



**BETTER**  
*together* **EBA** 

**BOOK OF REPORTS**

**ANNUAL MEETING**

OCTOBER 24, 2021  
PRIMERA BAPTIST CHURCH, WAXAHACHIE



# Annual Celebration Program

Music  
Welcome & Prayer  
Introduction  
Recognitions

Primera Praise Team  
Bert Sigala  
Richard Cody  
Richard Cody

**Retiring Pastors**  
Steven Edwards  
Herman Martinez  
Herb Pedersen

**New Pastors**  
Brent McNeal  
Chad McConnell  
Josh Balthrop  
John E. Martinez  
Brad McClain

**Rotating off Leadership Team**  
Brian Burgess  
Demetrius McClendon

Memorial  
Seating of Messengers  
Business  
Executive Director's Report  
Music  
Annual Message  
Prayer

Mike & Kerri Gilchrist  
Darla Schembera  
Richard Cody  
Richard Cody  
One Church Praise Band  
Demetrius McClendon  
Herman Martinez

## Program Participants

**Richard Cody**, *Executive Director, Ellis Baptist Association*  
**Bert Sigala**, *Pastor, Primera Baptist Church, Waxahachie*  
**Demetrius McClendon**, *Pastor, One Church, Midlothian*  
**Darla Schembera**, *Communications Director, Ellis Baptist Association*  
**Mike & Kerri Gilchrist**, *Pastor & First Lady, South Prong Baptist Church, Waxahachie*  
**Herman Martinez**, *Retired Pastor, Templo Alpha & Omega, Waxahachie*

## **Associational Leaders**

### **Leadership Team Members**

#### **Members at-large**

2022 - Bill White - Ranchhouse Cowboy Church  
2022 - Bert Sigala - Primera Baptist Church  
2023 - Sheila Thompson - FBC Maypearl  
2023 - Justin Dorough - FBC Red Oak  
2024 - Alex Farr - FBC Waxahachie  
(To be voted in)  
2024 - John Thomas - Forrester Baptist Church  
(To be voted in)

#### **Ministry Leaders**

Lauri Henderson - CWJC  
(Christian Women's Job Corp)  
Jim Lawton - ECDRT  
(Ellis Christian Disaster Relief)  
Aaron Clayton - Church Planting  
TBD - Leadership Development

#### **Treasurer**

Rupert Robbins

#### **Trustees**

Steven Edwards, and Mike Gilchrist, Brian Burgess

## **Proposed Business for 2020 Annual Meeting**

The EBA Leadership Team recommends:

1. The following be elected to three year terms as at-large members of the Leadership Team.
  - a. Alex Farr - FBC Waxahachie (Jan 2022 - Dec 2024)
  - b. John Thomas - Forreton Baptist Church (Jan 2022 - Dec 2024)
2. Present 2022 Budget
3. Vote on trustees - Brian Burgess, Mike Gilchrist and Steven Edwards
4. Vote on Treasurer - Rupert Robbins

## 2022 Proposed Budget

	2021 Budget			2022 Proposed Budget		
	Re-Vision / Church Equipping - 8100			Re-Vision / Church Equipping - 8100		
	Church Equipping - 8102	\$200.00		Church Equipping - 8102	\$200.00	
	Leadership Development - 8125			Leadership Development - 8125		
	Area Worker's Training Event - 8101	\$250.00		Area Worker's Training Event - 8101	\$250.00	
	Minister's Training / Coaching - 8105	\$200.00		Minister's Training / Coaching - 8105	\$200.00	
	Vista Online Demographics - 8470	\$0.00				
	Ministries - 8175			Ministries - 8175		
	Ellis Christian Disaster Relief - 8176	\$1,200.00		Ellis Christian Disaster Relief - 8176	\$1,200.00	
	Christian Women's Job Corp - 8177	\$1,200.00		Christian Women's Job Corp - 8177	\$1,200.00	
	Royal Ambassadors - 8178	\$175.00		Royal Ambassadors - 8178	\$175.00	
	Hand in Hand - 8179	\$100.00		Hand in Hand - 8179	\$100.00	
	Ministries Contingency - 8181	\$150.00		Ministries Contingency - 8181	\$150.00	
	Latham Springs -	\$1,200.00		Latham Springs -	\$1,200.00	
	Communications - 8200			Communications - 8200		
	Annual Celebration - 8180	\$300.00		Annual Celebration - 8180	\$300.00	
	Website Hosting & Design - 8465	\$400.00		Website Hosting & Design - 8465	\$400.00	
	Software/Subscriptions - 8455	\$1,500.00		Software/Subscriptions - 8455	\$1,643.00	
	Email Service- 8460	\$260.00		Email Service- 8460	\$275.00	
	Telephone & Wireless Internet - 8480	\$1,560.00		Telephone & Wireless Internet - 8480	\$400.00	
	EBA.life - 8485	\$500.00				
	Bulk Mail Permit - 8210	\$0.00				
	Personnel - 7200			Personnel - 7200		
	Exec Dir - Salary (Housing) - 7210	\$63,048.00		Exec Dir - Salary (Housing) - 7210	\$63,048.00	
	Exec Dir-- Benefits - 7215 *	\$18,751.00		Exec Dir-- Benefits - 7215 *	\$18,751.00	
	Exec Dir - Retirement - 7312	\$6,300.00		Exec Dir - Retirement - 7312	\$6,300.00	
	Exec Dir - Christmas Gift - 7213	\$630.00		Exec Dir - Christmas Gift - 7213	\$1,000.00	
	Comm Dir - Salary - 7230	\$31,200.00		Comm Dir - Salary - 7230	\$31,200.00	
	Comm Dir -Payroll Taxes - 7231	\$2,387.00		Comm Dir -Payroll Taxes - 7231	\$2,387.00	
	Comm Dir - Christmas Gift - 7232	\$312.00		Comm Dir - Christmas Gift - 7232	\$600.00	
	Worker's Compensation Insurance - 7350	\$620.00		Worker's Compensation Insurance - 7350	\$611.00	
	Professional Expenses - 7300			Professional Expenses - 7300		
	Exec Dir - Expense Reimbursement - 7310	\$4,000.00		Exec Dir - Expense Reimbursement - 7310	\$4,000.00	
	Exec Dir - Conferences/Travel - 7311	\$1,700.00		Exec Dir - Conferences/Travel - 7311	\$1,700.00	
	Comm Dir - Expense Reimbursement - 7330	\$75.00		Comm Dir - Expense Reimbursement - 7330	\$75.00	
	Comm Dir - Conferences/Travel - 7332	\$950.00		Comm Dir - Conferences/Travel - 7332	\$950.00	
	Administrative Expenses - 8400			Administrative Expenses - 8400		
	Cleaning - 8405	\$0.00		Cleaning - 8405	\$0.00	
	Grounds Upkeep - 8410	\$2,800.00		Grounds Upkeep - 8410	\$0.00	
	New Equipment - 8415	\$500.00		New Equipment - 8415	\$500.00	
	Copier Lease / toner - 8420	\$500.00		Copier Lease / toner - 8420	\$0.00	
	Office Supplies - 8430	\$1,000.00		Office Supplies - 8430	\$1,000.00	
	Building Repair and Upkeep - 8440	\$1,000.00		Building Repair and Upkeep - 8440	\$0.00	
	Insurance - Office & Liability - 8445	\$2,500.00		Insurance - Office & Liability - 8445	\$5,600.00	
	Security System - 8475	\$0.00		Security System - 8475	\$0.00	
	Utilities - 8490	\$1,500.00		Utilities - 8490	\$0.00	
	Luncheons - 8495	\$800.00		Luncheons - 8495	\$800.00	
	International Missions - 9000			International Missions - 9000		
	61 Isaiah - 9100	\$7,200.00		61 Isaiah - 9100	\$7,200.00	
		\$156,968.00			\$153,415.00	
	Monthly Requirement \$13,080.67			Monthly Requirement \$12,784.58		

