

	SECTION		PAGE
<i>Letter</i>	1		3
<i>About Us</i>	2		4
<i>Evangelism</i>	3		5
<i>Discipleship</i>	4		8
<i>Financial</i>	5		9
<i>Worship</i>	6		10
<i>Teams</i>	7		11
<i>Credits</i>	8		12
<i>Notes</i>	9		13



LETTER

April 15, 2014

Dear Friends,

We are pleased to present the first Annual Report ever published by Bon Air Baptist Church. The Annual Report provides a snapshot of key events and accomplishments during this past year while putting important statistics into perspective over the past five years.

With the resignation of our Senior Pastor and Associate Pastor, Global Ministries early in 2014, Bon Air members were challenged to respond to a period of transition. Our response started in 2014 and continues forward as we follow the leading of the Holy Spirit.

You are commended for your faithfulness in support of the heart of Bon Air Baptists – *missions*. Bon Air has a proud legacy of evangelistic outreach via mission projects. Despite an anticipated decrease in attendance after the departure of our Senior Pastor, your generous financial support to missions in 2014 was one of the strongest in recent years. In addition to mission trips to Standing Rock Reservation in South Dakota, Panama, Southwest Virginia and Japan (ESL teachers), our changed relationship with the Richmond Baptist Association's new identity provided us an opportunity to shift the focus of our giving to support local missions. Part of that focus is now being realized through our Robious Hall Missions Center.

With a heart for expanding our community reach beyond the geography of historic Bon Air, a multi-year commitment to provide a permanent campus for our James River Campus attendees is being realized because of the purchase of 9 acres of land and renovation of a building for worship, Bible study and fellowship. Across the James River, @ the Village attendees celebrated their first full year of operation last September. Transition for Bon Air Baptist members is being faithful to our mission of *Proclaiming the grace of God... Growing followers of Christ*.

This Annual Report also illustrates continuing challenges for our members. Member involvement in leadership and teams needs to increase to meet the potential for growth in a multisited church. As our numbers grow, frequency of and channels for communication among us becomes more critical. Our stewardship in tithes and offerings and how we use these financial gifts needs refreshing. Bon Air Baptist will need to execute a well-designed strategy for retaining our senior members while growing our members under the age of 40. These are good challenges that can be achieved through prayer, dedicated teamwork and a continued commitment to boldly following where the Holy Spirit leads us to work in this community, in Virginia and throughout the world.

As you study this Annual Report, I pray that you will ask yourself: "How can I make a difference for God's Kingdom through Bon Air Baptist Church?"

May God's blessings continue!

Norman Burnes
Senior Associate Pastor



Proclaiming the grace of God...

...growing followers of Christ



*to turn our world right side up with
Christ... one person... one family...
one community at a time!*



- We believe in the One God Who exists in Three Persons—Father, Son and Spirit.
- We believe in Jesus, the perfect incarnation of God the Son, who died taking upon himself our sins, rose again on the third day, and will come again.
- We believe in Jesus as the Savior of all who will turn and follow him.
- We believe in the Bible as the trustworthy authority for what we believe and practice.
- We believe in the Church as the body of Christ in the world.
- We believe in our calling to be used by God's Spirit in increasing numbers of transformed lives.
- We believe in our calling to meet human needs and to encourage others to follow Jesus, both in our community and around the world.
- We believe in living holy, Christ-like lives.
- We believe in the mission of the Bon Air Baptist Church and are committed to each other though we worship and serve in various places, languages and styles.
- We believe in grace as the heart of the Christian faith.

MISSIONS

EVANGELISM



BABC spirit, heart, hands and feet at work reaching others for Christ! Here are a few examples.

Lottie Moon, Annie Armstrong, Alma Hunt Offerings • RBA Centers • Homeless Ministries • Booknet • Caring Crafters • Clothes Closet • ESL • Project HELP • Community Prayer Walk • ACT! • Student Ministry Support

Northstar Community • Caritas • Good Samaritan Inn • Baptist World Alliance • South Richmond Baptist Center

WMU PROGRAMS

ESL • Bi-Weekly Food Pantry • Monthly Clothing Ministry • Community Garden • Homework Helpers • iKIDS • English & Spanish Worship Services

PARTNERSHIPS

ROBIOUS HALL MISSION CENTER

Japan (ESL teachers) • Panama (A. Miller Team) • Southwest Virginia (S. Marshall Teams) • Standing Rock (Student Ministry Team) • Ghana (Valerie Carter)

GLOCAL MISSION TRIPS

BAPTISMS

32

EVANGELISM

"Joy pierced my spirit and brought tears to my eyes one day as the Panamanian children were enthusiastically singing. I knew I was exactly where God wanted me to be."

– Linda DeGaetani

Through baptism, we acknowledge belief in Christ and His grace as our salvation. As Christians, we commit ourselves to reaching out to others in word and deed, sharing the Good News of the Gospel.



"The river baptism helped me to feel closer to God. It was out in nature, the way Jesus was baptized."

