

*Section 4:*

***Reports of the  
General Mission  
Board***

# Section 1: Table of Contents

Report of the Executive Director David H. Lee ..... 103

Highlights from the General Mission Board.....105

Baptist Convention of Maryland/Delaware Financial Review..... 108

Baptist Convention of Maryland/Delaware 2011 Budget Comparison .....119

Baptist Convention of Maryland/Delaware Approved 2011 Budget..... 122

Skycroft Conference Center Approved 2011 Budget .....132

Woman’s Missionary Union of Maryland/Delaware.....134

Church Multiplication Strategy Team .....136

Church Services Strategy Team.....137

Acts 1:8 Missions Involvement Strategy Team.....138

Leadership Development and Support Strategy Team .....139

Resource Development Strategy Team..... 142

Baptist Family and Children’s Services ..... 143

Baptist Foundation of Maryland/Delaware, Inc..... 144

History Committee..... 145

The Ethics & Religious Liberty Commission..... 145

GuideStone Financial Resources of the Southern Baptist Convention ..... 148

# **175th Annual Report of the General Mission Board to the Baptist Convention of Maryland/Delaware**

***Report of the Executive Director David H. Lee***

For more than a decade the following mission statement has driven the work of the Baptist Convention of Maryland/Delaware. “The Baptist Convention of Maryland/Delaware exists to intentionally assist in the starting and strengthening of congregations so that together we can accomplish the Great Commission as outlined for us in Acts 1:8 and Matthew 28:19-20.”

The ministry of the Apostle Paul has been our model for implementing a five-core strategy. Like Paul, we seek to enhance gospel witness through Church Multiplication--starting new congregations throughout this multi-state region. Like Paul, we help existing congregations grow to health and expand their outreach and impact. For example, your BCM/D staff each year touches more than 80% of the churches affiliated with us. That is still true in 2010 despite operating with less staff than we have employed in past years. It is a direct result of your current staff picking up the slack and working harder and smarter. These men and women who serve Maryland/Delaware Baptists are gifted, hard-working disciples of Jesus Christ. They are indeed “worthy of their hire” and serve “worthy of their calling.”

Like Paul, we provide training, coaching, mentoring, and support for leaders, especially those who serve in ministerial roles within our churches. We also work hard in our effort to care for our ministers, their spouses, and their families. Like Paul, we seek to mobilize Maryland/Delaware Baptists to become involved in Acts 1:8 missions--starting at home, simultaneously synergizing our resources to impact this region, even going to the tough spots. Through this Acts 1:8 missions we join hands and hearts to reach North America, and partner to touch lives in the uttermost parts of the earth.

Like Paul, we seek to develop and mobilize resources that can assist our churches to accomplish the mission God has given to each body of believers. Without retreat we have championed the well-tested Cooperative Program as our lifeline. Giving through the Cooperative Program the small membership church, the middle-sized congregation, and the large church can pool resources to accomplish our mission here and beyond. We are a small state convention in numbers, but our influence is felt around the world as we partner with Southern Baptists across the globe to provide an infrastructure that will enable us to take seriously the implementation of the Great Commission nationally and internationally. Our system of cooperative giving has been declared the envy of other denominations and parachurch groups since its inception in 1925. It still enables us to do so much more together than we could ever have accomplished individually.

We have sought to “assist” our churches and “connect” churches for Great Commission ministry. We have also taken significant steps to bring down barriers that stand in the way of accomplishing our mission. We are taking intentional steps to raise the awareness concerning the major pockets of lostness that exist in our region. The largest of these groups is the people group identified as the poor, the hurting, and the abused. Sadly, these are often the ones who are overlooked and neglected when we plan and implement our ministries. We have also sought with God’s help to tackle the issue of racism. Racism not only creates barriers to loving one another as Jesus commanded us, it also hinders and sometimes blocks us from sharing the gospel to all people.

It has been another excellent year of ministry and kingdom impact. Our church planting numbers may exceed even the near record numbers of last year despite the economic downturn. We have been a part of expanded witness and ministry through our BCM/D churches this year. This is especially true with our language churches. We have seen growth and even the opening of the gospel to two new language groups. We are touching the lives of more and more college and university students and have seen a record number of connections and life changes through our resort ministry with international students in Ocean City. There are so many powerful stories to be told of churches and lives that have been impacted through our cooperative ministry.

We are faced with multiple challenges as we move into 2011. As is the case with every church and every entity, we have experienced the impact of the Great Recession. I am so grateful for the faithfulness of Maryland/Delaware Baptists who have continued to give through the Cooperative Program and to our other offerings to underwrite the mission.

We do not know how the recent SBC decisions will impact Cooperative Program Giving. Neither have we received information as to the future of our current cooperative agreement with the North American Mission Board. That partnership channels more than a million dollars into our annual budget, helps underwrite twelve members of our staff, and provides medical benefits and salary supplements for each of our Directors of Missions.

Daily we are reminded that Maryland/Delaware Baptists are servants of God, witnesses to the gospel of Jesus, and resourced by the power of the Holy Spirit. Regardless of how these decisions will impact us, we still have the primary responsibility for cooperatively seeking to impact this multi-station region as salt and light. With God’s help we must find a way.

We need to pray. We need to trust. We need to keep moving forward. Praise God for who He is, for what He has done, and for how He continues to lead Maryland/Delaware Baptists even in the midst of our challenges.

# Highlights from the General Mission Board

**INTRODUCTION:** The following actions are highlights of General Mission Board and Administrative Committee meetings December 2009–September 2010. Complete minutes of all meetings are on file in the Executive Director’s office.

## December 8, 2009

1. Approved the 2010 Staff Housing Allowances (copy on file).
2. Approved Kevin Marsico (Pastor, North Star) to serve as the interim Missionary for Evangelism (adult and student).
3. Approved adding interim Director for Collegiate Evangelism to Blake Hardcastle’s role as missionary for collegiate evangelism in Delaware.
4. Authorized the use of unspent 2009 dollars to repair the campus ministry house in Frostburg (approximate cost \$750.00).

## February 4, 2010

1. Approved calling Justin L. Woods as the Campus Minister for the U.S. Naval Academy. This position is jointly funded through the NAMB.
2. Discussed a request from Ron Malatak (Skycroft neighbor) to purchase approximately three to five acres of land on Frostown Road.
3. Approved a contract position (one-day \$8000) for Paul Mulani to serve as the Language Church Missionary.
4. Approved hiring William Peacock as the BCM/D Development & Planned Giving Specialist. This position is funded through the Baptist Foundation.
5. Approved hiring Lindsey J. Shaffer as the Associate Missionary for Ministry Evangelism. This position is jointly funded through the NAMB.
6. Moved to approve the following financial reallocations:

Unspent Embrace Dollars Returned	\$29,627
<i>Open Door CDC</i>	12,627
<i>Baptist Family Children’s Services</i>	3,000
<i>Embrace Wilmington</i>	14,000
End of Year Unspent Dollars	\$73,514
<i>Cover Skycroft Loss</i>	32,624
<i>Haiti Relief</i>	10,000
<i>IMB to reach nations</i>	10,000
<i>Reserves to aid hurting churches/pastors</i>	20,890

7. Approved allocating \$36,984 from the New Strategic Initiatives line item in the 2010 budget to the Open Door CDC.
8. Heard a report from the Executive Director on Next Steps as We Look Forward

**April 8, 2010**

1. Approved the Capture the Vision fee structure and travel expenses as proposed by consultants Dr. Stan Beall (FBC, Laurel) and Rev. Larry Steen (Westminster).
2. Reviewed the financial details (through March 31) from the sale of a portion of the Baptist Mission Resource Center. One million dollars has been remitted to the Kentucky Baptist Foundation to establish an endowment fund.
3. Approved the following criteria for building the 2011 budget: • Target 4.3 million for CP, • no salary increases for staff, • try to avoid staff layoffs.
4. Heard an update from the Executive Director regarding the GCR report.
5. Heard an update on *Connect 2010, Celebrating 175 years of Great Commission Partnership*.
6. Heard a report from the Executive Director regarding the Our New Day meeting at Skycroft.

**May 4, 2010**

1. Accepted the offer of Skycroft neighbor Ron Malatak to purchase three to five acres of land on Frostown Road at a price of \$750.00 per acre.
2. Accepted the invitation from the Church on Warren Avenue (Lee Street Memorial) to host the September 14 meeting of the General Mission Board.
3. Approved the request of the Iglesia Biblica Jehova Nisi congregation (Silver Spring, MD) to affiliate with the BCM/D.

**August 12, 2010**

1. Received and discussed the Budget Impact Study provided by the Leadership Team.
2. Heard an update from the Executive Director regarding the Great Commission Resurgence.
3. Received financial statements ending July 31, 2010, from CFO Tom Stolle.
4. Referred a request from the Eastern Baptist Association to the Baptist Foundation of Maryland/Delaware to waive the reverter clause attached to their deed.

**August 26, 2010**

1. Approved adding Iris White as an additional check signer for the BCM/D.

**September 14, 2010**

1. Approved the proposed 2011 BCM/D budget and referred it to messengers attending the Annual Meeting in November.
2. Approved the proposed 2011 Skycroft budget and referred it to messengers attending the Annual Meeting in November.
3. Approved the request from the Calvary Independent Baptist Church (Mount Airy) to remove the reverter clause from their deed.
4. Approved a called meeting of the General Mission Board at Skycroft on February 4, 2011. The agenda will be the Budget Impact Study.

# **Baptist Convention Of Maryland/Delaware, Inc. Financial Statements**



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To the General Mission Board of the  
Baptist Convention of Maryland/Delaware, Inc.

We have reviewed the accompanying statement of assets, liabilities and net assets of the Baptist Convention of Maryland/Delaware, Inc., as of December 31, 2010, and the related statements of activities and cash flows for the year then ended. A review includes primarily applying analytical procedures to management's financial data and making inquiries of company management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for designing, implementing, and maintaining internal control relevant to the preparation of the financial statements.

Our responsibility is to conduct the review in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. Those standards require us to perform procedures to obtain limited assurance that there are no material modifications that should be made to the financial statements. We believe that the results of our procedures provide a reasonable basis for our report.

