



2025

Ellis Baptist Association

*Annual Meeting Book of Reports
October 12, 2025*



EBA Business for 2025 Annual Messengers' Meeting

The EBA Leadership Team recommends:

1. Call to Order - Richard Cody 119th Annual Celebration
2. Seating of the Messengers - Nicole Lucas
3. Recommendations for the Leadership Team - Richard Cody
 - a. Anthony Drive Ennis from a Provisional Partner to a Church Partner
 - b. Seat any messengers from Anthony Drive Ennis
 - c. The following be elected to three year terms as at-large members of the Leadership Team.
 - i. Lynda Haskins - Stonegate, Midlothian (Jan 2026 - Dec 2028)
 - ii. Glen Jones - Hillcrest, Cedar Hill (Jan 2026 - Dec 2028)
 - d. Treasurer: David Northcut, FBC Midlothian
4. Update of Next Steps - Richard Cody
 - a. Bridging Communities
 - b. Church Multiplication
 - c. Church Health
 - i. Leadership Development
 - ii. Assessing Vitality
 - iii. Strategic Prayer
 - iv. Sacrificial Stewardship
5. Navarro County Ministry - Richard Cody
 - a. Why is there a need
 - b. The LT determined we had three options to consider:
 1. Broad Expansion
 2. **Intentional Inclusion**—Focus on Ellis but intentionally welcome/ encourage Navarro churches through BSM partnership.
 3. Do Nothing
 - c. The Leadership Team Recommends: **Intentional Inclusion**
 - i. Establish the Navarro Ministry Team
 - ii. Work with the Navarro College BSM and Director
6. Vote on 2026 Budget - David Northcut
 - a. Proposed 2026 Budget
 - b. Proposed Supplement 2026 Budget
7. Adjourn - Richard Cody

2026 Proposed Budget										
2025 Budget					Proposed 2026 Budget					
Sources of Funds					Sources of Funds					Darla check the comment
	Association Contributions			\$113,000.00		Association Contributions			\$129,000.00	
	Interest from Foundation Funds			\$28,000.00		Interest from Foundation Funds			\$32,300.00	
	Transfer from Foundation Principal			\$69,220.00		Transfer from Foundation Principal			\$59,280.00	
						Total Sources of Funds			\$220,580.00	
						Additional Transferred from Principal			\$18,000.00	
						Total Sources of Funds with Supp Budget			\$238,580.00	
Use of Funds					Use of Funds					
	Core Ministry Initiatives					Core Ministry Initiatives				
	Bridging Communities					Bridging Communities				
	Next Steps *					Next Steps *				
	Communications					Communications				
	Website/Promotional Material			\$14,050.00		Website/Promotional Material			\$3,750.00	
	Community Needs					Community Needs				
	CMJC start-up			\$5,000.00						
	African American Ministries					African American Ministries				
	Fellowship			\$2,000.00		Fellowship			\$2,000.00	
	Temporary Director			\$6,000.00		Temporary Director			\$6,000.00	
	CMJC			\$1,130.00		CMJC			\$1,200.00	
	ECDR			\$1,130.00		ECDR			\$1,200.00	
	RA Outreach			\$175.00		RA Outreach			\$175.00	
	Catalyzing Church Multiplication					Catalyzing Church Multiplication				
	Next Steps *					Next Steps *				
	Church Planting / Satellites			\$25,460.00		Church Planting / Satellites			\$44,000.00	Per Brent's worksheet
	Church planting and Multiplication			\$1,810.00		Church planting and Multiplication			\$2,000.00	
	Church Vitals					Church Vitals				
	Assessing Vitality					Assessing Vitality				
	Next Steps *					Next Steps *				
	Revitalization / Equipping			\$200.00		Revitalization / Equipping			\$200.00	
	Grants			\$7,825.00		Grants			\$7,825.00	
	Cultivating Leaders					Cultivating Leaders				
	Next Steps *					Next Steps *				
	Replicate			\$2,000.00		Replicate			\$1,000.00	
	Leadership Summit			\$1,000.00		Leadership Summit			\$1,000.00	February Unite Ellis conference
	Developing Preaching Skills			\$2,500.00		Developing Preaching Skills			\$5,000.00	
	Leadership Development					Leadership Development				
	Pastoral & Ministerial SS Outreach			\$1,300.00		Pastoral & Ministerial SS Outreach			\$1,300.00	
	Leaders Training Event			\$250.00		Leaders Training Event			\$250.00	SS Conference
	Pastor's Training / Coaching			\$200.00		Pastor's Training / Coaching			\$200.00	
	Sacrificial Stewardship					Sacrificial Stewardship				
	Next Steps *					Next Steps *				
	Promoting Strategic Prayer					Promoting Strategic Prayer				
	Next Steps *					Next Steps *				
						Promotions			\$500.00	
	Annual Celebration			\$1,500.00		Annual Celebration			\$1,500.00	
	Partner's Ministries									
	Latham Springs			\$600.00						
	International Missions - 61 Isaiah			\$1,805.00						
	Ministry Leadership & Support Staff					Ministry Leadership & Support Staff				
	Executive Director					Executive Director				
	Salary			\$75,470.00		Salary			\$77,332.00	
	Benefits			\$5,080.00		Benefits			\$5,080.00	
	Retirement			\$7,550.00		Retirement			\$7,750.00	
	Christmas Gift			\$1,000.00		Christmas Gift			\$1,000.00	
	Communications Director					Communications/Admin Specialist				
	Salary			\$27,126.00		Salary			\$18,304.00	16 hrs/wk @ \$22/hr
	Taxes			\$2,089.00		Taxes			\$1,451.00	

[illegible]

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Ellis Baptist Association (EBA)

