

EXECUTIVE BOARD MINUTES

Baptist General Convention of Texas

Suzie Liner, Presiding, Chair

8:30 am

Tuesday, February 24, 2026

Suzie Liner, Chair of the BGCT Executive Board, called the meeting to order for the September Executive Board 2025. Liner asks board members to participate in silent prayer. Liner calls on Keith Warren to open the meeting with prayer.

Liner welcomed the following:

Convention Officers:

- Debbie Potter, President, Children's Pastor, Trinity BC, San Antonio
- Joseph Adams, First VP, Senior Pastor, FBC Mt. Pleasant
- Ariel Martinez, Second VP, Pastor, Del Sol, El Paso (absent due to birth of son)

Fellowship Presidents:

- Jackie Faughn – WMU of Texas
- Edson Lara – Hispanic Baptist Convention
- Jason Lee – Chinese Fellowship
- (ABSENT) Jason Burden – Texans on Mission
- (ABSENT) Dillard Fisher – Bivocational/Small Church Membership
- (ABSENT) John Nguyen – Vietnamese Fellowship of Texas
- (ABSENT) Delvin Atchison – African American Fellowship

BSM Co-Presidents:

- Katelyn Bachman, BSM Co-President
- Mathew Van Gorp, BSM Co-President

BGCT Staff

WMU Officer:

- Tamiko Jones, Executive Director/Treasurer of WMU of Texas

Texas on Mission

- John Travis Smith, Associate Executive Director

WMU OF TEXAS REPORT

Liner welcomed Tamiko Jones, Executive Director/Treasurer of WMU of Texas and called on her to bring the report. Jones shared what WMU is doing around the state and discussed the following:

- Week of Prayer for Texas Missions (September 13-20, 2026)
- Pursue 2026 (April 17-18, 2026, Waco, TX)
- WMU Resources and Mission Projects

TEXANS ON MISSIONS REPORT

Liner welcomes John-Travis Smith, Associate Executive Director, Texans on Missions, to give his report. Smith discussed the following:

- Show video of work in Uganda
- Relief for Jamacia and Cuba's hurricane victims
- Deployed volunteers all year and provided trainings

PRESIDENT REMARKS

Liner introduced Debbie Potter, President, Children's Pastor, Trinity BC, San Antonio to come bring the convention President remarks. Potter discussed the following:

- We are all still on the Potter's Wheel
- Read from scripture Isaiah 64:8
- C-(Calling) L- (Let others in) A- (Always) Y- (You must stand up for the lesser)
- Read from scripture Jeremiah 29:11
- Remember God's design takes time, stay on the wheel

REPORT ON REGISTRATION OF ATTENDANCE AND MINUTES

Liner welcomed Ward Hayes, CFO/Treasurer, to join her on stage to bring the report on attendance. Hayes conveyed 7 regrets. Liner stated that we have enough for a quorum. Liner called on Hayes to bring the report on the resume of minutes. Hayes discussed September 2025 Executive Board minutes and referred everyone to the Executive Board website. Liner asked if there are any additions or corrections. No discussion on the minutes; vote approved as presented. Liner calls on Hayes to bring report on the resume of minutes from the 2025 Annual meeting. Hayes brings resume of minutes from 2025 Annual Meeting. Liner asked if there are any additions or corrections. No discussion on the minutes; vote approved as presented.

CFO/TREASURE'S REPORT:

Liner calls on Hayes to bring CFO/Treasurer's report. Hayes gives following report of Administration Financials:

Statement of Financial Position

- Cash position = \$12.1M (strong liquidity)
- Endowments & Investments are \$276M
- Reserve fund is \$9.0M

Statement of Operations

- BGCT Cooperative Program is steady but lower
 - 97.2% of prior year
 - \$721K
- Investments
 - Investment Income benefiting CP (budgeted \$7.4M, realized \$8.3M)
 - O&G income \$1M less in 2025 due to changes in production & pricing
 - Unrealized gains & endowment earnings continue to impact financial position
- Net Expenditures less than budget by \$699K
 - Budget stewardship offset most of 2025's CP decline
 - Strong stewardship remains high priority

- Self-funded insurance benefited the budget even after experiencing above average claims this year

Hayes asks if there are any questions; none.

ASSOCIATE EXECUTIVE DIRECTOR'S REPORT

Liner calls on Craig Christina, Associate Executive Director to bring the Associate Executive Director's report. Christina gives the following report:

- Launched Covenant Solutions insurance program November 1, 2025, with a focus on feasibility
- Covered Associational meetings around Texas
- At least 113 churches signed up
- These 113 churches have a total insured value of about \$800 million
- Average premium savings for churches is between 15% to 35% while actual coverage has increased (in other words, most churches are being overcharged and under-protected)
- Kings Cover has about 600 churches in the pipeline
- From our first 113 churches:
 - Total savings of \$1,277,644
 - These churches gave to CP last year \$1,646,609
 - 64 of the 113 churches (57%) saved more in premium than they gave to CP in 2025
- Covenant Solutions/Texas Baptists Indemnity Program reimbursed the BGCT for 2025 start-up costs of around \$600,000

Christina advises the next Executive Board Meeting will be May 18-19, 2026, at Wayland Baptist University in Plainview, TX.

Christina advises board members in order to be eligible to serve as a member of the Executive Board of the BGCT, each respective Executive Board member must read and agree that his or her behavior will follow the code of conduct as set forth by the Executive Board in this Policy Manual, including but not limited to, policies 805 and 807. The Executive Board Disciplinary Committee will address allegations that an Executive Board member has violated the BGCT's code of conduct.

Christina shows slide of Policy 805 - Code of Ethics and Policy 807 – Harassment Policy. Christina shows slide of the re-structuring of the board committees in process and staff changes. Christina asked if there were any questions; various questions and comments.

Christina calls on Noe Trevino, Director, Center for Missional Engagement and David Scott, BOUNCE Director to join him on stage. Trevino recognizes Scott as being a recipient of The Rebuild Texas Disaster Impact Award, part of the annual Governor's Volunteer Awards presented by the Office of the Texas Governor.

COMMITTEE ON COMMITTEES

Liner calls on Clint Davis, Chair of the committee to bring a recommendation. Davis brings recommendation for approval of nominations to fill vacancies on the CNEBD.

- Dana Moore, Second Baptist Church, Corpus Christi
- Monica Followell, First Baptist Church, San Marcos

Liner states you have heard the recommendation from the Committee on Committees, and advised this recommendation was approved in committee, so it does not need a motion or second. There were no questions, no opposition. Vote: The motion passed.

COMMITTEE TO NOMINATE EXECUTIVE BOARD DIRECTORS

Liner calls on Jeff Scott, Chair of the committee, to bring a recommendation. Scott brings recommendation for approval of nominations to fill vacancies on the Executive Board Directors.

- Sector 9-10 - Tedrick Woods, Living Word Fellowship Church, Dallas
- Sector 13 - Michael Gossett, Green Acres Baptist Church, Tyler

Liner states you have heard the recommendation from the Committee to Nominate Executive Board Directors, and advised this recommendation was approved in committee, so it does not need a motion or second. There were no questions, no opposition. Vote: The motion passed.

EXECUTIVE COMMITTEE

Liner advises the Executive Committee has four recommendations. Liner, Chair of the committee, brings the following recommendations:

- Recommendation to create a CP Task Force

Liner states you have heard the recommendation from the Executive Committee to create a CP Task Force and advised this recommendation was approved in committee, so it does not need a motion or second. There were no questions, no opposition. Vote: The motion passed.

- Recommendation to create a Constitution and Bylaws Task Force

Liner states you have heard the recommendation from the Executive Committee to create a Constitution and Bylaws Task Force and advised this recommendation was approved in committee, so it does not need a motion or second. There were no questions, no opposition. Vote: The motion passed.

- Recommendation to create a Prayer Task Force

Liner states you have heard the recommendation from the Executive Committee to create a Prayer Task Force and advised this recommendation was approved in committee, so it does not need a motion or second. There were no questions, no opposition. Vote: The motion passed.

- Recommendation for the location of the 2028 Family Gathering

Liner states you have heard the recommendations from the Executive Committee to approve the location of the 2028 Annual Meeting Family Gathering and advised this recommendation was approved in committee, so it does not need a motion or second. There were various questions and comments, no opposition. Vote: The motion passed.

INSTITUTIONAL RELATIONS COMMITTEE

Liner calls on Dustin Slaton, Chair of the committee to bring two recommendations. Slaton brings the following recommendations:

- Recommendation to adopt the relationship agreement between (BGCT) and Baptist Hospitals of Southeast Texas (BHSET)

Liner states you have heard the recommendation from the Institutional Relations Committee to request and updated relationship agreement between BGCT and BHSET, and advised this recommendation was approved in committee, so it does not need a motion or second. There were no questions, no opposition. Vote: The motion passed.

- Recommendation to adopt the Restated Certificate of Formation of the (BUA)

Liner states you have heard the recommendations from the Institutional Relations Committee to adopt the Restated Certificate of Formation of BUA, and advised this recommendation was approved in committee, so it does not need a motion or second. There were no questions, no opposition. Vote: The motion passed.

