricted General Reserve of the Convention; and establishing the criteria for borrowing and repaying available unrestricted General Reserve monies. The Operations Special Committee shall make such recommendations to the Executive Committee and the Board as shall be necessary.

d. Subcommittees. The Chairperson of the Operations Special Committee, in consultation with the Director of the Operations Group, shall appoint all subcommittees. The Chairperson of the Operations Special Committee shall serve as an ex-officio voting member of all subcommittees. The Director of the Operations Group shall serve as an ex-officio non-voting member of all subcommittees.

    (i) Audit/Investment Subcommittee. This subcommittee shall have duties to the Operations Special Committee for matters pertaining to contingency funding, the annual audit, and the Convention's investments, including without limitation the following:

        1) Shall report, following the audit, to the Operations Special Committee for its recommendation of transfer to the Contingency Fund of no less than ten percent (10%) and not more than seventy-five percent (75%) of the income received in excess of expenditures during the previous year. It shall continue approved appropriations until the fund reaches twenty percent (20%) of the Cooperative Program budget

2) Shall work with the Director of the Operations Group concerning investment, financial and business related policies and procedures and make recommendations to the Operations Special Committee, Executive Committee and the Board; and shall oversee implementation of the policies and guidelines for the investment of available funds as well as monitoring the risk factor and return of all investments with security as the prominent guideline.

(ii) Properties subcommittees. There shall be a subcommittee for each camp and conference center. These subcommittees shall have duties to assist in decisions regarding the overall operations of the Convention's camps and conference centers, including the review of requests for the construction and financing of facilities on said properties and making recommendations to the Operations Special Committee. They shall also have responsibility for overseeing the use and/or disposition of any other properties owned by the Convention and making recommendations pertaining to those properties to the Operations Special Committee.

10. Christian Life and Public Affairs Special Committee

a. Composition. The committee shall consist of not more than sixteen (16) members, not more than twelve (12) of whom shall be members of the Board. Also, the committee shall consist of four (4) members who are not serving on the Board and who shall serve four (4) year terms. After being elected at the September meeting of the Board, the President-elect and Vice-President elect of the Board shall appoint one (1) new non-Board members of the Committee prior to its January meeting. Any vacancy of non-Board members occurring during the President of the Board's term may be filled by the President's appointment.

b. Chair. The Chairperson shall be elected by the committee from its Board members at its January meeting.

c. Voting. No ex-officio member of the committee shall have a vote on appropriations or allocation of funds that may be made to the Related Entities.

d. Purpose, Duties, and Responsibilities. The Christian Life and Public Affairs Special Committee shall work to provide an effective program to help North Carolina Baptists become more aware of the ethical implications of the Christian gospel with regard to all aspects of daily living, including family life, human life, moral issues, economic life, citizenship, and public affairs. The committee:

(i) Shall seek to develop a comprehensive program addressing Christian social ethics in the life of the Convention, its Related Entities, which may include leading seminars, developing literature, distributing information, conducting studies and research, and other means appropriate to accomplish this purpose;
(ii) Shall work with all ministries of the Convention, its Related Entities, and with Southern Baptist organizations and other non-Baptist organizations to promote the Christian social ethics in the life of North Carolina Baptists; and
(iii) Shall work, in cooperation with the Convention staff person assigned to the Committee, to promote the Convention's position on Christian social ethics with the applicable legislative and executive branches, including the General Assembly of North Carolina, for the benefit of North Carolina Baptists.

11. Convention Relations Special Committee

a. Composition. The committee shall consist of not more than twenty (20) members of the Board plus the following ~~four (4)~~ ex-officio members: President of the Children's Homes~~; Executive Editor of the~~

~~Recorder (or the Recorder's Board Chair);~~ **and the** Executive Director of Provision.~~; and the Vice-president of the FaithHealth Division of NC Baptist Hospital (hereafter, "Hospital") or its designee.~~

b. Chair. The Chairperson shall be elected by the committee from its Board members at its January meeting.

c. Voting. No ex-officio member of the committee shall have a vote on appropriations or allocation of funds that may be made to the Related Entities.

d. Purpose, Duties, and Responsibilities. The Convention Relations Special Committee shall work to provide effective ways for the Related Entities ~~and the Hospital~~ to assist the Convention in its support of the missions and ministries of its cooperating churches without in any way hindering the operation by the trustees and/or directors of any one of the Related Entities. The committee:

(i) Shall consider all issues to insure that the mission and ministries of the Convention and each of the Related Entities complement each other in existing efforts and in any new missions and ministries and such efforts support the missions of the cooperating churches;
(ii) Shall strive to identify and eliminate, where possible, duplication of missions and ministries among the Convention and the Related Entities;
(iii) Shall consider problems common to all of the Related Entities and keep their needs before the Board and North Carolina Baptists;
(iv) Shall cooperate with all ministries of the Convention in order to create a better understanding of all the problems involved in the missions and ministries of the Related Entities; and
~~(v)~~ Shall report to the Board about the Related Entities.~~; and~~
~~(vi) Shall cooperate with the Hospital through its FaithHealth Division when such efforts~~

~~align with the mission and strategies of the Convention, and promote these shared ministry efforts to the Board and the churches.~~

G. Fruitland Baptist Bible College

1. Purpose. Fruitland Baptist Bible College ("Fruitland") is a ministry of the Convention and shall be responsible to the Board. In Fruitland's associate degree and certificate programs, it seeks to glorify God, serve the local church, and fulfill the Great Commission, by developing Christian leaders who think biblically, communicate the Gospel effectively, and serve in Christ's kingdom with godly character, competence and commitment. Fruitland accepts students with various academic preparation, including those for whom study in a college or seminary is not presently appropriate, and encourages further education in college and/or seminary.

2. Board of Directors (hereinafter referred to as "Fruitland Directors"). The operations of Fruitland shall be the responsibility of the Fruitland Directors, who are elected by the Convention's Board.

    a. The Fruitland Directors shall consist of twelve (12) members, each serving a four-year (4) term. One-fourth (1/4) of the members shall be elected each year at the September meeting of the Convention's Board. The term of service shall begin January 1. During the May meeting of the Executive Committee of the Convention's Board, the Chairperson shall appoint three (3) members of the Executive Committee to serve as a nominating committee for the purpose of recommending nominees for the Fruitland Directors to the Convention's Board. The Fruitland Directors shall comply with the following:

        i. One-third (1/3) of the membership shall be chosen from the alumni of the Fruitland who are active members of cooperating churches as defined in Article VI.A. of the Articles and who may or may not be presently serving as members of the Board;

ii. One-third (1/3) of the members shall be chosen from those presently serving on the Board when the member is elected;
iii. One–third (1/3) of the members shall be chosen at large from among members who are active members of cooperating churches as defined in Article VI.A. of the Articles not presently serving on the Board when the member is elected. The at large members should have expertise in budget, finance, and Baptist life;
iv. At least four (4) of the members shall be laypersons;
v. No person shall serve as a Fruitland Director, who at the same time is employed, either partially or fully, by the Convention, or any Related Entity of the Convention, including adjunct professors teaching at Fruitland.
vi. No person shall be eligible to succeed himself/herself as a member of the Fruitland Directors whether such service has ended through expiration of the term, resignation or otherwise until one (1) full term has elapsed; provided, however, that any member of the Fruitland Directors who shall have been elected to fill a vacancy of less than two (2) years shall be eligible to be re-elected to a full term;
vii. In the event that the Executive Committee becomes aware that a Fruitland Director should be removed for any of the reasons set forth in Bylaw IV.G., then the Executive Committee shall immediately refer the issue of the potential removal of a Fruitland Director to the Fruitland Directors. The Fruitland Directors have primary responsibility for the resolution of the issues concerning the potential removal of a Fruitland Director and shall report the resolution of the issues to the Executive Committee;

viii. In the event that the Fruitland Directors do not report the resolution of the issue of the potential removal of a Fruitland Director within ninety (90) days of its referral, then

the Executive Committee may initiate the process set forth in Bylaw IV.G. concerning the removal of an individual from a position in the Convention; and ix. Vacancies on the Fruitland Directors shall be filled by the Executive Committee between sessions of the Board.