Budget vs. Actuals: 2025 Ministry Budget Summary - FY25 P&L

September 2025

	SEP 2025		TOTAL	
	ACTUAL	BUDGET	ACTUAL	BUDGET
Income				
3000 Source of Funds			\$0.00	\$0.00
3050 Association Contributions			\$0.00	\$0.00
4000 Member Church Support			\$0.00	\$0.00
4001 Baylor	400.00	561.75	\$400.00	\$561.75
4004 Central	303.51	349.39	\$303.51	\$349.39
4005 CC of Ellis County	1,602.00	1,500.00	\$1,602.00	\$1,500.00
4006 Eastridge	1,287.22	636.94	\$1,287.22	\$636.94
4007 Ferris Baptist Fellowship	50.00	50.00	\$50.00	\$50.00
4008 FBC Maypearl	100.00	150.00	\$100.00	\$150.00
4009 FBC Midlothian	1,666.67	1,666.67	\$1,666.67	\$1,666.67
4010 FBC Milford	1,123.03	326.96	\$1,123.03	\$326.96
4011 FBC Red Oak	350.00	311.11	\$350.00	\$311.11
4012 FBC Waxahachie		0.00	\$0.00	\$0.00
4013 Forreston	400.00	100.00	\$400.00	\$100.00
4014 Fourth Ward		75.00	\$0.00	\$75.00
4016 Friendship	75.00	75.00	\$75.00	\$75.00
4017 Hillcrest	939.07	918.26	\$939.07	\$918.26
4019 Longbranch	261.59	165.18	\$261.59	\$165.18
4021 Mountain Peak		42.00	\$0.00	\$42.00
4022 Ovilla Road	83.33	83.33	\$83.33	\$83.33
4024 Primera Iglesia Waxahachie	125.00	125.00	\$125.00	\$125.00
4025 Ranchhouse CC	600.00	300.00	\$600.00	\$300.00
4026 Rockett		303.45	\$0.00	\$303.45
4027 Southlake	204.00	224.08	\$204.00	\$224.08
4029 Tabernacle	489.98	530.89	\$489.98	\$530.89
4032 The Avenue	125.00	125.00	\$125.00	\$125.00
4033 Wagon Wheel CC	50.00	50.00	\$50.00	\$50.00
4035 J-Bar-C		25.00	\$0.00	\$25.00
4037 Remedy	567.23	212.69	\$567.23	\$212.69
4038 Stagecoach CC	154.29	187.80	\$154.29	\$187.80
4039 Community - Ferris	95.16	54.50	\$95.16	\$54.50
4040 Stonegate	166.67	50.00	\$166.67	\$50.00
4043 One Church		62.50	\$0.00	\$62.50
4047 El Bethel Baptist Church		50.00	\$0.00	\$50.00
4048 House of Transformation		0.00	\$0.00	\$0.00
4215 Triumphal Christian Fellowship		4.17	\$0.00	\$4.17
Total 4000 Member Church Support	11,218.75	9,316.67	\$11,218.75	\$9,316.67
4200 Non-Member Church Support			\$0.00	\$0.00
4204 TCAL	100.00	100.00	\$100.00	\$100.00
Total 4200 Non-Member Church Support	100.00	100.00	\$100.00	\$100.00
Total 3050 Association Contributions	11,318.75	9,416.67	\$11,318.75	\$9,416.67
4300 Foundation			\$0.00	\$0.00

Ellis Baptist Association (EBA)

Budget vs. Actuals: 2025 Ministry Budget Summary - FY25 P&L

September 2025

	SEP 2025		TOTAL	
	ACTUAL	BUDGET	ACTUAL	BUDGET
4301 SBTC Foundation Interest Income		2,333.33	\$0.00	\$2,333.33
4320 Transferred from Principal		5,768.33	\$0.00	\$5,768.33
Total 4300 Foundation		8,101.66	\$0.00	\$8,101.66
Total 3000 Source of Funds	11,318.75	17,518.33	\$11,318.75	\$17,518.33
Total Income	\$11,318.75	\$17,518.33	\$11,318.75	\$17,518.33
Expenses				
4250 Giving Platform Fee	15.71		\$15.71	\$0.00
5400 Use of Funds			\$0.00	\$0.00
5410 Ministry			\$0.00	\$0.00
5500 Bridging Communities			\$0.00	\$0.00
5600 NS - Promotions/ New Website design	-1,744.94	1,170.83	\$ -1,744.94	\$1,170.83
8176 Ellis Christian Disaster Relief	300.00	100.00	\$300.00	\$100.00
8178 Royal Ambassadors		14.58	\$0.00	\$14.58
8180 Annual Celebration Expense	677.08	125.00	\$677.08	\$125.00
8183 Latham Springs		50.00	\$0.00	\$50.00
8190 NS - Afr Amer Min Temp Director		500.00	\$0.00	\$500.00
8191 NS - African American Fellowship		166.67	\$0.00	\$166.67
8195 NS - CMJC		100.00	\$0.00	\$100.00
9101 International Missions		138.75	\$0.00	\$138.75
Total 5500 Bridging Communities	-767.86	2,365.83	\$ -767.86	\$2,365.83
6000 Church Vitalization and Leadership			\$0.00	\$0.00
8101 Leadership Training Event		20.83	\$0.00	\$20.83
8102 NS - Revitalization/Equipping		16.67	\$0.00	\$16.67
8105 Pastoral Training/Coaching		16.67	\$0.00	\$16.67
8130 NS - Replicate		166.67	\$0.00	\$166.67
8135 NS - Leadership Summit		83.33	\$0.00	\$83.33
8140 NS - Developing Preaching Skills		208.33	\$0.00	\$208.33
8184 NS - Grants		2,608.34	\$0.00	\$2,608.34
8185 Ministry Support Staff Outreach		108.33	\$0.00	\$108.33
Total 6000 Church Vitalization and Leadership		3,229.17	\$0.00	\$3,229.17
8150 Church Multiplication			\$0.00	\$0.00
8152 Church Planting	500.00	2,272.50	\$500.00	\$2,272.50
Total 8150 Church Multiplication	500.00	2,272.50	\$500.00	\$2,272.50
Total 5410 Ministry	-267.86	7,867.50	\$ -267.86	\$7,867.50
7200 Personnel Expenses			\$0.00	\$0.00
7201 Executive Director			\$0.00	\$0.00
7210 Exec Dir Salary	1,989.18	3,489.17	\$1,989.18	\$3,489.17
7211 Exec Dir - Housing	3,200.00	2,800.00	\$3,200.00	\$2,800.00
Total 7210 Exec Dir Salary	5,189.18	6,289.17	\$5,189.18	\$6,289.17
7213 Exec Dir - Christmas Gift 1%		83.33	\$0.00	\$83.33
7215 Benefits			\$0.00	\$0.00
7312 Exec Dir - Retirement	558.33	629.17	\$558.33	\$629.17