# Ellis Baptist Association

## Balance Sheet

As of September 30, 2021

	Sep 30, '21
ASSETS	
Current Assets	
Checking/Savings	
1300 — Savings - CNB	29,232.07
1010 — Cash operating - Citizens	38,139.05
1200 — Savings - SBTC	
1208 — Proceeds from Sardis Property	698,874.16
1207 — SBTC Foundation - 612 (was ...	26,587.87
1206 — SBTC Foundation - 102 EBA ...	2,103.23
1205 — SBTC Foundation - 101 - EC...	20,618.52
1204 — SBTC Foundation - 611 - His...	20,770.85
1201 — SBTC Foundation - 190	105,076.15
1202 — SBTC Foundation - 290	105,432.57
Total 1200 — Savings - SBTC	979,463.35
Total Checking/Savings	1,046,834.47
Other Current Assets	
1020 — Petty Cash	6.50
1800 — Receivables	
1803 — Account Analysis Charge Rec	240.53
1804 — ECDRT	22,514.00
1805 — Employee debt	150.00
Total 1800 — Receivables	22,904.53
Total Other Current Assets	22,911.03
Total Current Assets	1,069,745.50
Fixed Assets	
1640 — Furniture & Equipment	12,000.00
Total Fixed Assets	12,000.00
TOTAL ASSETS	1,081,745.50
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2100 — Payroll Liabilities	
2103 — Federal Withholding Payable	(25.00)
2100 — Payroll Liabilities - Other	1,843.16
Total 2100 — Payroll Liabilities	1,818.16
2200 — Designated Funds	

# Ellis Baptist Association

## Balance Sheet

As of September 30, 2021

---

	Sep 30, '21
2215 — PPP - CARES SBA LOAN	23,725.00
2201 — Honduras General	489.37
2202 — Crisis Relief	1,000.00
2203 — Agricultural Projects	1,000.00
2204 — Miscellaneous designated m...	4,649.31
2206 — Office Designated	13,675.50
2207 — EBA Presents	28.64
2211 — Ministers of Education Fund	152.24
2208 — Blanco Association Relief	5,035.00
Total 2200 — Designated Funds	49,755.06
Total Other Current Liabilities	51,573.22
Total Current Liabilities	51,573.22
Total Liabilities	51,573.22
Equity	
3001 — Opening Bal Equity	429,938.51
32000 — Retained Earnings	89,868.61
Net Income	510,365.16
Total Equity	1,030,172.28
TOTAL LIABILITIES & EQUITY	1,081,745.50

# Ellis Baptist Association Contribution Summary

January through September 2021

---

	<u>Jan - Sep '21</u>
Waxahachie Bible Church	300.00
One Church	480.00
SOMA	117.69
Baylor	5,212.35
Central Baptist Church	2,674.27
Community BC - Ferris	3,042.00
Cowboy Church of EC	11,988.00
Eastridge	7,057.38
FBC Maypearl	1,350.00
FBC Midlothian	15,000.03
FBC Milford	4,224.43
FBC Red Oak	2,625.03
FBC Waxahachie	38,836.43
Ferris Baptist Fellowship	450.00
Forreston	900.00
Fourth Ward	525.00
Friendship	1,125.00
Hillcrest	7,000.12
J-Bar-C CC	225.00
Longbranch	1,625.22
Mountain Peak	798.64
Ovilla Road	749.97
Primera Iglesia Waxaha...	1,050.00
Ranchhouse CC	1,350.00
Remedy	1,439.94
Rockett	3,544.00
Southlake	1,855.00
Stagecoach CC	1,858.77
Stonegate	450.00
Tabernacle	4,690.05
Templo Alpha & Omega	111.19
The Avenue	1,125.00
Wagon Wheel CC	350.00
TOTAL	<u><u>124,130.51</u></u>

# Ellis Baptist Association Financial Statement

January through September 2021

	Jan - Sep '21
Ordinary Income/Expense	
Income	
4425 — Block Party Trailer Rental	300.00
4302 — EBA Savings Interest Income	64.25
4350 — North Texas Behavioral Clinic	21,600.00
4000 — Member Church Support	
4001 — Baylor	5,212.35
4004 — Central	2,674.27
4005 — CC of Ellis County	11,988.00
4006 — Eastridge	7,057.38
4007 — Ferris Baptist Fellowship	450.00
4008 — FBC Maypearl	1,350.00
4009 — FBC Midlothian	15,000.03
4010 — FBC Milford	4,224.43
4011 — FBC Red Oak	2,625.03
4012 — FBC Waxahachie	38,836.43
4013 — Forrester	900.00
4014 — Fourth Ward	525.00
4016 — Friendship	1,125.00
4017 — Hillcrest	7,000.12
4019 — Longbranch	1,625.22
4021 — Mountain Peak	798.64
4022 — Ovilla Road	749.97
4024 — Primera Iglesia Waxahachie	1,050.00
4025 — Ranchhouse CC	1,350.00
4026 — Rockett	3,544.00
4027 — Southlake	1,855.00
4029 — Tabernacle	4,690.05
4030 — Templo Alpha & Omega	111.19
4032 — The Avenue	1,125.00
4033 — Wagon Wheel CC	350.00
4035 — J-Bar-C	225.00
4037 — Remedy	1,439.94
4038 — Stagecoach CC	1,858.77
4039 — Community - Ferris	3,042.00
4043 — One Church	480.00
4042 — SOMA	117.69
Total 4000 — Member Church Support	123,380.51
4200 — Non-Member Church Support	
4040 — Stonegate	450.00
Total 4200 — Non-Member Church Sup...	450.00
4600 — Miscellaneous Income	2,000.00
4700 — Sale of Property	507,389.28