b. Responsibilities of the Fruitland Directors

i. The Fruitland Directors shall be responsible to the Board and ultimately to the Convention for the operation of Fruitland and for all administrative and policy decisions of Fruitland in the regular and proper performance of the task of Fruitland;
ii. The Fruitland Directors shall report annually to the September meeting of the Board, and a synopsis of the report shall be given to the annual meeting of the Convention;
iii. The Fruitland Directors shall be responsible for submitting a budget to the Budget Special Committee of the Board to be included with the budget of the Board for approval by the Convention in annual meeting;
iv. The Fruitland Directors have the responsibility for administering the budget consistent with the financial policies of the Convention. The Fruitland Directors shall be responsible to the Board for the fiscal operation of Fruitland and shall make periodic financial reports to the Board, including independent annual audits;
v. The Fruitland Directors shall have the authority to secure endowments for Fruitland in accordance with policies of the Convention and its Related Entities;
vi. Except for the selection or dismissal of the President of Fruitland, the Fruitland Directors shall have the responsibility for all personnel matters of Fruitland consistent with the personnel policies of the Convention;
vii. The Convention's financial and personnel policies shall be Fruitland's financial and personnel policies.

3. President of Fruitland. The President of Fruitland shall manage the affairs of Fruitland under the direction of the Fruitland Directors. For the employment or dismissal of a President, the Fruitland Directors shall recommend action to the Board of the Convention. The President shall recommend all other personnel matters to the Fruitland Directors.

4. Changed Status. Any change of status regarding the purpose of Fruitland shall be approved by the Convention in annual meeting, upon recommendation of the Board.

H. Biblical Recorder

1. Purpose. The Biblical Recorder ("Recorder") is a ministry of the Convention and shall be responsible to the Board. While its ultimate purpose is to promote the advancement of the Great Commission and glorify God among the nations in accordance with Scripture, it is the journal and primary news and information outlet of the Convention, and is to foster the causes of the Southern Baptist Convention, with emphasis on the churches and ministries of the Convention. The Recorder maintains the inalienable rights and privileges of a free press, consistent with the authority of Scripture and with traditional Baptist convictions.

2. Authority and Management. The Recorder shall not have a board of directors. While the Biblical Recorder shall ultimately be responsible to and governed by the Convention's Board, its affairs and operations shall be managed by its Managing Editor, who in the case of a vacancy shall be nominated by the Executive Director-Treasurer and confirmed by a majority vote of the Executive Committee. The Managing Editor shall be an active member of a cooperating church as defined in Article VI.A. As a ministry of the Convention, the Managing Editor and all other staff (full or part-time) of the Recorder shall be employees of the Convention. The Managing Editor shall recommend to the Executive Director-Treasurer all other employees to

serve the Recorder in any capacity, and the Executive-Director shall possess sole authority to hire, and if necessary dismiss, all such employees.

3. Changed Status. Any change of status regarding the purpose of the Recorder shall be approved by the Convention in annual meeting, upon recommendation of the Board.

III. Relationships with Other Ministries

A. Related Entities: Baptist Children's Homes of North Carolina, ~~Biblical Recorder,~~ and Provision Financial Resources of NC Baptists

1. Each Related Entity of the Convention shall act in a manner consistent with the overall purposes of the Convention, and shall:

a. Be responsible to the Convention for its operation in accordance with the Baptist principles, by which the Convention operates;

b. Submit an annual written report on work done and undertaken to this Convention at its annual meeting;

c. Obtain the prior written approval of the Convention for any change in the charter of the Related Entity which would affect, alter or change the purpose or the relationship of the Related Entity or its board of trustees or directors to the Convention;

d. Each trustee and director shall affirm the governing documents and policies of the Related Entity and embrace the values of the Convention. Satisfaction of this requirement must be reported to the Executive Committee by each Related Entity no later than the March meeting of the Executive Committee.

2. Qualifications of Trustees and Directors

a. Members of the Board of Trustees and Directors of any Related Entity of the Convention shall be members of churches cooperating with the

Convention as defined in Article VI, except as otherwise specified in subsection d. below;

b. An individual who is a member of a church which by formal action of the Convention, its Board of Directors, or its Executive Committee has been determined to be not in friendly cooperation with the Convention in accordance with Article VI, shall not be eligible to serve as a trustee or director of any Related Entity, with the exception that an individual who is currently serving as a trustee or director of a Related Entity at the time such formal action is taken shall be allowed to serve the remainder of his or her term as a trustee or director;

c. No individual who is employed, either on a full-time or part-time basis, by the Convention or any Related Entity of the Convention shall be eligible to serve on the board of directors or trustees of any Related Entity, except that professors who teach at Fruitland Baptist Bible College on an adjunct basis (not full time employees) shall not be precluded from serving under this provision;

d. At least three fourths (3/4) of the members of the board of trustees or directors of such Related Entity shall be residents of North Carolina and active members of churches in friendly cooperation with the Convention. Up to one fourth (1/4) of the members of the board of trustees or directors may be Baptists from outside of North Carolina who are active members of churches cooperating with a Baptist State Convention affiliated with the Southern Baptist Convention. For trustees or directors from outside North Carolina, each Related Entity will be required to furnish to the Committee on Nominations a letter of endorsement from the nominee's church.

3. Election of Trustees and Directors, Term, and Term Limits

a. Such trustees or directors shall be elected by the Convention for four (4) year terms with one-fourth

(1/4) of the board of trustees or directors being elected at each annual meeting of the Convention, after receiving nominations from the Convention's Committee on Nominations. These nominees shall be presented to the Convention for election following the procedures detailed in Bylaw I.C.7.a.;

b. The term of office shall begin on January 1, following the annual meeting of the Convention at which members were elected; and shall end on December 31 following the Convention at which their successors were elected, unless sooner terminated; provided, however, the term of office of a trustee who has not resigned, died, become disqualified, or been removed shall not expire until a successor shall have been duly elected and qualified;

~~c.~~ **No trustee or director shall be eligible to serve more than two (2) consecutive terms on the same board; provided, however, that service for a second consecutive term shall not be automatic and shall be subject to nomination and election in accordance with these Bylaws. Upon completion of two (2) consecutive terms, such individual shall not be eligible for re-election to that same board until the lapse of one (1) year; provided, however, that any trustee or director who shall have been elected to fill a vacancy of less than two (2) years shall be eligible to be re-elected to two (2) consecutive full terms. In addition, any trustee or director having completed his/her service on one board shall be eligible for immediate election to membership on the board of any other Related Entity.** ~~No trustee or director shall be eligible to succeed himself/herself on a board after serving on such board, whether such service has ended through expiration of the term, resignation or otherwise until the lapse of one (1) year; provided, however, that any board member who shall have been elected to fill a vacancy of less than two (2) years shall be eligible to be re-elected to a full term. In addition, any trustee or director having completed his/her service on one board shall be~~

~~eligible for immediate election to membership on the board of any other Related Entity.~~

4. Optional Election Method. Each such Related Entity may choose to nominate up to fifty percent (50%) of its trustees or directors with the assurance that in the event the Convention does not elect one of these nominees, the Related Entity alone shall have the right to nominate another person for the vacancy. Whenever such Related Entity exercises this option in regard to a certain percentage of its total number of trustees or directors, never more than fifty percent (50%), the Board, upon the recommendation of its Budget Special Committee, shall reduce the Cooperative Program funds allocated to such Related Entity by the same percentage and shall make recommendations to the Convention, through the proposed annual budget, as to how such funds may be used to accomplish other significant tasks of the Convention and other entities described in this Bylaw III. Any reversal of this process involving restoration of any Cooperative Program funds will be subject to budgetary limitations and must have the approval of the Budget Special Committee of the Board, of the Board, and of this Convention. The trustees or directors of such Related Entity of this Convention shall make an annual report, no later than February 1 of each year, notifying the Committee on Nominations of the Convention and the Budget Special Committee of the Board concerning the exercising of such an option and of all vacancies to be filled. Each such nominee must be a member of a church cooperating with this Convention or a church cooperating with a Baptist State Convention, which is affiliated with the Southern Baptist Convention, and such Related Entity will be required to furnish to the Committee on Nominations a letter of endorsement from the nominee's church. In no case shall more than twenty-five percent (25%) of the trustees or directors of such Related Entity be from outside North Carolina.