Ellis Baptist Association (EBA)

Budget vs. Actuals: 2025 Ministry Budget Summary - FY25 P&L

September 2025

	SEP 2025		TOTAL	
	ACTUAL	BUDGET	ACTUAL	BUDGET
7313 Exec Dir - AD&D / Long Term Dis		45.00	\$0.00	\$45.00
7314 Exec Dir - Dental		48.33	\$0.00	\$48.33
7331 Exec Dir - Life insurance		330.00	\$0.00	\$330.00
Total 7215 Benefits	558.33	1,052.50	\$558.33	\$1,052.50
Total 7201 Executive Director	5,747.51	7,425.00	\$5,747.51	\$7,425.00
7202 Communications Director			\$0.00	\$0.00
7230 Comm Dir Salary	1,342.00	2,260.50	\$1,342.00	\$2,260.50
7231 Comm Dir - Payroll Tax Expense	45.44	174.08	\$45.44	\$174.08
7232 Comm Dir - Christmas Gift 1%		50.00	\$0.00	\$50.00
Total 7202 Communications Director	1,387.44	2,484.58	\$1,387.44	\$2,484.58
7203 Finance Director			\$0.00	\$0.00
7205 Finance Director - Salary	923.50		\$923.50	\$0.00
Total 7203 Finance Director	923.50		\$923.50	\$0.00
7300 Other Personnel Expenses			\$0.00	\$0.00
7310 Exec Dir - Exp Reimbursement	204.81	250.00	\$204.81	\$250.00
7311 Exec Dir - Conferences/Travel		83.33	\$0.00	\$83.33
Total 7300 Other Personnel Expenses	204.81	333.33	\$204.81	\$333.33
7350 Worker's Compensation Insurance	217.50	51.67	\$217.50	\$51.67
Total 7200 Personnel Expenses	8,480.76	10,294.58	\$8,480.76	\$10,294.58
Total 5400 Use of Funds	8,212.90	18,162.08	\$8,212.90	\$18,162.08
7500 Operation Expenses			\$0.00	\$0.00
8420 New Equipment		16.67	\$0.00	\$16.67
8430 Office Supplies	222.68	83.33	\$222.68	\$83.33
8445 Insurance - Office & Liability	3,197.75	333.33	\$3,197.75	\$333.33
8455 Software/Subscriptions	169.29	216.67	\$169.29	\$216.67
8465 Website Hosting		37.50	\$0.00	\$37.50
8477 EBPT Upkeep		8.33	\$0.00	\$8.33
8480 Telephone and Internet	164.03	133.33	\$164.03	\$133.33
8495 Luncheons (LT)	341.31	66.67	\$341.31	\$66.67
Total 7500 Operation Expenses	4,095.06	895.83	\$4,095.06	\$895.83
Total Expenses	\$12,323.67	\$19,057.91	\$12,323.67	\$19,057.91
NET OPERATING INCOME	\$ -1,004.92	\$ -1,539.58	\$ -1,004.92	\$ -1,539.58
NET INCOME	\$ -1,004.92	\$ -1,539.58	\$ -1,004.92	\$ -1,539.58

Ellis Baptist Association (EBA)

Budget vs. Actuals: 2025 Ministry Budget Summary - FY25 P&L

January - September, 2025

	TOTAL	
	ACTUAL	BUDGET
Income		
3000 Source of Funds		
3050 Association Contributions		
4000 Member Church Support		
4001 Baylor	800.00	5,055.75
4004 Central	2,208.66	3,144.51
4005 CC of Ellis County	12,816.00	13,500.00
4006 Eastridge	6,249.91	5,732.46
4007 Ferris Baptist Fellowship	350.00	450.00
4008 FBC Maypearl	800.00	1,350.00
4009 FBC Midlothian	14,333.36	15,000.03
4010 FBC Milford	3,039.37	2,942.64
4011 FBC Red Oak	2,800.00	2,799.99
4012 FBC Waxahachie	19,138.00	0.00
4013 Forreston	1,000.00	900.00
4014 Fourth Ward	450.00	675.00
4016 Friendship	1,100.00	675.00
4017 Hillcrest	8,127.83	8,264.34
4019 Longbranch	2,370.04	1,486.62
4021 Mountain Peak	616.49	378.00
4022 Ovilla Road	749.97	749.97
4024 Primera Iglesia Waxahachie	1,000.00	1,125.00
4025 Ranchhouse CC	2,400.00	2,700.00
4026 Rockett	4,026.35	2,731.05
4027 Southlake	1,842.00	2,016.72
4029 Tabernacle	4,072.46	4,778.01
4032 The Avenue	1,000.00	1,125.00
4033 Wagon Wheel CC	400.00	450.00
4035 J-Bar-C	200.00	225.00
4037 Remedy	2,755.88	1,914.21
4038 Stagecoach CC	1,342.43	1,690.20
4039 Community - Ferris	906.21	490.50
4040 Stonegate	750.01	450.00
4043 One Church	300.00	562.50
4047 El Bethel Baptist Church	400.00	450.00
4048 House of Transformation		0.00
4049 Anthony Drive	450.00	
4215 Triumphal Christian Fellowship		37.53
Total 4000 Member Church Support	98,794.97	83,850.03
4200 Non-Member Church Support		
4204 TCAL	900.00	900.00
Total 4200 Non-Member Church Support	900.00	900.00
Total 3050 Association Contributions	99,694.97	84,750.03