FINANCE COMMITTEE

Liner calls on Hayes to bring a recommendation to allocate 2026 JF Wadley Endowment Fund Earnings. Hayes states we recommend \$475,000 of available JK Wadley Endowment Fund earnings be allocated to 2026 needs as follows:

BSM – Campus Missionaries	\$150,000
BSM – building maintenance	150,000
Muslim & Refugee Ministry	100,000
Western Heritage	50,000
Ministry Safe	<u>25,000</u>
Total	<u>\$475,000</u>

Liner states you have heard the recommendation from the Finance Committee to allocate 2026 JF Wadley Endowment Fund Earnings. and advised this recommendation was approved in committee, so it does not need a motion or second. There were no questions, no opposition. Vote: The motion passed.

ADMINISTRATION SUPPORT COMMITTEE

Liner calls on Ross Chandler, Chair of the committee, to bring recommendations. Chandler calls on Carol Plant, Director HR, to give brief description of 800's policies recommendations. Plant brings the following recommendations. (See addendum).

- Recommendation to revise policy 822 Background Investigation
- Recommendation to revise policy 831 Eligibility for Benefits

- Recommendation to revise policy 842 Time Away from Work
- Recommendation to revise policy 852 Flexible Spending Accounts Plan
- Recommendation to amend policy 853 Health Savings Account

Liner states you have heard the recommendations from the Administration Support Committee to revise 800's policies, and advised these recommendations were approved in committee, so they do not need a motion or second. There were various questions and comments, no opposition.

Vote: The motion passed.

Chandler brings recommendation to revise 400's policies. (See addendum)

- Recommendation to revise Committee Policies 400's – Executive Board

Liner states you have heard the recommendations from the Administration Support Committee to revise 400's policies, and advised these recommendations were approved in committee, so they do not need a motion or second. There were various questions and comments, no opposition.

Vote: The motion passed.

THE CHRISTIAN LIFE COMMISSION REPORT

Liner calls on Katie Fruge, Director Christian Life Commission, and John Litzler, General Counsel, to bring the Public Policy update from the Christian Life Commission. Fruge and Litzler brought the following report:

- October 2025 – Open letter to Pam Bondi, Attorney General, raising concerns about geofencing of churches without their consent
- Shutdown Relief Grant
- Updated and new immigration resources
- New Brief Request Form
- New Position – Policy Analyst – Rebecca Trevino

TEXAS BAPTIST MISSIONS FOUNDATIONS UPDATE

Liner calls on Jerry Carlisle to bring the report from Texas Baptist Mission Foundation. Carlisle brings the following update:

- In the fall of 2021 anonymous donor established a \$1.6M endowment to provide scholarships for BUA students
- 10 Year Efficiency Report
- New BSM Building at Baylor University
- New BSM Building at WTAMU
- TBMF Grants

CONSIDERATION OF QUESTIONS/COMMENTS

Liner asked if there were any questions or comments; none.

ADJOURNMENT

Liner closes the meeting with prayer and adjourns meeting.

Addendum

Executive Board

02/24/26

Administration Support Committee

02/23/26

Item of Consideration: Recommendation to amend policy 822 Background Investigation

Highest Authority Executive Board

For this item:

Originating Source: General Counsel and Executive Leadership

Background: Prior to last Executive Board meeting, the BGCT had not updated its background investigations policy since 2006. While the changes adopted in September of 2025 were an important and crucial step in modernizing this policy, there are additional changes needed. In consultation with members of the Executive Board who have legal training and background, there are additional proposed changes.

The proposed changes would address the difference between an individual's driving record and citations for which the BGCT may be aware but are dismissed by alternative means. The ability to reassign an employee with multiple citations, regardless of the disposition, to duties that do not involve driving, promotes a culture of safety and care and reduces liability for the BGCT. Background Attachments: A redline version of Policy 822 is included below.

Recommendation: We recommend amending the BGCT's background investigation policy to more comprehensively address controlled substance possession and driving while intoxicated.

822

BACKGROUND INVESTIGATIONS

The Baptist General Convention of Texas desires to provide a safe environment for all employees and clients at each of our locations. To help us achieve this goal and comply with state and federal laws, the policy requires that BGCT conduct a background investigation on all candidates eligible for an offer of employment and as deemed necessary for current employees during their employment with the Baptist General Convention of Texas. All candidates for employment and new hires (prior to conducting the investigation and beginning employment) must complete and sign the Criminal Conviction and Motor Vehicle Background Investigation Acknowledgment.

It is BGCT policy **not** to hire or continue to offer employment to persons who have pled guilty to, been convicted of, or received probation, deferred adjudication or pretrial diversion for any criminal offense (other than minor traffic citations including), but not limited to criminal homicide; kidnapping and false imprisonment; indecency with a child; prostitution; sexual

assault; aggravated assault; abandoning and endangering a child; aiding suicide; agreement to abduct from custody; sale or purchase of a child; arson; robbery; aggravated robbery; injury to a person; fraud; theft; or other action which violates state guidelines for employment with BGCT or any participating employer with BGCT. Employees or ~~Deleted: never~~ applicants guilty of other convictions which the BGCT believes to be a risk to our employees, clients, consumer safety or their welfare will ~~also~~ be considered unemployable.

Persons convicted of a felony or class A misdemeanor possession of an illegal or controlled substance will be considered unemployable and persons convicted of a Class B or C misdemeanor possession of an illegal or controlled substance within the last ten (10) years will be considered unemployable. Persons convicted of driving while intoxicated (DWI) or driving under the influence (DUI) within the past five (5) years will be considered unemployable based on Baptist principles. Persons with motor vehicle ~~citations~~ that indicate three (3) or more moving violations within the past three (3) years are not considered employable if their job requires them to transport clients or others on behalf of the BGCT or drive a BGCT owned or operated vehicle. ~~Traffic citations also include those citations that are disposed of by deferred adjudication, pretrial diversion, or by any other means and shall have the same effect as a final conviction resulting from any motor vehicle citation.~~

Job holders required to drive on behalf of the BGCT must be at least age 21. Criminal and motor vehicle records ~~will~~ be investigated on employees ~~at least~~ every twelve months as required by automobile insurance regulations and at other times as necessary. Any time the BGCT learns that an employee is no longer in compliance with this policy, an investigation may occur immediately. In the event the investigation confirms that the employee is not in compliance with policy or state and federal regulatory guidelines and laws, that employee's employment may be terminated immediately. All employees are required to notify their supervisor immediately, should any of the above stated events occur regarding themselves or another employee of the BGCT. The BGCT reserves the right to conduct an investigation at any time for reasonable cause. Employees are prohibited from requesting a criminal history check on anyone who is not an employee or an applicant for employment. Only employees authorized by BGCT management may conduct a criminal history check.

IV. Confidentiality

Information obtained as a result of a background investigation will remain confidential and will be kept in a secured file drawer separate from other employment records. Human Resources is responsible for obtaining information, communication, and record management necessary to comply with this policy.

02/24/26

Executive Board

02/24/26

Administration Support Committee

02/23/26

Item of

Consideration: Recommendation to revise policy 831 – Eligibility for Benefits

Highest Authority Executive Board

For this item:

Originating Source: Executive Leadership and General Council

Background: Policy 831 – Eligibility for Benefits. Under the Affordable Care Act of 2010, for the purposes of insurance coverage, a full-time employee is defined as someone working an average of at least 30 hours per week, or 130 hours per month.

Although self-funded, the Texas Baptists medical insurance plan is not exempt from the requirements of the Affordable Care Act. The law stipulates that employers with 50 or more full-time equivalent employees must offer coverage to employees working 30+ hours per week (≥130 hours/month) to avoid penalties. While we can manage costs by restricting hours below 30, we cannot "class out" or reclassify employees who consistently work 30+ hours as part-time to avoid offering coverage.

Background Attachments: A redline version of Policy 853 is included below.

Recommendation: The recommendation is to update the policy language to comply with the Affordable Care Act.

POLICY 831 ELEGIBILITY FOR BENEFITS

All Regular Full-Time employees working at least 40 hours in a work week are eligible for benefits based upon eligibility requirements of each plan.

~~All Regular Part-Time employees working 20 to 39.9 hours in a work week are eligible for the pro-rated paid time off (PTO) benefit employment and other benefits based on eligibility requirements of each plan.~~ All employees working at least 30 hours in a work week are eligible for benefits based upon eligibility requirements of each plan.

Temporary employees are not eligible for benefits other than those offered under the BGCT Workers' Compensation Insurance coverage.

Occasional employees are not eligible for benefits other than those benefits offered under the BGCT Workers' Compensation Insurance coverage.

All employees working more than 1,000 hours per year are eligible to participate in the BGCT retirement benefit plan. ~~9/27/11~~ 02/24/2026

Executive Board

02/24/26

Administration Support Committee

02/23/26

Item of

Consideration: Recommendation to revise policy 842 – Time Away from Work

Highest Authority Executive Board

For this item:

Originating Source: General Council and Executive Leadership

Background: Policy 842 – Time Away from Work. The current policy does not allow part-time employees to roll over unused PTO. However, part-time employees can donate unused PTO time to the PTO Donation Pool, and they can also request time from the PTO Donation Pool. This makes the policies appear inconsistent.

The most a part-time employee can accrue is 80 hours per year (10 days) based on tenure. Allowing 40 hours to roll over would only add an additional 5 days maximum to their PTO accrual in a year. The 40 hours would also be consistent with the current policy, given that it does allow rollover in the year following an employee moving from full-time to part-time.

Background Attachments: A redline version of Policy 853 is included below.