As described in Note 1, the policy of the Baptist Convention of Maryland/Delaware, Inc., is to prepare its financial statements on a modified basis of cash receipts and disbursements; consequently, certain revenue and the related assets are recognized when received rather than when earned, and certain expenses are recognized when paid rather than when the obligation is incurred. Accordingly, the accompanying financial statements are not intended to present financial position and results of operations in conformity with accounting principles generally accepted in the United States.

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in conformity with the basis of accounting described in Note 1.

**WeberMessick**  
January 20, 2011

BAPTIST CONVENTION OF MARYLAND/DELAWARE, INC.  
STATEMENT OF ASSETS, LIABILITIES AND NET ASSETS  
DECEMBER 31, 2010

ASSETS

Current Assets

Cash on Hand and in Bank (Notes 1, 2, and 6)	\$ 877,584	
Inventory - Central Supply (Note 1)	5,000	
Prepaid Expenses	<u>54,272</u>	
Total Current Assets		\$ 936,856

Property and Equipment (Note 1)

Building and Land - Frostburg	60,238	
Buildings, Land and Furnishings - Skycroft	3,033,435	
Baptist Mission Resource Center	<u>2,045,548</u>	
Total Property and Equipment		5,139,221

Other Assets

Baptist Foundation of Maryland/Delaware, Inc. (Notes 1, 3, & 6)	2,873,600	
Legacy of Faith Donated Property (Note 8)	<u>762,511</u>	
Total Other Assets		<u>3,636,111</u>

<u>Total Assets</u>		<u>\$ 9,712,188</u>
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The accompanying notes are an integral part of these financial statements.  
 See Accountants' Review Report

BAPTIST CONVENTION OF MARYLAND/DELAWARE, INC.  
STATEMENT OF ASSETS, LIABILITIES AND NET ASSETS  
DECEMBER 31, 2010

LIABILITIES AND NET ASSETS

<u>Current Liabilities</u>		
Cash Exchange (Note 4)	\$ 496,103	
Skycroft Advance Bookings/Clearing	141,710	
State Mission Offering Payable	211,485	
Payroll Benefit Withholdings	<u>4,984</u>	
Total Current Liabilities/Total Liabilities		\$ 854,282
 <u>Net Assets</u>		
Unrestricted	74,745	
Board Restricted (Note 5)	<u>8,783,161</u>	
Total Net Assets		<u>8,857,906</u>
 <u>Total Liabilities and Net Assets</u>		 <u>\$ 9,712,188</u>

The accompanying notes are an integral part of these financial statements.  
 See Accountants' Review Report

BAPTIST CONVENTION OF MARYLAND/DELAWARE, INC.  
STATEMENT OF ACTIVITIES  
FOR THE YEAR ENDED DECEMBER 31, 2010

	<u>General Fund</u>		
	<u>Actual</u>	<u>Budget</u>	<u>Over/(Under)</u>
<u>Receipts (Note 9)</u>			
Cooperative Program	\$ 4,337,301	\$ 4,600,000	\$ (262,699)
BCM/D Cooperative Gifts	80,478	88,000	(7,522)
State Mission Offering	207,270	215,000	(7,730)
North American Mission Board	831,699	1,002,000	(170,301)
LifeWay Christian Resources	54,996	60,000	(5,004)
Baptist Life	20	8,000	(7,980)
Skycroft Conference Center	100,585	125,000	(24,415)
Baptist Foundation of MD/DE	20,333	28,000	(7,667)
Church Multiplication	8,004	31,250	(23,246)
Church Services	-	8,000	(8,000)
Delaware/Eastern Associations	6,795	30,000	(23,205)
National WMU	30,000	30,000	-
Strategic Resources	60,000	100,000	(40,000)
BCM/D Endowment Income	96,000	96,000	-
Interest Income	(4,458)	15,000	(19,458)
Baltimore Baptist Association	22,000	22,785	(785)
Reserves	-	25,000	(25,000)
Total Receipts	<u>\$ 5,851,023</u>	<u>\$ 6,484,035</u>	<u>\$ (633,012)</u>
<u>Disbursements</u>			
Cooperative Missions	1,928,476	2,043,968	(115,492)
Convention Operations	63,115	66,200	(3,085)
Convention Missionary Benefits	566,975	681,000	(114,025)
BMRC Operations	282,221	269,000	13,221
Administration	162,890	164,115	(1,225)
Communications	364,477	396,879	(32,402)
Leadership Development & Supp.	270,902	294,840	(23,938)
Church Services	587,716	749,161	(161,445)
Church Multiplication	802,307	950,069	(147,762)
Acts 1:8 Missions Involvement	622,597	654,179	(31,582)
Resource Development	162,162	177,640	(15,478)
New Strategic Initiatives	36,984	36,984	-
Total Disbursements	<u>5,850,822</u>	<u>6,484,035</u>	<u>(633,213)</u>
Excess of Receipts Over Disbursements	<u>\$ 201</u>	<u>\$ -</u>	<u>\$ 201</u>

The accompanying notes are an integral part of these financial statements.  
See Accountants' Review Report

BAPTIST CONVENTION OF MARYLAND/DELAWARE, INC.  
STATEMENT OF CHANGES IN NET ASSETS  
FOR THE YEAR ENDED DECEMBER 31, 2010

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>
Net Assets, January 1, 2010	\$ 159,378	\$ 8,217,447	\$ 8,376,825
Add/(Less):			
Current Year Operating Surplus	201	-	201
Designated to Skycroft Operating Deficit	(32,624)	32,624	-
Executive Director Discretionary Reserves	(46,274)	-	(46,274)
Reduction of BCM/D Endowment for Current Year Budgetary Shortfall	-	(156,000)	(156,000)
Property Tax Paid on Legacy of Faith Property Received	(5,936)	5,936	-
Increase in Investments in the Baptist Foundation of Maryland/Delaware	-	275,980	275,980
Capitalization of Fixed Assets Acquired in for Resource Center	-	522,977	522,977
Increase in BCM/D Endowment from Sale of Baptist Center Proceeds	-	1,000,000	1,000,000
Decrease in Fixed Assets from Sale of Baptist Center Property	-	(1,119,556)	(1,119,556)
Gifts Received by Skycroft Endowment	<u>                    </u>	<u>3,753</u>	<u>3,753</u>
Net Assets, December 31, 2010	<u>\$ 74,745</u>	<u>\$ 8,783,161</u>	<u>\$ 8,857,906</u>

The accompanying notes are an integral part of these financial statements.  
See Accountants' Review Report

BAPTIST CONVENTION OF MARYLAND/DELAWARE, INC.  
STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED DECEMBER 31, 2010

Net Cash Flows Used by Operating Activities	\$ (500,831)
Cash Flow From Investing Activities:	
Investment in Securities	\$(1,000,000)
Sales of Securities	8,658
Proceeds From Building Sale	1,510,565
Purchase of Fixed Assets	<u>(213,962)</u>
Net Cash Flow From Investing	<u>305,261</u>
Net Decrease in Cash	(195,570)
Cash - January 1, 2010	<u>1,073,154</u>
Cash - December 31, 2010	<u>\$ 877,584</u>
Schedule of Net Cash Flows Used in Operating Activities:	
Current Year Budget Surplus	\$ 201
Decrease in Prepaid Expenses	(3,119)
Decrease in Cash Exchange	(470,022)
Decrease in Skycroft Advance Bookings	15,314
Increase in State Mission Offerings Payable	4,215
Decrease in Payroll Benefit Withholdings	1,037
Payments made from Executive Director Discretionary Reserves	(46,274)
Payments of Real Estate Tax on Legacy of Faith Property	(5,936)
Gifts Received by Skycroft Endowment	<u>3,753</u>
Total	<u>\$ (500,831)</u>

The accompanying notes are an integral part of these financial statements.  
See Accountants' Review Report

- 6 -

BAPTIST CONVENTION OF MARYLAND/DELAWARE, INC.  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2010

1. Summary of Significant Accounting Policies

a) Organizational Purpose

The mission of the Baptist Convention of Maryland/Delaware, Inc. is to provide an organization through which Maryland/Delaware Baptists can participate in the Great Commission tasks of reaching and ministering to all persons in the name of Jesus, helping them to grow in their understanding and practice of the Christian faith.

b) Basis of Accounting

These statements are presented on the basis of cash receipts and disbursements, modified as described later in this paragraph. The basis of cash receipts and disbursements requires that revenue and the related assets be recognized when received rather than when earned, and certain expenses be recognized when paid rather than when the obligation is incurred. However, these financial statements have been modified to reflect certain items budgeted for 2010 even through the actual funds related to those items have not been received or expended as of December 31, 2010.

c) Property Owned

Property and Equipment is stated at cost. Assets in excess of \$5,000 which have a useful life in excess of one year are capitalized. Depreciation is not recorded since the operating budget makes no provision for non-cash expenses. Management periodically reviews the utilization of assets and removes those that no longer have a useful life. Replacement of fixed assets is budgeted as needed, in each year's operating budget.

d) Inventory

Inventories are carried at lower of cost or market at December 31, 2010 on a first-in, first-out method.

e) Financial Statement Presentation

The Baptist Convention of Maryland/Delaware, Inc. has adopted FASB ASC 958-205, "Financial Statements of Not-for-Profit Organizations." Under FASB ASC 958-205, the Baptist Convention of Maryland/Delaware, Inc. is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets. In addition, the Baptist Convention of Maryland/Delaware, Inc. is required to present a statement of cash flows.