– Justus Phillips, BABC Youth



Standing Rock



Standing Rock



Honduras



SW Virginia Partnership

"This was the summer that I not only helped lead others to Christ, but I was led closer to Christ through them. I'll never forget the beautiful hills and the even more beautiful people of South Dakota."

– Wendelyn Nguyen, BABC Youth

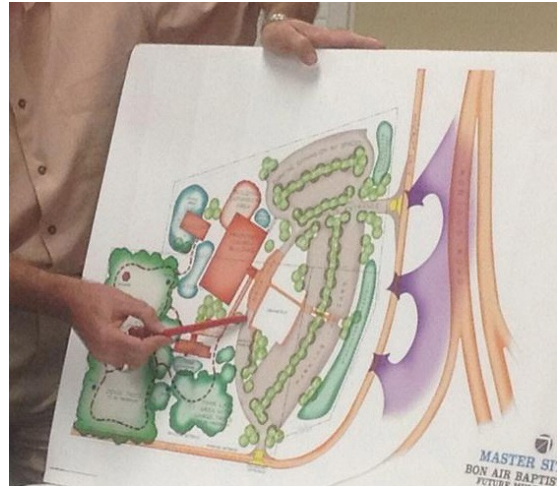
EVANGELISM



James River Campus

"After more than 8 years of worshipping at James River High School – receiving numerous first-time professions of faith and baptizing more than 100 new believers – the church is committing \$850,000 into building a permanent home for the James River Campus. This faithful investment of Kingdom resources in a growing community offers additional opportunities for evangelism and spiritual development."

– John Sawyer, Campus Pastor



BABC @ the Village

"Jesus called us to love and serve our neighbors. With a multisite approach to spreading God's Word, instead of building a bigger facility at one location, we are creating more neighbors and serving new communities."

– Jake Maxwell
Campus Pastor



Robious Hall Missions Center

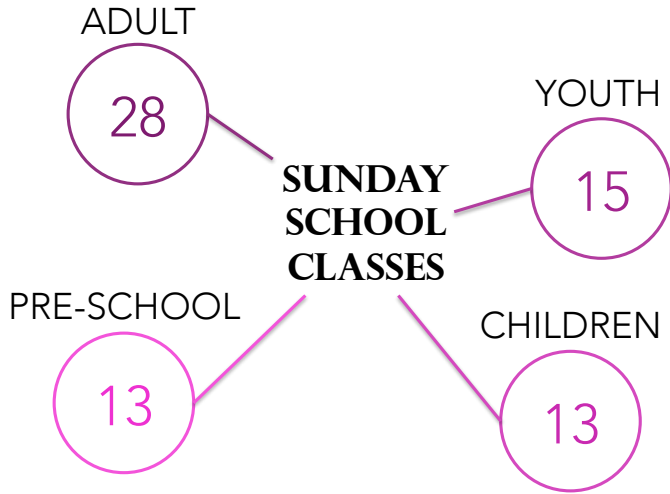
"Tenemos tres actividades con las que animamos el crecimiento de los creyentes que nos reunimos a las 11am., tambien el alcanzar a otros de la comunidad.: A-Servicio a las 11am (18 personas); B-Discipulado one by one (5 hombres) las mujeres tambien (6); C- Estudios biblicos en las casas de la comunidad 2 (dos familias actualmente)."

– Alberto Jimenez, Campus Pastor to Hispanics

"The ministries and activities of the Robious Hall Mission Center are intended to introduce Jesus to the community through discipleship, worship, and mission outreach."

– Les Venable, Campus Pastor

DISCIPLESHIP 4



All Campus Attendance



Vacation Bible School



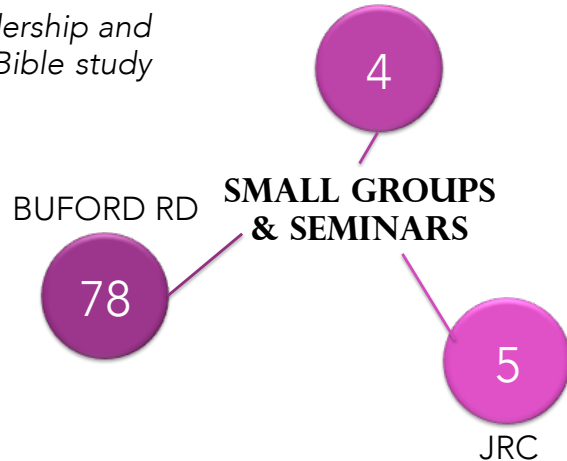
Engaging hundreds in Bible study each week

"Learning ways to seek God and obey God throughout the week is a great bonding experience for a family. Going to Sunday School has made us more comfortable as a family in the church. I love how our class takes care of one another."