# Ellis Baptist Association

## Financial Statement

January through September 2021

	Jan - Sep '21
Total Income	655,184.04
Expense	
7200 — Personnel Expenses	
7350 — Worker's Compensation Insura...	72.00
7202 — Communications Director	
7230 — Comm Dir Salary	23,400.00
7231 — Comm Dir - Payroll Tax Expe...	2,117.20
Total 7202 — Communications Director	25,517.20
7201 — Executive Director	
7215 — Benefits	
7314 — Exec Dir - Dental	462.56
7331 — Exec Dir - Life insurance	2,065.04
7212 — Exec Dir - Health Insurance	9,768.00
7312 — Exec Dir - Retirement	4,725.00
7313 — Exec Dir - AD&D / Long Ter...	343.68
Total 7215 — Benefits	17,364.28
7210 — Exec Dir Salary	
7211 — Exec Dir - Housing	25,200.00
7210 — Exec Dir Salary - Other	22,086.00
Total 7210 — Exec Dir Salary	47,286.00
Total 7201 — Executive Director	64,650.28
Total 7200 — Personnel Expenses	90,239.48
7300 — Professional Expenses	
7310 — Exec Dir - Exp Reimbursement	1,238.69
7311 — Exec Dir - Conferences/Travel	1,565.12
7332 — Comm Dir - Conferences/Travel	1,140.00
Total 7300 — Professional Expenses	3,943.81
8175 — Ministries	
8184 — Grants	3,600.00
8183 — Latham Springs	1,200.00
8176 — Ellis Christian Disaster Relief	300.00
8177 — Christian Women's Job Corp	800.00
Total 8175 — Ministries	5,900.00
8400 — Administration Expenses	
8410 — Grounds Upkeep	1,804.70
8420 — New Equipment	4,036.64
8430 — Office Supplies	649.02

**Ellis Baptist Association**  
**Financial Statement**  
January through September 2021

	Jan – Sep '21
8445 — Insurance – Office & Liability	2,061.00
8490 — Utilities	
8493 — Waste	367.21
8492 — Water	753.81
8490 — Utilities – Other	543.18
Total 8490 — Utilities	1,664.20
8495 — Luncheons	906.52
Total 8400 — Administration Expenses	11,122.08
9000 — International Missions	
9100 — 61 Isaiah Ministries	7,800.00
Total 9000 — International Missions	7,800.00
8200 — Communications	
8455 — Software/Subscriptions	1,463.60
8465 — Website Hosting and Design	340.78
8480 — Telephone and Internet	1,111.34
Total 8200 — Communications	2,915.72
Total Expense	121,921.09
Net Ordinary Income	533,262.95
Other Income/Expense	
Other Expense	
8500 — Other Expenses	
8486 — Legal and 501c3	20,331.04
8500 — Other Expenses – Other	2,566.75
Total 8500 — Other Expenses	22,897.79
Total Other Expense	22,897.79
Net Other Income	-22,897.79
Net Income	510,365.16

# Team Reports



Ellis Christian Women's Job Corp experienced many hills and valleys in 2020. But God has been faithful, and we continue to move forward with equipping women of Ellis County with essential skills to enhance their lives.

In 2021, WMU of Texas named Chris Rowley as the new state consultant for CWJC/CMJC. Chris replaced Becky Ellison who passed away in May of 2020.

We continue to have classes on a one-on-one format, with serving 2 in spring and 5 in the fall sessions. We continued the key elements of CWJC with our Bible study and Mentoring. We have added Paula Marney as a new certified site coordinator, reconnecting in the networking arena after a year off and reassessing the needs of the community on what changes we need to make with our curriculum going forward. One of the changes made was adding a conversational Spanish class in the evening. We have gone into a partnerships with The Heights, a family resource for the abused, and WISD's Lighthouse for learning program.

With the sale of the EBA Sardis property, we will be relocating in December as our lease ends on December 31st. We look forward to what God has planned for us in the future and excited about new opportunities, partnerships, and growth for this ministry.

Blessings,

Lauri Henderson  
Executive Director



## 2022 Proposed Budget

2021 Budget		2022 Proposed Budget	
Income	\$57,000.00	Income	\$65,000.00
		Expenses	
Expenses		Overhead	
Building	\$3,000.00	Bank Fees	\$100.00
		Building Maint./Cleaning Supplies	\$1,000.00
Overhead		Computer Programs	\$500.00
AC & Heating	\$1,500.00	Computer Supplies	\$1,800.00
Bank Charges	\$150.00	Copier Supplies and Repairs	\$300.00
Building Maintenance /cleaning	\$1,500.00	Electricity	\$1,800.00
Computer programs	\$500.00	Fundraising/Celebration Expense	\$2,500.00
Computer repairs	\$400.00	Housekeeping	\$600.00
Computer Supplies	\$1,800.00	Internet	\$800.00
Copier repair and supplies	\$420.00	Insurance	\$1,400.00
Constant Contact	\$200.00	Miscellaneous	\$200.00
Electrical Work	\$1,000.00	Postage	\$350.00
Electricity	\$1,200.00	Promotions & Advertising	\$800.00
Fundraiser Expense	\$1,500.00	Security	\$420.00
Internet	\$800.00	Website	\$284.00
Lawn Care	\$0.00	Dues & Subscriptions	\$800.00
Loan Payment	\$0.00	Telephone	\$180.00
Misc	\$200.00		
Newsletter	\$120.00		
Promotions & Advertising	\$800.00	Program	
Security	\$240.00	Background Checks	\$275.00
Waste	\$0.00	Curriculum	\$400.00
Water	\$0.00	Meals	\$1,000.00
Insurance	\$1,200.00	Supplies	\$700.00
Dues & Subscriptions	\$600.00	Training	\$300.00
Postage	\$350.00	Professional Fees	\$220.00
Office Supplies	\$250.00	Web Connect Fees	\$25.00
Telephone	\$240.00	Site Coordinator's Retreat	\$300.00
Participants		Personnel	
Meals	\$600.00	Employer SS/Medicare	\$2,500.00
Celebration	\$300.00	Mileage	\$700.00
Bibles	\$350.00	Wages Exec. Director/Site	\$28,800.00
Grants	\$200.00		
Life Skill Curriculum	\$150.00		
Emergency Assistance	\$0.00		
Supplies	\$500.00		
Programs			
Background Checks	\$275.00		
Brochure Printing	\$500.00		
Mentor Training	\$50.00		
NRS Application	\$100.00		
Site Coordinators Retreat	\$300.00		
State Coordinator's Event	\$150.00		
Personnel			
Business Allowances	\$700.00		
Continuing Education	\$200.00		
Federal PR Taxes	\$2,500.00		
Wages Housekeeping	\$1,200.00		
Wages Director/Site Coordinators	\$13,000.00		
Site Coordinators	\$13,000.00		
Training/ Development/Seminars	\$200.00		
Travel	\$200.00		
Proposed 2021 Budget Total	\$52,345	Proposed 2022 Budget Total	\$ 49,054.00
Monthly Requirement \$0.00		Monthly Requirement \$0.00	