- 7 -

BAPTIST CONVENTION OF MARYLAND/DELAWARE, INC.  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2010

1. Summary of Significant Accounting Policies - Cont'd.

f) Contributions

The Baptist Convention of Maryland/Delaware, Inc. has also adopted FASB ASC 958-605, "Accounting for Contributions Received and Contributions Made." In accordance with FASB ASC 958-605, contributions received are recorded as unrestricted, temporarily restricted, or permanently restricted support depending on the existence and/or nature of any donor restrictions.

g) Investments

The Organization has elected to adopt FASB ASC 958-320, "Accounting for Certain Investments Held By Not-for-Profit Organizations." Under FASB ASC 958-320, investments in marketable securities with readily determinable fair values and all investments in debt securities are valued at their fair values in the statement of assets and liabilities. Unrealized gains and losses are included in the change in net assets.

h) Income Taxes

The Baptist Convention of Maryland/Delaware, Inc. is exempt from Federal taxes under Section 501(c)(3) of the Internal Revenue Code and therefore has made no provision for income taxes in the accompanying financial statements.

i) Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States, requires management to make estimates and assumptions that effect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reported period. Actual results could differ from those estimates.

j) Cash Equivalents

Cash for cash flow purposes is defined as checking, money market accounts and Certificates of Deposit.

- 8 -

BAPTIST CONVENTION OF MARYLAND/DELAWARE, INC.  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2010

2. Concentration of Risk

Cash Concentrations

The Organization held its cash in three financial institutions at December 31, 2010. The accounts are guaranteed by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 for interest bearing accounts per bank and an unlimited amount for non-interest bearing transaction accounts. The primary banking funds are invested in U.S. Government overnight investments in order to increase yield. A summary of the total insured and uninsured cash balances follow:

Total Cash in Maryland Banks	\$ 482,874
Portion Insured by FDIC	<u>(136,121)</u>
Uninsured Cash Balances	<u>\$ 346,753</u>

Geographic Concentrations

The organization derives the majority of its income from individuals and churches in the Maryland/Delaware areas.

3. Baptist Foundation of Maryland/Delaware, Inc.

This represents funds transferred to the Baptist Foundation of Maryland/Delaware, Inc., which is the agency designated for the management of trust funds. Income earned from these funds is returned to the Baptist Convention of Maryland/Delaware, Inc., or its designated agencies.

Marketable securities invested with the Baptist Foundation of Maryland/Delaware, Inc. are stated at fair value and are summarized as follows:

	<u>FAIR VALUE</u>	<u>COST</u>	<u>UNREALIZED APPRECIATION (DEPRECIATION)</u>
Fixed Income Funds	\$ 1,336,720	\$ 1,364,063	\$ (27,343)
Equities and Other	<u>1,536,880</u>	<u>1,409,445</u>	<u>127,435</u>
Total	<u>\$ 2,873,600</u>	<u>\$ 2,773,508</u>	<u>\$ 100,092</u>

- 9 -

BAPTIST CONVENTION OF MARYLAND/DELAWARE, INC.  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2010

4. Cash Exchange

This account represents miscellaneous funds received prior to December 31, 2010, which are being held for subsequent disbursement for activities designated by the Baptist Convention of Maryland/Delaware, Inc.

5. Board Restricted Fund Balances

As of December 31, 2010, the general fund had \$8,873,161 designated reserves summarized as follows:

Legacy of Faith Property Reserve	\$ 762,511
Skycroft Reserve	7,830
Capital Equipment Reserve	5,139,220
Endowment Reserves	2,739,187
BCM/D Skycroft Endowment Reserves	<u>134,413</u>
	<u>\$ 8,783,161</u>

6. Fair Value of Financial Instruments

The Organization's financial instruments, none of which are held for trading purposes, include cash and marketable securities. The Organization estimates that fair value of all financial instruments at December, 31, 2010, does not differ materially from the aggregate carrying values of its financial instruments recorded in these statements. The estimated fair value amounts have been determined by the Organization using available market and appropriate valuation methodologies. Considerable judgment is necessarily required in interpreting market data to develop the estimates of fair value, and accordingly, the estimates are not necessarily indicative of the amounts that the Organization could realize in a current market exchange.

7. Retirement Plan

The Organization provides a tax qualified retirement plan for the benefit of eligible employees. Employees become eligible on their six-month anniversary with contributions equaling 11% of annual compensation. The plan is designated to provide employees with an accumulation of funds for retirement on a tax-deferred basis and provides for annual discretionary contributions. Annuity plan expense for the current year was \$150,270.

- 10 -

BAPTIST CONVENTION OF MARYLAND/DELAWARE, INC.  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2010

8. Donated Property Received

The Baptist Convention of Maryland/Delaware received gifts of property that have not been sold as of December 31, 2010. The properties have been recorded at management's estimate of fair market value as of the date of the gift.

9. Contract of Sale of Building

The Baptist Convention of Maryland/Delaware entered into an agreement of sale of a portion of the Baptist Center located in Columbia, Maryland. The sale was agreed in terms during 2009. Management recorded the sale upon settlement in 2010. As part of the sale agreement, a condominium arrangement had been organized by which the entirety of the building will be transformed into a condominium by where the Baptist Convention of Maryland/ Delaware and the purchaser will share common expenses and be subject to the bylaws of the condominium. The Board has determined that the proceeds from the sale will be used for renovations to the remainder of the Baptist Center and for endowment providing future support for the mission of the Baptist Convention of Maryland/ Delaware.

## **Baptist Convention of Maryland/ Delaware 2011 Operation Budget Comparison**

<b>Receipts</b>	<b>2011 Proposed</b>	<b>2010 Budget</b>	
Cooperative Program	4,300,000	4,600,000	See Note 1
North American Mission Board	1,002,000	1,002,000	
LifeWay Christian Resources	60,000	60,000	
BCM/D Cooperative Gifts	112,000	88,000	
BCM/D Endowment Income	108,000	96,000	
Strategic Resources	100,000	100,000	See Note 2
Interest Income	8,393	15,000	
Skycroft Conference Center	150,000	125,000	
BaptistLIFE	8,000	8,000	
Baptist Foundation of MD/DE	28,000	28,000	
Church Services	-	8,000	
Church Multiplication	31,250	31,250	
National WMU	30,000	30,000	
Baltimore Baptist Association	50,692	22,785	See Note 3
Delaware and Eastern Associations	-	30,000	
Mid-Maryland Association Lease	-	-	
Reserves	35,000	25,000	
<b>Total Receipts</b>	<b>6,023,335</b>	<b>6,269,035</b>	

<b>Disbursements</b>	<b>2011 Proposed</b>	<b>2010 Budget</b>	
Cooperative Missions	1,922,968	2,043,968	
Convention Operations	68,200	66,200	
Convention Staff Benefits	683,000	681,000	
Baptist Mission Resource Center Operations	292,000	269,000	See Note 4
Administration	219,656	164,115	
Communications	340,685	396,879	
Leadership Development and Support	290,137	287,240	
Church Services	605,125	668,161	
Church Multiplication	830,692	920,069	
Acts 1:8 Missions Involvement	574,958	557,779	See Note 5
Resource Development	195,914	177,640	
New Strategic Initiatives	-	36,984	See Note 6
<b>Total Disbursements</b>	<b>6,023,335</b>	<b>6,269,035</b>	

### 2011 Budget Notes:

Note 1: Cooperative Program currently approximating calendar year 2003-2004 giving level.

Note 2: Sale of a portion of the Baptist Mission Resource Center generated approximately \$1,000,000.

From invested sale proceeds, a distribution of up to \$100,000 supports the operating budget.

Note 3: Baltimore Baptist Association reimbursing cost of ministry assistant serving in that association's office full-time.

Note 4: In 2010, with the pending sale of a portion of the building, we could only estimate costs for the new configuration. Adjustments have been made to more accurately reflect costs in 2011.

Note 5: Former part-time Communications employee reclassified to administration reflecting expanded role as full-time office administrator.

Note 6: Further reduction on **BaptistLIFE** production cost combined with employee reclassification referenced in Note 5.

Note 7: Church Minister Relations missionary position eliminated. Responsibilities assigned to the BCM/D Executive Director and Associate Executive Director.

Note 8: Church Multiplication Strategist position for the Eastern/Delaware region eliminated.

### Other Notes:

3% proposed cost of living adjustment

## Baptist Convention of Maryland/ Delaware 2011 State Missions Offering Budget Comparison

Receipts	2011 Proposed	2010 Budget	
State Missions Offering	215,000	215,000	
<i>Total Receipts</i>	<i>215,000</i>	<i>215,000</i>	

Disbursements	2011 Proposed	2010 Budget	
Leadership Development and Support	9,000	7,600	
Church Services	81,000	81,000	See Note 1
Church Multiplication	20,000	30,000	
Acts 1:8 Missions Involvement	105,000	96,400	See Note 2
<i>Total Disbursements</i>	<i>215,000</i>	<i>215,000</i>	

### 2011 Budget Notes:

Note 1: Includes \$70,000 to support Collegiate ministry

Note 2: Includes \$70,000 designated for Embrace Wilmington

## **Baptist Convention of Maryland/ Delaware 2011 Approved Budget**

Receipts	Operating	State Missions Offering	Combined
Cooperative Program	4,300,000	-	4,300,000
North American Mission Board	1,002,000	-	1,002,000
LifeWay Christian Resources	60,000	-	60,000
State Missions Offering	-	215,000	215,000
BCM/D Cooperative Gifts	112,000	-	112,000
BCM/D Endowment Income	108,000	-	108,000
Strategic Resources	100,000	-	100,000
Interest Income	8,393	-	8,393
Skycroft Conference Center	150,000	-	150,000
<b>BaptistLIFE</b>	8,000	-	8,000
Baptist Foundation of MD/DE	28,000	-	28,000
Church Multiplication	31,250	-	31,250
National WMU	30,000	-	30,000
Baltimore Baptist Association	50,692	-	50,692
Reserves	35,000	-	35,000
<b>Total Receipts</b>	<b>6,023,335</b>	<b>215,000</b>	<b>6,238,335</b>