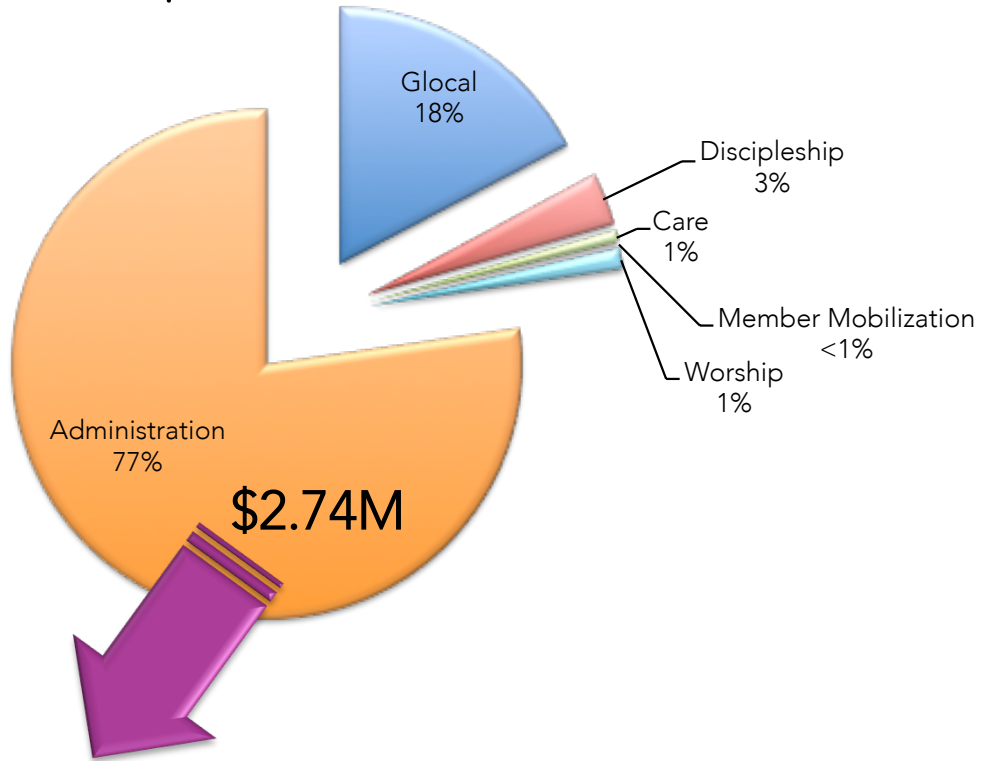
– Patrick and Maura Roberts, family of eight

@ the VILLAGE

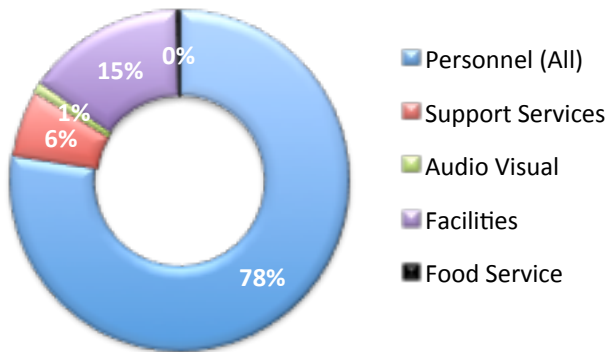
Growing followers of Christ calls for leadership and group Bible study. More leaders, more Bible study groups and more discipleship growth.



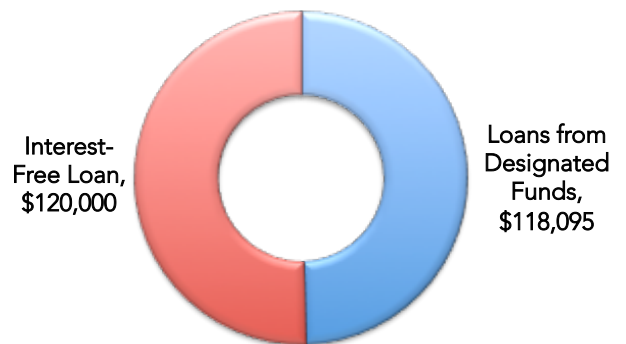
**2014 Budget
\$3.55 Million**



Administrative Details



Debt Service



WORSHIP **6**



New Visitors
146
All Campuses

Average Attendance
1071
All Campuses



- Praising God through Worship**
- 4 locations: BRC, JRC, @TV, RHMC
 - Traditional, Blended & Contemporary styles
 - 3 Sunday morning services @ BRC
 - One morning service @ JRC & @TV
 - One Spanish language service Sunday morning @ RHMC
 - One English language service Sunday evening @ RHMC

