

Bon Air Baptist Church

2015 Profile



Proclaiming the Grace of God...
Growing Followers of Christ

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INTRODUCTION

Bon Air Baptist Church is a “destination church,” with members coming from many different neighborhoods within Chesterfield County and the surrounding metropolitan Richmond area. Bon Air is also a multi-site congregation with the original Buford Road Campus situated on the cusp of the Richmond-Chesterfield boundary line. Two other campuses and a mission center extend ten miles from the Buford Road campus.

The congregation embraces moderate theological principles, values men and women in leadership roles, and affirms the

1963 Baptist Faith and Message statement. Our five year vision continues to embrace a mission-mindedness, a multi-site movement, bridge-building to future generations, multi-ethnicity, and mobilizing our people to serve. In addition to those people who have come to BABC by profession of faith, our members come from various other denominational backgrounds.

Over the more than half a century of our church’s existence, we have been truly blessed by the four senior pastors who faithfully shepherded our congregation and facilitated both spiritual and physical growth.

Bon Air Baptist Church is defined by its many priorities, including mentoring and developing both our newest and long-term members, serving others inside and outside our church who need emotional, physical, and spiritual support, and most importantly, helping to bring non-believers to Christ. Our briefly stated theme captures all of these objectives: “Increasing numbers of transformed lives.”



HISTORY OF BON AIR BAPTIST CHURCH

As a result of concern for a Baptist witness in the rapidly developing community of Bon Air, the Woodland Heights Baptist Church conducted a prospective member survey in the summer of 1952, in that area. In late August, after a Vacation Bible School, Bon Air Baptist Chapel established Sunday school and worship services in the old Bon Air Community House. When cold weather came, church services were moved to a private residence while the old Bon Air School building was renovated to accommodate the fast growing membership.



Dr. Phil Rodgerson-First Pastor

In January 1953, Dr. Phillip Rodgerson was called to serve as the first pastor. On that first Sunday, 25 persons became members, and the Sunday school enrollment was 35. The following spring, ground was broken for the first unit of the present building. In December, the Bon Air Chapel held their first services in the temporary sanctuary of the educational wing.

Sunday evening worship services soon began, and training union was organized. In 1956, the church budget of over \$25,000 was adopted, and a church parsonage was purchased.



Bon Air Community House

The Bon Air Chapel was organized as Bon Air Baptist Church and received into the Richmond Baptist Association in August 1957. One year later, the church was debt free and started making plans for the next unit of the building program. After much discussion, the majority voted to build a sanctuary. The building was completed in May 1961, and baptismal services were held for the first time in the new sanctuary.

Bon Air Baptist, having always been a mission-minded church and aware of what Woodland Heights had done for them, voted to sponsor a mission in the Old Gun Road area in April 1964, resulting in the establishment of Huguenot Road Baptist Church. In November of that same year, the south wing of the Bon Air educational building was started, completing the first two floors at that time.

During the years 1965-67, membership continued to grow, and the budget increased to \$131,936, with 24.5% given to the Cooperative Program.

In 1966, Dr. Rodgerson accepted a call to become Associate Director of Evangelism for Virginia Baptists. During his pastorate of 13 years, the membership rose from 25 to approximately 900, and Dr. Rodgerson baptized over 300 believers.



Reverend Robert F. Cochran-1966

The Reverend Robert F. Cochran came to be the new Pastor in the fall of 1966. The church continued to grow, and, by 1973, there were 224 added to the membership with 109 baptisms in that year. The third floor of the south wing was completed in October 1972, and for the first time the entire Sunday School was under one roof. This same year the pipe organ was completed bringing it to 13 ranks.

In October 1975, an architect was authorized to proceed with drawings for additional sanctuary space in the form of transepts, bringing the seating capacity to 1,100.

Through the ensuing years the staff increased with the additions of ministers of youth, music, administration and education, as well as a minister of pastoral visitation. A nursery school was established with kindergarten and 4-year-olds. After kindergarten programs became a part of the public school system, the nursery school was continued for 3 and 4-year-olds.