<b>Disbursements</b>	<b>Operating</b>	<b>State Missions Offering</b>	<b>Combined</b>
<i>Cooperative Missions</i>			
SBC Cooperative Program	1,717,900	-	1,717,900
Church Staff Matching Annuity	110,000	-	110,000
Baptist Family & Children's Services	22,000	-	22,000
Associations-Directors of Missions	73,068	-	73,068
<b>Total Cooperative Missions</b>	<b>1,922,968</b>	<b>-</b>	<b>1,922,968</b>
<i>Convention Operations</i>			
History Committee	1,000	-	1,000
Christian Life & Public Affairs Committee	2,000	-	2,000
General Mission Board Expense	10,000	-	10,000
Annual Meeting Expense	28,000	-	28,000
Annual Church Profile	1,000	-	1,000
BCM/D Calendar	200	-	200
Convention President's Expense	1,000	-	1,000
Attorney Fees	8,000	-	8,000
Accounting Fees	5,000	-	5,000
Operations-Strategic Teams	2,000	-	2,000
Contingencies	10,000	-	10,000
<b>Total Convention Operations</b>	<b>68,200</b>	<b>-</b>	<b>68,200</b>
<i>Convention Missionary Benefits</i>			
Missionary Social Security	143,000	-	143,000
Missionary Annuity	185,000	-	185,000
Missionary Insurance	340,000	-	340,000
Missionary Development/Affirmation	15,000	-	15,000
<b>Total Convention Missionary Benefits</b>	<b>683,000</b>	<b>-</b>	<b>683,000</b>

Disbursements	Operating	State Missions Offering	Combined
<i>Baptist Mission Resource Center (BMRC )Operations</i>			
BMRC Maintenance	80,000	-	80,000
BMRC Insurance	25,000	-	25,000
Telephone/Internet	60,000	-	60,000
IT Management Contract	50,000	-	50,000
Copies/Postage Reimbursables	2,000	-	2,000
Offsite Storage	15,000	-	15,000
BMRC Equipment Maintenance	40,000	-	40,000
BMRC Equipment	20,000	-	20,000
<b>Total BMRC Operations</b>	<b>292,000</b>	-	<b>292,000</b>
<i>Administration</i>			
Executive Director	113,006	-	113,006
Travel/Business Expense	9,000	-	9,000
Executive Directors Meeting	1,400	-	1,400
Office Expense	6,000	-	6,000
Field Service	7,000	-	7,000
Office Administrator	46,350	-	46,350
Office Expense	5,000	-	5,000
Foundation Directors Meeting	1,000	-	1,000
Missionary Support Staff	30,900	-	30,900
<b>Total Administration</b>	<b>219,656</b>	-	<b>219,656</b>
<i>Communications</i>			
Associate Executive Director/ <b>BaptistLIFE</b> Editor	88,661	-	88,661
Travel/Business Expense	8,000	-	8,000
Office Expense	5,000	-	5,000
Field Service	7,000	-	7,000
Editors Meeting	1,000	-	1,000
Communications Support Staff (3)	99,000	-	99,000
Website Maintenance	5,000	-	5,000
<b>BaptistLIFE</b> Production	85,000	-	85,000
<b>BaptistLIFE</b> Staff PT (2)	42,024	-	42,024
<b>Total Communications</b>	<b>340,685</b>	-	<b>340,685</b>

<b>Disbursements</b>	<b>Operating</b>	<b>State Missions Offering</b>	<b>Combined</b>
<i>Leadership Development &amp; Support</i>			
Leadership Team Strategist	65,137	-	65,137
Travel/Business Expense	8,000	-	8,000
Office Expense	2,000	-	2,000
Field Service	7,000	-	7,000
Ministers' Wives/Families Travel	4,000	-	4,000
Ministers' Wives/Families Office	1,000	-	1,000
Ministers' Wives/Families Field Service	7,000	-	7,000
Conflict Management Missionary (Contract)	8,000	-	8,000
Missionary Support Staff (2)	49,500	-	49,500
Counseling Services (CentrePointe)	36,000	-	36,000
African-American Pastoral Leadership	-	6,000	6,000
Hispanic Pastoral Leadership	-	3,000	3,000
Ministers Counseling Service	21,000	-	21,000
Church Conflict and Refuge	7,500	-	7,500
Ministers' Wives	22,000	-	22,000
Ministers Family Getaway	4,000	-	4,000
Ministers/Mates Retreat	7,500	-	7,500
Church Minister Relations	4,000	-	4,000
EQUIP.net	9,000	-	9,000
Next Level	2,500	-	2,500
Acts 2 Centre - Shepherd Net	25,000	-	25,000
<i>Total Leadership Development &amp; Support</i>	<i>290,137</i>	<i>9,000</i>	<i>299,137</i>

<b>Disbursements</b>	<b>Operating</b>	<b>State Missions Offering</b>	<b>Combined</b>
<i>Church Services</i>			
Team Strategist Church Services	65,000	-	65,000
Travel/Business Expense	8,000	-	8,000
Office Expense	2,000	-	2,000
Field Service	7,000	-	7,000
African-American Church Development Missionary (PT)	25,214	-	25,214
Travel/Business Expense	4,000	-	4,000
Office Expense	1,000	-	1,000
Field Service	3,500	-	3,500
Women's Ministry Missionary (Contract)	8,000	-	8,000
Women's Ministry Travel	1,000	-	1,000
Women's Ministry Field Service	500	-	500
Music and Worship Missionary	31,518	-	31,518
Travel/Business Expense	3,500	-	3,500
Field Service	2,000	-	2,000
Preschool/Children/VBS Missionary (Contract)	18,000	-	18,000
Travel/Business Expense	5,000	-	5,000
Office Expense	1,000	-	1,000
Field Service	3,500	-	3,500
Associate Ministry Evangelism Missionary	49,440	-	49,440
Travel/Business Expense	8,000	-	8,000
Office Expense	1,500	-	1,500
Field Service	7,000	-	7,000
Missionary Support Staff (2)	46,000	-	46,000
Annapolis Collegiate Missionary	46,350	-	46,350
Morgan State Collegiate Missionary	39,140	-	39,140
UMCP Collegiate Missionary	24,000	-	24,000
Eastern Shore Collegiate Missionary	24,000	-	24,000
Delaware Collegiate Missionary	47,463	-	47,463
Field Service	1,500	-	1,500
Collegiate Evangelism	18,000	-	18,000
Collegiate Evangelism	-	70,000	70,000

<b>Disbursements</b>	<b>Operating</b>	<b>State Missions Offering</b>	<b>Combined</b>
<i>Church Services (continued)</i>			
Vacation Bible School	-	6,000	6,000
Youth Evangelism	-	5,000	5,000
African-American Church Development	2,000		2,000
Horizons	5,000		5,000
Bible Teaching	4,500		4,500
Vacation Bible School	500	-	500
Adult Evangelism	17,000		17,000
Youth Creative Arts Weekend	3,000		3,000
Preschool and Children Ministries	6,000	-	6,000
All About Kids Productions	12,000	-	12,000
Youth Evangelism	25,000	-	25,000
Teaching Church Network	2,500	-	2,500
Small Groups	3,000	-	3,000
Discipleship Ministry	2,500	-	2,500
Deacon Ministry	2,500	-	2,500
BCM/D Chorale	2,500	-	2,500
Jubilation Orchestra	1,000	-	1,000
Spiritual Formation	1,500	-	1,500
Women's Ministry	4,000	-	4,000
Worship Project/Hymnal Resources	500		500
M/E Church Consultation	8,000		8,000
<b>Total Church Services</b>	<b>605,125</b>	<b>81,000</b>	<b>686,125</b>

<b>Disbursements</b>	<b>Operating</b>	<b>State Missions Offering</b>	<b>Combined</b>
<i><b>Church Multiplication</b></i>			
Church Multiplication Team Strategist	71,583	-	71,583
Travel/Business Expense	8,000	-	8,000
Office Expense	2,000	-	2,000
Field Service	7,000	-	7,000
Language/Hispanic Church Planting/Evangelism Missionary	60,765	-	60,765
Travel/Business Expense	8,000	-	8,000
Office Expense	1,500	-	1,500
Field Service	7,000	-	7,000
Baltimore/Church Planting Missionary	56,732	-	56,732
Asian Church Planting/Evangelism Missionary	62,763	-	62,763
Travel/Business Expense	8,000	-	8,000
Office Expense	1,500	-	1,500
Field Service	7,000	-	7,000
African-American Church Planting/Evangelism Missionary	57,680	-	57,680
Travel/Business Expense	8,000	-	8,000
Office Expense	1,500	-	1,500
Field Service	7,000	-	7,000
Missionary Support Staff (1)	29,417	-	29,417
Church Multiplication Strategist Montgomery	36,000	-	36,000
Church Multiplication Strategist Mid-Maryland	30,600	-	30,600
Congregational Assistance	345,652	-	345,652
Church Multiplication	-	12,000	12,000
Language Conferences/Projects	-	8,000	8,000
Church Planting Spouse Coordinator	8,000	-	8,000
Language Projects and Conferences	5,000	-	5,000
<i><b>Total Church Multiplication</b></i>	<i><b>830,692</b></i>	<i><b>20,000</b></i>	<i><b>850,692</b></i>

Disbursements	Operating	State Missions Offering	Combined
<i>Acts 1:8 Missions Involvement</i>			
Missions Involvement Team Strategist	65,137	-	65,137
Travel/Business Expense	8,000	-	8,000
Office Expense	2,000	-	2,000
Field Service	7,000	-	7,000
Acts 1:8/Partnership Missionary	62,026	-	62,026
Travel/Business Expense	8,000	-	8,000
Office Expense	1,500	-	1,500
Field Service	7,000	-	7,000
Missions Education/WMU Missionary	60,765	-	60,765
Travel/Business Expense	8,000	-	8,000
Office Expense	1,500	-	1,500
Field Service	7,000	-	7,000
Urban Evangelism Missionary	62,211	-	62,211
Field Service	7,000	-	7,000
Resort Ministries Missionary	57,707	-	57,707
Travel/Business Expense	2,000	-	2,000
Field Service	1,500	-	1,500
Ministry Assistants Office	2,000	-	2,000
Missionary Support Staff (2)	80,500	-	80,500
New Day Initiatives	12,000		12,000
Delaware Assoc. Community Missions	-	1,000	1,000
Girls Missions Camp	-	3,000	3,000
Boys Missions Camp	-	3,000	3,000
Christian Women's Job Corps	-	5,000	5,000
Ocean City Resort Ministry	-	7,500	7,500
International Student Ministries	-	1,000	1,000
Inner Harbor Ministry	-	1,500	1,500
English as a Second Language	-	1,000	1,000
Baltimore Port Ministry	-	1,000	1,000
Western Association Fair Ministry	-	1,000	1,000
Disaster Relief Ministries	-	4,000	4,000
Baptist Builders	-	1,000	1,000