Music Programs
225
Participants

Raising Voices & Instruments in Praise

Voice
5
Choirs



Handbell
3
Ringers

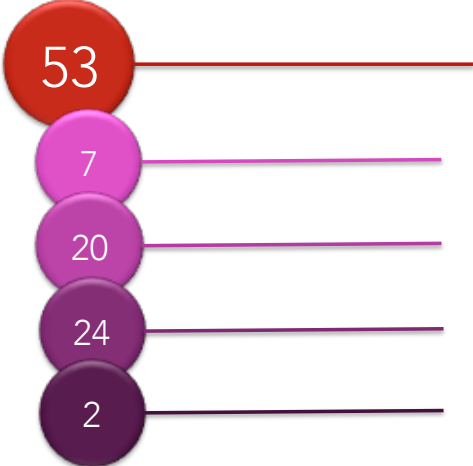


Praise
3
Bands



TEAMS

STAFF

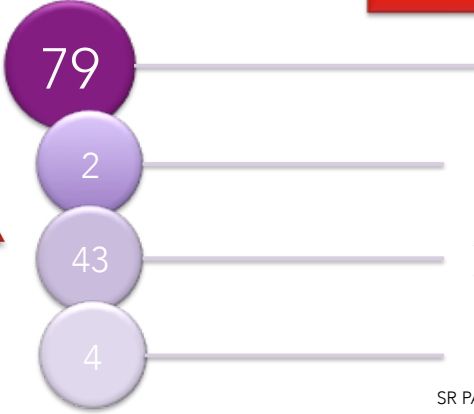


TOTAL
ORDAINED
FULL TIME
PART-TIME
OPEN

SENIOR PASTOR
GLOBAL MINISTRY PASTOR

"Getting involved with a team enables you to make a difference in God's Kingdom and grow deeper in your faith."
 – Terry Judge
 Member Mobilization
 Lay Co-Coordinator

LAITY



TEAMS

LEADING
MCC & AD INTERIM

PERMANENT

AD HOC
SR PASTOR SEARCH, TRANSITION,
GOVERNANCE & MULTISITE

CREDITS

Ministry Coordinating Council • *Commissioned Report*

Communications Team • *Compiled Report*

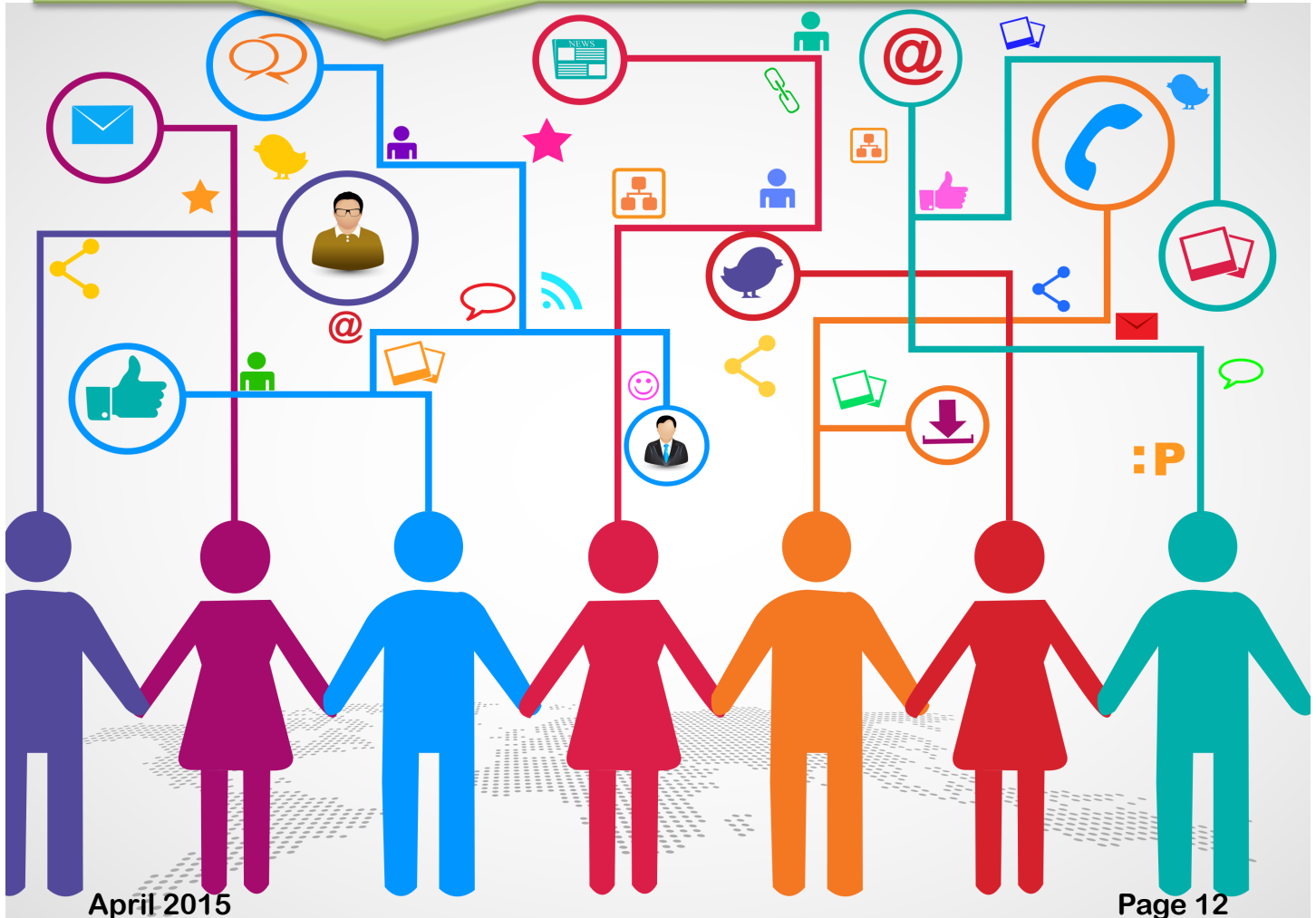
Deborah Upton • *Member Mobilization & Discipleship Stats*

John Sawyer • *Attendance Stats*

Don Costello • *Financial Stats*

Norman Burnes • *Letter to Members*

Cover & Credits Graphics • chosen to illustrate contemporary communications methods needed to engage a youthful generation.