Buford Road Campus

By the time Bon Air celebrated its 25th Anniversary in 1977, the church had witnessed 950 baptisms, and church membership had grown to 2,041. Sunday School enrollment was 1,611, with an average attendance of 673. Total receipts that year were \$441,228, with \$85,314 going to missions. The church property was valued at \$1,751,000, and the church debt was \$666,857. The Lottie Moon Christmas Offering that season was \$8,015.59.

During the next ten years, many different programs were added: the prison ministry, an expanded music ministry with bell choirs and orchestra for special events, English as a Second Language, and adoption of a sister church in Massachusetts, to mention a few.

In 1986, Rev. Cochran retired, and the church called Dr. Robert Woodward as Interim Pastor, beginning the first Sunday in January 1987.



Reverend James D. Pardue-1988

In January 1988, Reverend James D. Pardue began his ministry at Bon Air. During his thirteen years of service, a number of major ministries were initiated, including the planting of Woolridge Road Mission, which was constituted as Woolridge Road Baptist Church in December 2000. Also, a merger with Southampton Baptist Church and the subsequent planting of Cherokee Hill Community Mission were realized. In addition, a mission partnership with Goshen Baptist Association, the first of its kind in Virginia,

was developed. The latter was a partnership between a large city church and a rural district association of churches.

A total of 2,030 new members were added during this thirteen-year period. Accordingly, growth also occurred in the professional ministry staff, from five full-time and one part-time associate ministers to ten full-time associate ministers and five part-time assistant ministers, plus the first full-time food services director. The church began a family life and counseling ministry with the calling of Dr. Maurice Graham in 1991; this ministry then established the requirement of premarital counseling for engaged couples.



Buford Road Campus

During these years, a ministry to internationals was inaugurated, along with a multi-housing ministry to area apartment complexes and mobile home parks. Funds were provided for local mission groups – Good Samaritan Inn, Crisis Pregnancy Center, Habitat for Humanity, Campus Crusade, Ministering to Ministers Foundation, and Shepherd’s Staff Ministry. Regular space was provided for the Japanese School of Richmond and other community needs. In addition, a partnership with St. Joseph’s Villa was developed to minister to families with emotional, physical and mental needs. Also, a benevolence offering was begun on Lord’s Supper Sundays, providing approximately \$120,000 over the years for needy people in the community.

The Rainbow class for special needs individuals was begun under Judie Pardue.

Celebrate Recovery, an off-site ministry at Bon Air Elementary School, began in 1998. The ministry continues today as a non-profit called NorthStar Community with an average of over 125 persons in attendance weekly.



NorthStar Community

In order to serve furloughing missionary families, Bon Air established a missionary residence adjacent to its property. Through the years an expansive growth in partnership mission efforts was realized, with over 600 BABC members involved in domestic and international mission projects in 2000 alone. Through the formation of Friends of Kigoma, Bon Air participated in raising money for a hospital in Kigoma, Tanzania.

A complete reorganization of the church’s ministry and decision-making structure was accomplished. This included transitioning from a committee approach to a team approach.

The BABC Endowment Fund was founded; it had six funds totaling \$442,739 as of January 2001. In addition, an Escrow Fund was formed that carried a balance (January 2001) of \$145,717. Because of the cyclical nature of monetary gifts, a decision was made to maintain a significant (\$200,000) General Fund balance.

From 1988 to 2001, five major capital campaigns were addressed. The *first two* attended to the repair and renovation of existing facilities, the purchase of additional land and the retirement of \$900,000 debt. The *third campaign* of over \$2,000,000 in 1993 provided a new office suite, special needs suite, media library and music suite. In addition, this new building provided for future expansion of adult educational space. *Campaign four* raised \$435,000 to completely finish and furnish the adult educational space built with prior campaign funds. And the *fifth campaign*, the most ambitious and largest capital campaign in BABC’s history, provided \$6,000,000 to construct a new fellowship hall and kitchen area (named The Commons), recreational facility (The R.O.C. – Recreational Outreach Center) and additional preschool educational space. In addition to the new building of over 40,000 square feet, this campaign provided funds for a new Rodgers digital pipe organ, future expansion area for children and adults, and the renovation of senior adult, preschool, children and youth areas. This new facility was completed and dedicated in October 2000.