5. Termination and Removal of Trustees and Directors

   a. If for any reason a member of a board shall cease

to qualify as a trustee or director of a Related Entity, membership on any board shall be thereby terminated, effective immediately upon the date of the disqualifying event. Any vacancy on a board may be filled by recommendation of the Committee on Nominations, after prior consultation with and approval from the respective Related Entity, to the Executive Committee until the next annual meeting of the Convention, and the Convention shall at its next annual meeting fill the vacancy for the unexpired term.

b. The board of trustees or directors of a Related Entity by affirmative vote of three fourths (3/4) of the entire membership given in regular annual meeting or in a special meeting called for the purpose, shall have the power to remove from office any trustee or director for cause considered sufficient by such board, but only after fifteen (15) days written notice to such trustee or director, and an opportunity to be heard by the board.

c. The Convention shall have the right to remove any trustee or director of a Related Entity for cause considered sufficient by the Convention. In the event that it should become necessary for the Convention to consider removal of any trustee or director, it shall be done in the following manner:

   i. The Convention will automatically refer the matter to the Executive Committee of the Board for consideration and action;
   ii. Executive Committee will first seek to solve the problem through the regularly elected Board of Trustees or Directors of such Related Entity;
   iii. If it becomes necessary for the Executive Committee to act in behalf of the Convention, the trustee or director in question shall have charges presented in writing, be given at least fifteen (15) days to reply to such charges, be allowed counsel, and have an opportunity to be heard by the Executive Committee;
   iv. The Executive Committee will report its action

in full to the Board subject to the approval of this Convention in its next annual meeting.

B. Auxiliary. The Convention and the North Carolina Baptist Men (NC Baptists on Mission) shall have a fraternal, voluntary relationship and under which the auxiliary is autonomous in governance.

C. North Carolina Baptist Associational Missions Conference. The Convention and the North Carolina Baptist Associational Missions Conference will have a fraternal, voluntary relationship under which each is autonomous in governance. The relationship between the staff of the Convention and the Conference, comprised of Directors of Missions/Associational Missionaries of the associations, is a covenant relationship, which recognizes their interdependent roles, purposes and missions, and their mutual goal to assist churches in fulfilling the great commission.

D. The Woman's Missionary Union of North Carolina. The Woman's Missionary Union of North Carolina is recognized as a co-laborer with this Convention.

~~NC Baptist Hospital. The Convention and Hospital shall have a fraternal, voluntary relationship under which each is autonomous in governance. The Convention shall seek to cooperate with the Hospital through its FaithHealth Division when such efforts align with the mission and strategies of the Convention, and promote these shared ministry efforts to the Board and the churches.~~

IV. Miscellaneous

A. Concerning Debts: Borrowing by the Convention. All borrowings by this Convention for its own use shall only be authorized on the following terms and conditions:

1. The Executive Committee of the Board may authorize the Convention to borrow money in anticipation of current revenue, provided that (a) the entire balance of such borrowing shall be repaid by the end of the current fiscal year; and (b) such borrowing does not require this Convention to encumber any of its property;

2. The Board may authorize the Convention to borrow money in anticipation of current revenue, provided that (a) any unpaid balance of such borrowing at the end of the current fiscal year shall be provided for in and made a part of the budget for the subsequent fiscal year; and (b) such borrowing does not require this Convention to encumber any of its property;

3. The Convention shall approve by a majority vote at its annual meeting or a special meeting any borrowing by the Convention not specifically authorized under Paragraphs 1 and 2 above or that requires the Convention to encumber any of its property;

4. Any motion which proposes the borrowing of money or the encumbrance of Convention property which requires Convention approval shall set forth all pertinent facts and a definite schedule for repayment of the borrowing or other obligations. Such motions shall be sent to the Executive Committee and the Board for recommendation to this Convention not less than forty-five (45) days in advance of the meeting of the Convention during which it is proposed that action be taken on such motion. These recommendations shall be included in the Board's report and shall be subject to the rules concerning the adoption of that report;

5. Notice of any motion involving proposed borrowing of money or the encumbrance of Convention property requiring Convention approval shall appear on the Convention's website at least thirty (30) days in advance of the meeting of the Convention during which it is proposed that action be taken on such motion. Such notice may also appear on **any website which** the Biblical Recorder **may maintain** ~~website~~. In addition, the Convention shall send notice regarding such a proposal to every cooperating church either electronically or by mail at least 30 days prior to the commencement of such meeting of the Convention.

B. Guaranties by the Convention. The Convention is prohibited from guarantying or pledging any asset as collateral for the indebtedness of any third party.

C. Borrowings by Related Entities of the Convention. Upon approval of its trustees or directors in accordance with its own articles and by-laws, any Related Entity listed in Bylaw I.C.7.a.ii shall have the authority to borrow money without approval of the Convention, Board or Executive Committee; provided that the Convention will not directly or indirectly be involved in or liable for such borrowing.

D. Fiscal Year. The Convention's fiscal year shall end on December 31 of the year; provided further that the Board may adopt a policy that deems that gifts to be received by the Friday after the last Sunday in December are included in that fiscal year.

E. Adoption or Termination of Activities or Work of the Convention

1. Proposals concerning the adoption of a new work or activity not already being carried on by the Convention or termination of any current work or activity (hereinafter "Ministry Change") shall be presented to the Board. The Board may authorize the Ministry Change without obtaining the prior consent of the Convention.

2. In the event that a messenger at an annual meeting desires the Convention to consider the adoption of a Ministry Change, then the Convention, by a majority vote of the messengers in an annual meeting, may approve further consideration of the Ministry Change. Upon such vote, the Convention's President shall refer the proposal to the Board for a detailed study.

3. Upon receiving the Convention's recommendation to consider a Ministry Change, the Board shall conduct a detailed study and may authorize the Ministry Change without the prior consent of the Convention. In the event that the Board does not authorize the Ministry Change pursuant to the proposal, then the Board shall report the results of its detailed study to the Convention at its next annual meeting. At such meeting, the Convention can direct such Ministry Change in a resolution adopted by a majority vote.

F. Establishment, Termination, or Severance of a Related Entity

1. Any proposal concerning the establishment of a new Related Entity, a change of relationship with a Related Entity, or the termination of or severance of the relationship with any Related Entity (hereinafter "Relationship Proposal") shall be subject to a minimum six (6) month detailed study by the Board.

2. Any Relationship Proposal shall be presented either to the messengers of the Convention in annual meeting, or to the Board at a regularly scheduled meeting. If the Convention by a majority vote at annual meeting agrees that the Relationship Proposal should be considered in more detail, then the Convention's President shall refer the Relationship Proposal to the Board for a detailed study. If the Relationship Proposal is presented to the Board, then the members of the Board by a majority vote may undertake further study of the Relationship Proposal. In each instance, the Board shall conduct a detailed study of the Relationship Proposal for a minimum of six (6) months.

3. The Board shall make a recommendation to the Convention concerning the Relationship Proposal for the establishment of a new Related Entity or the termination of or severance of the relationship with any Related Entity. Upon receiving the recommendation from the Board, the Convention by majority vote in an annual meeting shall act on the Relationship Proposal and the Board's recommendation.

G. Removal from Convention Position. This section shall apply to the President and Vice Presidents of the Convention as set forth in Bylaw I.B.1.d., members of Convention committees as provided in Bylaw I.C.2.e., at-large members of the Board as provided in Bylaw II.A.1.b., any member of a special committee of the Board who is not a member of the Board as provided in Bylaw II.F.1.b., and the Fruitland Directors as provided in subparagraphs (vii) and (viii) of Bylaw II.G.2.a. (collectively "Convention Positions").

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

2. The Board shall apply this section related to an individual's removal from a Convention Position and shall adopt appropriate policies which may include the delegation to its designees of the application of this section.