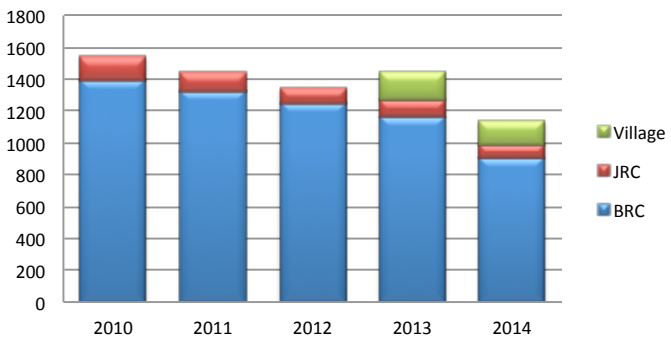


NOTES 9

Five year statistics provide a picture of trending numbers...

Worship attendance has declined at Buford Road. James River and the Village are steady

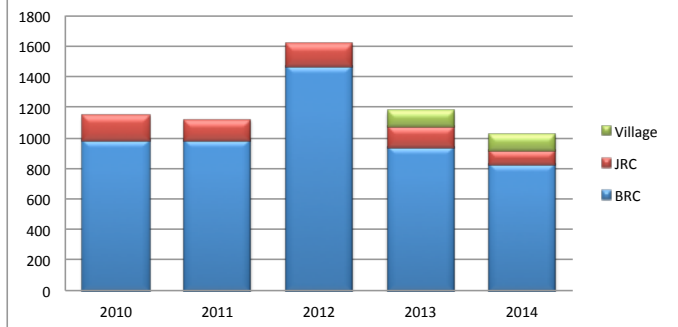
Average Sunday Worship Attendance¹



¹Numbers for all campuses provided by John Sawyer as reported to Ad Interim and BGAV.

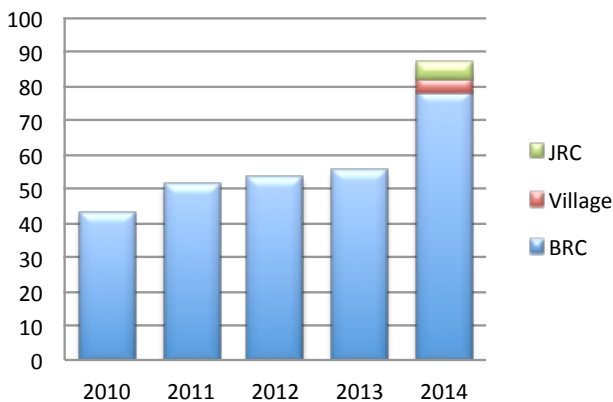
Sunday School and Small Group attendance is down slightly at Buford Road. James River and the Village attendance are steady

Sunday School + Small Group Attendance²



²Numbers provided by John Sawyer as reported to Ad Interim and BGAV. Attendance at BRC in 2012 was over-estimated.