After 13 years of service and leadership to Bon Air Baptist Church, Pastor Jim Pardue retired. During the search for a new pastor, BABC called Dr. Charles Bugg as our interim pastor.



Dr. Travis Collins-2002

On June 1, 2002, BABC called Dr. Travis Collins as our new senior pastor and church leader. During his service until March 2, 2014, BABC continued to grow in our mission and spiritual calling. BABC baptized 763 and received 1,049 individuals through transfer of letter for a new member addition totaling 1,812. Our church membership is 2,468 with an average worship attendance of 1,400. Sunday worship services include seven separate services, three live traditional, three contemporary (one live, two video) and one Spanish service.

During Pastor Collins’ tenure, BABC developed a multi-site strategy to strategically plant worshipping communities. Through this effort, we have launched three locations: the James River Campus, The Village Campus and Robious Hall. The Robious Hall site has since been refocused to be a mission center. BABC is committed to the multi-site ministry concept and continues to support our existing locations. Bon Air continues to be open to develop sites for outreach and ministry.

We have recently purchased property (9.3 acres) with a 5,000 square ft. structure that is currently being renovated to seat 150 individuals for worship with additional space for classrooms and offices as a new location for our James River Campus. The total capital investment for the property, assets and renovations is \$801,847. This has been completely funded through a previous “Our Legacy Continues Fund” and a current capital campaign that has pledged an amount in excess of our \$350,000 campaign goal.





The Village Campus

The Village Campus is our newest site. It resulted from the membership of an older Baptist Church with declining membership (New Covenant Baptist Church) approaching BABC to request becoming a site. The revitalization of this area resulted in the establishment of The Village Campus. It is now in its second year and is making a significant impact in an area of college and young professionals.

A ministry in the Robious Hall area was established prior to 2002 in a community trailer park, where we owned a trailer. Its primary mission was to serve the trailer park community with adult and children programs. Over the past 12 years we have expanded and relocated to rental space in an adjacent shopping center. Our ministries have grown to include Spanish and English Sunday Services, after school tutoring programs, community food pantry, the clothing ministry, ESL classes, and a program for preschool children in the community.



BABC Trailer

Our association with the Baptist organizations, local, state and national levels, helps to define who we are. Bon Air is an autonomous Baptist church which allows our members to designate their Cooperative Mission Offering through five individual programs. These include varied combinations of the SBC, Cooperative Baptist Fellowship, Baptist General Association of Virginia, and Conservative Baptists of Virginia. BABC commits to give 10% of our church budget to the cooperative mission as individually designated by our members.

BABC has been blessed throughout the years with continued support from our church membership, through its tithes and offerings, endowment fund and special annual offerings to Domestic and International Ministries. Our 2014 Endowment Fund value was \$1,618,641, Domestic Mission Offering was \$103,292, International Mission Offering was \$172,989, and our total church budget was \$3,550,000.



Buford Road Campus

Staff



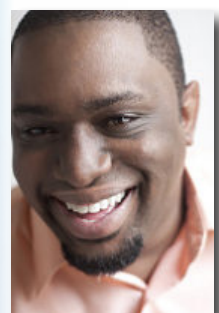
Norman Burnes
Senior Associate Pastor

Norman serves as the Senior Associate Pastor at the Bon Air Baptist Church. His responsibilities include the Care Ministries of the church. Norman is a graduate of Mercer University and Southeastern Baptist Theological Seminary in Wake Forest, North Carolina. He pastored churches in North Carolina and Virginia before going overseas to serve as a missionary in Israel and Greece. He then directed the orientation of missionaries at the Missionary Learning Center in Richmond for 13 years. Norman is married and his wife, Kathryn, have three children.