Ellis Baptist Association (EBA)

Budget vs. Actuals: 2025 Ministry Budget Summary - FY25 P&L

January - September, 2025

	TOTAL	
	ACTUAL	BUDGET
4300 Foundation		
4301 SBTC Foundation Interest Income	25,252.43	20,999.97
4320 Transferred from Principal		51,914.97
Total 4300 Foundation	25,252.43	72,914.94
Total 3000 Source of Funds	124,947.40	157,664.97
4425 Block Party Trailer Rental	525.00	
Total Income	\$125,472.40	\$157,664.97
Expenses		
4250 Giving Platform Fee	205.71	
5400 Use of Funds		
5410 Ministry		
5500 Bridging Communities		
5600 NS - Promotions/ New Website design	6,297.49	10,537.47
8176 Ellis Christian Disaster Relief	1,000.00	900.00
8178 Royal Ambassadors		131.22
8180 Annual Celebration Expense	677.08	1,125.00
8183 Latham Springs	400.00	450.00
8190 NS - Afr Amer Min Temp Director	4,000.00	4,500.00
8191 NS - African American Fellowship		1,500.03
8195 NS - CMJC	5,800.00	5,900.00
9101 International Missions	1,110.00	1,248.75
Total 5500 Bridging Communities	19,284.57	26,292.47
6000 Church Vitalization and Leadership		
8101 Leadership Training Event		187.47
8102 NS - Revitalization/Equipping		150.03
8105 Pastoral Training/Coaching		150.03
8130 NS - Replicate	258.00	1,500.03
8135 NS - Leadership Summit		749.97
8140 NS - Developing Preaching Skills		1,874.97
8184 NS - Grants	4,500.00	7,825.00
8185 Ministry Support Staff Outreach	600.00	974.97
Total 6000 Church Vitalization and Leadership	5,358.00	13,412.47
8150 Church Multiplication		
8152 Church Planting	1,875.00	20,452.50
Total 8150 Church Multiplication	1,875.00	20,452.50
Total 5410 Ministry	26,517.57	60,157.44
7200 Personnel Expenses		
7201 Executive Director		
7210 Exec Dir Salary	28,302.62	31,402.53
7211 Exec Dir - Housing	27,200.00	25,200.00
Total 7210 Exec Dir Salary	55,502.62	56,602.53
7213 Exec Dir - Christmas Gift 1%		749.97

Ellis Baptist Association (EBA)

Budget vs. Actuals: 2025 Ministry Budget Summary - FY25 P&L

January - September, 2025

	TOTAL	
	ACTUAL	BUDGET
7215 Benefits		
7212 Exec Dir - Health Insurance	1,895.00	
7312 Exec Dir - Retirement	5,024.97	5,662.53
7313 Exec Dir - AD&D / Long Term Dis	196.65	405.00
7314 Exec Dir - Dental	64.86	434.97
7331 Exec Dir - Life insurance	1,627.40	2,970.00
Total 7215 Benefits	8,808.88	9,472.50
Total 7201 Executive Director	64,311.50	66,825.00
7202 Communications Director	2,326.50	
7230 Comm Dir Salary	15,503.77	20,344.50
7231 Comm Dir - Payroll Tax Expense	559.17	1,566.72
7232 Comm Dir - Christmas Gift 1%		450.00
Total 7202 Communications Director	18,389.44	22,361.22
7203 Finance Director		
7205 Finance Director - Salary	2,808.75	
7206 Finance Director - Payroll Tax expense	38.25	
Total 7203 Finance Director	2,847.00	
7300 Other Personnel Expenses		
7310 Exec Dir - Exp Reimbursement	2,353.63	2,250.00
7311 Exec Dir - Conferences/Travel	81.00	749.97
Total 7300 Other Personnel Expenses	2,434.63	2,999.97
7350 Worker's Compensation Insurance	488.00	465.03
Total 7200 Personnel Expenses	88,470.57	92,651.22
Total 5400 Use of Funds	114,988.14	152,808.66
7500 Operation Expenses		
8420 New Equipment		150.03
8430 Office Supplies	2,864.53	749.97
8445 Insurance - Office & Liability	7,794.11	2,999.97
8455 Software/Subscriptions	2,024.39	1,950.03
8465 Website Hosting	486.58	337.50
8475 Security system	100.00	
8477 EBPT Upkeep		74.97
8480 Telephone and Internet	1,643.43	1,199.97
8495 Luncheons (LT)	1,313.23	600.03
Total 7500 Operation Expenses	16,226.27	8,062.47
Total Expenses	\$131,420.12	\$160,871.13
NET OPERATING INCOME	\$ -5,947.72	\$ -3,206.16
Other Income		
5000 Block Party Trailer	250.00	
Total Other Income	\$250.00	\$0.00
NET OTHER INCOME	\$250.00	\$0.00

Ellis Baptist Association (EBA)

Budget vs. Actuals: 2025 Ministry Budget Summary - FY25 P&L

January - September, 2025

	TOTAL	
	ACTUAL	BUDGET
NET INCOME	\$ -5,697.72	\$ -3,206.16

Church Planting Team Report

This past year, we have continued to build upon the foundation of church planting efforts among our EBA churches. Our team has expanded to include myself, Aaron Clayton, and Justin Jackson. As Ellis County continues to grow in population, we are praying to see a movement of church planting from within our local churches that matches this growth.

There have been several encouraging developments this year. **Tabernacle en Español** was launched on Easter Sunday with the help of EBA funds designated for a Spanish-speaking congregation. In April, we partnered with NAMB to host a **Church Planting Lab** at First Baptist Midlothian, where participants were equipped to help their churches identify their unique role in the church planting process.

Throughout the year, we have also engaged in multiple conversations with potential church planters, both those exploring opportunities to plant within Ellis County and others preparing to be sent out from EBA churches to new communities.