Recommendation: The recommendation is to amend this policy to allow part-time employees to rollover no more than 40 hours of PTO into the next calendar year. It would be consistent with our policy of allowing part-time employees to donate and request donated time, and it supports our values as a family friendly organization.

POLICY 842 TIME AWAY FROM WORK

B. Rollover

i. Employees classified as regular full-time on December 31 of each calendar year will automatically rollover up to 80 hours of accrued but unused PTO into the next calendar year. Any balance over 80 hours will be forfeited for the purposes of PTO.

~~ii. Regular part-time employees are not eligible for carrying over unused accrued PTO to the next calendar year, EXCEPT that up to 40 hours may be carried over into the year following the year an employee transitions from regular full-time status to regular part-time status.~~

ii. Employees classified as regular part-time employees on December 31 of each calendar year will automatically rollover up to 40 hours of accrued but unused PTO into the next calendar year. Any balance over 80 hours will be forfeited for the purposes of PTO.

~~05/23/2023~~ 02/24/2026

Executive Board

02/24/26

Administration Support Committee

02/23/26

Item of**Consideration:** Recommendation to revise policy 852 – Flexible Spending Accounts Plan**Highest Authority** Executive Board
For this item:**Originating Source:** General Council and Executive Leadership

Background: Policy 852 - Flexible Spending Accounts Plan. This policy generally covers the provisions and requirements set forth by the Internal Revenue Service (IRS) regarding the BGCT's offering of various types of Flexible Spending Accounts, which allow employees to set aside pre-tax dollars to help cover out-of-pocket dependent care, medical, prescription drug, dental and vision expenses each calendar year.

However, there is a section of the policy that addresses Health Savings Accounts (HSA). As of January 1, 2026, BGCT no longer offers a High-Deductible Health Plan as part of its medical plans. HSAs can only be offered in conjunction with a High-Deductible Health Plan. Therefore, the policy should be updated to remove language referencing HSAs.

Background Attachments: A redline version of Policy 852 is included below.

Recommendation: The recommendation is BGCT will follow the IRS guidelines set for each year regarding the maximum total of contributions for each type of spending account offered under the plan and will communicate these amounts to employees during the annual enrollment period.

POLICY 852 FLEXIBLE SPENDING ACCOUNTS PLAN

All regular full time BGCT employees are eligible for participation in the Flexible Spending Account plan which is based on the current Internal Revenue Service guidelines for Section 125 plans. Part-time, occasional, and temporary employees are not eligible for participation in the plan.

This plan allows eligible employees to set aside a portion of their salary before taxes and place the money into an account designated for qualifying medical expenses and dependent care expenses. An employee's portion of his or her salary as designated will be set aside in a Section 125 account to receive the pre-tax benefit.

Each year eligible employees must complete an application to participate in the plan and authorize how much of their earnings they want to set aside for the benefit. The designated amount of pay will be deducted from the pay over the course of the year per pay period.

BGCT will follow the IRS guidelines set for each year regarding the maximum total of contributions for each type of spending account offered under the plan and will communicate these amounts to employees during the annual enrollment period. ~~The maximum total of contributions for the Health Care Reimbursement is \$5,000 per plan year and the Dependent Care Reimbursement is \$5,000 per plan year. Under the Health Care Reimbursement option, employees actively participating in a Health Savings Account may only participate in the Limited Flex Plan, which reimburses dental and vision expenses only.~~

~~02/24/09- 02/24/26~~

Executive Board

02/24/26

Administration Support Committee

02/23/26

Item of

Consideration: Recommendation to revise policy 853 – Health Savings Account

Highest Authority Executive Board

For this item:

Originating Source: General Council and Executive Leadership

Background: Policy 853 - Health Savings Account. BGCT is no longer offering a High-Deductible Health Plan, which is a requirement for offering a Health Savings Account (HSA). This entire policy should be removed from the policy manual.

Employees who were previously enrolled in an HSA and have funds remaining will still retain control of and access to those funds, as required by the IRS.

Should BGCT offer a High-Deductible Health Plan and the accompanying HSA again in the future, this plan can be added back in and addressed properly in Policy 852.

Background Attachments: A redline version of Policy 853 is included below.

Recommendation: The recommendation is the entire policy should be removed from the policy manual.

POLICY 853 HEALTH SAVINGS ACCOUNT

~~Eligible full-time employee participants in a BGCT sponsored qualified high-deductible health plan will be eligible to enroll in a Health Savings Account (HSA). This Plan is designed to allow eligible employees to save for eligible medical care expenses on a non-taxable basis. Plan administration and participation will be modified as needed to comply with all legal requirements.~~

~~02/22/11~~ 02/24/2026

Executive Board

02/24/26

Administration Support Committee

02/23/26

Item of

Consideration: Committee Policy Revisions (400's)

Highest Authority Executive Board

For this item:

Originating Source: General Council and Executive Leadership

Background:

Background Attachments: A redline version of Policy (400's) is included below.

Recommendation: The recommendation is to make committee policy revisions to section 400's of the policy manual.

401 EXECUTIVE BOARD LIMITATIONS

The Executive Board of the Baptist General Convention of Texas (BGCT or Texas Baptists) is given by the BGCT Constitution the authority and accountability over the work of the BGCT in the interim between annual meetings, and by the Bylaws certain duties; however, the BGCT Executive Board has the following limitations:

I. The Executive Board cannot act contrary to the Texas Business Organizations Code, or its successor, except in its permissive provisions.

II. The Executive Board cannot amend, repeal, alter, or make exceptions to the BGCT Certificate of Formation, the BGCT Constitution. or the BGCT Bylaws.

III. The Executive Board cannot have any director who is not a member of a church not in harmonious cooperation with the BGCT.

IV. In regard to institutions, agencies and affiliates, the Executive Board cannot: A. Establish a new agency, affiliate, or institution

B. Change a relationship or discontinue an affiliation with, transfer assets of, or dissolve a corporation, institution, agency, or affiliate, except as authorized in the Constitution or Bylaws, or without a vote of the Convention in session

C. Permit or authorize the board of trustees of an affiliated institution, agency, or affiliate to consist of less than a majority of its members to be elected by the BGCT nor allow the minority elected by the institution, agency, or affiliate to be persons who are not members of a Baptist church except as allowed under a special agreement D. Give to local or

subsidiary organizations, agencies or affiliates authority to elect all of its directors or trustees

- E. Allow an agency, affiliate, or institution to fill vacancies of trustees or directors that the Convention normally elects, based on the principle that the group that elects should also be the group that votes to fill a vacancy
 - F. Approve changes to the charter of an affiliated institution that significantly alter the mission of the institution or its relationship to BGCT
 - G. Approve or amend the special agreement between the BGCT and a related institution V. The Executive Board cannot increase the Convention adopted Cooperative Program Budget for Texas Missions and Ministries without a vote of the Convention in session. The Board is tasked to approve the Cooperative Program Budget for Texas Missions and Ministries when the Annual Meeting of the Convention is held in the summer.
 - VI. When the Executive Board is conducting business without a meeting (through electronic means or otherwise, as authorized in the Bylaws), unless such action has been previously authorized in a meeting, the Executive Board may not act without the recommendation of the Executive Committee and one additional standing committee.
- 02/24/26

410 EXECUTIVE BOARD FORMATION AND ORGANIZATION

After the annual meeting of the BGCT Convention, the Chair and Vice Chair of the Executive Board, with the assistance of the executive leadership, shall appoint the chairs of Board committees. The Executive Committee shall assign other Executive Board directors to serve on various committees of the Executive Board. All directors of the Executive Board shall serve on at least one regular committee of the Executive Board, except for members of the Executive Committee, no Executive Board director may serve on more than one regular committee. The Chair and Vice Chair of the Executive Board are non-voting ex-officio members of each committee and subcommittee; however, they shall have the right to vote in the Executive Committee of the Board.

The duties of the Executive Board Committees include but are not limited to the following: A. Recommend policies to be adopted by the Executive Board for the operations of core ministries of the Convention

B. Organize subcommittees as necessary

C. Review program and ministries and related proposed budgets

D. Recommend the budget to the Executive Board and to the Convention in session

E. Approve the budget on those years when the Annual Meeting is held in the summer

F. Review key results of each of the ministries related to the committee

G. Authorize studies related to programs and ministries

H. Consider and propose special projects, new programs, and ministries I.

Recommend to the Executive Board the formation of commissions or councils to be advisory groups to assist related committees or Convention ministries and staff

leaders J. Receive reports and policy recommendations and evaluate and encourage the work of the commissions or councils related to the committee

K. Accept other assignments by the Executive Board

9/28/15

410.1 Executive Board Subcommittees

The chair of any standing or special committee of the Executive Board may appoint subcommittees and their chairs as needed in order to carry out the work of the committee. The committee chair may consult with the lead staff member assigned to the committee by the Executive Director in matters concerning subcommittees.

Subcommittees shall be composed only of Executive Board directors.

Subcommittees may meet up to three times each year.

5/21/13

410.2 Commissions and Councils

The Executive Board may authorize commissions and councils “entities” to exist and function. “Entities” function as extensions of the work of programs, ministries, committees, and other areas of the BGCT.

Their purposes and members are approved by the Executive Board and funding is provided by the Convention., and ultimately a All such commissions and councils are accountable to the Executive Board. All such entities are to be assigned to a standing committee of the Executive Board.