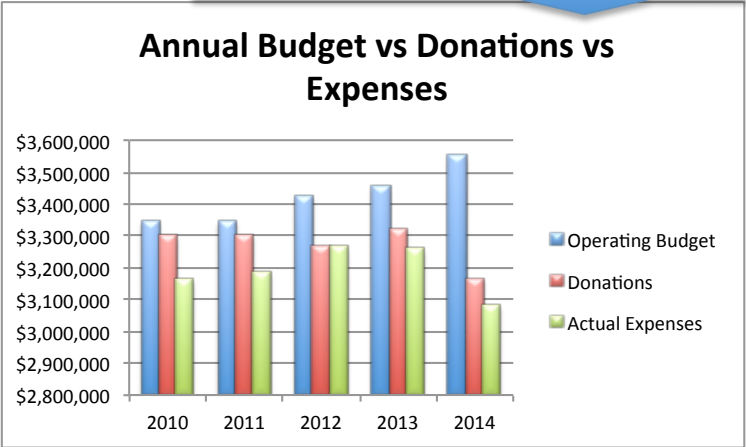
Small Groups & Seminar Groups



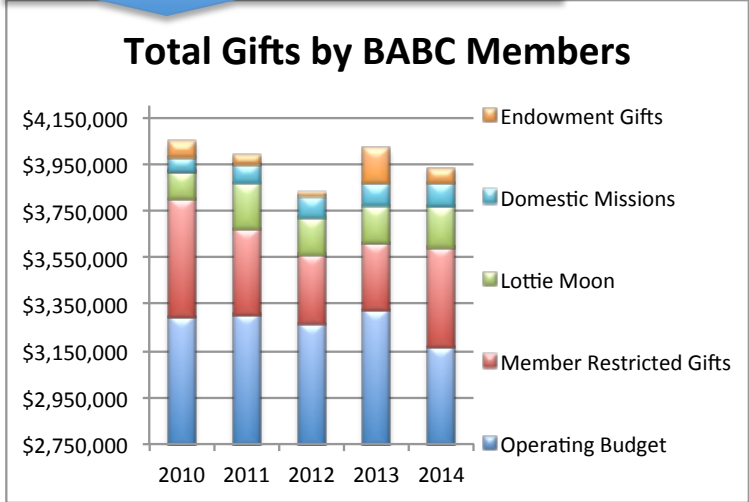
NOTES 9

~~Why do we not report financial data by campus?~~

Sometimes we have been overly optimistic about our budget but never so about God's generosity



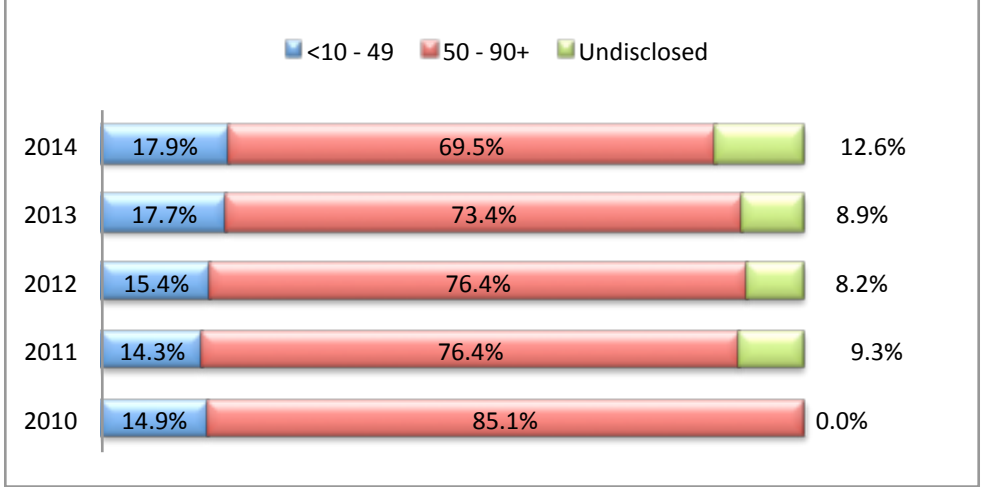
Giving to missions reflects the heart of who we are.



~~Our Stewardship Team & Administration are working on a representative method to do this in the future~~

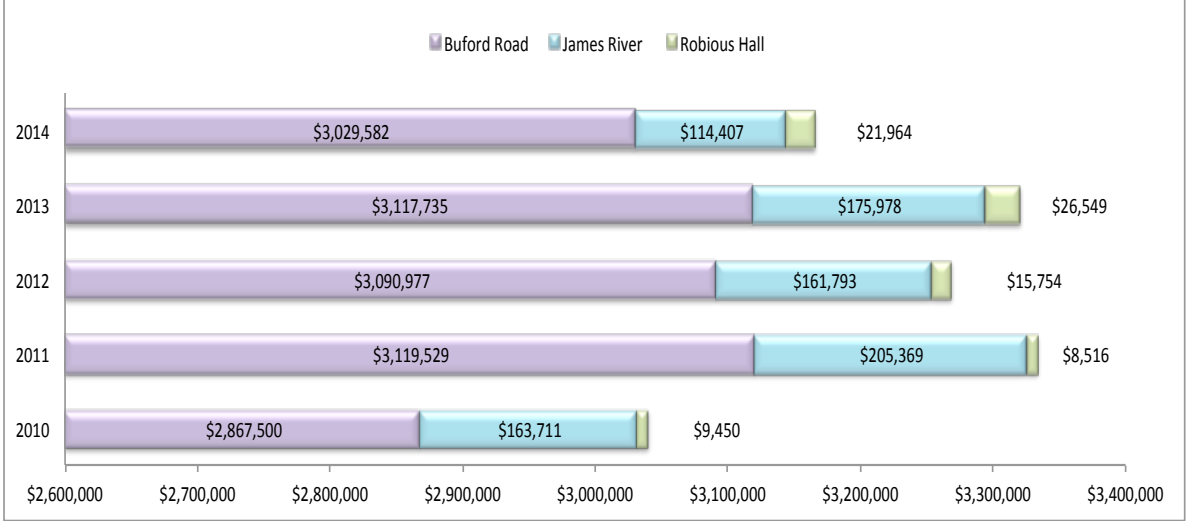
Giving at Bon Air Baptist Church is weighted toward senior members. As our congregation ages, we need to reach new, younger members and nurture a spirit of giving.

Contributions to Budget by Age



We expect giving trends by campus to change as our multisite plan continues to attract new members.