H. Amendment to Bylaws. These Bylaws may be changed or amended by a majority vote of the registered messengers present and voting at any session during the annual meeting (other than the first session or the last session) or during a special meeting of the Convention, provided that notice of the amendment to the Bylaws shall appear on the Convention's website beginning at least thirty (30) days in advance of the meeting of the Convention in which the proposed action is to be taken and remain on such website through the conclusion of the meeting of the Convention in which the proposed action is to be taken. Notice also be mailed to every cooperating church, as defined by the Articles, at least twenty-one (21) days in advance of the meeting of the Convention in which the proposed action is to be taken. In the event the required notice has not been given, these bylaws may be changed or amended by a two-thirds (2/3) vote of the registered messengers present and voting at such session of the annual meeting.



Committee on Nominations

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

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

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

N.C. Baptists have good reason to be proud of the 2026 Committee on Nominations, as well as the names to be presented for election. They logged many hours and offered many prayers in seeking to bring nominees who will be people of Kingdom impact. We hope you express appreciation to them for the good work they have done.

It is not too early for N.C. Baptists to begin thinking about whom they will recommend to positions of leadership in 2028. N.C. Baptist church members are diverse in terms of both gender and ethnicity.

Please think and pray about the recommendations you will make from large churches, small churches, rural churches, urban churches, new churches, historic churches, men and women, young and old, and potential leaders from across all cultural and ethnic groups. You may submit your recommendations online at *ncbaptist.org/recommend* or through the N.C. Baptist mobile app.

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

Andrew Clark, Chair

2026 Committee on Nominations Members

Andrew Clark, Fayetteville, chair
Michael Bailey, Supply
David Blalock, New London
Sue Fairless, Colerain
Lori Frank, Arden
Chris Hefner, Wilkesboro
Ben Horrell, Leland
Tim Jernigan, Hickory
Gene McCourt, Louisburg
Ken Smith, Grifton
Alan-Michael Sprinkle, Black Mountain
Collin Terenzini, Zirconia
John Thompson, Rich Square
Neal Thornton, Angier
Josh Wester, Greensboro

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

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

The bylaws further direct that, "The Committee on Nominations shall include in its report at a minimum the name, church, home town, association, occupation, and sex of each nominee, the name of the committee or board on which the nominee is to serve together with such summary information as will make clear to this Convention the diversity and breadth of representation provided by the slates of nominees."

Board of Directors, Baptist State Convention of North Carolina

Region 1

- No vacancies

Region 2

- No vacancies

Region 3

- Susan Justice, 2027-2030, Beach Road (O), Southport, Brunswick Association, Layperson, Female

Region 4

- Will King, 2027-2030, Bethesda (O), Clayton, Triangle East Association, Minister, Male
- Kelly Lesher, 2029 unexpired term of Zachary Sanders, Coram Deo (U), Angier, NC Miscellaneous, Layperson, Female
- Colton Mathews, 2027-2030, Fairview (O), Apex, Raleigh Association, Layperson, Male
- Peter McDonald, 2027-2030, Pittsboro (U), Pittsboro, Sandy Creek Association, Minister, Male
- Tiffany Register, 2027-2030, Redeemer Community (O), Franklinton, Tar River Association, Layperson, Female
- Jonathan Shelor, 2027-2030, First Pinehurst (O), West End, Sandhills Association, Minister, Male
- Aaron Turner, 2027-2030, The Church at Clayton Crossings (O), Clayton, Triangle East Association, Minister, Male

Region 5

- Katy Kabrich, 2027-2030, Two Cities (O), Winston-Salem, Triad Association, Layperson, Female
- Makayla Mas, 2027-2030, Mercy Hill (O), Greensboro, Piedmont Association, Layperson, Female
- Matt Speaks, 2027-2030, King's Church (U), High Point, NC Miscellaneous, Minister, Male

Region 6

- Dave Magan, 2027 unexpired term of Clint Pressley, Hickory Grove (O), Charlotte, Metrolina Association, Layperson, Male

Region 7

- Dan Kiefer, 2027-2030, Concord (U), Granite Falls, Caldwell Association, Minister, Male
- Len Moore, 2027-2030, Millers Creek (O), Millers Creek, Brushy Mountain Association, Layperson, Male

Region 8

- No vacancies

Region 9

- Jesse Carr, 2027 unexpired term of Jason Gaston, Mud Creek (O), Hendersonville, Carolina Association, Minister, Male
- Kevin Long, 2027-2030, Crab Creek (U), Hendersonville, Carolina Association, Minister, Male

- Cam McLaughlin, 2027-2030, Mount Carmel (U), Asheville, Buncombe Association, Minister, Male

Region 10

- Mark Rogers, 2027-2030, Lighthouse (U), Sylva, Tuckaseigee Association, Minister, Male
- Benjamin Heise, 2027-2030, Holly Springs (O), Franklin, Macon Association, Minister, Male

Baptist Children's Homes of North Carolina

- Denise Critcher, Mount Vernon (O), Boone, Three Forks Association, Layperson, Female[1]
- Matt Hollifield, Pitts (O), Concord, Cabarrus Association, Layperson, Male[1]
- Michael Jongkind, The Summit (O), Raleigh-Durham, Triangle West Network, Layperson, Male
- Troy Kilpatrick, Christ Community (O), Huntersville, Metrolina Association, Layperson, Male

***Biblical Recorder*[2]**

- Andrew Davis, Covenant Hope (U), Wake Forest, Tar River Association, Layperson, Male
- Bob McKee, Green Street (O), High Point, Piedmont Association, Layperson, Male

Provision Financial Resources

- David Bass, Carmel (O), Matthews, Metrolina Association, Minister, Male

- Zack Cooper, Fairview (O), Apex, Raleigh Association, Layperson, Male
- Paul Kress, Cornerstone (O), Greensboro, Piedmont Association, Layperson, Male
- Stephanie Tarant, Providence (O), Raleigh, Raleigh Association, Layperson, Female[1]

[1]Nominees marked with [1] are recommended for a second consecutive term. Currently, Bylaw III.A.3.c prohibits a trustee or director from succeeding himself or herself. However, the Articles & Bylaws Committee is presenting a bylaw amendment to messengers at the 2026 BSCNC Annual Meeting that, if approved, will permit Related Entity board members to serve up to two consecutive terms. If that amendment is not approved, these nominees will be withdrawn from the Committee on Nominations report.

[2]The Articles & Bylaws Committee will present a bylaw amendment to messengers at the 2026 BSCNC Annual Meeting that, if approved, will amend the BSCNC bylaws to reflect the dissolution of the *Biblical Recorder* as a 501(c)(3) non-profit corporation in accordance with action taken by the *Biblical Recorder* board of directors on September 9, 2026. If approved, the amended bylaw will no longer require the nomination and election of *Biblical Recorder* board members, and the two nominees indicated in this report will be withdrawn.



Biblical Recorder Proposal

Dear Church Leader,

Enclosed you will find documents related to proposed changes to the bylaws of the Baptist State Convention of North Carolina, which will be presented to messengers at the annual meeting in Greensboro on November 16-17, 2026.

As required by our bylaws, the BSCNC is sending these documents to all partner churches for review prior to their consideration during the business portions of our gathering. The full text of the proposed changes are included. If you have questions, we have also prepared a list of frequently asked questions, available at *ncbaptist.org/questions* or by scanning the QR code at the bottom of this letter.

Also included in this packet is the relationship change proposal between BSCNC and the *Biblical Recorder*. This proposal was the product of a study committee that had been requested by the *Biblical Recorder* and appointed by the officers of the BSCNC board of directors. It has been unanimously approved by the *Biblical Recorder* board and the BSCNC board. This, along with the bylaw amendments, will be voted on by the messengers at the N.C. Baptist annual meeting.

Do not hesitate to contact us if you have questions. You can reach out to Seth Brown, director of convention relations at *sbrown@ncbaptist.org*.

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

With Gratitude,

Aaron Swain
Chair, Articles & Bylaws Committee

Scan here for FAQs

BIBLICAL RECORDER RELATIONSHIP PROPOSAL SEPTEMBER 28-29, 2026

Information Statement

During its fall 2025 meeting, the BR's Board of Directors approved a motion requesting the establishment of a study committee to evaluate and provide recommendations regarding the long-term future of the BR, specifically to "look into a permanent relationship between the BR and the BSCNC that retains the identity and editorial freedom of the BR".