Looking ahead to **2026**, we are preparing for a potential church planting **residency** through one of our EBA churches and remain ready to assist future planters with financial support as needs arise. The Church Planting Team will continue to evaluate our current processes, explore strategic locations for future churches, and provide resources to strengthen and mobilize our local congregations for the mission of planting new churches.

Navarro Corsicana BSM Goals for 2025-2026

JT, Navarro Corsicana Baptist Student Ministry

Navarro College's Corsicana campus serves approximately 5,500 students, with a diverse demographic including 55% White, 15% Black, 23% Hispanic, and smaller percentages of multiracial and international students. The student body is predominantly female (65%) and includes many first-generation and dual-credit enrollees from the local Corsicana community, a town of about 25,000 with rural and working-class influences. As the lead minister and teacher, these goals aim to engage this diverse population, with a special emphasis on building a discipleship pipeline (from new faces to disciples to missionaries) using TXBSM resources like Discovery Bible Studies (DBS) and leadership training. A key outreach focus is relational evangelism to the LGBTQ community, creating welcoming spaces that share the Gospel compassionately without alienation, drawing students toward Christ.

EVANGELISM / OUTREACH:

Fall Kickoff: We will show bold and ambitious engagement of new students during the first weeks of fall classes.

- Gather 50 contacts during the first three weeks of school and do individual follow-up with each one, prioritizing diverse groups including LGBTQ students through personal invitations to events.
- To host 2 events on or near campus in the first three weeks of school to make personal connections with new students (e.g., welcome BBQ and coffee hour).
- To take 10 **new** students on Fall Retreat.
- To have 15 **new** students attend weekly worship services in the first four weeks of school.
- To have 10 gospel appointments in the Fall Semester, including at least 3 focused on relational conversations with LGBTQ students.

Ongoing Evangelism Strategy: We will utilize a holistic evangelism strategy that includes relational, initiative, and event evangelism.

- To train 10 students in personal evangelism/gospel appointments through programs, events, and/or discipleship, incorporating TXBSM's evangelism training resources.
- To prayer walk campus at least once each week, inviting student leaders to join for intercession over diverse campus needs, including the LGBTQ community.
- To start 2 Discovery Bible Study / Affinity Groups each semester, with one group intentionally welcoming to **NEW** students to foster inclusive Gospel discussions.
- To host 1 tabling / outreach bi-weekly, themed around campus life topics to build bridges with underrepresented groups.

DISCIPLESHIP / LEADERSHIP DEVELOPMENT:

Discipleship practices and resources: We'll utilize simple, personal, reproducible methods and tools to develop students into disciples who make disciples.

- Adopt and implement a ministry-wide discipleship curriculum (using TXBSM's DBS and pipeline resources from txbsm.org) to enhance spiritual multiplication, creating a clear pathway from new believers to disciple-makers to missionaries.
- Have 5 student leaders engage in discipleship with younger students, assigning each returning leader (4 current) to mentor 2-3 new participants.
- Increase the number of students involved in discipleship relationships by 25% this year, tracking progress through monthly check-ins.

Student leader training: I'll foster development of ministry skills among my student leadership team.

- Establish a formal student leader team including an application and interview process and written expectations (building on current 5 members + 1 prospect).
- Conduct a high-quality student leader training event at the beginning of the fall and spring semesters, covering TXBSM leadership tools and discipleship pipeline steps.
- Have each student leader read the book, [Multiply, by Francis Chan], and discuss a chapter each week to equip them for reproducing disciples.

MISSIONS:

Mission Trips: Utilize mission opportunities to serve with mission partners and introduce students to missions. (special emphasis on Waxahachie campus as well as a small presence on the Mexia, campus)

- Recruit 15 students for BSM mission trips this year, emphasizing discipleship pipeline graduates.
- Organize 1 mission trip this year (entry-level local service project in Corsicana).
- Establish a partnership with a local Corsicana ministry (e.g., food pantry serving diverse needs) as our BSM's RCRW Partner.
- Organize 4 events for students to pray for mission partners, integrating missions education into weekly gatherings.

BEACH REACH I will take more than last year adults and students.

Missions Mobilization (Go Now, Post Graduate): Develop a year-round strategy to expose, educate, and enlist students in cross-cultural mission opportunities, including student opportunities through Go Now Missions and post-graduate opportunities.

- Host 3 missions education or mobilization programs throughout the year, using TXBSM Go Now resources to connect with campus diversity. (1 in the summer)
- Host 1 "Application Parties" where students can complete the Go Now Application during the event.
- Have 5 personal conversations with students, inviting them to apply for Go Now Missions, targeting student leaders in the discipleship pipeline.

PERSONAL & SPIRITUAL DEVELOPMENT:

Personal Development: Continually growing as a ministry leader and campus minister.

- Read 3 books related to collegiate ministry leadership, including one on God's timelessness and the cross.
- Attend a college ministry-related conference for personal growth and networking (e.g., Texas BSM retreat).
- Further my theological education by enrolling in and completing at least 12 credit hours toward my college degree, maintaining a 3.6 GPA or higher.
- Listen to at least two college/ministry/generational related podcasts each week.

Spiritual Development: Continually growing in faith, community, and discipline.

- Take a monthly spiritual retreat and prayer day, focusing on deepening understanding of the cross and God's divine nature.
- Invite a peer to meet weekly for accountability and mutual encouragement.
- Serve in the ministries at my home church.
- Continue in my Biblical reading plans.

MINISTRY MANAGEMENT:

Communication: Communicating with students, staff, and ministry partners in a timely and effective manner.

- Adopt a mass-texting service to provide regular updates to interested students, aiming for weekly engagement to support outreach to diverse groups like LGBTQ, or international students.
- Develop an effective social media strategy to grow our BSM's online presence, posting 3 times weekly with welcoming content on discipleship and events.
- Implement a GroupMe group for our student leadership team (5 members + prospect) and ministry assistant Sadie, for daily coordination and encouragement.