Budget Contributions by Campus



Data for Bon Air @ the Village included in Buford Rd Campus

NOTES



Detailed Accounting for Administration Ministry

<u>Administration Detail</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>
Personnel (All)	\$2,095,362	\$2,043,062	\$2,132,654	\$2,096,419	\$2,122,975
Support Services	\$ 131,000	\$ 130,000	\$ 130,000	\$ 160,000	\$ 170,929
Audio Visual	\$ 19,000	\$ 17,700	\$ 17,700	\$ 26,250	\$ 30,630
Facilities	\$ 350,000	\$ 403,000	\$ 398,000	\$ 398,000	\$ 408,050
Food Service	\$ 4,735	\$ 20,000	\$ 20,000	\$ -	\$ 10,150
Annual Totals	\$2,600,097	\$2,613,762	\$2,698,354	\$2,680,669	\$2,742,734

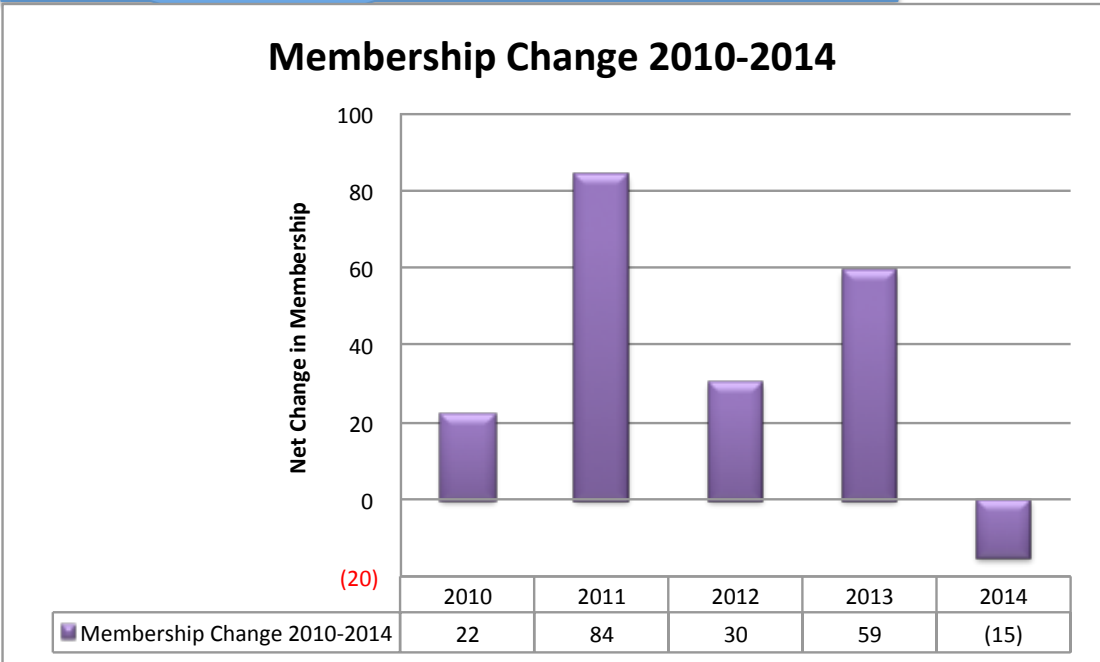
Staff size & budget increasing to unsustainable percentage of total gifts to Operating Budget

	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>
Number of Ordained Ministers	6	8.3	8.3	8.6	6.6
Number of Full Time Staff	22	22	23	22	20
Number of Part-time Staff	15	14	17	19	24
Number of Authorized but Open Positions	3	3	1	0	2
Total Number of Staff	46	47.3	49.3	49.6	52.6
Total Operating Budget	\$ 3,346,819	\$ 3,346,819	\$ 3,422,931	\$ 3,452,527	\$ 3,550,000
Percent Operating Budget for Personnel Expenses	62.6%	61.0%	62.3%	60.7%	59.8%
Actual Donations to Operating Budget, undesignated	\$3,297,041	\$3,302,407	\$3,268,524	\$3,320,262	\$3,165,953
Percent Actual Donations for Personnel Expenses	63.6%	61.9%	65.2%	63.1%	67.1%