This request arose in response to sustained decline in supportive revenue over several decades, driven by decreases in both subscriptions and advertising. Beginning in 2022, in an effort to maintain operations and allow time to develop a sustainable strategy, the BR entered into a management arrangement with the BSCNC. Under this agreement, the *BR* has continued to receive Cooperative Program funding, along with additional staffing and resource support from the convention.

Upon receiving the BR board's request, BSCNC board officers appointed a three-member study committee in 2025 to begin a detailed study in accordance with BSCNC Bylaws. Members included Marc Reynolds, Melody Dowdy, and Jacob Hall. The study committee met several times during 2026 and diligently engaged with staff, comparable entities, and state conventions to better understand the operational models of their state papers. The study committee engaged in

its work for more than six months, and produced a report, attached as **Exhibit A** (the "**Study Committee Report**") recommending that the BR fully dissolve as a corporate entity and transfer all assets and operations to the BSCNC in accordance with the *BR*'s Articles of Incorporation, its Bylaws, the BSCNC's Bylaws, and North Carolina law.

BR's Board of Directors met on September 8, 2026 and, in accordance with the study committee's recommendations, voted to approve the dissolution and distribution of *BR*'s assets to the BSCNC and also approved a plan of dissolution. The minutes of the September 8, 2026 BR Board meeting, including the *BR*'s approved plan of dissolution, are attached as **Exhibit B** (the "**Biblical Recorder Meeting Minutes**").

In order to complete the dissolution and distribution contemplated by the BR's Board, the convention must approve a relationship proposal to change the relationship with any Related Entity of the Convention, including the *Biblical Recorder*.

The attached Study Committee Report and BR Meeting Minutes together constitute a proposal to change the Convention's relationship with the *Biblical Recorder* and constitute a "**Relationship Proposal**" as described in the Convention's bylaws and referred to herein.

BR Board Chair Nathaniel Williams will propose the BSCNC Board take up the following motion at its meeting on September 28-29, 2026:

> *The BSCNC Board approves and recommends to the Convention the approval of the Relationship*

Proposal to that would dissolve the Biblical Recorder as a separate legal entity, accept the Biblical Recorder's assets, and absorb the Biblical Recorder's operations into the Convention, including the Study Committee Report (attached as Exhibit A), the Biblical Recorder's Board Meeting Minutes (attached as Exhibit B), and the assumption of outstanding retirement obligations of the Biblical Recorder's former employees in the amount estimated by the Biblical Recorder's Auditor's Estimate (attached as Exhibit C), to be voted on at the Convention's annual meeting in November 2026.

In order to implement the Relationship Proposal, if approved by the convention, the convention's Board shall also propose to amend the convention's bylaws to revise references to the *BR* as associated operations.

The BR Study Committee held a joint meeting with the BSCNC Articles & Bylaws Committee on July 30, 2026 to foster coordination of each committee's work in alignment with the Relationship Proposal. The Articles & Bylaws Committee subsequently approved a motion to recommend amendments to the convention's bylaws in conjunction with the Relationship Proposal, which will be proposed at the BSCNC Board meeting on September 28-29, 2026.

EXHIBIT A
STUDY COMMITTEE REPORT

REPORT TO THE BOARDS OF THE BIBLICAL RECORDER AND THE BAPTIST STATE CONVENTION OF NORTH CAROLINA

During the 2025 fall meeting of the *Biblical Recorder* (BR) Board of Directors, a motion was made requesting the establishment of a study committee to evaluate and provide recommendations regarding the long-term future of the *Biblical Recorder* that states:

"The BR board requests a study committee to look into a permanent relationship between the BR and the NC Baptist state convention that retains the identity and editorial freedom of the BR."

This request arose in response to sustained decline in supportive revenue over several decades, driven by decreases in both subscriptions and advertising. Beginning in 2022, in an effort to maintain operations and allow time to develop a sustainable strategy, the BR entered into a management arrangement with the Baptist State Convention of North Carolina (BSCNC). Under this agreement, the *Biblical Recorder* has continued to receive Cooperative Program funding, along with additional staffing and resource support from the Convention.

Members of the study committee convened several times during 2026. The committee diligently engaged with comparable entities and state conventions to better understand the operational models of their state papers. These discussions revealed a consistent

pattern of declining engagement and revenue across publications. Additionally, the committee found that, among the six state conventions consulted, four had formally integrated their publications within their respective state convention structures in order to maintain their state papers.

In light of these challenges, the BR study committee has outlined recommendations below.

RECOMMENDATIONS

The *Biblical Recorder* Study Committee recommends fully dissolving the *Biblical Recorder*, Inc. (a 501(c)(3) nonprofit corporation) and transferring all assets and operations to the Baptist State Convention of North Carolina (BSCNC) in accordance with the *Biblical Recorder*'s Articles of Incorporation, its Bylaws, the Baptist State Convention of North Carolina's Bylaws, and North Carolina law.

This process will include satisfying all outstanding liabilities and distributing all remaining assets to the BSCNC in a manner consistent with the entity's charitable purpose and IRS requirements. This also includes filing Articles of Dissolution with the N.C. Secretary of State, awaiting approval from the N.C. Attorney General's Office for the transfer of all assets to the BSCNC, and submitting final federal and state tax filings. Taking these steps will ensure the organization is closed responsibly, legally, and in alignment with its fiduciary obligations as outlined in the following recommendations:

- Upon dissolution, transfer all its assets to the BSCNC; and

- Integrate the BR into the ministries of the BSCNC, therefore ceasing to be a related entity of the BSCNC, instead becoming a ministry of the BSCNC that is subject to and under the direction and control of the BSCNC.

If approved by the Baptist State Convention of North Carolina (subject to board and messenger approval), the *Biblical Recorder* study committee further recommends:

1. That the Executive-Director Treasurer of the BSCNC shall provide all current BR employees with employment in the Convention's organizational structure, in a manner befitting their talents and skills, which reports to the Executive Director-Treasurer or his designee.

2. The establishment of a BR subcommittee of the BSCNC board to, among other matters, help ensure the continued editorial freedom of the BR. The purpose and structure of this subcommittee is as follows:

    a. As a subcommittee, it shall report to an existing Committee of the BSCNC Board and be subject to that Committee and the Board.

    b. It shall be composed of both board and non-board members, including no less than three and no greater than five individuals in total, a majority of which shall be at-large members and the remaining being Convention board members, each serving staggered four-year terms.

    c. Initially for continuity and alignment, the special BR committee would include three

persons from the current BR board along with the managing editor of the BR team to be an ex-officio, non-voting member of the committee.

3. That the BSCNC provide retirement benefits for current and retired BR employees that are comparable to, or greater than, those currently provided by the BR, subject to the BSCNC's review of the BR's existing retirement benefits.

4. Creation and adoption of an operational editorial policy that outlines a statement of intent regarding the journalistic nature and editorial freedom of the BR, which will then be presented to the Committee overseeing this subcommittee for their review and approval, and then to the BSCNC Board for their final review and approval.

5. The BSCNC shall endeavor to, as much as possible, preserve the BR's branding, reputation, and heritage, and use it in alignment with publications that meet the high journalistic and editorial standards which the BR has promulgated in the past.

If approved, the *Biblical Recorder* board, in conjunction with the BSCNC board, will carry out all actions necessary to implement the dissolution and transfer of assets. This will include the drafting of legal documents pertaining to the dissolution and transfer of assets. Additionally, the BR study committee will collaborate with the BSCNC's Board's Articles and Bylaws Committee on any required amendments to the BSCNC's Articles and Bylaws, which will then be presented to the BSCNC messengers for consideration and approval, potentially at the November 2026 Annual Meeting.