<b>Disbursements</b>	<b>Operating</b>	<b>State Missions Offering</b>	<b>Combined</b>
Deep Creek Resort Ministry	-	5,000	5,000
Embrace Wilmington	-	70,000	70,000
Girls Mission Camp	1,000		1,000
WMU State Events and Training	12,000	-	12,000
Breathless	3,000	-	3,000
Central Atlantic Leisure Ministries (CALM)	5,800		5,800
International Student Ministries	3,200		3,200
Baltimore Port Ministry	2,804	-	2,804
Disaster Relief Ministries	4,000	-	4,000
Ministry Projects	11,800	-	11,800
Summer Missions	4,000	-	4,000
Deep Creek Resort Ministry	5,000		5,000
Missions Web Portal	5,000		5,000
Appalachian Regional Ministry	1,500		1,500
Ministry Conferences	7,008		7,008
Men's Ministry	2,500		2,500
Acts 1:8 Evangelism	6,000	-	6,000
Partnership Missions	25,000	-	25,000
Delaware Assoc. Community Missions	3,500	-	3,500
State Missions Offering Promotion	9,000	-	9,000
<b>Total Acts 1:8 Missions Involvement</b>	<b>574,958</b>	<b>105,000</b>	<b>679,958</b>

<b>Disbursements</b>	<b>Operating</b>	<b>State Missions Offering</b>	<b>Combined</b>
<i>Resource Development</i>			
Resource Development Team Strategist/CFO	75,643	-	75,643
Travel/Business Expense	8,000	-	8,000
Office Expense	2,000	-	2,000
Field Service	7,000	-	7,000
Foundation Director	12,000	-	12,000
Development Missionary	16,000	-	16,000
Travel/Business Expense	2,000	-	2,000
Field Service	1,500	-	1,500
Missionary Support (1)	36,771	-	36,771
Finance Operations	12,000	-	12,000
Stewardship Development	4,000	-	4,000
Cooperative Program Development	12,000	-	12,000
Capture the Vision	2,000	-	2,000
Planned Giving	4,000	-	4,000
Ministers Taxes	1,000	-	1,000
<i>Total Resource Development</i>	<i>195,914</i>	<i>-</i>	<i>195,914</i>
<i>Total Disbursements</i>	<i>6,023,335</i>	<i>215,000</i>	<i>6,238,335</i>
<i>Over/(Under)</i>	<i>0</i>	<i>0</i>	<i>0</i>

## **Skycroft Conference Center 2011 Approved Budget**

<b>Receipts</b>	
General User Fees	1,409,740
Snack Bar	20,000
Gift Shop	45,000
Camp Receipts	420,500
Interest Income	25,000
<b>Total Receipts</b>	<b>1,920,240</b>

<b>Disbursements</b>	
<b>Staff Benefits</b>	
Social Security	46,520
Annuity	32,520
Insurance	132,000
Development	1,000
<b>Subtotal</b>	<b>212,040</b>
<b>Administration</b>	
Director	56,650
Associate Director	46,350
Travel/Conferences	1,500
Accounting/Payroll	15,500
<b>Subtotal</b>	<b>120,000</b>
<b>Skycroft Center Operations</b>	
Utilities	210,000
Permits/Fees	2,500
Baptist Convention of MD/DE	150,000
Advertising/Promotion	3,500

<b>Disbursements</b>	
Property Taxes	7,200
Equipment	28,000
Property Insurance	46,000
Capital Repair/Replacement	30,000
Transportation	12,000
<b><i>Subtotal</i></b>	<b><i>489,200</i></b>
<b><i>Food Service</i></b>	
Food Service Staff	200,000
Food	314,000
Equipment	5,000
<b><i>Subtotal</i></b>	<b><i>519,000</i></b>
<b><i>Facility Maintenance</i></b>	
Maintenance Staff	125,500
Maintenance Supplies	70,000
Housekeeping Staff	73,000
Housekeeping Supplies	16,000
<b><i>Subtotal</i></b>	<b><i>284,500</i></b>
<b><i>Guests Relations</i></b>	
Guests Relations Staff	83,000
Camp Expenses	161,000
Hebrews Coffee Shop	35,000
Office Supplies	10,000
Equipment	6,500
<b><i>Subtotal</i></b>	<b><i>295,500</i></b>
<b><i>Total Disbursements</i></b>	<b><i>1,920,240</i></b>
<b><i>Over/(Under)</i></b>	<b><i>0</i></b>

# Woman’s Missionary Union of Maryland/Delaware

Gayla Parker, Executive Director

## 2010 Emphasis: Unhindered

*Watchword: “Therefore, since we are surrounded by such a great cloud of witnesses, let us throw off everything that hinders and the sin that so easily entangles, and let us run with perseverance the race marked out for us. Let us fix our eyes on Jesus, the author and perfecter of our faith, who for the joy set before him endured the cross, scorning its shame, and sat down at the right hand of the throne of God.” Hebrews 12:1-2*

### 2010 Staff

Gayla Parker ..... Executive Director  
 Gail Noda ..... Ministry Assistant  
 Frank Ulmer ..... Camp Wo-Me-To Resident Manager  
 Benjamin Block ..... Camp Wo-Me-To Operations Manager  
 Debbie Jones ..... Camp Wo-Me-To Secretary

### 2010 WMU Executive Board

President ..... Darline Ballou  
 Executive Director ..... Gayla Parker  
 1st Vice President ..... Barbara Matney  
 Prayer Coordinator ..... Cedina Rangel  
 Recording Secretary ..... Debbie Vincent

### Regional Communicators

Region 1 ..... Mamie Hastings  
 Region 2 ..... Melody Knox  
 Region 3 ..... Dale Jones  
 Region 4 ..... VACANT  
 Region 5 ..... Abby Brakeall

**Specialty Consultants**

Adult ..... Sherrie Clarke  
 Sisters Who Care ..... Bertha Fahnbulleh  
 Baptist Nursing Fellowship ..... Marilyn Graves  
 Multicultural ..... Zulma Castro

**Standing Committees**

Camp Finance Chairperson ..... Jean Swain  
 Scholarship Committee Chairperson ..... VACANT  
 History Chairperson ..... VACANT

**Mission Events:**

**Savor This Moment of Joy** was the theme for the Women on Mission Retreat held March 4-5, 2010 at Camp Wo-Me-To had 105 women in attendance. Karla Dornacher, author and artist, was the keynote speaker. Karla challenged women to embrace each moment and see them as a gift from God. The praise team from The Church at Warren Avenue led the women in worship. A specified prayer time for missionaries, fellowship, and ministry project were also a part of the retreat programming.

**May Health Kits** were once again a part of WMU ministry this year. 30 churches gave over 1258 health kits. The health kits were used to minister in prisons, at Inner Harbor, and to the international students working in Ocean City. The health kits provide an open door for those who give them to share the gospel with people who are seeking a better life.

**Live Love** was the theme for Girls Camp at Camp Wo-Me-To on July 11-16, 2011. 88 girls had Bible Studies that challenged them live out their faith by loving others and loving God. Chapel each morning and worship each evening was led by Charity Gardner, Children’s Consultant for the Arkansas Baptist State Convention. The girls also attended sessions with missionaries Debbie from Africa and R. from the North Africa Middle East Region. In addition there were classes in interpretive movement, choir and drama. Camp ended with a program for the parents at which the girls shared testimonies and led in worship.

**Mother/Daughter Camp** was held July 9-10, 2011. The girls and their mothers attended worship, Bible study, missionary classes, art, recreation and devotional time together.

**Breathless**, held for third time this year, on October 8-9, 2010 at Faith Glen Burnie had 350 women in attendance. Speakers included, Kim Hardy, NAMB missionary and pastor’s wife, Terri Roberts, mother of the Amish school shooter, and Jennifer Kennedy Dean, author of the WMU emphasis book Unhindered. Women were challenged by the speakers to honor God by living a life of integrity, to forgive in all circumstances, and live a life for Christ that is Unhindered. Worship was led by Shelly Johnson from Nashville, TN. The women were also able to choose from multiple break-out conferences in spiritual growth, missions, and leadership skills.

**Christian Women's Job Corp (CWJC)** opened its first site this year in partnership with The Church at Warren Avenue and Sharp Leaden Hall Housing Community. Women are taught job skills, budgeting techniques, basic health care principles, conflict management, parenting skills and home management. The goal of the sessions is to offer women in need a hand up rather than a hand out. 16 women will graduate from this first site. Sites are also being considered in Eastern Maryland and a second Baltimore location.

2010 was an exciting year for WMU. The ministry side of WMU truly became the emphasis of this year with the start of CWJC in Maryland, multiple churches participating in World Crafts, Acteens on mission in Ocean City, women going on mission trips in Moldova, Asia and South America. The heart of our founder, Annie Armstrong, was ministry and missions education. This year WMU of MD/DE went back to the heritage that was passed down from Annie. Along with the ministry activities, new organizations such as Mission Friends, GAs, Acteens and Women on Mission were formed. At the heart of all the activity was the desire to live a life Unhindered, doing whatever it takes to share the message of salvation through Jesus with our neighbors, fellow citizens, and world

## ***Church Multiplication Strategy Team***

*David Jackson, Team Leader*

2010 has been an extraordinary year in church planting and multiplication. As of this writing, we've seen 32 new works started, covering all areas of our convention. In addition, we started new work among the following people groups for the first time: Swahili, Burmese Chin, Japanese and Cambodian.

Our Strategy Team has developed new partnership resourcing arrangements for all new church planters. We have established a more decentralized structure for better, quicker responsiveness to where God's working in our convention. Our goal is to establish stronger partnerships with our planters and associations, providing greater services and benefits for them and decentralize our work in a way that will enable us to proceed with greater responsiveness to what God is doing in the field.

In addition, we continue to work on brokering additional benefits for our planters in the field that will assist them, both in ministry and family life. Our desire to qualitatively enhance their planting experience, believing it will benefit both them and the plant as a whole.