**Ellis Christian Women's Job Corps  
Balance Sheet**

As of September 30, 2021

	<u>Sep 30, 21</u>
<b>ASSETS</b>	
<b>Current Assets</b>	
Checking/Savings	
CNB - Checking	27,885.79
Southern Bapt TX Found - 1 yr	10,111.57
Southern Bapt TX Found - Daily	9,406.07
<b>Total Checking/Savings</b>	<u>47,403.43</u>
<b>Total Current Assets</b>	47,403.43
<b>Fixed Assets</b>	
Building	81,452.47
Computers	5,926.51
Copier	2,900.00
<b>Total Fixed Assets</b>	<u>90,278.98</u>
<b>TOTAL ASSETS</b>	<b><u>137,682.41</u></b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
Other Current Liabilities	
Federal WH Payable	(15.00)
Medicare Payable	64.44
Social Security Payable	300.13
<b>Total Other Current Liabilities</b>	<u>349.57</u>
<b>Total Current Liabilities</b>	<u>349.57</u>
<b>Total Liabilities</b>	349.57
<b>Equity</b>	
Retained Earnings	115,844.95
Net Income	21,487.89
<b>Total Equity</b>	<u>137,332.84</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>137,682.41</u></b>

**Ellis Christian Women's Job Corps  
Income Statement**

January through September 2021

	<u>Jan - Sep 21</u>
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
<b>Auction/Fundraiser</b>	
Pay Pal	0.00
square	0.00
Auction/Fundraiser - Other	0.00
	<u>0.00</u>
<b>Total Auction/Fundraiser</b>	0.00
<b>Monthly Donors</b>	28,575.51
<b>Other Donations</b>	21,080.90
<b>Program/Fundraising</b>	0.00
<b>Rose Award</b>	14,079.52
<b>Unrestricted Contributions</b>	0.00
<b>Web Connect</b>	0.00
	<u>0.00</u>
<b>Total Income</b>	63,735.93
<b>Expense</b>	
<b>FUNDRAISING</b>	
Giving Platform Fees	34.39
Rose Award	2,357.67
	<u>2,392.06</u>
<b>Total FUNDRAISING</b>	2,392.06
<b>Other Professional Fees</b>	0.00
<b>OVERHEAD</b>	
Bldg. Maint/Cleaning Supply	252.00
Computer Programs	0.00
Computer Supplies	0.00
Copier Supplies and Repairs	0.00
Dues & Subscriptions	0.00
Electricity	0.00
Equipment	7,683.23
Fundraising/Celebration Expen...	6.50
Housekeeping/Maintenance	607.65
Miscellaneous	0.00
Security	69.90
Telephone	0.00
Utilities	1,527.69
Website/Internet	578.40
	<u>10,725.37</u>
<b>Total OVERHEAD</b>	10,725.37
<b>PARTICIPANTS</b>	
Breakfast/Lunches	0.00
	<u>0.00</u>
<b>Total PARTICIPANTS</b>	0.00

**Ellis Christian Women's Job Corps**  
**Income Statement**  
January through September 2021

---

	<u>Jan - Sep 21</u>
<b>PROGRAMS</b>	
Background Checks	100.50
Celebrations	0.00
Curriculums	573.11
Marketing & Advertising	2,196.18
Meals	898.29
Memberships	712.68
Mileage	293.80
Software	579.65
Staff Continuing Education	292.92
Supplies	<u>1,124.78</u>
<b>Total PROGRAMS</b>	6,771.91
<b>STAFF</b>	
Business Allowances	0.00
Payroll Taxes	1,558.70
Wages	500.00
Wages- Housekeeping	0.00
Wages - Director/Site Cord.	20,300.00
Wages - Site Coordinator	<u>0.00</u>
<b>Total STAFF</b>	22,358.70
<b>Web Connect Fees</b>	<u>0.00</u>
<b>Total Expense</b>	<u>42,248.04</u>
<b>Net Ordinary Income</b>	<u>21,487.89</u>
<b>Net Income</b>	<u><u>21,487.89</u></u>

## **Ellis Baptist Association 2021 Royal Ambassadors / Challengers Annual Report**

COVID-19 continues to have an impact on the RA / Challenger activities in Ellis County. Some of our EBA related activities were cancelled due to the restrictions on group meetings.

We are proud to announce that Matthew Ray of FBC Maypearl did serve this summer as a State Staffer. In this capacity he was able to serve at summer camps/activities and did an excellent job of representing the Lord.

WILD Camp, Leadership Training Camp and Latham Springs RA Camp were held this year with representatives from FBC Maypearl and Central BC, Italy participating in these events.

We are looking forward to being able to return to the activities in the coming months. Campout and Mission Mania is scheduled for November 12-14, 2021, at Latham Springs. For more information, contact the EBA office and they can get you in touch with me.

Thank you,

Murrie Wainscott  
Regional RA Director

## **Ellis Christian Disaster Relief 2021**

As a result of COVID, it has been a different year for Ellis Christian Disaster Relief, (ECDR). Hurricanes, floods, and windstorms are a few of the disasters to which we have responded over the past year.

Our stated purpose is to share the message of Jesus Christ and to take a few tools when we do it. ECDR is blessed to have a 1-ton Dodge Truck, a generator unit, a tent unit, a shower/laundry unit, a clean out unit, and a box unit. We have chainsaw equipment for local use and join Hillcrest Baptist Church's Skid Steer Unit when needed. Through unit agreements we serve with Texas Baptist Men wherever we are needed. Covid has caused us to rethink callouts. Guidelines for space in sleeping and eating cut down the number of volunteers who can respond. The number of callouts has reduced dramatically.

Our Tent Unit remains one of our busiest units supporting local church and civic events.

We used our Clean Out Unit for a local family in Arlington whose house burned. We were able to clean out the residence making it ready for a contractor to rebuild. In May we used the unit again when a tornado struck Waxahachie, and we helped with debris clean up. In that same event we used our chainsaw equipment to cut and trim trees.

The typically slow winter months provided a great opportunity to make much needed repairs to our shower unit. A new floor was installed, and the exterior was painted giving the unit a fresh new look. The unit was finished in time to support Bounce youth mission trips to our area as well as other local events.

Our "new to us" 1-ton truck has been a blessing pulling our Units. We were able to loan it to TBM to pull large feeding units to Gonzales Louisiana after Hurricane Ida. It remained on site using the in-bed fuel tank as a fuel truck refueling generators and heavy equipment.

Our box unit remained quiet. God answered our prayers and provided a box company that is supplying us with boxes. We have been working with RA and GA camps to supply the Box Units with messages of Hope.

Our Generator Unit has been used for local events.

Our local volunteers are active with Texas Baptist Men's Incident Management Team and other units.

Prayer concerns:

We continue to pray for new leadership and volunteers to lead and staff our units.