EXHIBIT B
BIBLICAL RECORDER MEETING MINUTES

Biblical Recorder Board of Directors
Special Meeting
Tuesday, September 8, 2026 | 1 p.m. | Zoom Workplace

Biblical Recorder Board Members: Nathaniel Williams; Jennifer Rushing; Jonathan Waits; Bob McGee; Eric Simons; Meredith Cook; Heath Faircloth; Jessie Bright; Bobby Puffenberger; Matt Lee

Biblical Recorder Staff: Chad Austin; Evette Orcutt

BR Attorney: Jonathan Garner

Call to Order/Welcome/Establish Quorum.....Nathaniel Williams

- Nathaniel greeted the board and thanked members for attending the special meeting.
- Evette confirmed the number of BR members in attendance was enough to establish a quorum.

Opening Prayer.....Nathaniel Williams

- Nathaniel opened the meeting in prayer, asking God to continue to provide guidance and wisdom as the board considered moving forward with the process of dissolution.

Statement of Meeting Purpose.....Chad Austin

- Chad Austin thanked the board for joining the special meeting. He reminded the board

of the purpose of the meeting: to consider the next steps in the process of adopting the dissolution of the Biblical Recording and joining the NC Baptist State Convention.

- Chad introduced Jonathan Garner - the BR Attorney that has been retained, who joined the special meeting.

Business Item.....Nathaniel Williams, Chad Austin

- Consideration of Plan of Dissolution
- Discussion
    - Nathaniel opened the floor for discussion regarding the proposed Plan of Dissolution.
    - Eric and Jonathan Waits acknowledged the clarity of the plan of disillusionment.
    - Matt Lee asked if any conversation had been held around continuing to print the magazine in the future.
        - Chad responded that the BR would continue to move in a digital direction, while also continuing to print a special issue for the NC Baptist State Convention Annual Meeting in November.
        - Chad also shared that there has been conversation around how the BR can work collaboratively with the convention to bring about more communication with NC Baptists.
    - Matt Lee asked if there would still be a separate board for the BR.

- Nathaniel responded that since the BR would be moved under the NC Baptist umbrella, the BR board would become a subcommittee composed of 3 members from the Biblical Recorder and 2 from the NC Baptist State Convention.

  - Chad asked if there was anything Jonathan Garner wanted to share with the board.

    - Jonathan shared that he has been speaking with and collaborating with the NC Baptist State Convention attorneys, recognizing that there is more to process when handling cases that involve nonprofits. He has a good sense of the timeline and next steps and feels that the process is moving along at the proper pace.

- Vote on Plan of Dissolution

  - Nathaniel closed the discussion period with no further questions and asked for a motion.

    - Eric Simmons made a motion to vote.

    - Jessie Bright seconded.

    - Nathaniel called for a vote.

      - The quorum voted to adopt the Plan of Dissolution by a count of 100.

Announcements and Reminders ..... Chad Austin, Nathaniel Williams

- Chad reminded the board Chad encouraged the BR Board to keep the Caraway meeting on their

calendars. He named next steps, including:

  - The development of an editorial policy
  - The makeup of the advisory board

- Nathaniel expressed his gratitude for the stewardship of the BR Board.

Closing Prayer .....Nathaniel Williams

Meeting adjourned at 1:27 p.m.

EXHIBIT C
BIBLICAL RECORDER AUDITOR'S ESTIMATE

FOARD
EST. 1964

July 8, 2026

Re: Biblical Recorder, Incorporated
Baptist State Convention of North Carolina, Inc.

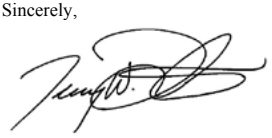
To Whom It May Concern:

Our Firm serves as the external auditors for the not-for-profit organizations named above.

We were asked to determine the liability for post-retirement benefits for the retirees of Biblical Recorder, Incorporated, based on actuarial assumptions. We computed the liability to be $83,883.

Please let me know if you have any questions or need additional information.

Sincerely,



Terry W. Lancaster, CPA

Foard and Company, PA | Certified Public Accountants
1347 Harding Place | Charlotte, NC 28204
704.372.1515 | www.foard.cpa



Baptist Children's Homes Of North Carolina

Since 1885, BCH has been bringing children home. What began as a home for orphaned children has grown into a family of ministries across North Carolina, each one shaped around a specific need. Children find safety and healing through foster care and residential care. Families are formed through adoption, and birth mothers are walked with in love through life's hardest decisions. Today, one conviction shapes it all: the gospel is not one ministry among many at BCH. It is the mission. Every child, adult, and family BCH serves is an opportunity to share the good news of Jesus Christ.

That same heart extends across generations. Senior adults are served through dedicated ministry, and adults with intellectual and developmental disabilities find belonging in residential care designed just for them. Wherever there is a need, BCH is there with the love of Christ.

The way children come into care has changed since the days of the orphanage. Today, BCH partners with the state of North Carolina to create safe, loving, gospel-centered homes for children who need them. While BCH continues to provide residential care, we also equip and prepare new foster and adoptive families in partnership with the local church. By partnering with churches across the state, we work together to serve the more than 11,000 children in the North Carolina foster care system. Our mission is clear: to see the church not only surround children and families with prayer, care, and wraparound support, but to become the very source of the families who foster and adopt, so that every child receives the loving home he or she deserves.

MILESTONES SINCE OUR LAST REPORT:

- **Lives impacted through BCH's ministries in 2025**: 134,706 lives
- **Professions of faith in 2025:** 245 professions of faith
- **The Cross at the center:** On May 11, staff, families, and friends gathered at BCH for the installation of a new cross on the Mills Home campus and to celebrate the truth that anchors everything we do. Through worship, testimony, and prayer, the day pointed hearts to the hope of the gospel and the God who redeems every story. It was a joyful reminder that as BCH brings children home, the cross remains at the center of it all.
- **92 adoptions completed & 14 birth mothers make decisions for Christ:** Christian Adoption Services, BCH's adoption ministry, partnered with expectant mothers and qualified Christian families to complete 92 total adoptions. In addition, CAS held the 29th annual retreat to encourage birth mothers who have chosen adoption for their babies and share the hope of the gospel with them.
- **Food roundup hits the mark:** Associations and churches throughout North Carolina generously participated in the annual Food Roundup to provide over $250,000 worth of food and gift cards to meet the needs of children and families served through BCH.

- **Ride to Clyde marks 11th anniversary with record amount raised:** Organized in partnership with NC Baptists and benefiting BCH, motorcyclists celebrated the milestone year by raising $369,700, nearing the $1.5 million mark in total giving.
- **Annual Offering 2026:** This year's offering theme is "SAY YES" and invites every North Carolina Baptist Church and believer to step into the mission of caring for the vulnerable through prayer, training, supporting families, serving, and giving.
  Week of Prayer: Nov. 15-22
  Resources: bchfamily.org/offering



Biblical Recorder

The *Biblical Recorder* (*BR*) was founded in 1833 to serve as a trusted and reliable news source for North Carolina Baptists. The *Biblical Recorder* is a separate but related entity of the Baptist State Convention of North Carolina, operating under a long-term management agreement with the state convention since Jan. 1, 2024.

The past year has been a season of change and transition for the *Biblical Recorder*, marked by a transition in its print publication and ongoing conversations with state convention leadership about a new relationship between the two organizations.

This report covers significant activities, accomplishments and ministry highlights from July 1, 2025, to June 30, 2026. During that time, the *BR* has:

- Announced a transition from a bimonthly printed magazine to a quarterly print publication in January 2026, with plans to discontinue regular print operations at the close of 2026 and become a fully digital news outlet.
- Secured the Baptist State Convention of North Carolina's board of directors' approval of a request to form a study committee to explore a more permanent relationship between the two organizations.
- Received the study committee's preliminary recommendations, which propose fully integrating *BR* operations with the state convention while preserving the Recorder's brand identity and editorial independence.
- Celebrated Managing Editor Chad Austin's receipt of the 2026 Frank Burkhalter Award for

Exceptional Achievement in Religious Newswriting.

- Welcomed Stephen Halley as editorial aide in January 2026.
- Covered major statewide and national stories, including: the one-year anniversary of Hurricane Helene; the 195th N.C. Baptist annual meeting; Southeastern Baptist Theological Seminary's presidential transition from Danny Akin to Scott Pace; the centennial celebrations of the Cooperative Program and Baptist Faith and Message; N.C. Pastor Clint Pressley's final year as president of the Southern Baptist Convention; and more.