In the area of training, we have created several new e-quip.net modules for distance learning this year and have created or updated written materials for use in several of our training modules for planters and multiplying churches. The Antioch Institute is well underway with African-American constituents and approximately 35 participants.

Our Team has also spearheaded efforts to involve more of our churches as “church planting centers” for the future. To that end, a jointly-hosted meeting with NAMB in Columbia was held earlier this year, in hopes of assisting these churches and our convention leaders know how we can better assist each other in multiplying churches for the future. Twenty-five participants were present and our first “CPC network” is about to be launched on the Eastern Shore.

Finally, we have contracted with a national Christian research organization that will assist us in analyzing the current strength of each of our churches, discovering the characteristics of the people living within each of our associations and locating the places of greatest need and opportunity for church planting within our state convention. This information, coupled with the demographic insights from Percept and the GPS Mapping Center give us some of the best tools available to reach people around us without Jesus.

Other initiatives continue as we have reported to you previously. In addition, our church multiplication team has developed a concerted effort to enhance our prayer efforts for all of our church planters. You will hear more about this in the days ahead.

Thanks to the convention for giving us the privilege of coming alongside our planters, their families and fledgling congregations to enable them to follow God’s lead in planting His church. It is a blessing and a joy for each of us!

## ***Church Services Strategy Team***

*Mike Watterson, Team Leader*

Church Services Team has as its strategy to help congregations become more effective in disciple-making. This team consist of lay leaders, church staff, Directors of Missions and BCMD staff.

In 2009, we planned and provided five VBS Clinics around the two-state convention for training for pastors, church VBS directors and faculty. Horizons Church Leadership Conference was held in July at SkyCroft Conference Center with 132 individuals taking advantage of the 30 conferences offered over the two days.

In 2011, Horizons will be on the move as there will be two one-day conferences. Both conferences will be identical with one on March 19, 2011, at Colonial Church in Randallstown and May 14, 2011, at First Church in Laurel, Md.. We will be offering basic program conferences but also challenge conferences for church leaders . More details will be coming out in January 2011. Our team invited Gary Jennings and Dan Garland of Life Way to give a presentation and overview about Transformational Church. We will look forward to offering training and overview

# Acts 1:8 Missions Involvement Strategy Team

*Ellen Udovich, Team Leader*

***“I always pray with joy because of your partnership in the gospel from the first day until now.”*** Philippians 1:4-5

Our team serves local churches as they fulfill the Great Commandment to “love God, love people”, the Great Commission to “go therefore to all nations, making disciples”, and the Acts 1:8 Challenge to “be my witnesses in Jerusalem, Judea and Samaria, and to the ends of the earth.” We have the privilege of coming alongside congregations and assisting them through the strategies of equipping and training, networking and partnership, discovering resources, facilitating mission opportunities and providing consultation with congregations as they live out the Kingdom vision God has placed on their hearts.

Here is a brief overview of our work thus far this year:

- Missions Education provides individuals of all ages with the tools and skills they need to be on mission for Christ as they live, work, play and interact with others each day. **Boys Camp and Girls Missions Camp, Mother/Daughter Camp, RA Congress, Women on Mission Retreat, Breathless and the upcoming Youth Evangelism Conference** are all examples of venues in which mission education takes place. For some, the opportunity to meet a Southern Baptist missionary or to “adopt” a missionary as a prayer supporter has opened a new door to appreciating the “glocal” reach of Southern Baptist missions. Missions education provides an understanding of how Southern Baptists do mission work together and how we can each be a part of mission efforts locally, regionally, nationally and around the world through the Cooperative Program and our cooperative partnerships.
- As our churches engage in specific ministries to meet needs and share Christ with the lost in their own communities and beyond, our team provides focused training opportunities as well as customized consultations. **English as a Second Language Basic Workshop, Beginning a Tutoring/Homework Ministry, Disaster Relief, Disaster Preparedness for Congregations, Senior Adults on Mission and Community Assessment** are examples of training opportunities our team has provided this year. **Time to Engage** (intensive training in ministry with Muslims), **Crisis Chaplaincy and the ESL Ministry Conference** are examples of “next level” training for churches and individuals called to a particular area of ministry. Other classes and training materials have been made available on-line through the BCMD E-Quip learning portal.
- Our team’s goal is to involve every church and every Maryland/Delaware Baptist in personal missions involvement. In addition to missions education and equipping for missions, our team works hard at both facilitating and providing hands-on mission opportunities. Our newest staff team member, **Lindsey Shaffer**, has already begun

assisting churches in planning short term mission trips as well as connecting individuals to on-going volunteer opportunities in local ministry venues. Our State Missions ministries such as **Ocean City Resort Ministry, Deep Creek Resort Ministry and Embrace Wilmington** provide volunteers with day, weekend and weeklong ministry opportunities.

- Our missions office has sponsored both vision trips and mission trips to international mission fields such as Scotland and Southeast Asia. At least five people were led to the Lord this spring when teams of trained Disaster Relief volunteers deployed to Rhode Island in response to the severe flooding there. Maryland Delaware Baptists assembled over 600 Buckets of Hope for Haiti in addition to the prayers and special offerings sent to support the work of Baptist relief efforts in Haiti this year.

### **Looking ahead to 2011:**

Our team will continue to assist churches in fulfilling the mission vision God has placed on their hearts. Baptist Builders and Christian Women's Job Corps are two new ministries that offer hands-on mission opportunities in the areas of construction/rebuilding and development of life skills/employment skills. Our new web-based volunteer portal will provide churches a better view of mission opportunities available locally as well as nationally. And as always, our team stands ready to provide individualized consultation or training with any of our Maryland/Delaware churches.

## ***Leadership Development and Support Strategy Team***

*Randy Millwood, Team Leader*

The Leadership Development and Support Team of the BCMD (LDSTeam) is directed by a clear mission that the LORD has given us. Our Charter Statement demonstrates how the work of the team assists the BCMD in achieving our mission. The charter statement of the LDSTeam is:

### **Mission:**

The Leadership Development and Support Team will discover, develop, and implement strategies that equip and support leaders and their families to be healthy, disciple-making people who lead healthy, disciple-making churches

### **Vision:**

The LDSTeam serves toward the realization of a dream: all BCMD pastoral team members and their families know that they are valued; feels that their regional/state convention actively cares for them; and have access to the very best resources and links to resources

available any place on earth

**Beliefs:**

The healthy leader takes care of body, mind, and soul; growing...

- In understanding and practice of Christ-centered servant leadership;
- In understanding and practice of self-care;
- In the ability to establish and strengthen relationships and communication, beginning in one's own family;
- As a child of God and in the ability to help others grow spiritually;
- In the ability to manage personal, family, and corporate transition, change, and conflict; and
- In the ability to facilitate Church organizational health

Every fiscal, calendaring, and championing decision made by the LDSTeam passes through these filters.

The audience of the LDSTeam is pastors and staff of our partner churches, as defined by those churches, as well as the spouse and family of each pastor or staff member. The work of the LDSTeam can be summarized as falling in four distinct and important categories:

- The spiritual health of our leaders
- On-going skill development for our leaders
- Ever-growing self awareness in our leaders
- Healthy support systems around our leaders

Here is a brief summary of initiatives and events championed by your LDSTeam in 2010:

A new strategy called **ShepherdNet**, formally launched this year. This umbrella term applies to small networks of leaders or spouses that come together 3 to 4 times each year to pursue agenda items defined by the group members! These groups include gatherings of senior pastors, executive pastors, women in vocational ministry, children's pastors, family/disciple pastors, etc. When they gather they may talk about a resource together, have guests in to facilitate a targeted discussion, have members of their own group act as experts for each other, attend a conference/debrief together, etc. The groups generally meet around a meal. Currently there are at least 10 existing groups with nearly 60 participants all together. Two or three new groups are set to launch in 2011.

The LDSTeam continues to highly value the input of BCM/D constituents. Toward that end, we have developed and continue to **implement a random, macro-evaluative process**. Round 1 of that process was completed early in 2010, establishing some bench marks for measuring. Round 2 is set to begin shortly after the first of the year.

We have hosted **four events for ministry couples, ministry families, and ministers' wives** with a total attendance of 415. Key leaders of family support ministries have developed a strong team model for their work. The results have not just been in terms of participation, but also via transformation. One couple wrote, "The Ministers and Mates Retreat in Rehoboth was a wonderful time of reflection and 're-dreaming' for us. I can say without

hesitation, that it couldn't have come at a better time." A husband wrote to share his appreciation of that same weekend. He said, as they were driving home his wife told him that this was "the first time she had ever felt that the 'church' truly loved her or cared about their marriage."

So far this year our **minister's counseling service** has had 17 new ministers or their family members involved (in addition to those who carried over from the end of last year). Through this service, we have provided 317 hours of counseling to date. One minister's spouse said, "If I can't deal with these issues we will not be able to continue in ministry."

We have dealt with five different persons in forced termination through our **Church Refuge initiative**. This has been a year where we have been able to help assist many churches in conflict through behind the scenes engagement.

We have hosted 5 **Restore My Soul spiritual renewal retreats** for pastors and pastoral staff during this year. These 24 hour retreats provide a guided opportunity to pull away and re-center life on Jesus and His mission.

A piloted coaching service (**A2C Coaching**) is preparing to fully launch in 2011. We should be able to facilitate 10-12 session (5-6 month) coaching covenants for up to 30-40 pastors or staff as well as multiple shorter, peer-coaching opportunities. All of this in addition to the coaching services offered by our Church Multiplication group for our Church Planters. Coaching comes alongside of relatively healthy and functional leaders/systems to provide encouragement and nudge forward movement on the mission Jesus has you on!

A new **Deacon Ministry equipping initiative** has touched the lives of dozens of churches and their deacon group.

The **E-Quip training film online resource** has continued to expand, now including 15 different channels to choose from and a full catalog of hundreds of presentations. This training is always available at no charge to all of our BCMD churches.