We trust God for all our needs, and he has been faithful to give us what we need when we need it.

Jim Lawton  
President ECDR

# Ellis Christian Disaster Relief Balance Sheet

As of September 30, 2021

	Sep 30, '21
ASSETS	
Current Assets	
Checking/Savings	
Savings SBTC Foundation	20,486.35
Citizens National Bank	2,779.59
Total Checking/Savings	23,265.94
Total Current Assets	23,265.94
Fixed Assets	
Equipment-BOX UNIT	
Trailer #2	4,086.43
Total Equipment-BOX UNIT	4,086.43
Equipment-GENERATOR UNIT	
12.5 KW Generator	10,000.00
Trailer # 4 - 8'	1,400.00
Total Equipment-GENERATOR UNIT	11,400.00
Equipment-MULTI-PURPOSE UNIT	
Trailer #3	3,500.00
Total Equipment-MULTI-PURPOSE ...	3,500.00
Equipment - CHAINSAW UNIT	
461 Chainsaw 25	1,012.12
Stihl 131 Pole Saw	527.88
Stihl 291 Chain Saw	385.28
Stihl 391 Chain Saw	481.98
Total Equipment - CHAINSAW UNIT	2,407.26
Equipment - SHOWER UNIT	
30' Cargo Trailer-Equipped	13,000.00
Equipment/Materials	28,835.35
Washer/Dryer - New	2,626.40
Total Equipment - SHOWER UNIT	44,461.75
Equipment - TENT UNIT	
40' x 60' Tent	7,107.70
Chair Carts	536.11
Jackhammer	3,161.69
Light Stand-1000W with Cord	501.11
Tables/Chairs	4,046.64
Trailer #1-	4,467.01

# Ellis Christian Disaster Relief Balance Sheet

As of September 30, 2021

---

	Sep 30, '21
Total Equipment - TENT UNIT	19,820.26
Furniture and Equipment	3,000.00
Total Fixed Assets	88,675.70
TOTAL ASSETS	111,941.64
LIABILITIES & EQUITY	
Equity	
Unrestricted Net Assets	116,112.26
Net Income	-4,170.62
Total Equity	111,941.64
TOTAL LIABILITIES & EQUITY	111,941.64

## **EBA Church Planting Report 2021**

In our last report we said that 2020 was a difficult year for churches in general, and that certainly included church plants and planting new churches. 2021 has opened things up some, but in the church planting world we have seen less churches planted, and we've seen that affect us in the EBA, too.

In the last year or so we have had a couple of churches we were hoping to launch in Hillsboro either decide not to plant or decide not to plant with us. While that is disappointing, we trust the Lord's direction for those men and for the EBA.

We have also been in conversation with another planter who is being sponsored by one of our own EBA churches, but through conversation and prayer we have mutually agreed with their sponsor church not to pursue a church planting partnership with the EBA at this time. That could become a reality at some point if necessary steps are taken to complete our process.

We have had some conversation with the state convention about the potential of planting a Spanish-speaking church, particularly toward the east side of our county. This conversations are ongoing.

We continue to be ready to support church planters coming into Ellis County who want to partner with the EBA and our own EBA churches planting churches inside or outside of Ellis County. We also have financial support available for a church planting residency through one of our EBA churches and can help churches get set up for that.

Prayer requests:

Please ask the Lord to send church planters into Ellis County who feel a sense of calling to make disciples and reach the lost in our area.

Please ask the Lord to raise up a Spanish-speaking man or couple who feel called to plant a Spanish-speaking church in Ellis County.

Please ask the Lord to lead our EBA churches to get personally involved in planting churches.



## **2021 ANNUAL REPORT**

Even though the impact of Covid-19 resulted in a reduction of almost 50% of our normal annual attendance, another great year has been recorded for Christian camping at Latham Springs Camp & Retreat Center. This marks the 98<sup>th</sup> year that Latham Springs has been serving God's people.

**Total Attendance: 11,189**

**Professions of Faith: 732**

**Rededications: 196**

**Special Service: 45**

**Total Public Decisions: 1,106**

Summer camp attendance was down about 25% from normal numbers, with **8,042** campers attending the 10 weeks of the summer camp season. A special 'thanks' goes out to all those whose hard work and dedication made each week of camp a success.

All major renovation/construction projects were put on hold over the past year as we navigated these difficult times brought on by Covid-19.

Construction on the new adult conference center was put on hold this past year, but plans are underway to renew the building effort this fall. This new facility will include approximately 80 motel type rooms, a worship center, several conference rooms, lobby/welcome center, fellowship lounge, and a dining facility. Please contact the office to find out how you can help support this project.

Latham Springs is looking for volunteer crews to help with all the various projects.

The camp has implemented an 'Adopt-a-Cabin' program. This gives our local churches the opportunity to partner with us in praying for specific cabins, along with helping provide volunteer labor for annual upkeep. For more information on how your group can get involved with this new program, please contact the office.

A heartfelt thanks goes out to all of our Latham family that has supported the camp both prayerfully and financially during the past year. GOD continues to be glorified!

Exciting days are ahead for the ministry of Latham Springs. The Board of Trustees continues to promote the process that will lead to the expansion of facilities, to enhance this great ministry. Please remember that Latham Springs is not funded by any state or national conventions, and depends on camp fees and your gifts to operate. The staff and trustees of Latham Springs wish to thank you for your support during the past year. We pray that this cooperative mission effort to reach and minister to individuals and groups might continue to bring glory to HIM.

Please call the Latham Springs office to let us know how we can help with your camp or retreat needs.

*"Come to the waters, all who thirst"*

Isaiah 55:1

## 2021 Ellis Baptist Annual Report from Honduras

Greetings from Honduras! It has been another unique and unprecedented year for 61 Isaiah Ministries in Honduras. We are so thankful for the partnership with EBA and many of the EBA churches that make the ministry in Honduras possible. We have seen a year of challenges and at the same time a year of growth. It is always an honor to share what God is doing in Honduras.

The 61 Isaiah Team has grown this year in many aspects. God continues to faithfully and abundantly answer the prayers lifted up each day at 9:38 to send the workers. This year is special to us because we celebrate our ten year anniversary in Honduras. We are amazed that ten years ago in July 2011, the Hopkins family arrived and today the 61 Isaiah team has grown to 18 field based team members. Much of this growth has occurred this year. As 2021 began the Holloways (joined the village ministry team) and Jimison's (new Farm Manager and English Teacher at ALCS) had just arrived on the field. Just as the team was hitting a consistent stride, Hannah and Spencer announced they would be leaving. Another team member, Ever Leon, also left the team. Thankfully there were several people inquiring about serving with 61 Isaiah. In March, Jason Funk arrived to serve as our Administrator. In April, Denison Fuentes joined the team as translator and farm worker. In July, Jason's wife Nelsy Funk joined the team as the new Field Logistics Coordinator and was able to receive training from Hannah and Spencer before they left in August. In August, Kylie Johnson joined the team as a member of the Village Ministry Team and Daniel Melgar joined the team as a translator. Also in August, Emma Hopkins took over the administration of our social media. In September, Jeily Cortez and Renaldo Torres joined the team as translators. In October, Paul and Taylor Chandler joined as part of the village ministry team. We are so thankful God has been raising up a team. We believe the number of people God is raising up to join the team indicates he has BIG plans for the coming years.