The chair of any commission or council is to be one of its the directors who is a members from the related committee of the Executive Board and is appointed by the committee chair in consultation with the Executive Committee. Exceptions will be allowed as noted in the description of the entity.

The number of members of the commissions and councils should be kept reasonably small, at a number sufficient to service the needs and accomplish the purposes of the entity, but not so large as to be unwieldy or expensive. Though they serve particular interests, they are not intended to be representative from all sectors, areas, or zones or any other such past or present designated territory; however, consideration should be given to representation from across the state. All such entities are to have at least three two Executive Board directors as members. Any members of an entity that are not Executive Board directors will be “at-large” members of the entity. At-large members are recommended by the Executive Board committee under which the council/commission exists and are approved by the Executive Board. Entity members, whether Executive Board directors or at-large and other entity members are not to serve on more than one commission or council.

Commissions and councils may meet up to three times in a year unless otherwise specified in the description of the entity.

Each member of an entity must be a member of a Texas Baptist church in harmonious cooperation with the BGCT unless specified in the entity description. Exceptions may be made for entities which have members from out of state.

09/28/1502/24/26

420 EXECUTIVE COMMITTEE

I. Description:

The Executive Committee is responsible for the administration of the Executive Board. The Executive Committee shall also review the proposed budget, audit, and any proposed special allocations of the Finance Committee; shall evaluate performance and recommend compensation for the Executive Director; and shall plan, coordinate, and monitor the general progress of the work of the Executive Board.

II. Membership:

Chair and Vice Chair of the Executive Board
Officers of the Convention
Chairs of the Executive Board Committees

III. Staff Assignment:

Executive Leadership
Other Staff as assigned by the Executive Director

IV. Duties:

A. Coordinate the administration of the work of the Executive Board
B. After the appointment of committee chair by the Executive Board Chair and Vice Chair, the Executive Committee shall assign directors to Executive Board committees C. Review, but not act on, proposed recommendations of Executive Board committees prior to their presentation to the Executive Board for action
D. Review and clarify with committee chairs recommendations from their committees E. Review and propose recommendations by commissions and councils that are specifically assigned to the Executive Committee by the Executive Board
F. Review, but not act on, proposed Convention budget and proposed special allocations to be presented by the Finance Committee to the Executive Board for approval G. Review the audit from the Finance Committee prior to its presentation to the Executive Board
H. Review the general progress of the work of the Executive Board
I. Initiate and recommend to the Executive Board the formation of commissions or councils to be advisory groups to assist generally the work of the Executive Board J. Accept other assignments by the Executive Board and coordinate any assignments from the Convention annual meeting
02/24/26

420.1 Personnel Subcommittee

I. Description:

The Personnel Subcommittee of the Executive Committee shall supervise, and evaluate, and give counsel to the work of the Executive Director.

II. Membership:

Chair and Vice Chair of the Executive Board
Chairs of the Administration Support Committee, the Institutional Relations Committee, the Finance Committee
Three Executive Board directors appointed by the Chair of the Executive Board.

III. Duties:

- A. Recommend compensation for the Executive Director
 - B. Give counsel to the Executive Director regarding the compensation of the Associate Executive Director and the Treasurer/Chief Financial Officer
 - C. Report its work to the Executive Committee
- 9/28/15

420.2 Executive Board Response Council

I. Description:

The Executive Board Response Council will address critical issues that demand a response or action from the Baptist General Convention of Texas.

II. Membership:

Executive Director of the Baptist General Convention of Texas
Chair of the Executive Board
Vice Chair of the Executive Board
President of the Baptist General Convention of Texas
First Vice President of the Baptist General Convention of Texas
Second Vice President of the Baptist General Convention of Texas
Associate Executive Director of the Baptist General Convention
Treasurer/CFO of the Baptist General Convention of Texas

Note: Depending on the need for their applicable expertise, staff can be included on a need to know basis, as determined by the Council. Legal counsel may also be included as an advisory member of the council as necessary. Other staff may assist as requested by the Executive Director.

III. Duties:

- A. When a situation arises that demands a quick or immediate response from Texas Baptists, the Executive Director will call the Executive Board Response Council together either in person or via teleconference. The attendance of a two-thirds majority of the Council (at least 6) will be necessary.
- B. The Council will discuss, retain outside counsel with appropriate expertise to advise on the critical issue at hand as necessary, and with the assistance and/or advice of any retained outside counsel, propose actions and possible responses to mitigate against, respond to or recover from any emergency situation. The response may include evaluation of the situation, contact with a church, entity, or individual in question, investigation of the issues, and determination of what the response should be.
- C. The Council shall act provisionally with later approval by the Executive Committee and the Executive Board.
- D. Where a more immediate response from the entire Executive Board is needed, the Council can recommend action or response to the Executive Committee that would then go to the Executive Board.

IV. Meetings:

The Executive Board Response Council will be called to meet at the discretion of the Executive Director in consultation with the Chair of the Executive Board.

421 ADMINISTRATION SUPPORT COMMITTEE

I. Description:

The Administration Support Committee functions to support, enhance, and facilitate the administrative work of the Baptist General Convention of Texas (BGCT) including financial administration, human resources, information technology, communications, building operations/support, and Cooperative Program promotion.

II. Staff Assignment:

Associate Executive Director of the BGCT Chief Financial Officer/Treasurer of the BGCT Other Staff as assigned by the Associate Executive Director CFO

III. Membership:

Nine Executive Board Directors

IV. Duties:

A. The duties of the Committee are listed in Policy 410. Additional duties: B.

Correlate the administration functions of the Convention and Cooperative Program promotion

C. Review all policies recommended by other committees to be adopted by the Executive Board for form, presentation, and clarity

9/28/15

422 AUDIT FINANCE COMMITTEE

I. Description:

The Finance Committee shall assist the Board in fulfilling its responsibility to oversee the integrity of the Convention's financial statements and the Convention's compliance with legal and regulatory requirements. It shall provide general financial oversight of the BGCT, including preparation and recommendation of the budget.

II. Staff Assignment:

Chief Financial Officer/Treasurer of the BGCT

Other Staff as assigned by the CFO

III. Membership:

Nine Executive Board Directors

IV. Duties

The duties of the Committee are listed in Policy 410. Additional duties:

A. Provide general financial oversight during the year

B. Formulate with the staff a proposed budget for presentation to the Executive Board

C. Recommend to the Executive Board for its approval of any expenditure of non-budgeted funds in excess of \$250,000 which shall have the authority to expend such funds on behalf of the Convention

- D. Formulate and recommend policies related to the financial matters of the Convention
 - E. At the fall meeting, recommend to the Executive Board the selection and retention of the independent public accountants for the Convention
 - F. Recommend to the Executive Board, when the Audit Council deems it advisable, that the independent public accountants engage in specific studies and reports regarding auditing matters, accounting procedures and other related matters
 - G. In consultation with the independent public accountants, recommend to management inclusion of financial disclosures in audited financial statements
 - H. Review, as appropriate and in consultation with the independent public accountants, accounting policies, internal controls and procedures applicable to the Convention as well as any management responses to comments relating to those policies and procedures
 - I. Investigate, when the Audit Council deems it necessary, improprieties or potential improprieties in the Convention's operations, in consultation and coordination with the Convention's legal counsel
 - J. Recommend to the Executive Board the formation of commissions or councils to be advisory groups to assist this Committee or Convention ministries and staff leaders related to this Committee
- 02/24/26

422.1 Audit Council

I. Description:

The Institutions Audit Council is established under the Finance Committee and is to review the audits and management letters of all institutions receiving funds from the Convention and assist the Finance Committee in ensuring the Convention issues financial statements and reports in a timely manner in accordance with the Convention's regulatory obligations. The Council's regulatory and legal concerns relate to financial affairs only. In addition, the Council shall serve to further assist the directors in fulfilling their responsibilities to the beneficiaries of the Convention's programs, potential and current donors, and the public at large.

II. Staff Assignment:

Controller, Baptist General Convention of Texas
Other staff as assigned by the Controller

III. Membership:

No fewer than two Executive Board Directors
Up to nine at-large members comprised of Certified Public Accountants or other individuals proficient in reading and interpreting financial statements

IV. Duties:

A. Study the audits of the institutions, give assessment of the quality of those audits and accounting records, and follow up as needed.

B. Review the Convention's annual financial statements, including any adjustments to those statements recommended by the independent public accountants, and any significant issues that arise in connection with the preparation of those financial statements

C. Meet at least annually with the Chief Financial Officer, the Controller, the Convention's legal counsel, and with the independent public accountants to discuss any issues arising from the Audit Committee's responsibilities

D. Meet at least twice annually, including the annual audit review, with the independent public accountants, to discuss any issues arising from the Audit Committee's responsibilities. In addition, the Audit Committee may request the presence of members of management or others to attend meetings and provide pertinent information as necessary

E. Meet at least annually with management (outside the presence of the independent public accountants) to discuss management's evaluation of the work performed by the independent public accountants

F. Obtain and review from management and external advisors reports relating to accounting, tax, regulatory, governance, investment and other business matters G. Review the administration of the Convention's conflicts of interest policy and ensure the Convention's compliance on at least an annual basis

H. Obtain the advice of outside consultants and professionals, if necessary, to advise the Finance Committee on matters within the scope of its charge

02/24/26

423 CENTER FOR COLLEGIATE MINISTRIES COMMITTEE

I. Description:

The Collegiate Ministries Committee functions to support, enhance, and facilitate the work of Baptist Student Ministries of the Baptist General Convention of Texas.