In addition to all of this, focused leadership equipping events and strategies reach out to **African American pastors and pastoral team members** as well as to our **Hispanic Church leaders**. Additionally, those called into ministry in our partner churches are networked with a number of seminary partners as they decide their next steps with God.

The LDSTeam members continue to seek the Face of our Father as we move intentionally along this path, always aware of the need to be good stewards of BCMD resourcing.

# Resource Development Strategy Team

*Tom Stolle, Team Leader*

The Resource Development Team continues to focus on a strategy of Cooperative Program promotion, planned giving promotion, and education.

## **Cooperative Program (CP) Promotion**

The Cooperative Program is still our primary source of funding Baptist work. For the ten months ended October 31, 2010, total Cooperative Program receipts of \$3,595,701 trailed total giving for the ten months ended October 31, 2009 by \$86,994 or 2.4%.

It is imperative that we continue to educate our churches about the value and purpose of the Cooperative Program. Mailings were done in March and September, issuing promotional literature to all requesting churches.

In 2010, the Resource Development team continues to promote Cooperative Program. A number of promotional videos have been developed. These videos were shown at the annual meeting and are available on our website at [www.bcnd.org/videos](http://www.bcnd.org/videos). Continuing attention will be given to keeping fresh content on website concerning Cooperative Program. Our goal is simple: to “tell the story” on our website.

## **Planned Giving Promotion**

In partnership with the Baptist Foundation of Maryland/Delaware, multiple seminar offerings are made available to our churches, emphasizing the need to increase future committed dollars to Baptist causes.

## **Education**

Education continues to be a focal point with a variety of seminars offered. Financial stewardship seminars continue to be made available to our churches, presenting biblical principles for giving and money management. Multiple churches have participated in minister's tax training seminars. Seminars providing helpful information to church pastors, treasurers, and other church leaders concerning establishing and maintaining a system of internal control, better safeguarding of church assets, preparing a church budget, and financial stewardship are available.

Our team is committed to continuing to provide high quality targeted education to our churches.

# **Baptist Family and Children's Services**

*Robert H. Gerstmyer, Executive Director*

Baptist Family continues to make significant progress as the agency works to give kids and families a new start. The agency marked their 90th year in 2010 (Willoughby McCormick and a group of Baptist laymen founded the agency on October 21, 1920).

The first decades of the agency's life were dedicated to finding Christian homes for children in need. The goal was to keep kids out of orphanages and to place them with loving families.

Today, Baptist Family has two programs that continue that specific legacy and another that complements it. The CHOSEN Treatment Foster Care program sheltered 67 abused and neglected children. In cooperation with our Treatment Foster Parents, this program works wonders in the lives of kids who have experienced severe trauma very early on in life.

The agency's newest program, Safe Families for Children, works to support children before they become involved with governmental Social Service programs. Safe Families recruits volunteer families to open their homes on a short-term basis to kids from troubled families. This service gives biological families a chance to work on their issues knowing that their children are safe and secure, and gives host families a chance to show true Christian hospitality. As of the writing of this report, we have approved our first host family for service.

In other news from the last twelve months, more than 100 volunteers from across Maryland and Delaware helped Baptist Family distribute backpacks, school supplies, and Christmas gifts to 3,211 children. The distributions occurred in Western and Central Maryland, as well as Delaware and the Eastern Shore.

The Good Samaritan Network continued to reach out to families dealing with problems brought on by poverty. Two otherwise homeless families with young children are currently sheltered in the agency's Transitional Homes. During their stay, they are working on life skills and building financial resources to make sure that they do not slip into homelessness again.

Also, Baptist Family began a significant new fund-raising plan, which aims to create a healthy and reliable financial base for the agency's future work. A group of 300 donors attended a fund-raising brunch in May, and many of them made five-year pledges of financial support. This effort is furthered by our monthly "Breaking the Cycle" informational events. Every month we gather a group of people interested in the agency's work at our offices in Columbia. The ensuing one-hour presentation and tour has proven to be both enlightening and moving.

All of the agency's programs and projects aim to break cycles of destructive behavior. The problems society faces are, to a great extent, generational. Poverty, child abuse, and domestic violence continue year on year, generation after generation, in the same families. Baptist Family's work is to break these cycles, giving a new start to families and kids in crisis now, and for generations to come.

# **Baptist Foundation of Maryland/Delaware Inc**

*William Peacock, President (2010)*

## **Church Loans**

Sixteen churches have outstanding loans from the church loan fund. For the fiscal year ended September 30, 2010, the Baptist Foundation of MD/DE earned net income of \$140,037 on its church loan fund, including loan interest paid by churches. This earned income for the fiscal year ended September 30, 2010 will be used to start and strengthen churches within the Baptist Convention of MD/DE.

Four churches have outstanding loans from the Arthur Nanney loan fund. The Arthur Nanney fund was established in 2006. This fund is used for small, emergency loans to churches.

If your church is in need of a loan to either purchase or improve your existing property, please consider contacting the Baptist Foundation of MD/DE.

## **Investment Balances and Market Performance**

As of September 30, 2010, the market value of the investment portfolio was \$6,236,414. For the quarter ended September 30, 2010, the portfolio performance reflected a return of 8.3%. The twelve month return for the investment portfolio was 9.5%.

Note that in March 2010, the Baptist Convention of MD/DE added an additional \$1,000,000 into the investment portfolio of the Baptist Foundation of MD/DE. These funds were made available as a result of the sale of a portion of the Baptist Mission Resource Center.

## **Planned Giving Strategy**

The Baptist Foundation of MD/DE continues to focus on planned giving as a strategy. Emphasis has been placed on education. The Foundation has prepared multiple presentations that can be shared with churches to highlight both a Christian's responsibility to be a faithful steward as well as various options available to financially give to the Lord's work both in life and after death. Please contact the Baptist Foundation of MD/DE if your church is interested in receiving any training or education concerning stewardship and planned giving.

## **History Committee**

*Jim Benson, Chairman*

The History Committee worked to create a page on the BCM/D website that would draw interest to historical information. Our goal is to draw people's interest through the internet so they would be motivated to research their own church history and forward us information of interest.

A history page was created, a short slide show posted, and highlights from the beginning of BCMD, including pictures, have been added. The Communications Department created a logo for BCM/D History. This logo will be used on the web page and materials created for the upcoming 175th convention anniversary.

Work was also done in preparation for the 175th anniversary of BCM/D in 2010. Invited guests and possible artifacts for display were researched and presented to the Order of Business Committee.

The history of Maryland/Delaware Baptists is the result of the named and unnamed followers of Christ who through service and prayer have lived out the charge of Christ in Acts 1:8. Preserving the history of our churches is of utmost importance.

## **The Ethics & Religious Liberty Commission**

*901 Commerce Street, Suite 550, Nashville, TN 37203*

*Jim Brown, Chairman • Richard D. Land, President*

Our unprecedented growth and success as a nation may have lulled many of us into thinking that we're entitled to what we receive because we're the right kind of people—especially for generations who haven't lived through a Great Depression or a World War with its many sacrifices.

Jesus had a few things to say about this kind of attitude. In the Sermon on the Mount, He warned against our tendency to obsess over others' sins, magnifying them while ignoring and minimizing our own (Matt. 7:3). The church has been quick to condemn the sins of our culture— and rightfully so—but slower to call Christians to repent of their accommodation to it.

This unique brand of American pride shows itself in our “can-do” spirit, the “pull yourself up by your bootstraps” formula for success. Self-improvement is a good thing and a practical value. But especially in the American psyche, it can delude us into presuming upon God's blessing because we think we've earned it.

I think it's fair to say that fallen human beings, both regenerate and unregenerate, have a far more difficult time dealing with prosperity than they do with want. Here is God's warning to His people through Moses, recorded in Deuteronomy 6:10-12:

When the Lord your God brings you into the land he swore to your fathers, to Abraham, Isaac and Jacob, to give you—a land with large, flourishing cities you did not build, houses filled with all kinds of good things you did not provide, wells you did not dig, and vineyards and olive groves you did not plant—then when you eat and are satisfied, be careful that you do not forget the Lord, who brought you out of Egypt, out of the land of slavery.

When you're in the country of the Promised Land, enjoying the blessings you did not earn, it's easier for you to forget the Lord your God. Nowhere is this more true than in America. In my dad and mom's generation, in which a majority of people still lived on farms, they understood that if it didn't rain, the crops didn't grow. If the boll weevils ate the cotton, they didn't have a harvest. But those of us in the next generation tend to think that chickens come wrapped in cellophane and milk comes from cardboard cartons. I was born after WWII, and I have no memory of the Great Depression or anything even remotely like it.

This distance from deprivation is probably even greater for my children than it is for me. We had the Cold War to contend with, the “duck and tuck” drills that were supposedly going to save us from being annihilated by a nuclear attack, and later the Vietnam War. Before the terrorist attacks on 9-11, what have my children had to deal with that is even remotely similar?

I've asked my children on numerous occasions, “Exactly what is it that you did to deserve to live in this house and go to this school and live in this neighborhood?” Nothing. They just were fortunate. They were conceived of the parents who brought them into the world, and these things came with the package.

I've taken my children to see the house in which I grew up. It would fit inside our garage. I grew up in a four-room frame house with one bathroom. And that wasn't unusual for the area in which we lived. My brother and I lived in one small bedroom and my parents lived in the other. They were both small bedrooms. My children are unable to contemplate one bathroom or a kitchen and a living room that was also a dining room. And we had no air conditioning in our home until I was fourteen, and we lived in sweltering Houston, Texas.

I think it's important for my children and for your children to know that they wouldn't have what they have if we hadn't given it to them (and God hadn't first given it to us). We need to remind our children, and ourselves, of this when we drink from wells we didn't dig and live in houses we didn't build.

We also need to teach our children that when we dig ourselves into problems, we can't dig ourselves out in our own strength. Two contrasting statements by two of our nation's foremost leaders provide starkly opposing views of our country's troubles and how to solve them.