MINISTRY LEADERSHIP:

Growth: Striving to increase the health, spiritual maturity, campus-wide influence, and number of students involved in BSM year over year.

- Increase student involvement in BSM by 25%, measuring through attendance and discipleship pipeline participation.
- Identify and address an issue hindering students' spiritual health, such as mental health or identity struggles in the LGBTQ community, through supportive small groups and counseling referrals.
- Plant ministry on a nearby campus (e.g., Navarro Waxachie satellite) by Spring 2027, led by trained student missionaries from our pipeline.

New Pastors

Donnie Carpenter - Lone Star Red Oak

Doug Childers - Community Ferris

Ellis County Christian Men's Job Corps

Ministry Report – 2025

Highlights of 2025

- Trained 5 site coordinators to provide flexibility in program leadership.
- Equipped 4 instructors to teach NCCER Core curriculum, with 1 certified to teach electrical and welding.
- Expanded workforce training with the launch of an 18-week NCCER Core program.
- Strengthened spiritual growth through daily devotionals, Bible studies, and mentoring relationships, helping men develop both faith and work readiness.
- Increased community collaboration with churches, volunteers, and mentors to provide holistic support—spiritual, vocational, and personal.

Looking Ahead to 2026

- Broaden training options by adding additional NCCER pathways and job readiness courses based on participant needs.
- Build stronger partnerships with local contractors and employers to secure consistent job placement opportunities.
- Offer new life skills workshops in financial stewardship, personal development, and family relationships.
- Expand volunteer involvement by recruiting and training more mentors, instructors, and church partners.
- Strengthen sustainability through grants, donations, and partnerships to support ongoing ministry impact.

CMJC Bank Account

Date	Descriptions	Coming In	Going Out
2/19	EBA's Donation	2,500.00	
2/20	EBA's Donation	2,500.00	
2/25	Checks		27.40
3/4	Donation	2,000.00	
3/14	Donation	2,000.00	
3/24	Bible Study		44.33
5/12	Donation	60.00	
5/16	Meal- Bible Study (Gabe)		43.30
5/19	River City Hope (CMJC)		1,224.00
5/29	Donation Deposit	1,200.00	
6/2	Laquinta (Chris' Hotel)		163.98
6/2	Books		318.72
6/24	Bible Study		33.68
7/1	Donated by EBA	437.45	
8/11	Pearson Books		1013.6
8/11	Marketing/Flyer/trifold		460
8/18	Bible Study Material/ Classroom Resource		213.75
8/22	Computer Cart (Amazon)		477.05
9/8	Monthly Support	800	
9/8	5-Computers (Walmart.com)		2534.06
9/15	501C3- application		275
9/18	Amazon Order for 10 Bibles		74.7
9/24	HEB Curbside		63.75
9/25	Little Caesars Meal		40.16
9/25	HEB Curbside		22.91
		Total Coming in	Total Going Out
		11,497.45	7,030.39

Balance	4,467.06
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4,467.06



Ellis Christian Disaster Relief, a ministry of the Ellis Baptist Association, exists to be the hands and feet of Jesus Christ in times of crisis. We serve communities affected by disaster with compassion, practical assistance, and the message of God's enduring love. Through volunteer service, prayer and the sharing of hope, we strive to bring restoration, healing and the light of Christ to those in need.

Ministry Report

Between August 2024 and the end of August 2025, the Ellis Christian Disaster Relief (ECDR) Team utilized our own units and/or provided volunteer support for both disaster and non-disaster events. Disaster deployments ranged from the Tennessee/North Carolina floods, the California wildfires and closer to home, floods in Oklahoma, Weslaco and San Angelo/Kerr County.

Our non-disaster deployments included

- Chainsaw services for numerous Ellis County residents. Our chainsaw team purchased a manlift in Q4 2024. This has enhanced the team's ability to safely and effectively serve. The Lord blessed ECDR with donations from TXM as well as individual donors that enabled ECDR to purchase this equipment.
- Tent deployments for two churches this summer and two more deployments scheduled for Oct 2025.
- Shower services for numerous student ministry camps and one bicycle race
- Provided instructors for TXM for training classes, volunteers to support TXM and/or Mission Days at Ellis County churches and participated in both the DFW and Ellis County Emergency Preparedness Fairs

In the reporting year (Aug 2024-2025) the ECDR volunteers provided more than 318 days of voluntary ministry service.

Follow us on Facebook at Ellis Christian Disaster Relief

Statement of Financial Position

Ellis Christian Disaster Relief

As of September 30, 2025

DISTRIBUTION ACCOUNT	TOTAL
Assets	
Current Assets	
Bank Accounts	
MPOWERED BUSINESS CK (0684) - 3	47,382.88
Total for Bank Accounts	\$47,382.88
Accounts Receivable	
Other Current Assets	
Undeposited Funds	0.00
Total for Other Current Assets	\$0.00
Total for Current Assets	\$47,382.88
Fixed Assets	
DISPOSED Equipment - 2007 TENT UNIT	-\$8,108.64
Tables/Chairs	4,046.64
Trailer #1-	4,062.00
Total for DISPOSED Equipment - 2007 TENT UNIT	-\$0.00
ECDR EQUIP - 2007 Dodge D350	4,150.00
ECDR EQUIP - BOX TRAILER	11,283.00
ECDR EQUIP - CHAINSAW TRAILER	3,762.00
ECDR EQUIP - FIRE & FLOOD	3,762.00
ECDR EQUIP - MANLIFT	50,100.00
ECDR EQUIP - SHOW/LAUN	
ECDR S/L Mat & Labor	28,354.00
ECDR S/L Trailer	13,000.00
Total for ECDR EQUIP - SHOW/LAUN	\$41,354.00
ECDR EQUIP - TENT TRAILER	11,283.22
Equipment-GENERATOR UNIT	
12.5 KW Generator	10,000.00
ECDR EQUIP - GEN Trailer	1,400.00
Total for Equipment-GENERATOR UNIT	\$11,400.00
Total for Fixed Assets	\$137,094.22
Other Assets	
Total for Assets	\$184,477.10
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
Credit Cards	
Other Current Liabilities	
Total for Current Liabilities	

Statement of Financial Position

Ellis Christian Disaster Relief

As of September 30, 2025

DISTRIBUTION ACCOUNT	TOTAL
Long-term Liabilities	
Total for Liabilities	
Equity	
Opening Bal Equity	60,627.15
Unrestricted Net Assets	135,009.86
Net Income	-11,159.91
Total for Equity	\$184,477.10
Total for Liabilities and Equity	\$184,477.10

By-Laws

Adopted October, 2000 (Amended October, 2024)

Article I-Name

The name of this Association is the Ellis Baptist Association, a Texas nonprofit corporation. The Association may adopt and operate under alternative names (i.e., "doing business as" names).