SIGNIFICANT ACCOMPLISHMENTS AND ACTIVITIES

Board meetings: The *Biblical Recorder*'s board of directors met three times in the timeframe defined for this report. Those meetings were held: Sept. 22, 2025, at Caraway Conference Center in Sophia; Jan. 26, 2026, via video conference call; and May 18, 2026, at Fort Caswell Coastal Retreat and Conference Center on Oak Island. A summary of the major actions of the board during these meetings is included below.

Board leadership: During the September 2025 board meeting, the board elected the following individuals to serve as officers for 2026: Nathaniel Williams (chair); Lance Cole (vice chair); Jessie Bright (secretary); and Meredith Cook (treasurer).

Publication transition: During its September 2025 meeting, the board approved an operational plan

that included transitioning the *BR*'s print magazine from a bimonthly to a quarterly schedule beginning in 2026, with plans to discontinue regular print production entirely at the end of 2026. The Recorder ceased selling new print subscriptions at the end of 2025. The *BR* plans to continue producing a special printed edition each November for the N.C. Baptist annual meeting.

Relationship study committee: At its September 2025 meeting, the *BR* board requested the formation of a study committee to explore a more permanent relationship between the *BR* and the state convention that would preserve the *BR*'s identity and editorial freedom. The state convention's board approved the request at its subsequent meeting. Under N.C. Baptist bylaws, any proposed change in the relationships between the convention and a related entity must undergo a detailed board study lasting at least six months before a recommendation can advance. In keeping with that requirement, a study committee was named and spent the following months examining the relationship and presented preliminary recommendations to both the *BR* and state convention boards during their May 2026 meetings. The proposal recommended that the *Biblical Recorder* dissolve as a separate legal entity and integrate its operations with the state convention, while retaining its brand identity and continuing to serve as a news source for N.C. Baptists. The proposal also called for the establishment of a *BR* subcommittee of the state convention's board to help safeguard the Recorder's editorial freedom. At the close of this reporting

period, the recommendations were proceeding in accordance with bylaw requirements that govern entity relationship changes. Final changes require formal endorsement by the *BR* and state convention boards and final approval by messengers at a future N.C. Baptist annual meeting.

Award recognition: The Baptist Communicators Association (BCA) recognized the *Biblical Recorder* during its 62nd Wilmer C. Fields Awards ceremony, held April 14, 2026, in Mobile, Alabama. Managing Editor Chad Austin received the 2026 Frank Burkhalter Award for Exceptional Achievement in Religious Newswriting — one of seven grand prize honors given annually — for his article titled "Faith on the Field," an October 2025 story on Cary First Baptist Church's meal ministry to the Cary High School football team. The meal ministry and outreach led most of the football team to profess faith in Christ and 11 players to be baptized on the field after a practice. Austin also earned third place in the news writing division for articles over 1,500 words for his article titled "The Summit Church claims religious discrimination in zoning lawsuit."

FUTURE GOALS AND INITIATIVES

In the coming year, the *Biblical Recorder*'s staff and board will continue working through the *BR* study committee's recommendations, engaging in prayerful conversations with state convention leadership about the best path forward for a sustainable, permanent future for the *BR*. The Recorder will also continue its transition to a fully digital news outlet, ensuring that N.C. Baptists have access to trustworthy news and reporting

throughout the process. As these conversations continue, the *Biblical Recorder* envisions a future ministry that remains rooted in its historic mission of providing news and information that builds trust and fosters cooperation among N.C. Baptists.

Nathaniel Williams, Chair, Board of Directors
Chad Austin, Managing Editor, *Biblical Recorder*



Provision Financial Resources of NC Baptists, Inc.

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

HIGHLIGHTS

- **Provision** implemented a redemptive investing strategy that promotes human flourishing around the world in 2024. In 2025, the strategy continues to gain traction with a framework to Avoid, Embrace, Engage & Render. More information about redemptive investing can be found at *provision.org/investing*.
- **At the end of 2025,** Provision began the process of converting to a new trust system giving clients better and more timely reporting, while making it more efficient for our team. That process would be completed in 2026.
- **In June 2025,** Russell Jones retired after founding and leading the loan ministry since 2009. Daryl Trexler took on leadership of the loan ministry becoming the 2nd Chief Credit Officer in Provision's history.

- **Ciara Milum** joined Provision as the Senior Graphic Designer in May 2025.
- **Becky Stegall** joined Provision in June 2025 as the Ministry Impact Assistant.
- **The Render Capital** fund welcomed Lauren Cline as a summer intern in 2025.
- **The loan ministry** welcomed Allison Foster as the new Loan Analyst in September 2025, a new position in the loan ministry structure.
- **Renovations** on the Provision office building in Cary were completed in March 2025.
- **In 2025,** The Co-Labor Initative was launched with the premier of the Co-Labor Conference on Saturday, October 11, 2025, at Open Door Church in Raleigh. Co-Labor also launched a website and is directed by Corinne Nelson. Co-Labor is an initiative dedicated to equipping Baptists to integrate faith and work for the common good. More information about the initiative can be found at colaborinitiative.org.
- **Provision** hosted a booth for the first time at the Southern Baptist Convention in Dallas, TX, in June 2025.
- **Provision** continues to offer a free online estate planning resource that is available to all NC Baptists. To date, 300+ people have engaged with the resource, committing $11.1 million to churches and other ministries through their estates.

- **In 2025,** The Ministry Grant application process shifted to a quarterly distribution schedule instead of an annual basis to assist in providing a timely response to ministry needs.
- **In 2025,** Provision distributed nearly $10 million to NC Baptists.
- **In 2025**, Provision awarded 191 scholarships to NC Baptist students totaling $378,750 compared to 140 scholarships totaling $251,900 in 2024.
- **In 2025,** Provision awarded 92 ministry grants to NC Baptist churches and associations totaling $466,125. This includes 63 Ministry grants and 29 OneFund grants.
- **In 2025**, Provision closed 16 church loans totaling $11.1 million.

Learn more about Provision,
Co-Labor & Render Capital at
provision.org





Fruitland Baptist Bible College

Fruitland Baptist Bible College has educated and trained many pastors throughout North Carolina for 80 fruitful years. Over these many years FBBC has also trained many men and women whom God has called into ministry and missions around the state and the world. FBBC has graduates across the globe faithfully serving Christ and making a difference for the Kingdom of God. Fruitland has some great reasons for celebration for the 2025-2026 year:

- Program Development
- Recruitment
- Student Activities
- Special Days (Founder's Day / Alumni Day)
- Community Service
- Conferences
- Camps

SIGNIFICANT ACCOMPLISHMENTS AND ACTIVITIES

The 2025 Fruitland Graduation ceremony was held on September 12, 2025. Twenty-eight students received the Associate of Religion/Christian Ministry degree, and twelve Hispanic students received the Certificate in Religion and Christian Ministries. The Hispanic program at FBBC is led by Roberto Fernández, the FBBC Director of Spanish Theological Education. He is a special blessing to the ministry of Fruitland. Roberto oversees the Certificate program, the Diploma Program, and the Online Associate degree program for Hispanic students around the state and around the world.

Simon Touprong is the Fruitland Director for the Montagnard Program. God has blessed FBBC

with a great group of Montagnard students who are learning to spread the gospel around North Carolina and the World. These students are a blessing to everyone at Fruitland.

From July 7-12, 2025, “Clearview Baptist Mission Camps” brought their students to the campus for a time of Bible study and missions. Fruitland Baptist Bible College is blessed to see the lives changed on our campus through the ministry of these camps.

The 2025 Summer Quarter began on July 15, 2025. On August 7, 2025, Fruitland students, staff, administration, and faculty participated in the “ServeNC” initiative. Representatives from FBBC served at Edneyville Elementary School for their Back to School Bash. We worked with several area churches and were able to pray with the students and their families. We gave out tacos, water, snow cones, and popcorn.