One of the greatest challenges we have faced this year is the dynamics and complications of the COVID pandemic. At the beginning of the year we were unable to visit the villages and churches frequently due to restrictions and fear of spreading the virus. Each month we increased the number of visits until we were able to visit each village weekly or bi-weekly each month. The growth of the village ministry team (Josh, Holloways, Kylie, Mauricio, Edith, Daniela, Jeily, and Renaldo) has allowed us to develop a village ministry strategy where the village team is paired up 2X2 to visit villages each week. We currently have three village ministry teams, each responsible for three / four village visits and ministry each week. The overall perspective of the COVID pandemic here in Honduras has slowed the field based team down as a whole, but we continue to press forward. September 1, 2021 we decided to launch a post COVID 61 Isaiah strategy, which involves five principals to guide us to reach maximum impact. One of the highlights of the year occurred the first week in October when we were able to host for the first time since February 2020 a conference for the pastors we work with. There were 60 participants in attendance who received training on ways to share the Gospel. We are planning monthly training events starting in March 2021.

In addition to the village ministry the school ministry at Abundant Life Christian School (ALCS) has faced many challenges. 61 Isaiah is very involved in the vision and ministry of Abundant Life Christian School. The 61 Isaiah staff teaches bible classes for 7-12th grade and

several staff members teach other classes. Kristi was promoted in August to the position of Director of English Curriculum for all eight campuses across the country of ALCS. She will be working to improve and develop the English Curriculum while supervising and mentoring the English speaking staff at the Gracias Campus and serving as counselor to the students and teachers. Shannon continues to serve as Chaplain of the school as well as teach bible classes. The ministry at ALCS is so important as the 61 Isaiah pours into the spiritual lives of the teachers and students. We are seeing lives changed. One of our main focuses along with teaching scripture is to share the Gospel.

It has been a difficult year for Radio Rio de Dios. During the pandemic there was a national order to cease public transportation. The Radio is very dependent on the offerings, donations, announcements, and pastoral programs for financial support. We are so grateful for the financial assistance of EBA in 2020 and in 2021. Without this help, the radio would have been forced to shut down. Despite these challenges the ministry at the radio has persevered and continues to share the Gospel and encourage the listening audience of Western Honduras as well as the international audience via the internet. The staff at Rio de Dios continues to go out of their way to minister and resolve the technical challenges the radio faces. Radio Rio de Dios will celebrate 12 years of ministry in November.

The Lenca Hunger Farm has also seen many challenges this year, but also many victories. Micah Jimison will complete his first year as the Lenca Hunger Farm Manager at the end of October. Micah has done some amazing things at the radio. He has improved each one of our projects to helping us getting closer to the goal of sustainability with the ability to provide sufficient resources for those in need. We had our first coffee harvest this past year and are preparing for the second harvest. Micah, Kristi, Mauricio, our Board President Cliff Watson, and I worked for several months this year to develop two grant proposals to request funding for the future development of the farm. The grants are still being processed. We hope to have an answer by next year, which will determine the rate at which we can implement future projects and improve our current projects. Thanks to the generous donations of several individuals and churches, we began construction of dormitories at the Lenca Hunger Farm in January. The goal is to construct a two-story dormitory to be used for housing individuals and families who are in need of work due to crisis situations. The dormitories will be able to house about 25 people. Our hope is to have enough funding to complete the dormitories by March of 2022.

Along with the construction of the dormitories, 61 Isaiah has been working to minister and assist the victims of the two Category 5 hurricanes that hit Honduras within a two week span last November. The hurricane relief effort began with the uniting of all the missionaries in the area to utilize gifts, talents, and resources to assist the hurricane victims in our region. We began the relief effort by providing food for families who were displaced by the hurricane. We were able to work with many of our local pastors to identify and locate these families. This has enabled the local pastors to continue ministering to these families. We were also able to work with many local government agencies to identify and help fifteen families replace roofs damaged by the hurricanes. Additionally we have completed the construction of one home for a family and the purchase of eight acres of land for seven families. We are currently working on the process of distributing the land to these families as well as the construction of two more homes for families. Many people are still struggling though the loss of homes and communities throughout the country. It is our goal to not only help families who were affected by the hurricanes, but to also hire local workers who have been unable to work due to the pandemic.

Except for a few teams, 2020 was practically void of visiting missions teams coming to walk with us in Honduras. Things began to open up again in 2021 for the mission teams and we saw a return of many of the mission teams. We currently are working with 14 local churches and communities in our region. We are approaching the goal of having one local churching the States partnered with one local church in Honduras. Next year we will be expanding this strategy with the goal of having two local churches in the States partnering with one local church in Honduras. In September we hosting our first Vision Trip Mission Team. In previous years we hosted one potential partnership at a time. The Vision Trip was intended to host multiple potential church partnerships at once. The Vision Trip was very successful with four potential church partners in Honduras during the same week. We will be planning a second Vision Trip in the Spring for future potential church partnerships. We are expecting a very full year of mission teams in 2021

It has been a unique year but a very good. We have great expectations for the coming year. Along with village ministry, radio ministry, farm ministry, school ministry, and finishing up the hurricane relief, we will be working towards developing a seminary for the pastors and church leaders of Honduras. We have begun conversations with a seminary in Honduras that has been around for about 40 years. We are hoping to partner with the seminary as well as many US Universities to develop nationally and internally recognize and accredited degree, diploma, and certification program. We hope to open a satellite campus of the Honduran seminary in Gracias and begin providing formal education for pastors and church leaders in our region.

Please continue to keep 61 Isaiah Ministries, the people in Honduras, and church partnerships in your prayers each day at 9:38. The Lord of the Harvest is sending the workers. We hope one day to walk with you and your church here in Honduras. We are so grateful for your prayer support, financial support, and for those of you who come to Honduras to walk with us.