Article II-Purpose

Ellis Baptist Association is a partnership of autonomous churches cooperatively networking to expand God's Kingdom in Greater Ellis County and to support churches 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-Partner Churches

SECTION 1. There are four ways for churches and organizations to relate to the Association.

1. Partner Church - A church approved by the Association at an Annual Celebration.
2. Provisional Partner - A church provisionally approved by the Leadership Team or at the Annual Celebration and seeking Partner Church status.
3. Transitional Partner - A church that is deemed no longer qualified as a Partner Church by the Leadership Team or at the Annual Celebration.
4. Community Partner - (Friends of the Association)
 - A. A church that is financially supportive of the Association but has not requested status as a Partner Church.
 - B. A non-E.B.A. ministry in Ellis County of similar belief and philosophy approved by the Leadership Team.

SECTION 2. The Partner Churches will consist of churches cooperating with the mission and evangelistic purpose of the Association, financially supporting the work, and adhering to the Baptist Faith and Message 1963 (or later version) or a statement of faith that is substantially in agreement with the Baptist Faith and Message. Partner Churches will preserve the doctrinal unity of the Association by upholding the principles reflected in the Baptist Faith and Message, while respecting the autonomy of the local churches.

SECTION 3. Each Partner Church that has financially supported the Association since June 1 of the previous year, is granted messengers to the Annual Celebration. Provisional Partners, Transitional Partners, and Community Partners are not eligible to send messengers. A Partner Church is entitled to send messengers based upon the number of its resident or covenant members, according to the following table:

Resident or Covenant Members	Messengers
1 - 250	1
251 - 500	2
501 - 750	3
751-1000	4
1001 and higher	5

A Partner Church is entitled to send additional messengers based upon its giving to the Association, according to the following table:

Percent of Undesignated & Associational Offerings	Additional Messengers
Up to 0.5%	1
More than 0.5% up to 1%	2
More than 1% up to 2%	3
More than 2% up to 3%	4
More than 3%	5

SECTION 4. Each Partner Church is expected to financially support the work of the Association. When no support has been received for 12 months, contact will be made with the church to determine the reason(s) for non-support. If the Leadership Team receives no response, or otherwise does not find a satisfactory reason for the lack of support, it may: (1) change the Partner Church's status to Transitional Partner; and/or (2) recommend at the Annual Celebration that the church be excluded as a Partner Church, in which case the Association will make the final determination at the Annual Celebration. Future partnership status will be determined under Section 5 of Article III.

SECTION 5. Each church wishing to partner with this Association must submit a request to join to the Association indicating their willingness to partner with other churches and to financially support the Association. The Leadership Team, or representatives of the Leadership Team, will meet with representatives of the church requesting partnership status. The Leadership Team may extend Provisional Partnership status, followed by a recommendation to the Association at the following Annual Celebration that the church should be considered for Partner Church status. Each church

must be sound in doctrine, orderly in practice, cooperative in spirit, and committed to financial support for the Association.

SECTION 6. The Leadership Team may recommend to the Association at the Annual Celebration the removal of Partnership Church status for any church that has become unsound in doctrine or disorderly in practice. In extreme circumstances, the Leadership Team may immediately suspend partnership status pending the Annual Celebration. The Association, upon two-thirds vote of messengers at the Annual Celebration, removes the church.

Article IV-Authority

This Association is for counsel and cooperation only, and the complete independence and autonomy of the Partner Churches must always be fully recognized.

Article V-Annual Celebration

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

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

SECTION 3. Visitors are invited and encouraged to attend, however only messengers sent by a Partner Church are eligible to vote. Messengers must be members of the church from which they are sent.

Article VI-Treasurer

SECTION 1. 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 will make an annual financial report of the Association at the Annual Celebration.

SECTION 2. The term of office for the Treasurer will be the calendar year following the Annual Celebration. The Treasurer will serve on the Leadership Team during that calendar year.

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. Generally, all church members from Partner Churches, Provisional Churches, and Transitional Churches are eligible to serve on Teams. Teams may further extend eligibility to additional persons, to the extent doing so would be beneficial to the Team's purpose.

SECTION 5. Each Team will have one representative who serves on the Leadership Team.

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. The Leadership Team is responsible for the administrative functions of the Association, such as budget, personnel and training, building and grounds, and overall strategy development.

SECTION 2. The Leadership Team will consist of the Executive Director, Treasurer, one appointed representative per Team, and a number of at-large persons. There must be at least as many at-large positions as there are Team representatives. The Leadership Team will determine the length of term for the at-large positions (but in no event less than one year). The at-large positions will be initially filled by vote at Annual Celebrations. The Leadership Team is authorized to appoint a person to fill any unexpired term on the Leadership Team.

SECTION 3. The Executive Director is the facilitator of the Leadership Team meetings. The Leadership Team will publicly announce all Leadership Team meetings. All meetings are open for members of any Partner 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.

SECTION 5. The Leadership Team is authorized to act as trustees for the Association.