II. Staff Assignment:

Director of Collegiate Ministry

Other staff as assigned

III. Membership:

Six Executive Board Directors

IV. Duties:

The duties of the Committee are listed in Policy 410.

05/25/21

423.1 Baptist Student Ministry (BSM) Council

I. Description:

The Baptist Student Ministry Council is established under the Center for Collegiate Ministries Committee and is to assist, to advise, and to make recommendations to the Center for Collegiate Ministries Committee of the Executive Board.

II. Membership:

Executive Board Directors serving on the Center for Collegiate Ministries

Committee Two Directors of Missions

Three pastors closely related to BSM work

Three laypersons serving on local BSM committees

Four at-large members who are active supporters of Texas students, two of whom shall be the state BSM Student Council Co-Presidents

Up to six of the members will be non-church/denominational employees
Up to six of the members will be church/denominational employees

III. Duties:

A. Assist, advise, and recommend policies and actions to the Center for Collegiate Ministries Committee of the Executive Board

B. Advocate for Baptist Student Ministries in Texas

C. Assist and advise in the policies and actions of local BSM buildings, programming, policies, and actions

D. Interpret the vision and priorities of Texas Baptist Student Ministries to all areas of Texas Baptist ministry

E. Create goodwill for Texas BSMs and channel this goodwill into active support
F. Develop and implement a strategy for renovation, repair, and rebuilding of all BGCT owned facilities

G. Develop and implement a maintenance plan for all BSM facilities to include regular maintenance and repair in areas such as a/c, heating, carpet, roof, plumbing, computer equipment, sprinkler systems, furniture, etc.

H. Develop and implement a fundraising plan for local BSM budgets which includes working with local Baptist associations, churches, alumni, and other interested individuals, and to carry out the mission of Texas BSM on the campus; reaching the lost and growing the saved

I. Give sacrificially to support the strategic plan of building and/or local programming financial support

05/25/21

424 CENTER FOR MINISTERIAL HEALTH COMMITTEE

I. Description:

The Center for Ministerial Health Committee functions to support, enhance, and facilitate the work of the Center for Ministerial Health Team. Ministries include but are not limited to: Pastor/Church Staff, Bi-vocational Ministry, Interim Ministry, Counseling, Financial Health Team, Area Representatives and Western Heritage Churches.

II. Staff Assignment:

Director of the Center for Ministerial Health Team

Other staff as assigned by the Director of the Center for Ministerial Health Team

III. Membership:

Six Executive Board Directors

IV. Duties:

The duties of the committee are listed in Policy 410.

05/25/21

424.1 Pastoral Health Council

I. Description:

The Pastoral Health Council will work with the Center for Ministerial Health Team in advising interactions between churches seeking pastors, pastors seeking churches, staff placement and other elements of the Center for Ministerial Health Team assignments.

II. Staff Assignment:

Director of the Center for Ministerial Health Team

Director of the Interim Pastor and Intentional Interim Program

Bi-vocational Ministry Director

III. Membership:

No fewer than two Executive Board Directors

Presidents of the recognized fellowships

Two pastors from across the state

One Area Representative for BGCT (appointed by the Director of the Center for Ministerial Health Team

IV. Duties:

The **Pastoral Health Connections** Council will serve as an advisory board and advocacy group for the Center for Ministerial Health Team.

05/25/21**02/24/26**

424.2 Chaplaincy Endorsement Council

I. Description:

The Chaplaincy Endorsement Council is granted the authority to act as the agent for the Baptist General Convention of Texas for the purpose of endorsing ministers to serve as chaplains, pastoral counselors, or clinical pastoral educators. The Council will function as a part of the work of the Center for Ministerial Health Committee of the Executive Board and report to the Committee the actions taken on endorsement. Policies relative to endorsement will be recommended by the Council to the Center for Ministerial Health Committee for their approval and subsequent policy approval by the Executive Board. Any recommendations for policy must be approved by the Committee for recommendation to the Executive Board for adoption.

II. Membership:

No fewer than two Executive Board Directors

Up to twelve chaplains/pastoral counselors representing the various disciplines of service with up to six out-of-state at-large members
The requirement that all council members must be members of a BGCT church will be waived for those living out of state

III. Duties:

- A. Report to the Center for Ministerial Health Committee the actions taken on endorsement.
- B. Recommend policies relative to endorsement to the Center for Ministerial Health Committee
- C. Report on its work to the Center for Ministerial Health Committee of the Executive Board.

IV. Meetings:

The Council may meet up to six times each year, as necessary. If desired, the Council may be made up of members in the general area of Dallas or in adjacent sectors in order to facilitate attendance at the necessary number of meetings.

02/24/26

424.3 Women in Ministry Council

I. Description:

The Women in Ministry Council is a group of individuals dedicated to God's work in God's way, willing to provide insight and recommendations on training, resources, coaching, and other areas essential to Texas Baptists women in vocational ministry.

II. Staff Assignment

Director of the Women in Ministry Network

III. Membership:

No fewer than two Executive Board Directors

Up to four at-large members from a church affiliated with Texas Baptists.

III. Duties:

- A. Review the work of the Women in Ministry Network programming, training, and collaboration across Texas Baptists.
- B. Report recommendations to the Center for Ministerial Health Committee and the Executive Board.
- C. Review learning opportunities and help scale the ministry of the Women in Ministry Network. D. Collaborate with the Texas Baptists' Women in Ministry Advisory Council in seeking opportunities to support, encourage, and advocate for women in ministry roles.

02/24/26

425 CHRISTIAN LIFE COMMITTEE

I. Description:

The Christian Life Committee functions to support, enhance, and facilitate the work of Christian life such as services to churches, community ministry, restorative justice, ethics, public policy, enhancement of missions, hunger and care, and expansion and development of resources and leadership with the Baptist General Convention of Texas.

II. Staff Assignment:

Director of the Christian Life Commission

Other Staff as assigned by the Director

III. Membership:

Six Executive Board Directors

IV. Duties:

The duties of the Christian Life Committee are listed in Policy 410. Additional duties: A. Support, enhance, and facilitate the work for the Christian Life Commission of the Baptist General Convention of Texas

B. Recommend policies and actions to be adopted by the Executive Board for the operations of core ministries of the Convention dealing with advocacy, compassion, ethics, and care ministries. CD. Recommend policies and actions to be adopted by the Executive Board for the operations of core ministries of the Convention as proposed by the Christian Life Commission.

02/24/26

425.3 Christian Life Commission

I. Description:

The Christian Life Commission is established under the Center for Cultural Engagement **Christian Life** Committee of the Baptist General Convention of Texas and will have the responsibility to provide information to the churches and the Convention regarding ethical and moral concerns from a biblical perspective to help Texas Baptists understand the issues in light of Christian ethical teaching and to recommend appropriate application and ethical responses. These concerns and issues may include, but are not limited to, citizenship, religious liberty, racial and ethnic reconciliation, and other ethical issues. The Christian Life Commission speaks to, and not for, Texas Baptists. Policies relative to endorsement will be recommended by the Council **Commission** to the Center for Cultural Engagement **Christian Life** Committee for their approval and subsequent policy approval by the Executive Board. It will report on its work to the Center for Cultural Engagement **Christian Life** Committee of the Executive Board. Any recommendations for policy must be approved by the Committee for recommendation to the Executive Board for adoption.

II. Membership:

Six Executive Board Directors of the Christian Life Commission will serve on the Center for **¶** Cultural Engagement Committee.

Twelve at-large persons who do not serve on the Executive Board, but who have great interest in Christian ethics and are members of BGCT churches

III. Duties:

A. The Commission will research and provide information regarding public policy issues and will advocate for public policy positions as determined by the Christian Life Commission. The Christian Life Commission will inform and report to the Executive Board on public policy matters

B. The Commission will speak to and not for the Convention and the churches; however, if authorized to do so by the Convention or the Executive Board, the Christian Life Commission may speak on behalf of the Convention

C. On behalf of the Convention, the Commission will seek to develop dialogue and build relationships with other religious bodies and to seek cooperation in matters of common concern without compromising Baptist convictions

IV. Officers:

The Chair of the Christian Life Committee shall be chosen annually by the members. If the Chair is not an

Executive Board member, then an Executive Board member will be designated by the Chair to report to the Executive Board as instructed in the BGCT Bylaws.

09/28/202102/24/26

425.4 Christian Life Commission



I. Description:

The Christian Life Commission is established under the Ethics and Christian Life Committee of the Baptist General Convention of Texas and will have the responsibility to provide information to the churches and the Convention regarding ethical and moral concerns from a biblical perspective to help Texas Baptists understand the issues in light of Christian ethical teaching and to recommend appropriate application and ethical responses. These concerns and issues may include, but are not limited to, citizenship, religious liberty, racial and ethnic reconciliation, and other ethical issues. The Christian Life Commission speaks to, and not for, Texas Baptists.