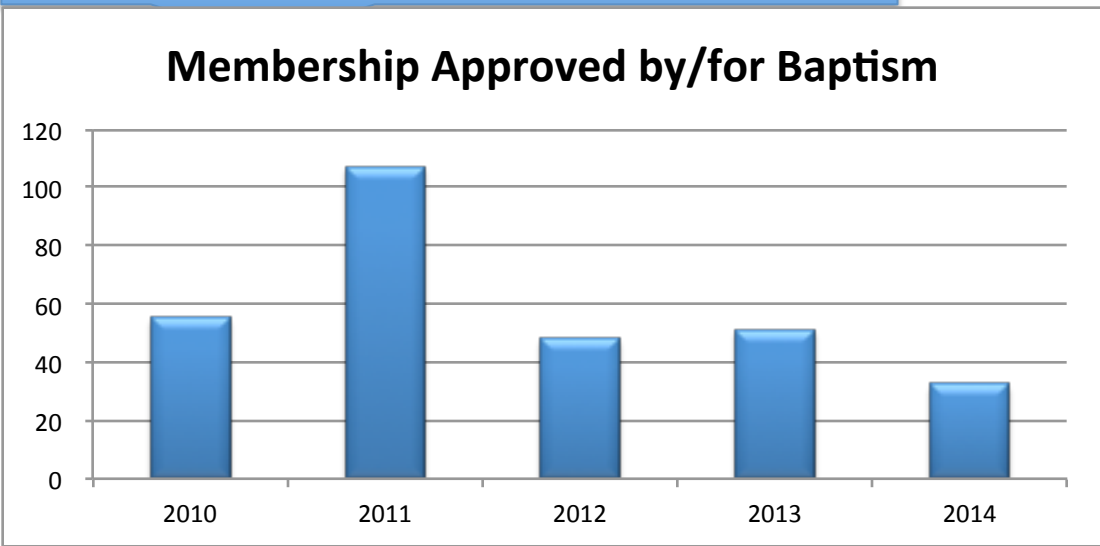
Detailed Donations by Age Groups

<u>Age Group</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>
< 10	\$ 41.15	\$ 46.75	\$ 53.25	\$ 76.26	\$ 83.35
19-20	\$ 1,348.42	\$ 1,255.74	\$ 690.47	\$ 732.34	\$ 478.07
20 - 29	\$ 15,046.97	\$ 24,830.05	\$ 27,687.48	\$ 40,136.87	\$ 48,872.47
30 - 39	\$ 100,721.46	\$ 106,136.59	\$ 108,457.44	\$ 159,691.56	\$ 138,670.17
40 - 49	\$ 335,012.07	\$ 343,907.70	\$ 366,772.95	\$ 387,300.92	\$ 378,074.19
50 - 59	\$ 699,357.60	\$ 654,716.18	\$ 646,510.88	\$ 648,778.24	\$ 544,209.74
60-69	\$ 1,018,214.98	\$ 960,190.97	\$ 953,110.70	\$ 934,439.89	\$ 864,280.08
70-79	\$ 413,840.95	\$ 447,403.03	\$ 456,958.04	\$ 457,344.39	\$ 428,960.62
80-89	\$ 358,871.60	\$ 397,743.79	\$ 355,667.87	\$ 324,229.77	\$ 291,495.68
90+	\$ 98,206.27	\$ 88,197.23	\$ 83,451.67	\$ 73,650.25	\$ 71,061.00
not disclosed	\$ -	\$ 308,987	\$ 269,163	\$ 293,882.22	\$ 399,768
	\$ 3,040,661.47	\$ 3,333,414.65	\$ 3,268,523.90	\$ 3,320,262.71	\$ 3,165,953.37

Membership Statistics from BABC Clerk's Reports



All Campus Baptisms from BABC Clerk's Reports



Robious Hall Mission Center Details

Weekly

- 120 students in tutoring
- 15 preschool children and mothers
- 10 middle school "Y Achievers"
- 12-15 ESL students
- 20 Bible study participants

Bi-monthly

- 20 students in discipleship classes
- 30 persons in worship

Monthly

- 60-70 families served through food ministry
- 20 families served via clothes ministry
- 3 – 4 special activities



Worship & Music Ministry Details

Buford Road Campus

- 2 traditional and 1 blended worship service each Sunday
- Choirs: Sanctuary, Student, Children's, Golden Notes and Exaltation
- Praise Band: each Sunday in The Gathering service
- Handbell Choirs: Coventry, Chancel and Carillon ringers
- Instrumentalists play about 6 times per year with full orchestra at Christmas & Easter
- Annual July Concert Series with guest performances

@ the Village

- Blended worship service each Sunday
- Praise Band

James River Campus

- Contemporary Worship Service each Sunday
- Praise Band
- 3 – 4 special activities

Robious Hall Mission Center

- Spanish language worship, 11 AM; English language worship, 6 PM each Sunday
- Worship Leader led music

Message from your Communications Team...

Since the launch of your Communications Team in April 2014 in direct response to the top priority identified in a church wide survey by the Governance Team, we have responded to a motion approved by the Ministry Coordination Council to:

- ensure availability of meeting minutes from key Teams to members within two weeks after each meeting;
- arrange for team leaders to present oral or written progress reports at each of our regularly scheduled business meetings during the year;
- design and compile an Annual Report for 2014.

As a reminder, team meeting minutes can be found online at www.bonairbaptist.org/members. If you do not have access to the internet, please send a request for printed copies of team meeting minutes to Rowe Stinnett (804-237-7863) the church office.

We hope that you find this first Annual Report interesting and informative. It has been our pleasure to work with staff and laity to bring together the information contained in the 2014 BABC Annual Report. We encourage you to read the report carefully. Not only will you appreciate how God is working through BABC to proclaim His grace and grow followers, but you can begin to reflect on how you might use your gifts to serve Him.

2014 Communications Team
Steve Hutcherson, Team Leader
Bill Edwards
David Hogge
Judy Moore
Deb Upton

Ephesians 4:29 - Let no corrupt communication proceed out of your mouth, but that which is good to the use of edifying, that it may minister grace unto the hearers.