Article IX-Finances

The Association will be generally funded by the Partner Churches to provide sufficient money to fund the annual budget. All funds contributed to the Association will be submitted to the Association and distributed as authorized by the annual budget or as authorized by the Leadership Team. The Leadership Team will administer funds between Annual Celebrations, including the reallocation of funding.

Article X-Amendment

These bylaws may be amended at an Annual Celebration. The Leadership Team must provide written notice to Partner Churches of any proposed amendments at least 14 calendar days before the Annual Celebration. Proposed amendments may be amended at the Annual Celebration. A two-thirds majority vote during the Annual Celebration is required to place an amendment into effect. Amendments newly proposed from the floor will be submitted to the Leadership Team for review and placed on the agenda for the next Annual Celebration, if appropriate.

Article XI-Points of Order

Should questions arise not provided for in these bylaws, reference should be made to Robert's Rules of Order, revised.

Article XII-How to Form a New Team

1. Two or more persons must recognize a ministry need and 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 proposed 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.

Article XIII-How a Team Functions

1. Each Team will have a clear purpose statement and Team expectations.

2. Each Team may determine the length of term for its members, but each member will be expected to serve at least one calendar year. Team membership is subject to the approval of the Leadership Team.
3. Each Team will determine its own Team Leader and review annually. The Team Leader may be (but is not required to be) the team's representative on the Leadership Team. The Team Leader will normally:
 - a. Arrange for Team meetings,
 - b. Lead the meetings,
 - c. Encourage participation,
 - d. Encourage openness,
 - e. Work for consensus,
 - f. Keep meetings focused,
 - g. Protect the team process,
 - h. Lead in resolving conflict, and
 - i. Honor expectations, ensuring the team pursues its purpose.

Article XIV-Succession Plan for Retiring Executive Director

1. The current Executive Director provides written notice to the Leadership Team that he will be retiring in no less than 6 months.
2. The Leadership Team will evaluate the current status of the Association and determine whether a succession plan is appropriate. If a succession plan is appropriate, then the Leadership Team will develop and implement a succession plan and communicate the substance of the succession plan to the Partner Churches. Even if a succession plan is implemented, any candidate for Executive Director must be approved by a vote of no less than 80% of the Leadership Team who are present and voting.
3. If the Leadership Team determines that a succession plan is not appropriate, then the Leadership Team will follow the below Procedure for Filling a Vacancy in the Position of Executive Director Without a Succession Plan.

Article XV-Procedure for Filling a Vacancy in the Position of Executive Director Without a Succession Plan

Upon a vacancy, or anticipated vacancy, of the Executive Director position, the following is the procedure for filling the position:

1. Within 14 calendar days after notice of the vacancy or anticipated vacancy, the Leadership Team will provide written notice to each Partner Church requesting the nomination of one person to be considered to serve on the Executive Director Search Team. Partner Churches be allowed 45 calendar days from the notice date in which to respond.
2. From the nominees, the Leadership Team will select a six-member Search Team with the task of procuring résumés, screening applicants, and recommending a qualified candidate to the Leadership Team. The Leadership Team must aim to select a Search Team that reflects the diversity of the Association's Partner Churches—including relative sizes, cultures and ethnicities, economic resources, geographic locations, etc.
3. 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.
4. The Leadership Team will then meet with the candidate. If the candidate is approved for further consideration in a preliminary vote by 80% of the Leadership Team present and voting, written notice is provided to all the Partner 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 summary thereon)

5. The open forum must be scheduled to take place a minimum of 14 calendar days and a maximum of 31 calendar days after the written notice inviting the Churches to the open forum.
6. The Leadership Team will not hold its final vote to approve the Executive Director until at least 14 calendar days following this open forum, in order to receive additional input from churches, individuals, etc. The candidate will be approved by a final vote of no less than 80% of the Leadership Team who are present and voting.

Bylaws Revision Team: Lauri Henderson, Scott Poteet and Richard Cody.

Leadership Team approved on ?????

Submitted to the Annual Celebration October 20, 2024

Ellis Baptist Association 2025 Annual Meeting Minutes

119th Annual Celebration | October 12, 2025 | First Baptist Church Maypearl

5:15 p.m. Meeting Time	16 Messengers Present	8 Sending Churches
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Minutes

Call to Order. Richard Cody called the 119th Annual Celebration meeting of the Ellis Baptist Association to order at 5:15 p.m.

Seating of Messengers. Nicole Lucas presented the registered messengers. Sixteen messengers representing eight sending churches were seated.

Leadership Team Recommendations. Richard Cody presented the recommendations of the Leadership Team. The messengers discussed and approved the following recommendations:

- Anthony Drive in Ennis was moved from Provisional Partner status to Church Partner status.
- Any messengers from Anthony Drive in Ennis were authorized to be seated.
- Lynda Haskins of Stonegate in Midlothian was elected to a three-year term as an at-large member of the Leadership Team, serving January 2026 through December 2028.
- Glen Jones of Hillcrest in Cedar Hill was elected to a three-year term as an at-large member of the Leadership Team, serving January 2026 through December 2028.
- David Northcut of First Baptist Church Midlothian was elected Treasurer.

Next Steps Update. Richard Cody presented an update on the association's Next Steps priorities: Bridging Communities, Church Multiplication, and Church Health. The Church Health update included Leadership Development, Assessing Vitality, Strategic Prayer, and Sacrificial Stewardship.

Navarro County Ministry. Richard Cody explained the need for ministry engagement in Navarro County and reviewed three options considered by the Leadership Team: broad expansion, intentional inclusion, or taking no action. The messengers discussed and approved the Leadership Team's recommendation for Intentional Inclusion, maintaining a focus on Ellis County while intentionally welcoming and encouraging Navarro County churches through the Baptist Student Ministry partnership. This action included establishing the Navarro Ministry Team and working with the Navarro College Baptist Student Ministry and its director.

2026 Budget. David Northcut presented the proposed 2026 Budget and the proposed 2026 Supplemental Budget. Following discussion, the messengers approved both budgets as presented.

Adjournment. With no further business, Richard Cody adjourned the meeting.