II. Membership:

Six Executive Board Directors of the Ethics and Christian Life Committee Twelve at-large persons who do not serve on the Executive Board but who have great interest in Christian ethics and are members of BGCT churches

III. Duties:

A. The Commission will research and provide information regarding public policy issues and will advocate for public policy positions as determined by the Christian Life Commission. The Christian Life Commission will inform and report to the Executive Board on public policy matters

B. The Commission will speak to and not for the Convention and the churches; however, if authorized to do so by the Convention or the Executive Board, the Christian Life Commission may speak on behalf of the Convention

C. On behalf of the Convention, the Commission will seek to develop dialogue and build ¶ relationships with other religious bodies and to seek cooperation in matters of common ¶ concern without compromising Baptist convictions ¶

¶

IV. Officers: ¶

The Chair shall be chosen annually by the Commission members. If the Chair is not an ¶ Executive Board member, then an Executive Board member will be designated by the Chair ¶ to report to the Executive Board as instructed in the BGCT Bylaws. ¶

05/25/21 ¶

425.5 Chaplaincy Endorsement Council ¶

¶

I. Description: ¶

The Chaplaincy Endorsement Council is established under the Center for Cultural ¶ Engagement Committee of the Baptist General Convention of Texas and is granted the ¶ authority to act as the agent for the Baptist General Convention of Texas for the purpose of ¶ endorsing ministers to serve as chaplains, pastoral counselors, or clinical pastoral educators. ¶ The Council will function as a part of the work of the Center for Cultural Engagement ¶ Committee of the Executive Board and report to the Committee the actions taken on ¶ endorsement. Policies relative to endorsement will be recommended by the Council to the ¶ Center for Cultural Engagement Committee for their approval and subsequent policy ¶ approval by the Executive Board. It will report on its work to the Center for Cultural ¶ Engagement Committee of the Executive Board. Any recommendations for policy must be ¶ approved by the Committee for recommendation to the Executive Board for adoption. ¶ ¶

II. Membership: ¶

Three Executive Board Directors ¶

Up to twelve chaplains/pastoral counselors representing the various disciplines of service ¶ with up to six out-of-state at-large members ¶

The requirement that all council members must be members of a BGCT church will be ¶ waived for those living out of state ¶

¶

III. Duties: ¶

A. Report to the Center for Cultural Engagement Committee the actions taken on ¶ endorsement. ¶

B. Recommend policies relative to endorsement to the Center for Cultural Engagement ¶ Committee ¶

C. Report on its work to the Center for Cultural Engagement Committee of the Executive ¶ Board. ¶

¶

IV. Meetings: ¶

The Council may meet up to six times each year, as necessary. If desired, the Council may be ¶ made up of members in the general area of Dallas or in adjacent sectors in order to ¶ facilitate attendance at the necessary number of meetings. ¶

09/28/21 ¶

427 FINANCE COMMITTEE ¶



I. Description:

The Finance Committee shall provide general financial oversight of the BGCT, including preparation and recommendation of the budget.



II. Staff Assignment:

Chief Financial Officer/Treasurer of the BGCT

Other Staff as assigned by the CFO



III. Membership:

Nine Executive Board Directors



IV. Duties

The duties of the Committee are listed in Policy 410. Additional duties:

A. Provide general financial oversight during the year

B. Formulate with the staff a proposed budget for presentation to the Executive Board

C. Recommend the expenditure of non-budgeted funds for presentation to the Executive Board, which shall have the authority to expend such funds on behalf of the

Convention

D. Formulate and recommend policies related to the financial matters of the Convention

9/28/15

428 CENTER FOR CHURCH HEALTH COMMITTEE

I. Description

The Center for Church Health Committee functions to support, enhance, and facilitate the work of Discipleship, Evangelism, Music & Worship, and Church Health Strategy and Growth, GC2 Press, Church Architecture, Single's Ministry and Women's Ministry in the Baptist General Convention of Texas. The Committee will collaborate with staff to enhance the work of these ministries across the entire organization

II. Staff Assignment:

Center for Church Health Director

Discipleship Director

Evangelism Director

Music & Worship Director

GC2 Press Publisher

Other members of the Center for Church Health Staff as assigned by the Director.

III. Membership:

Sixteen Nine Executive Board Directors

IV. Duties:

The duties of the Committee are listed in Policy 410. Additional duties:

A. Review the coordination between Evangelism, Discipleship, Music & Worship and

Church Health and Growth the

GC2 Press

B. Advise on how these councils may collaborate together and across the organization C. Work as a team and across the organization on church revitalization
09/28/2102/24/26

428.1 Discipleship Council

I. Description:

The Discipleship Council is established under the Center for Church Health Committee of the Baptist General Convention of Texas to advise and assist in the development, implementation, and promotion of statewide strategies for discipleship, including but not limited to training in all age groups across Texas.

II. Membership

Five **No fewer than two** Executive Board Directors

Up to six at-large members from churches affiliated with Texas Baptists

III. Duties

A. Review the work of the Discipleship Team, including budget planning, programming, and collaboration across the organization

B. Report recommendations to the Center for Church Health Committee and to the Executive Board.

09/28/2102/24/26

428.2 Evangelism Strategic Planning Council

I. Description:

The Evangelism Strategic Planning Council is established under the Center for Church Health Committee of the Baptist General Convention of Texas and is to advise and assist in the development, implementation, and promotion of statewide strategies for evangelism in reaching Texas with the Gospel for Christ.

II. Membership:

Four **No fewer than two** Executive Board Directors serving on the Center for Church Health Committee

Up to nine at-large members from churches affiliated with Texas Baptists

III. Duties:

A. Serve as champions for evangelization of Texas through the ministries, programming, and events of Texas Baptists

B. Attend meetings of the Evangelism Strategic Planning Council and become familiar with the scope of local, regional, and statewide evangelization programming of Texas Baptists

C. Interpret vision and priorities of evangelization to and through all areas of Texas Baptists' ministries

D. Assist staff in the development of collaborative, multi-year strategies with Texas

Baptists' churches, institutions, and other partners for statewide evangelization among and with all generational, ethnic, and cultural diversities in Texas and among Texas Baptists

E. Report policy recommendations and actions to the Evangelism **Center for Church Health** Committee for recommendation to the Executive Board

09/28/21**02/24/26**

428.3 Music & Worship Council

I. Description:

The Music & Worship Council is established under the Center for Church Health Committee of the Baptist General Convention of Texas to advise and assist in the development, implementation, and promotion of statewide strategies for music and worship, including but not limited to Children's Worship University, Everlasting Choir Celebration, Instrumental Convergence, Singing Men of Texas (6 groups), Singing Women of Texas (8 groups), Regional One-Day Worship Round Table Gatherings across Texas and other training and network opportunities for Texas Baptists music and worship leadership.

II. Membership:

Four **No fewer than two** Executive Board Directors

Up to two at-large members from churches affiliated with Texas Baptists

III. Duties:

Serve as an advisory council and advocate to the Music & Worship team in implementing an effective strategy for music and worship events sponsored by Texas Baptists.

09/28/21**02/24/26**

428.4 Church Health and Growth Council

I. Description:

The Church Health and Growth Council is established under the Center for Church Health Committee of the Baptist General Convention of Texas to advise and assist in the development, implementation, and promotion of statewide strategies for church health, growth, and revitalization.

II. Membership

No fewer than two Executive Board Directors

Up to six at-large members from churches affiliated with Texas Baptists

II. Staff Assignment:

Church Health and Growth Director

Other staff as assigned by the Director

IV. Duties:

A. Review the work of the Church Health and Growth team, including budget planning, programming, and collaboration across the organization

B. Report recommendations to the Center for Church Health Committee and to the

Executive Board.
02/24/26

GC2 Press® Advisory Council¶

¶

I. Description:¶

The GC2 Press® Advisory Council is established under the Center for Church Health Committee¶ of the Executive Board with the responsibility to assist and make recommendations¶ concerning resource development for the churches. The Council gives continuous guidance¶ to the ministry and business of GC2 Press®.¶

¶

II. Staff Assignment:¶

GC2 Press® Publisher¶

Other Staff as assigned by the Publisher¶

¶

III. Membership:¶

Three Executive Board Directors from the Center for Church Health Committee¶ Up to six at-large members from BGCT-related churches, institutions and organizations¶ An exception may be made to allow up to two at-large members from out-of-state who are¶ from Baptist churches that are not affiliated with the BGCT but purchase GC2 Press materials.¶ ¶

IV. Duties:¶

A. Review products, ministry, and business of GC2 Press®¶

B. Assess strategic priorities and use of resources¶

C. Assist with resource evaluation and continuous product improvement¶

D. Assist with resource need discovery and product identification¶

E. Review performance and make recommendations as needed¶

F. Serve as an advisory board for promoting and supporting the resources produced by GC2¶ Press®¶

G. Interpret the vision and priorities of GC2 Press® to and through all ministry areas of Texas¶ Baptists¶

H. The Council will report on its work to the Center for Church Health Committee of the¶ Executive Board¶

09/28/21

430 INSTITUTIONAL RELATIONS COMMITTEE

I. Description:

The Institutional Relations Committee functions to support, enhance, and facilitate the work of institutions affiliated with or related to the Baptist General Convention of Texas. The committee will encourage all institutions to be characterized by Christian commitment and Baptist distinctiveness, as they support the mission of the Baptist General Convention of Texas. Each institution is managed by a separate board of trustees. The specific function and responsibilities of the institution's trustees are set forth in the Articles of Incorporation and Bylaws of the institution.

II. Staff Assignment:

Associate Executive Director

Other staff as appointed by the Associate Executive Director

III. Membership:

Ten Executive Board Directors

IV. Duties:

The duties of the Committee are listed in Policy 410. Additional duties:

A. Organize itself into subgroups in order to accomplish its tasks.

B. Recommend to the Executive Board policies, actions and the withholding of funds in response to an individual institution's failure to fulfill directives of the Convention. C.