On April 19, 1951, General Douglas MacArthur spoke to a joint session of Congress following his controversial dismissal as Commander in Chief of U.N. forces in Korea. While defending his record, he declared his opposition to war as a means of resolving international conflict, recalling

his declaration aboard the battleship Missouri on September 2, 1945, when he formally accepted the surrender of the Japanese empire:

“If we will not devise some greater and more equitable system, our Armageddon will be at our door. The problem basically is theological and involves a spiritual recrudescence, an improvement of human character that will synchronize with our almost matchless advances in science, art, literature, and all material and cultural developments of the past two thousand years. It must be of the spirit if we are to save the flesh.”

A very different assessment of America’s problems was offered by then President John F. Kennedy in a speech on nuclear disarmament he gave at American University in Washington, D.C., on June 10, 1963:

“Let us examine our attitude toward peace itself. Too many of us think it is impossible. Too many think it is unreal. But that is a dangerous, defeatist belief. It leads to the conclusion that war is inevitable—that mankind is doomed—that we are gripped by forces we cannot control. We need not accept that view. Our problems are man-made—therefore, they can be solved by man. And man can be as big as he wants. No problem of human destiny is beyond human beings. Man’s reason and spirit have often solved the seemingly unsolvable—and we believe they can do it again.”

Humbling ourselves means recognizing that, like MacArthur and not JFK, we cannot fix our own problems. We at the Ethics & Religious Liberty Commission recognize we are contending with illnesses of the heart and soul. Our problems are not economic. They are problems of the heart. They are problems of the Spirit. They are problems of the soul. Their remedies are not man-made; they are divinely ordained remedies. God alone can fix the problems that afflict our souls and our communities and our nation.

American pride and apple pie are not going to get us through our national or personal crises. We need not dismiss our historic “can-do” spirit, but we must recognize its limits. To quote an old adage, “We need to pray as if it depended upon God and work as if it depended upon us.” Without God’s help, those who help themselves will come up short.

We can’t “positive mental attitude” our way out of the problems we face today. We can’t organize our way out of this. We can’t change our way out of this. We can’t work our way out of this.

The staff and trustees of the ERLC look to God’s Word alone in advocating and communicating a response to the moral and ethical issues of the day. The need is ever-growing for men and women who trust Christ to proclaim His Truth in the public square, in the market place, and in their homes. We are grateful for the confidence that Southern Baptists place in the ERLC both to communicate their concerns to decision-makers in our nation’s capital and in our efforts to help local churches be “salt” and “light” in their communities. We are thankful for the sacrificial gifts through the Cooperative Program and the prayers of Southern Baptists, to whom this ministry belongs. We are grateful to serve the people called Southern Baptists.

## **Conclusion**

As we strive to fulfill our mandate to engage the public square with the Truth, we recognize that our nation's best hope will not be found in a president or a political party, but in Jesus Christ. We are grateful for Southern Baptists' prayers and sacrificial giving to the Cooperative Program. We pray God's continued hand of blessing upon the Ethics & Religious Liberty Commission and the great people called Southern Baptists as we continue to partner in ministry for His Kingdom.

# ***Guidestone Financial Resources of the Southern Baptist Convention***

*Hawkins reports on Year of Perspective*

*Curtis D. Sharp • Executive Officer for Denominational and Public Relations*

During 2009, GuideStone was diligent to help its participants maintain perspective during a time of uncertainty in the financial markets. While the beginning of 2009 continued one of the most tumultuous financial markets in our nation's history, by mid-March we began to see some up-ticks in the markets and some measure of stability.

As of the second quarter of this year, 403(b) assets as a whole began to experience notable growth from the recent upswing in the stock market. GuideStone participants saw average account balances grow over 40% from the low point of the market on March 9th through the end of December. In sharp contrast to 2008, all GuideStone investment funds achieved positive returns for the year. Industry rating organizations recognized the funds by ranking GuideStone in the top quartile for all fund families.

In the midst of financial uncertainty, we diligently sought to honor the Lord by enhancing the financial security of our participants. The introduction of new products and services afforded GuideStone participants and employers new avenues to manage their accounts.

For those who want more detailed investment assistance, specific investment advice is now provided through GPS: Guided Planning Services. The new investment advice service was made available to participants in the fall of 2009. Through an easy-to-use Web-based tool, this personalized service evaluates a participant's risk tolerance, recommends specific investment funds for the participant's GuideStone retirement account, and provides feedback about whether the participant is on track to meet his or her retirement savings goals. Participants may work through the online tool on their own or make a telephonic appointment with a GuideStone investment adviser for personal assistance.

Participants also benefited from enhanced quarterly account statements introduced in the summer of 2009. The quarterly account statements were completely redesigned after studying best practices in the retirement plan industry. Additionally, participant feedback

was solicited through focus groups to aid in the design process. Based on this research and feedback, our objective was to transform the statements into a useful planning tool for participants, rather than simply reporting the actual results for the quarter. Helpful charts and graphs were added to better summarize the status of the participant's account, estimate the participant's future account balance and retirement income based on current contributions and varying rates of return, and illustrate the positive impact of increasing retirement contributions. As a further enhancement, the final statement for each year was expanded to include activity for the entire year rather than just the fourth quarter.

Cost savings were achieved through electronic delivery of participant quarterly statements. Additional efficiencies were achieved through various software programs to allow our Customer Service representatives and our participants to enter data electronically rather than on paper. These and other related initiatives have reduced manual effort and expense while resulting in more accurate and current participant information.

In addition to cost savings achieved through operating efficiencies, GuideStone also aggressively managed its budget by implementing a hiring freeze and reducing staff by 10%. Other budget reductions included delaying some purchases such as additional computer equipment, reducing travel, delaying some professional development, and reducing the amount of printed materials by providing more materials on GuideStone's Web site.

As an enhancement to overall participant service, the GuideStone.org Web site was completely redesigned during the year. The new design provides participants and employers much more content with one click of the mouse. It also better accommodates participants' financial needs for different stages of life, such as starting their ministry, building their family or approaching retirement. The new design facilitates new features such as podcasts and provides more flexibility in messages delivered via the Web site.

The Web site was further enhanced with the addition of a Spanish micro site, [www.GuideStone.org/espanol](http://www.GuideStone.org/espanol). This provides Spanish speakers surfing the Web the ability to locate GuideStone's Web site. The micro site offers a Spanish language introduction to GuideStone's products and services, as well as a variety of financial calculators in Spanish.

The addition of new products launched during the year provides more flexibility for employers and participants. GuideStone Funds launched the Inflation Protected Bond Fund on June 25. This new fund seeks to provide inflation protection and income by investing in inflation-indexed debt securities such as Treasury Inflation-Protected Securities (TIPS). The fund is designed for participants who have a long-term investment horizon, want protection from inflation, can accept short-term fluctuations in account value, and want to diversify their portfolio with a fixed-income investment option.

Two new features were introduced for the Fixed Annuity retirement income option. The Cash Refund Option allows participants to receive a refund if they die before receiving payments equal to the amount they used to establish the annuity benefit. This new option addresses a concern often voiced by participants about not getting the full value of an annuity if they die prematurely. With this option, the participant's beneficiary will

receive the amount used to purchase the annuity less any payments received upon the participant's death. The Annual Increase Option allows a participant to receive annual increases in payments of 1%, 2% or 3% to help offset inflation's impact on his or her retirement benefit. While this option results in a smaller initial benefit, payments will increase each year to provide a greater level of income in the future.

GuideStone's Property and Casualty products continued to gain new clients as proposals were provided when churches and ministries needed to renew their insurance coverage. GuideStone Agency Services provides a broad array of risk management products, as well as extensive educational materials that assist organizations in selecting appropriate products and services to protect their buildings and programs. Information regarding Property and Casualty products may be found at [www.GuideStonePropertyCasualty.org](http://www.GuideStonePropertyCasualty.org).

At the writing of this report, healthcare reform remained undefined. GuideStone, along with other major denominations, continued to carefully monitor legislative efforts to re-work America's healthcare system. Although it is still uncertain what the final outcome will be, any significant changes to the U.S. healthcare system will take time to implement. Health insurance providers like GuideStone expect to be given ample time to adjust their products and processes to comply with any new legislation. As always, we pledge to remain informed and continue to be an advocate for our participants.

Since 1918, GuideStone has been on a "Mission" to provide "Dignity" to retired pastors or their widows. During the year, 1,205 new donors were enlisted to provide needed support to over 2,500 people for housing, food, and vital medications.

Mission:Dignity ensures a well-deserved dignity, independence and, often, the ability to continue serving for those who have given their lives in ministry. All direct annual gifts received by GuideStone are used to provide financial assistance to retirees in need and are not utilized for any of GuideStone's operating expenses or overhead. GuideStone receives no support from the Cooperative Program. More information regarding this essential ministry may be found at [www.MissionDignitySBC.org](http://www.MissionDignitySBC.org).

With thanksgiving for God's leadership during this past year and with anticipation for the opportunities of the year ahead, we are grateful for faithful trustees who work with us in ... "Serving those who serve the Lord with the integrity of our hearts and the skillfulness of our hands."

*Curtis D. Sharp is executive officer for denominational and public relations services for GuideStone Financial Resources.*

*You should carefully consider the investment objectives, risks, charges and expenses of GuideStone Funds before investing. For a copy of the prospectus with this and other information about the funds please call 1-888-98-GUIDE (1-888-984-8433) or visit [www.GuideStone.org](http://www.GuideStone.org) to view or download a prospectus. You should read the prospectus carefully before investing.*

*The Fund Family Fiduciary Rankings™ is a quarterly report on the major fund families. Fi360 leverages the technology used to determine the Fi360 Fiduciary Score™ for mutual funds and exchange-traded funds to establish a ranking for each family. Only shops with five or more funds with at least a three-year track record are considered in the report. Within each fund family, the percentage of funds that have either a “Passed” (Fi360 Fiduciary Score™ 0) or “Appropriate” (Fi360 Fiduciary Score™ 1-25) classification is calculated. This percentage is then used to rank order the families. In the instances where two or more fund families tie (share the same percentage), preference is give to the shop with the greater number of funds offered. All fund share classes are considered in the rankings.*

*Lipper Rankings are subject to change monthly. Past rankings are no guarantee of future rankings. Investment return and the value of an investor shares will fluctuate. Shares may be worth more or less than original cost when redeemed.*

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