Jim Ailor
Associate Pastor, Music and Worship

Jim has a Bachelor of Music from Samford University, a Master of Church Music from Southern Baptist Theological Seminary and a Doctor of Musical Arts from New Orleans Baptist Theological Seminary. His master's thesis was titled, "Hunger and Hope: The Body of Christ in a Starving World" and was performed for the first SBC convocation on world hunger. His dissertation, "A Korean Requiem" (in honor of those who have died while in separation from family during the division of the Korean peninsula), was performed in Seoul, Korea on the 50th anniversary of the Korean War. Jim and his wife, Diane, served in South Korea for 21 years representing Southern Baptists at the Korea Baptist Church Development Board in Seoul. He presently serves as a music consultant for Global Resource Services (GRS), an NGO that works largely in North Korea. Jim has visited North Korea several times and has assisted groups, including Casting Crowns and the Annie Moses Band, in performing in North Korea.



David Bailey
Worship Leader, Buford Road Campus and Village Campus

David is a speaker, music director, and producer who has spent the past decade using music as a tool in the reconciliation process. He is an active worship leader and presenter at national and international conferences through the ministry of Making a Melody. His specialty is in leading multi-cultural worship, equipping Christian communities with the tools needed to connect diverse people and cultures. David is the author of Arrabon: Learning Reconciliation Through Community and Worship Music and a contributing author for Worship and Mission for the Global Church: An Ethnodoxology Handbook. David and his wife, Joy, met while they both attended Virginia Commonwealth University. They enjoy eating Indian food, exploring new cities, and entertaining friends (old and new) in their home.



Kim Boswell
Children's Ministry Coordinator, Buford Road Campus

Kim joined the staff of Bon Air Baptist in 2006 after serving in volunteer positions including the Director of Girls in Action missions for many years. She is the Children's Ministries Coordinator, planning and managing Sunday morning and Wednesday night activities, as well as Growing in the Son, new Bible presentations and Vacation Bible School. She is currently attending a 2 1/2 year program at the Virginia Baptist Mission Board to receive her Ministry Certification in Children's Ministry Education. Kim has a passion for people, especially children. She is married to Tim and has three children.



Don Costello
Interim Church Administrator

Don joined the staff of Bon Air Baptist in July of 2013. He is the Interim Church Administrator handling finance, facilities and food service. Don is a graduate of Virginia Tech with a degree in accounting. Don has been a member of Bon Air Baptist for 34 years and enjoys skiing, running and anything Virginia Tech.



Alberto Jimenez
Co-Pastor, Robious Hall Mission Center

Alberto nació en Costa Rica y a los 16 años recibió a Cristo como Salvador. Estudió cuatro años en el Instituto Bíblico en Buenos Aires, Argentina. En el 2005 vino a los Estados Unidos. Desde el 2006 sirve a Dios con Bon Air Baptist Church. Alberto was born in Costa Rica and accepted Christ as Lord and Savior at age 16. He studied at the Bible Institute in Buenos Aires, Argentina for four years. In 2005 he came to the United States. Since 2006 he serves God at Bon Air Baptist.



Mac Jordan
Student Minister

Mac and his wife Amy came to Bon Air Baptist in September 2011. Mac is a graduate of Coastal Carolina University in South Carolina and The Baptist Theological Seminary at Richmond, Virginia. He has been ministering to students for over twelve years in South Carolina and Virginia. Mac does not believe that students are the church of the future, they are the church of today. When he is not in church, Mac is probably loving on his daughter or in the Dojo where he teaches and learns the martial arts. He is a second degree black belt instructor who is looking forward to his third degree.



Greg Leech
Facilities Manager

Greg is a former pastry chef. He has a Bachelor of Science degree in Sport Management from Slippery Rock University of Pennsylvania. During his career he has worked in numerous venues which include: the Richmond Coliseum and most recently at Richmond International Raceway. Greg and his wife, Jamie, have one son, Aaden.



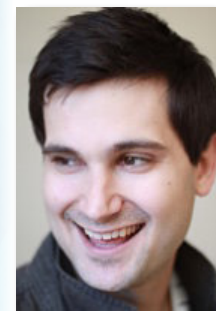
Randy Lynn
Media Director

Randy came to Bon Air Baptist Church in 2001 to serve as an audio technician for The Gathering worship service. The service grew, and Randy is now the Director of Media at Bon Air Baptist. Randy worked for WDBJ-TV for 18 years and has 25 years of experience in broadcasting. He owns a company specializing in designing and installing audio, video and lighting systems. Randy produces multi-media elements for worship services, oversees the audio video systems, manages the website, apps, and video presence on the Internet. Randy and wife, Maria, have three wonderful children.