Blessings,

The 61 Isaiah Team



Pastor	Place	Church Name	New Believers	Baptisms	Weddings	New Members	Average Church Attendance
Miguel Vasquez	Santa Elena	Río de Agua Viva	6	0	0	3	20
Eugenio Lopez	Las Brisas	Centro Cristiano Jerizim	10	0	0	0	50
Laudelino Bejarano	Los Ciles	Centro Cristiano Esperanza Viva	3	0	0	0	35
Mauricio Vicente	Gracias	Río de Dios	0	0	0	5	45
Antonio Rivera	Rancho Obispo	Misión Cristiana Elim	6	0	0	3	60
Lorenzo Mateo	Chimis	Iglesia Bautista Trigales del Señor	0	3	0	0	68
Manuel Mateo	San Isidro	Iglesia Bautista Jehova es mi Pastor	0	4	0	0	45
Lindolfo Martínez	Cenicera	Iglesia Bautista Tras las Huellas de Jesus	1	1	0	0	15
Hugo Medina	Mongual	Misión Cristiana Elim	8	0	2	0	13
Sebastian Rivera	San Juan	Ministerio Cosecha en Victoria	25	0	3	5	40
Juan Benitez	Los Acacias	Ríos de Dios	0	0	0	0	0
Lucio García	San Lucas	Centro Cristiano Lluvias de Gracia	0	0	0	0	40
Pastor Zalaya	Le Entrada	Pier	0	0	0	0	40
Pastor Andreas	Catulaca	Iglesia Bautista	0	0	0	0	25

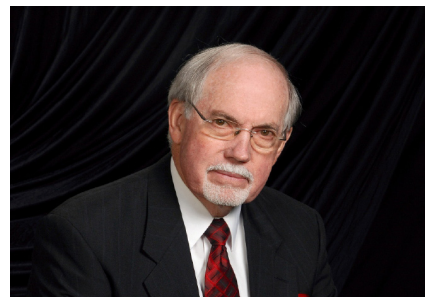
## Retiring Pastors



Steven Edwards  
Fourth Ward Missionary  
Baptist Church



Herman Martinez  
Templo Alpha & Omega



Herb Pedersen  
Longbranch Community  
Baptist Church

## New Pastors



Brent McNeal  
Longbranch Community  
Baptist Church



Brad McClain  
Stagecoach Cowboy  
Church



Chad McConnell  
Calvary Baptist Church



Josh Balthrop  
Soma Church



John E. Martinez  
Community Baptist Church

# Memorials

## **Baylor Baptist Church**

Franklin Dobbs  
Helen Elizabeth Dent  
Mary Lou Womack  
Jeff Armstrong  
Doris Mae Gerron  
Larry Blake Poarch  
Bertie Lucille Jordan  
Doyle Marchbanks  
Grace Jeanette Williams Brown  
Thompson

## **Eastridge Baptist Church**

Karen P. Barry  
Jimmy Acosta  
Marilee Hughes  
Brenda Brown  
Jim Judd  
Tracy Spear  
Daniel Knight  
Charlene Judd  
Marie Madill  
David Spear  
Walter Lee Barry  
Peggy Breedlove  
Deloris Whittle  
Gerald Casey  
Sancho John Bartels

## **FBC Midlothian**

Johnny Lewis  
Fern Hodel  
Barbara Holley  
Wendell Reeves  
Eddie Arwine  
Carolyn Archer  
Alan Payne  
Pat Mitchell  
Shirley Nobles  
Raymond Wagner  
Phyllis Fuller  
Don Sustaire  
Bruce Bland  
Bobby Fuller  
Jack Willey  
Jarred Carter  
Jesse Boleman  
Don Reese

## **FBC Red Oak**

Mary Sprunk  
Homer Phillips  
Luis Lopez  
Rosanna Salinas-Ellis  
Bessie Shafer  
Jesse Gorman  
Paige Bledsoe  
Pam Krywalski  
Joyce Race

## **FBC Waxahachie**

Judy Baergen  
Glenn Bertini  
Nelda Brayden  
Dee Cox  
Jerry DeLong  
Nancy Drouin  
Cristina Errisuriz  
Bert Esselman  
Terri Hassell  
Mary Henry  
Ron Lunt  
David Nance  
Jessica Preston  
Becky Sill  
Ron Speed  
Ronald Thedford

## **Friendship Baptist Church**

Martha Glene Wilson  
Billy Wilson  
Joan Hester

## **Longbranch Community Baptist Church**

Lovita Irby  
Mike Logan

## **Primera Baptist Church**

Richard Peña  
Emma Riojas  
Lupe Alvarado  
Ruben Solis  
Martha Iglesias  
Tom Solis  
Lydia Martinez  
Richard Ruiz  
Mary Florez  
Michael Iglesias  
Robert Solis  
Harvey Symms

## **South Prong Baptist Church**

Doris Woodard  
Lillie Gay  
Carol King  
Norman Alexander

## **Waterstreet Baptist Church**

Howard W. Bright Sr.

# CONSTITUTION

## Article I-Name

The name of this Association shall be the Ellis Baptist Association, a Texas nonprofit corporation.

## Article II-Purpose

Ellis Baptist Association is a partnership of autonomous churches cooperatively networking to expand God's Kingdom locally and globally by:

- Equipping church leadership teams and ministers. (Ephesians 4:11-12)
- Enabling churches to discover and implement God's purpose. (Proverbs 29:18)
- Establishing new churches. (Matthew 16:18)
- Enhancing the spiritual growth and vitality of each church. (2 Chronicles 7:14)
- Encouraging collective efforts and sharing of resources. (Philippians 1:5)

## Article III-Membership

SECTION 1. The membership shall consist of Baptist churches cooperating with the mission and evangelistic purpose of the Association and financially supporting the work.

SECTION 2. Each church is granted messengers to the Annual Celebration as follows. The number of messengers is determined by whichever is lower, the resident membership or percent given to the Association based upon the following table.

Resident Members	Percent of Undesignated Offerings	Number of messengers
1 through 250	Up to 1/2 %	3
251 through 500	More than 1/2 % up to 1%	6
501 through 750	More than 1% Up to 2%	9
751 through 1000	More than 2% up to 3%	12
1001+	More than 3%	15

SECTION 3. Each church is to encourage the doctrinal unity of the fellowship of churches as set forth in the Baptist Faith and Message adopted by the Southern Baptist Convention in May 1963 and/or any subsequent revision by the Convention.

SECTION 4. Each member church is expected to financially support the work of the Association. When no support has been received for six months, a contact will be made with the church to determine the reason(s) for non-support. The Leadership Team is authorized to consider the membership of any church that does not respond to the contact or requests after an additional six months have passed. If the Leadership Team does not find satisfactory reason for the lack of support they may recommend at the Annual Celebration the church be excluded from membership. The Association will make the final determination at the Annual Celebration. Future membership will be determined under Section 5 of Article III.

SECTION 5. Each church wishing to affiliate with this Association shall submit a petitionary letter to the Association indicating their willingness to network with other churches and to financially support the Association. The Leadership Team or representatives of the Leadership Team will meet with the pastor and representatives of the congregation concerning membership. The Leadership Team will recommend to the Association at the Annual Celebration those church (es) that should be considered for membership or watchcare. Each church must be sound in doctrine, orderly in practice, cooperative in spirit and committed to financial support for the Association. Watchcare membership entitles the church to participate in any activity of the Association without the right to vote at the Annual Celebration.