Receive the reports and recommend policy and actions from the Theological Education Council and Baptist History and Distinctives Council.

05/25/2102/24/26

430.1 Theological Education and Baptist History and Distinctives Council

I. Description:

The **Theological Education and Baptist History and Distinctives Council** is established under the Institutional Relations Committee and shall have the responsibility of providing general guidance and broad oversight to the ministry of the Texas Baptist Historical **Collection**, and informing Texas Baptists about Baptist Distinctives and Heritage, **and to advocate accessibility to biblically sound, distinctively Baptist theological education for every Texas Baptist..** The Council's purpose is to enhance understanding by Baptists and others of Baptist beliefs and heritage. The Council is to engage in an ongoing ministry of positive education and inspiration about who Baptists are and what Baptists believe.

II. Staff Assignment:

Associate Executive Director

Executive Director Emeritus

Director, Texas Baptist Historical Collection

Other staff as assigned by the Associate Executive Director

III. Membership:

Three **No fewer than two** Executive Board Directors from the Institutional Relations Committee Up to six at-large council members from BGCT-related churches

Two deans of BGCT-related seminaries

Nine representative religion deans or department chairs, one from each BGCT-related University

IV. Duties:

A. Emphasize historical Baptist principles through publications, websites, displays, conferences, events, workshops, and special recognitions

B. Invite officers of the Texas Baptist Historical Society and appropriate BGCT staff to the Council meetings.

C. Educate and inspire about who Baptists are and what Baptists believe

D. Serve as an advisory body for promoting and supporting lay and vocational theological educational efforts throughout Texas

E. Assess strategic priorities and use of resources and review strategic directions for theological education

F. Work closely with BGCT staff who have responsibility for training lay and vocational ministers for local church ministry so as to increase participation and effectiveness

G. Recommend to the Institutional Relations Committee endorsement of graduate and post-graduate vocational ministry degrees offered by BGCT-related and affiliated schools, and periodically review endorsed programs for continued endorsement

H. Recommend to the Institutional Relations Committee certification of undergraduate vocational ministry guidance programs in BGCT- related and affiliated schools

I. Review and affirm administrative guidelines for a program of financial assistance to vocational ministry students in BGCT-related and affiliated schools

J. Assist in development and delivery of non-credit theological education curriculum

K. Evaluate proposed programs for non-credit ministry training programs

05/25/2102/24/26

430.2 Hispanic Education Initiative Council

I. Description:

The Hispanic Education Initiative Council is established under the Institutional Relations Committee of the Baptist General Convention of Texas and is to support BGCT missions and ministries related to the May 2007 Executive Board Hispanic Education Task Force Abriendo Puertas Report and other efforts to advance educational access and achievement in Texas. The Council shall implement a comprehensive and ongoing strategy for the BGCT that will encourage, equip, and assist Hispanic youth to complete their high school education and consider the pursuit of higher education. The Council will report to the Institutional Relations Committee.

Policies relative to endorsement will be recommended by the Council to the Institutional Relations Committee for their approval and subsequent policy approval by the Executive Board. It will report on its work to the Institutional Relations Committee of the Executive Board. Any recommendations for policy must be approved by the Committee for recommendation to the Executive Board for adoption.

II. Membership:

No fewer than two Executive Board Directors

Up to twelve at-large members from churches affiliated with the BGCT One of the at-large members will be the chair of the Hispanic Baptist Convention Education Committee

At-large members will be recommended in consultation with the Hispanic Education Initiative Director, the officers of the Hispanic Baptist Convention, and the officers of the BGCT.

III. Duties:

A. Serve as an advisory body for promoting and supporting the BGCT's Hispanic education missions efforts throughout Texas

- B. Attend Council meetings regularly, being well informed on all agenda items, and contributing knowledge and experience to council discussions
- C. Interpret the vision and priorities of the BGCT to people in their sphere of influence
- D. Create good will for Hispanic education missions programs and channel the good will into active support
- E. Develop methods and plans for increasing the financial support for Texas Hispanic education mission causes
- F. Set goals and measure progress of Texas Baptist Hispanic education mission causes
- G. Assist in the promotion and media strategy for the Hispanic education mission efforts
- H. Identify and cultivate other people who could be effective and enthusiastic council Members

IV. Officers

The Hispanic Education Initiative Council Chair shall be chosen annually by the Council members. If the Chair is not an Executive Board Director, then an Executive Board Director on the council will be designated by the Chair to report to the Executive Board as permitted in Policy 410.2.

02/24/26

430.3 Theological Education Council ¶

¶

I. Description: ¶

The Theological Education Council is established under the Institutional Relations ¶ Committee of the Baptist General Convention of Texas and is to advocate accessibility to ¶ biblically sound, distinctively Baptist theological education for every Texas Baptist. The ¶ Council shall also provide assistance and counsel as needed to the Convention staff and to ¶ the Institutional Relations Committee. ¶

¶

II. Membership: ¶

Six members from the Institutional Relations Committee of the Executive Board ¶ Up to six at-large members from churches affiliated with the BGCT ¶ Two deans of BGCT-related seminaries ¶ Nine representative religion deans or department chairs, one from each BGCT-related ¶ University ¶

III. Duties: ¶

- A. Serve as an advisory body for promoting and supporting lay and vocational theological ¶ educational efforts throughout Texas ¶
- B. Assess strategic priorities and use of resources ¶
- C. Review strategic directions for theological education ¶
- D. Work closely with BGCT staff who have responsibility for training lay and vocational ¶ ministers for local church ministry so as to increase participation and effectiveness ¶
- E. Recommend to the Institutional Relations Committee endorsement of graduate and ¶ post-graduate vocational ministry degrees offered by BGCT-related and affiliated ¶ schools, and periodically review endorsed programs for continued

endorsement¶ F. Recommend to the Institutional Relations Committee certification of undergraduate¶ vocational ministry guidance programs in BGCT- related and affiliated schools¶ G. Review and affirm administrative guidelines for a program of financial assistance to¶ vocational ministry students in BGCT-related and affiliated schools¶ H. Assist in development and delivery of non-credit theological education curriculum¶ I. Evaluate proposed programs for non-credit ministry training programs¶ 05/22/18¶

431 CENTER FOR MISSIONAL ENGAGEMENT COMMITTEE

I. Description:

The Center for Missional Engagement Committee is to advise and assist in the development, implementation, and promotion of state, national and international initiatives to reach the world with the Gospel for Christ. The Committee will enhance the cooperation among churches, associations, institutions, mission organizations and the BGCT in efforts of missions.

II. Staff Assignment:

Director of the Missions Mobilization Team
Other staff as assigned by the Director

III. Membership:

Nine Executive Board Directors

IV. Duties:

A. The duties of the Committee are listed in Policy 410. Additional duties: B. Advise and assist in the development, implementation, and promotion of state, national and international initiatives to reach the world with the Gospel for Christ C. Enhance the cooperation among churches, associations, institutions, mission organizations and the BGCT in efforts of missions

D. Develop and propose policies and actions regarding the missions engagement efforts of the BGCT

05/25/21

431.1 Missions Engagement Coordinating Council

I. Description:

The Missions Engagement Coordinating Council is established under the Center for Missional Engagement Committee of the Baptist General Convention of Texas with the responsibility to advise and assist in the development, implementation, and promotion of state, national and international initiatives to reach the world with the Gospel for Christ. The Council will enhance the cooperation among churches, associations, institutions, mission organizations and the BGCT in efforts of missions. As an extension of the Center for Missional Engagement Committee the Council brings more expertise and input to enhance mission efforts across Texas and the world.

II. Membership:

Six Executive Board Directors

One representative from Texas Baptist Men

One representative from the Texas Woman's Missionary Union

One Director of Missions from Texas

One representative from Go Now Missions

One representative from a BGCT institution whose responsibilities include missions The Director for Associations of the BGCT

Two at-large persons selected from churches affiliated with Texas Baptists (Ethnic diversity will reflect the makeup of the Executive Board so that one-third of the Council will be non-Anglo.)

III. Duties:

A. Encourage and promote missions in churches, associations, institutions, conventions and other missions groups in all of Baptist life.

B. Attend meetings of the Missions Engagement Coordinating Council and become familiar with the scope of local, regional, and statewide, national and international programming of Texas Baptists.

C. Interpret the vision and priorities of missions engagement to and through all areas of Texas Baptists' ministries.

D. Assist staff in the development of collaborative, multi-year strategies with Texas Baptists churches, "entities", and institutions for missions engagement among and with all generational, ethnic, and cultural diversities in Texas and among Texas Baptists. 05/25/21

431.2 Missions Funding Council

I. Description:

The Missions Funding Council is established under the Center for Missional Engagement Committee of the Baptist General Convention of Texas to direct funding to churches and associations for ongoing mission work and special projects. The group may also select special projects not directly related to a particular church or association.

II. Membership:

Three **No fewer than two** Executive Board Directors serving on the Center for Missional Engagement Committee.

Up to nine at-large members from BGCT churches.

The Council shall elect a Vice Chair from its membership.

The Council may be made up of members in the general area of Dallas or in adjacent sectors in order to facilitate attendance at the necessary number of meetings.