The 2025 Fall Quarter began on September 30, 2025, which was also the annual FBBC Alumni Day Celebration. After Hurricane Helene forced the cancellation of Alumni Day in 2024, alumni, families, friends, and church groups returned to campus for a day filled with fellowship, reunion, and worship. Rev. Jeff Smith, Dr. Chris Roberts, and Dr. David Gallamore brought the messages for the day. Following the service, everyone enjoyed a “Harvest Lunch” provided courtesy of Alumni and Friends.

On November 10-11, 2025, Fruitland attended the NC Baptist Annual Meeting. This is always a wonderful educational opportunity for our students to observe the State Convention at work.

From December 4-7, 2025, FBBC took a team of 16 to New York to participate in NC Baptists' "Coats for the City."

On September 18, 2025, Dr. David Horton announced his retirement to Fruitland's board of directors, faculty, staff, and students. Dr. Horton was named the school's eighth president in June 2009 and served faithfully for nearly seventeen years. He retired on March 31, 2026. He and his wife, Lisa, will be deeply missed. Dr. Horton's career in ministry does not end with his time at Fruitland; he plans to continue to serve in a local church.

Todd Unzicker, executive director-treasurer of the Baptist State Convention of North Carolina, named Dr. Marty Jacumin as interim president and presented him to Fruitland's board on March 5, 2026. Dr. Jacumin has been a longtime friend of Fruitland. He told the *Biblical Recorder*, "I care deeply about Fruitland and the school's legacy of training pastors and ministry leaders to take the gospel around the world. Part of the reason I feel honored and compelled to serve is because of the direct impact Fruitland has had on my family and my own life and ministry."

The 2026 Spring Quarter began on March 24, 2026, the same day Fruitland celebrated Dr. Horton's retirement with our students and friends from the community. On May 5, 2026, alumni, students, and visitors enjoyed our annual Founder's Day celebration. Pastor Steve Hogg and Pastor Mark Hunnicutt preached two encouraging messages. Afterwards, we fellowshipped with a "Cinco de Mayo" meal with tacos and all of the fixings.

The students at FBBC enjoy a summer break during the month of June every year. While our students are on break, FBBC is host to various camps and events. Some of our students stay on campus and serve the various camps. Our staff and administration attended the BeDoTell Summer Youth Camps at Caswell, where FBBC is able to recruit and gain new students.

CONCLUSION

God has truly blessed Fruitland Baptist Bible College throughout 2025-2026. Our students, staff, administration, and faculty have worked together in a wonderful way to make this year a success. Please pray for FBBC as she continues the work of sending more students as pastors in our churches.



Woman's Missionary Union of NC

INTRODUCTION AND OVERVIEW

WMU NC is a missions organization that challenges, prepares, and equips Christian believers to be radically involved in the fulfillment of the Great Commission. Through Missions Education, Leadership Development, and Compassion Ministries, WMU NC provides opportunities for believers of all ages to learn about, pray for, give to, and participate in missions.

This year, WMU NC celebrated:

- Building new relationships with NC Baptist church planters and the National Laos Convention.
- Improving our brand and communications to get the word out about missions.
- Providing tangible encouragement and support to missionaries and their families.
- Hosting missions education and leadership development opportunities for all ages.
- Expanding compassion ministries through prison ministry, Red Boxes, Camp Refuge, and contributing to the Anson Prison Library.
- Celebrating the growth and missions endeavors of our ministry partners.
- Maintaining an intentional emphasis on prayer for revival.

Generous gifts to the Heck-Jones® Offering fund WMU NC's missions and ministries.

WMU NC Officers: **Barbara Hill**, President; **Kim Bounds**, Vice President; **Karen McCracken**, Vice President of Development; **Hannah Hord**, Recording Secretary; **Andrea Jackson**, Asst. Recording Secretary. WMU NC staff: **Amy Boone**, Executive Director/Treasurer; **Kimberly Stauffacher**, Office Manager and Human Relations Catalyst; **Melanie Crawford**, Administrative Assistant; **Sara Lamkin**, Mission and Student Catalyst; **Rebecca Lindhout**, Adult and Children's Ministry Catalyst; **Amanda Martinsen**, Leadership Development Catalyst; and **Allison Markwood**, contracted Communications Specialist.

SIGNIFICANT ACCOMPLISHMENTS AND ACTIVITIES

Building Relationships - This year, the WMU Vision Team met with NC Baptist church planters in Sanford, Tarboro, and Goldsboro to explore ways to support these new churches. WMU NC also met with leaders from the National Laos Convention in April 2026 to explore helping establish WMU within their convention. WMU NC's ongoing improvements to our brand and communications have broadened our reach and helped us connect with more people we can challenge, prepare, and equip for missions.

Missionary care is always a priority. WMU NC representatives attended Field Personnel Orientation in Richmond, VA, to meet, pray with, and encourage new missionaries. New NC missionaries each received a $250 gift, and WMU NC provided scholarship assistance for MKs to attend the IMB/WMU MK Reentry Retreat.

WMU NC also continued its Missionary Parents Fellowship and encouraged new missionaries through prayer and gifts at the Baptist State Convention's Send Celebration.

Missions Education - WMU NC provided missions education and opportunities for all ages through children's missions days, preschool sensory missions days, online Acteens meetings, and mission trips. Participants traveled to Guatemala and Costa Rica, while Destination 828 provided an opportunity to serve in North Carolina. The entire WMU NC staff participated in gospel outreach and service at Crossover in Orlando.

WMU NC continues to support missions education in churches by curating resources, providing speakers, and hosting events and other opportunities for all ages to participate personally in missions.

Leadership Development - WMU NC continued to develop missions leaders through Leadership Luncheons, the GO Certificate through Southeastern Baptist Theological Seminary, the Youth Advisory Panel, and other training opportunities. Mom Camp & Military Wives retreat trained women to be disciple makers and missions leaders in their homes. These ministries give participants practical opportunities to grow as disciples and learn to live as missionaries wherever God has placed them.

Compassion Ministries - WMU NC continued to minister to women and children through practical expressions of Christ's love. The prison retreat was again a successful endeavor, with three women

accepting Christ in 2025. WMU NC also continued its Red Box ministry and made a significant contribution to the Anson Prison Library, providing Christian resources to incarcerated women.

Camp Refuge for Ukrainian children and their families provided a week of friendship, fun, and gospel ministry, with five children accepting Christ. WMU NC also provided partial scholarships for children from North Raleigh International Baptist Church to attend South Mountain Baptist Camp.

WMU NC celebrates our ministry partners. UFM, the Hispanic chapter of WMU, participated in mission trips to Nicaragua and Mexico. Baptist Nursing Fellowship continues to grow as nurses from the Philippines living in NC have joined.

FUTURE GOALS AND INITIATIVES

WMU NC is excited to invest in more NC Baptist church planters through Vision Tours and connecting established churches with church plants for prayer walking, pastor support, and other practical ministry. We desire to provide new churches with, and educate them about, missions discipleship resources, like Children in Action, so they can easily make missions education part of their church DNA.

WMU NC prays for opportunities to develop its relationship with the National Laos Convention and to explore opportunities to establish WMU within its churches. This is one step toward a long-term goal of seeing churches of various cultures in NC host WMU groups.

The 135th Annual Meeting and Ignite Missions Conference will take place October 2–3, 2026, at Jonesboro Heights Baptist Church in Sanford, NC. The theme, "Radical Awakening: Nations Come to the Light," will feature Dr. Gordon Fort as the keynote speaker. A Children's Mission Day will coincide with Ignite, focusing on Ukraine.

CONCLUSION

WMU NC is grateful for another year of opportunities to challenge, prepare, and equip believers to fulfill the Great Commission. Through building relationships, Missions Education, Leadership Development, and Compassion Ministries, we continue to see God open doors for ministry throughout North Carolina and around the world.

We continue to pray for revival in our home churches and beyond. We pray for believers to be renewed, churches to be strengthened, and the nations to come to the light of Jesus Christ. We are thankful to serve alongside NC Baptists and look forward to what God will do in the year ahead.

Explore WMU NC's ministries, resources, and missions opportunities at *www.wmunc.org*.

STAY CONNECTED

WE CAN DO MORE TOGETHER

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