SECTION 6. The Leadership Team may recommend to the Association at the Annual Celebration the withdrawal of fellowship from any church that has become unsound in doctrine or disorderly in practice. The Association, upon two-thirds vote of messengers at the Annual Celebration, can withdraw fellowship from the church.

## Article IV-Authority

This Association is for counsel and cooperation only, and the complete independence and autonomy of the member churches shall always be fully recognized.

## **Article V-Annual Celebration**

SECTION 1. The Association shall meet in Annual Celebration in the fall of the year at a time and place determined by the Leadership Team. This meeting shall be for review of the past year's accomplishments, hear of the plans for the next year and act on matters of business.

SECTION 2. Each church shall provide the Association requested information such as the Annual Church Profile and names and addresses of church leaders.

SECTION 3. Only elected messengers are eligible to vote. Messengers must be members of the church from which they are elected.

## **Article VI-Trustees/Treasurer**

SECTION 1. The Trustees of this Association shall be three persons elected at the Annual Celebration. These three persons will be nominated by a team appointed by the Leadership Team.

SECTION 2. The Treasurer of this Association will be elected at the Annual Celebration. This person will be nominated by the Leadership Team or a team appointed by the Leadership Team. The Treasurer shall make an annual financial report of the Association at the Annual Celebration.

SECTION 3. The term of office for the Trustees and the Treasurer shall be from the conclusion of the Annual Celebration through the next Annual Celebration.

SECTION 4. The Leadership Team is authorized to appoint a person to fill an unexpired term.

## **Article VII-Teams**

SECTION 1. The work of the association will be based upon teams of people.

SECTION 2. Teams are empowered to function within the overall purpose of the association and are held accountable by the Leadership Team.

SECTION 3. Teams will consist of two or more people who are united in purpose.

SECTION 4. All church members from member churches and missions are eligible to serve on teams.

SECTION 5 Examples of existing teams include Church Strategy, New Church, Spiritual Growth, Church Equipping, Church Networking, Women's Missions and Ministry, Youth Camp, Youth, and Worship.

SECTION 6. Each Team will have one representative on the Leadership Team

SECTION 7: Teams will select new leadership annually. Each team is encouraged to recruit new members at least once annually. The normal term of service will be from October 1 to September 30.

## **Article VIII-Leadership Team**

SECTION 1. The Leadership Team exists to facilitate and guide the teams to implement the purpose of the Association through envisioning the future; empowering by providing training, resources and accountability; encouraging with affirmation; and evaluating their effectiveness.

SECTION 2. The Leadership Team is responsible for the administrative functions of the Association such as budget, team staffing, team training, building, grounds and overall strategy development. The Leadership Team will consist of the Executive Director, Treasurer, one appointed representative per team, and six at large persons elected at the Annual Celebration for a staggered three year term with two rotating off each year. These new team members will be nominated by the two outgoing members in consultation with the Executive Director. Outgoing members would not be eligible for reelection for one year. It is encouraged they seek diversity geographically, ethnically, by size of church, and consider including both staff and non-staff representation. Consideration should also be given to unrepresented churches. The Executive Director is the facilitator of the Leadership Team meetings.

SECTION 3. The Leadership Team will publish in the newsletter all Leadership Team meetings. All meetings are open for members of any member church to attend and to speak to the Leadership Team.

SECTION 4. The Leadership Team will develop the annual budget in cooperation with all the other teams and will present it to the Association in the Annual Celebration for approval.

## **Article IX-Finances**

The Association shall be funded by the member churches to provide sufficient money to fund the annual budget. All funds contributed shall be submitted to the Treasurer and distributed as authorized by the annual budget or as authorized by the Leadership Team. The Leadership Team shall administer funds between Annual Celebrations including the reallocation of funding.

## **Article X-Amendment**

The constitution may be amended at any Annual Celebration. Proposed amendments shall be published in the newsletter preceding the Annual Celebration. A two-thirds majority vote during the Annual Celebration shall be required to place an amendment into effect. Amendments proposed from the floor shall be submitted to the Leadership Team for review and placed on the agenda for the next Annual Celebration.

## **Article XI-Points of Order**

Should questions arise not provided for in this constitution, reference shall be made to *Robert's Rules of Order, revised*.

## **By-Laws**

### **How to form a new team**

1. Two or more persons must feel called by God to form a team consistent with the purpose statement.
2. They meet with the Executive Director to share their plans or ideas for their team.
3. After the idea/plan for ministry is shared with the Executive Director, he will then assist in the formation of a clear purpose statement for the new team. This purpose statement will then be shared with the Leadership Team for final confirmation of the new team.

### **How a team functions**

1. Each team will have a clear purpose statement and team expectations.
2. Each team will determine its own facilitator and review annually.
3. Each member will normally serve at least one calendar year.
4. The team facilitator will normally:
  - a. Arrange for the meeting
  - b. Lead the meeting
  - c. Encourage participation
  - d. Encourage openness
  - e. Work for consensus
  - f. Keep meetings focused
  - g. Protect the team process
  - h. Lead in resolving conflict
  - i. Encourage candor
  - j. Honor team expectations

### **Procedure for Filling a Vacancy in the Position of E.B.A. Executive Director**

Upon the resignation of the Executive Director of the Ellis Baptist Association (hereafter referred to as E.B.A.), the following is the procedure for filling the position:

1. Within 14 calendar days of the announcement of the Executive Director's resignation, the E.B.A. Leadership Team will mail a letter to each church in the association requesting the nomination of one person to be considered to serve on the Executive Director Search Team. Churches will be allowed 45 calendar days from the letter's mailing date in which to return their nomination.
2. From the nominees, the Leadership Team will select a six member Search Team with the task of procuring resumes, screening applicants, and recommending a qualified candidate to the Leadership Team.
3. So that churches will be equally represented, the Search Team will be selected according to the following criteria:
  - a. Two members will be appointed from churches whose average Sunday School attendance is from 0 to 100.
  - b. Two members will be appointed from churches whose average Sunday School attendance is from 100-350.
  - c. Two members will be appointed from churches whose average Sunday school attendance is 350 or higher.
4. When the Search Team has selected a candidate (no more than one dissenting vote is allowed among the Search Team), they will then present the candidate to the Leadership Team for review.
5. The E.B.A. Leadership Team will then contact the candidate and meet with him or her. If the candidate is approved for further consideration by 80% of the Leadership Team, a letter is sent to all E.B.A. churches inviting them to an open forum to meet with the candidate and ask questions. Included in the letter should be the candidate's resume (or a reasonable condensation thereof).
6. The open forum must be scheduled to take place a minimum of 14 calendar days and a maximum of 31 calendar days after the mailing of the Leadership Team's invitations to the open forum.
7. The Leadership Team will not approve the Executive Director for 14 days following this forum in order to receive additional input from church individuals, etc.
8. The candidate will be approved by no less than 80% of the Leadership Team.