III. Duties:

A. Evaluate applications for church starts and requests for resources.

B. Approve funding for church starting and mission projects in amounts from \$5,000 to \$75,000. Amounts above \$75,000 will be recommended to the Executive Board. C.

Amounts of \$5,000 shall be approved at the discretion of the Director of Church Starting.

D. Recommend policies and actions concerning church starting to the Center for Missional Engagement Committee and the Executive Board.

IV. Meetings:

Meetings of the group will be held as often as necessary to accomplish the work assigned. 05/25/2102/24/26

432 TEXAS BAPTIST MISSIONS FOUNDATION COMMITTEE

I. Description:

The Texas Baptist Missions Foundation Committee is the Executive Board Committee that relates to the Texas Baptist Missions Foundation Council. It is to assist in enlisting additional financial support for BGCT missions and ministries.

II. Staff Assignment:

President of the Texas Baptist Missions Foundation

Other staff as assigned by the President

III. Membership:

Three Executive Board Directors

IV. Duties:

The duties of the Committee are listed in Policy 410. Additional duties: A. Serve as a relational committee between the Executive Board and the Texas Baptist Missions Foundation Council.

B. Give a written report to the Executive Committee, Executive Leadership and the Executive Board at each meeting including the funds raised, the projects completed, and the progress of the work of the Texas Baptist Missions Foundation. A report presentation would be available as requested by Executive Board leadership 9/28/15

432.1 Texas Baptist Missions Foundation Council

I. Description:

Texas Baptist Missions Foundation Council is established under the Texas Baptist Missions Foundation Committee and is to assist in enlisting additional financial support for BGCT missions and ministries.

II. Staff Assignment:

President of the Texas Baptist Missions Foundation

Other staff as assigned by the President

III. Membership:

Three Executive Board Directors from the Texas Baptist Missions Foundation Committee Up to twenty-one at-large members from churches affiliated with the BGCT

IV. Duties:

- A. Serve as an advisory body for promoting and supporting the Texas Baptists' mission efforts throughout Texas
- B. Attend council meetings regularly to become well-informed on all agenda items and to contribute knowledge and experience to council discussions
- C. Interpret the vision and priorities of the BGCT to people in their sphere of influence
- D. Create good will for missions programs and channel this good will into active support
- E. Help develop methods and plans for increasing the financial support for Texas mission causes
- F. Encourage friends and acquaintances to participate financially in the direct support of Texas Baptist mission causes by giving leadership to one or more events each year
- G. Encourage bequests and planned gifts that will ensure continuing support for Texas Baptist mission causes
- H. Gain a general knowledge of various giving techniques which may be used to assist people who desire to help financially with this effort
- I. Make an appropriate financial commitment to one or more of the Foundation's mission causes
- J. Identify and cultivate other people who could be effective and enthusiastic council members

V. Officers:

The Chair shall be chosen annually by the Council members. If the Chair is not an Executive Board Director, then an Executive Board Director will be designated by the Chair to report to the Executive Board.

05/22/18

533 RELATIONAL DEVELOPMENT COMMITTEE

I. Description:

The Relational Development Committee functions to support, enhance, and facilitate the work of GC2, the Affinity Ministries and the Western Heritage churches in the Baptist General Convention of Texas. The Committee will collaborate with staff to enhance the work of these ministries across the entire organization.

II. Staff Assignment:

Relational Development Director

Other staff as assigned by the Director

III. Membership:

Nine Executive Board Directors

IV. Duties:

The duties of the Committee are listed in Policy 410. Additional duties:

A. Recommend policies and actions to be adopted by the Executive Board for the operations of core ministries of the Convention as proposed by the Affinity Ministries Council and the Western Heritage Council.

B. Communicate information from Affinity and Western Heritage churches related to Texas Baptists to the Executive Board.

02/24/26

533.1 Affinity Ministries Council

I. Description:

The Affinity Ministries Council is established under the Relational Development Committee of the Baptist General Convention of Texas and shall have the responsibility to communicate and coordinate the work of Texas Baptists and its ethnic churches. It will function to communicate information from the churches to the Executive Board. Information from the Executive Board and the work of Texas Baptists will be coordinated with the churches.

Policies relative to endorsement will be recommended by the Council to the Relational Development Committee for their approval and subsequent policy approval by the Executive Board. It will report on its work to the Relational Development Committee of the Executive Board. Any recommendations for policy must be approved by the Committee for recommendation to the Executive Board for adoption.

II. Membership:

No fewer than two Executive Board Directors

Presidents and/or Designate of the recognized ethnic groups on the Executive Board
Three at-large members from ethnic groups not already on the Council

III. Duties:

- A. Communicate and coordinate the work of Texas Baptists and its ethnic churches
- B. Communicate information from the churches to the Executive Board
- C. Coordinate the work of Texas Baptists with the churches

02/24/26

533.23 Western Heritage Council

I. Description

The Western Heritage Council will work with the Relational Development Committee to enhance the work of the Baptist General Convention of Texas with Western Heritage churches. The Council will advise and promote the work of the Western Heritage churches.

II. Staff Assignment:

Director of the Western Heritage Office

Other staff as determined by the Relational Development Director

III. Membership:

No fewer than two Executive Board Directors

Four pastors from across the state

IV. Duties:

The Western Heritage Council will work with the churches of the BGCT who identify themselves as Western Heritage. They will encourage church starting in the Western Heritage movement and be ambassadors for the work.

02/24/26

534 RESOURCE DEVELOPMENT COMMITTEE

I. Description:

The Texas Baptist Resource Development Committee is the Executive Board Committee that relates to the Texas Baptist Resource Development Team. It assists in developing financial and material resources and the messaging around them to support Texas Baptists' mission.

II. Staff Assignment:

Resource Development Director

Other staff as assigned by the Director

III. Membership:

Nine Executive Board Directors

IV. Duties:

The duties of the Committee are listed in Policy 410. Additional duties:

A. Serve as an advisory body for supporting and promoting the work Resource Development Team

B. Receive regular reports from the ministries that comprise the Resource Development Team and regularly report on behalf of the Resource Development Committee to Executive Leadership, the Executive Committee, and the Executive Board as needed D. Attend and actively participate in Resource Development Committee meetings, contributing knowledge and experience to discussions and decision making

E. Provide support in the planning and execution of financial and material resource development and related messaging

F. Gain additional knowledge in the areas of financial and material resource development and messaging to improve the effectiveness of the Resource Development Team G. Provide local church and regional perspectives related to key areas of work and ministry related to the Resource Development Team

H. Serve as a good will ambassador, promoting the work of Texas Baptists and the Resource Development Team in their sphere of influence and cultivating others to do the same 02/24/26

534.1 Cooperative Program Council

I. Description:

The Texas Baptist Cooperative Program Council is established under the Texas Baptist Resource Development Committee and assists in the promotion of the Cooperative Program to Texas Baptists churches.

II. Staff Assignment:

Cooperative Program Director

Other staff as assigned by the Resource Development Director

III. Membership:

No fewer than two Executive Board Directors
Up to six at-large members from churches affiliated with Texas Baptists

IV. Duties:

- A. Attend and actively participate in Cooperative Program Council meetings, contributing knowledge and experience to discussions
 - B. Receive regular reports from the Cooperative Program Director, ask questions and provide feedback as needed
 - C. Provide local church and regional perspectives related to key areas of work and ministry related to the Cooperative Program
 - D. Support and promote the work of the Texas Baptists Cooperative Program in their sphere of influence and cultivate others to do the same
- 02/24/26

534.2 Communication and Publicity Council

I. Description:

The Texas Baptist Marketing and Communications Council is established under the Texas Baptist Resource Development Committee and assists in telling the Texas Baptists story to Texas Baptists churches and beyond.

II. Staff Assignment:

Communications Director

Other staff as assigned by the Resource Development Director

III. Membership:

No fewer than two Executive Board Directors
Up to six at-large members from churches affiliated with Texas Baptists

IV. Duties:

- A. Attend and actively participate in Marketing and Communications Council meetings, contributing knowledge and experience to discussions
 - B. Receive regular reports from the Communications Director, ask questions and provide feedback as needed
 - C. Provide local church and regional perspectives related to key areas of work and ministry related to Marketing and Communications
 - D. Support and promote the work of Texas Baptists Marketing and Communications in their sphere of influence and cultivate others to do the same
- 02/24/26

534.3 GC2 Press® Advisory Council

I. Description:

The GC2 Press® Advisory Council is established under the Resource Development Committee of the Executive Board with the responsibility to assist and make

recommendations concerning resource development for the churches. The Council gives continuous guidance to the ministry and business of GC2 Press.

II. Staff Assignment:

GC2 Press Publisher

Other Staff as assigned by the Publisher

III. Membership:

No fewer than two Executive Board Directors

Up to six at-large members from BGCT-related churches, institutions and organizations An exception may be made to allow up to two at-large members from out-of-state who are from Baptist churches that are not affiliated with the BGCT but purchase GC2 Press materials.

IV. Duties:

A. Review products, ministry, and business of GC2 Press

B. Assess strategic priorities and use of resources

C. Assist with resource evaluation and continuous product

improvement D. Assist with resource need discovery and product identification

E. Review performance and make recommendations as needed

F. Serve as an advisory board for promoting and supporting the resources produced by GC2 Press

G. Interpret the vision and priorities ofGC2 Press to and through all ministry areas of Texas Baptists

H. The Council will report on its work to the Center for Church Health Committee of the Executive Board

02/24/26