ADMINISTRATION SUPPORT COMMITTEE MINUTES
BAPTIST GENERAL CONVENTION OF TEXAS
EXECUTIVE BOARD
February 17, 2025

10:30 AM- 12:00 PM

Present	**Staff**	**Other**
Keith Warren – Chair	Julio Guarneri	Janice Bloom
Pete Pawelek	Ward Hayes	
Karyl Horn	Craig Christina	
Silvia Flores	John Litzler	
G. Davis	Clay Jacobson	
Don Graham	Ashlynn Brown	
Sam Medina	Joshua Minatrea	

WELCOME AND PRAYER
Keith Warren, Chair of the Administration Support Committee, called the meeting to order and opened in prayer.

MINUTES
Warren made introductions and presented the minutes from September 23, 2024, for approval.

TREASURER/ CHIEF FINANCIAL OFFICER REPORT
Warren called on Ward Hayes, Treasurer/ Chief Financial Officer for the BGCT, to present a report.

Hayes **Treasurer's Report of Administration presented Financials in summary**

- Fiscally sound – strong net budget under budget is growing
- Fiscally focused - good stewardship
- Fiscally Strategic – good ministry in return

REPORT ON LEGAL MATTERS
Warren recognized John Litzler, General Counsel and Director of Public Policy, for an update.

 John updated the committee on the **lawsuit against Texas Baptists** involving a youth minister from a cooperating Texas Baptist church. After 2 years, the original lawsuit was refiled last week with a different judge. The SBTC has been dismissed with prejudice because they are not a part of the lawsuit anymore and were not mentioned in the refiling. The case involves a youth minister with allegations of inappropriate pictures of a minor. The parents filed the lawsuit. Texas Baptist does not have a history with this youth minister.

REPORT ON COOPERATIVE PROGRAM
Warren called on Clay Jacobson to report on the **Cooperative Program**. He was grateful for this opportunity and discussed the 100-year anniversary coming up. Jacobson is looking to celebrate history together and educate on the program. He is looking into different recognition strategies in areas and wants to ensure the stories get to people. He is also developing new processes to amplify the affiliations.

New churches are coming in and figuring out how they can serve and connect with our ministry centers and other ministries. There are a lot of opportunities for ways to encourage churches to get involved.

REPORT ON INFORMATION TECHNOLOGY
Dave Lyons

RECOMMENDATIONS:
Warren called on Hayes for Recommendations.

Recommendations for the Texas Baptist Insurance Program
The Executive Leadership is exploring a solution to the current property insurance environment for our Texas Baptist Churches, including forming a captive insurance pool. This would be a separate legal corporation under the control of the BGCT with initial capitalization of an insurance reserve of at least 25% of the first year's premiums. Current estimated participation is 300-700 churches with initial capitalization ranging from $1.5M to $5M. These funds are currently available and won't hinder current ministries or plans. A feasibility study is underway and approval of the messengers at the Annual Meeting will be required.
Recommendation: We recommend forming a new corporation, funding the required capitalization, and the authorization of Executive Leadership to take all necessary steps to successfully implement a Texas Baptists Insurance Program for property & casualty, liability, and similar insurance coverages, upon the Executive Committee's approval of the feasibility study recommendations. G. Davis made a motion to approve and Don Graham seconded. There were various questions and discussion.
Vote: The motion passed.

Compensation Matrix Adjustments

Recommendation for Executive Review and Adjustments to Staff Benefits
Dr. Hayes presented a recommendation authorizing Executive Leadership to utilize a portion of the unused budget funds remaining at the end of 2024 to make needed adjustments to the compensation matrix of Convention personnel. Pete Pawelek motioned to approve, and Karyl Horn seconded. The motion passed.

EXECUTIVE DIRECTOR'S REPORT
Julio Guarneri

NEW AND MISCELLANEOUS BUSINESS

Meeting Adjourned