Rebecca Madison
Recreation Ministry Director, Buford Road Campus

Becca is a Richmond native. She has a Master's Degree in Teaching from Virginia Commonwealth University and taught history for four years in Chesterfield County Public Schools. She played Division I soccer in college and has a heart for recreation. She lives in Bon Air with her husband and five boys.



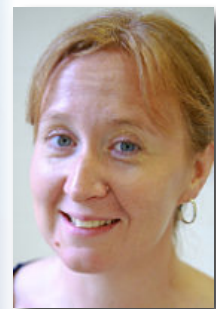
Jake Maxwell
Campus Pastor, The Village Campus
Young Adult Minister, Buford Road Campus

Jake and his wife, Allison, came to Bon Air Baptist in September 2011. They have a dog named "Obu." Jake is a graduate of Ouachita Baptist University in Arkansas and Truett Seminary in Waco, Texas. He generally prefers to be outdoors: running, cycling or whatever. When stuck inside he also enjoys coffee, music, and movies. More of his ramblings can be found on his blog at <http://jakeslegalpad.blogspot.com>.



Peggy Moore
Preschool Coordinator & Weekday School Director

Peggy joined the Bon Air Baptist staff in 1994 as the Director of Weekday Ministries. She now serves in that role and that of Preschool Coordinator. These preschool activities at Bon Air Baptist include Sunday school, iKIDS, parent-child dedications, and special events for our preschool families. Peggy is a graduate of George Mason University. She and her family have been members of Bon Air Baptist for over 20 years.



Emily Purdum
Children's Coordinator, The Village Campus

Emily joined the staff in the spring of 2013. She coordinates the ministry for our children @ the Village. She is passionate about working with children and enjoys building relationships with the families she serves. She recently earned an Advanced Certificate in Children's Ministry from Bethel Seminary. She is married to Josh, and they have four girls.



John Sawyer
Campus Pastor, James River Campus

In 2006, John came to this role at the start of the James River Campus, bringing a wealth of experience from the business world. John received a Master's degree from George Fox Evangelical Seminary. John was named the 2014 *Man of the Year* for the Robious Corridor. He and his wife, Lee Ann, are the proud parents of two.



Erica Schulman
Young Adult Coordinator, Buford Rd Campus

Erica came to Bon Air Baptist 10 years ago. She is originally from Ohio. Erica graduated from Liberty University and worked there for two years after graduation. After moving to Richmond she worked at the International Mission Board for two years. Erica and her husband, Daniel, have four children. Erica loves coffee, being outside, and being a mom.



Deborah Upton
Associate Pastor, Spiritual Development & Member Mobilization

Deb joined the staff of Bon Air Baptist Church in August 2007. A native of Virginia, she earned a B.A. from Averett University, and a M.Ed. from the University of Louisville, and a M.M.L. from Rockbridge Seminary. Through the years she has served in churches and denominational life as a pastor's wife, an educator, a missionary, and a minister to children. Deb is married to Dr. John Upton, Jr., Executive Director of the Baptist General Association of Virginia. Deb enjoys being with her children and especially her grandchildren.



Les Venable
Co-Pastor, Robious Hall Mission Center

Les is a Maryland native. He graduated from Morgan State University with a degree in Political Science and worked for years in banking and information technology as a consultant. He received a M.Div. from the School of Theology at Virginia Union University in 2010. In August 2011 Les became Co-Pastor of the Robious Hall Campus, now the Robious Hall Mission Center. Les and his wife, Donna, have four adult children and enjoy outdoor recreation and being with each other.

Open Ministerial Positions

- Senior Pastor
- Associate Pastor for Glocal Ministries
- Student Coordinator, The Village Campus
- Student Coordinator, James River Campus
- Children's Coordinator, James River Campus

Support Staff

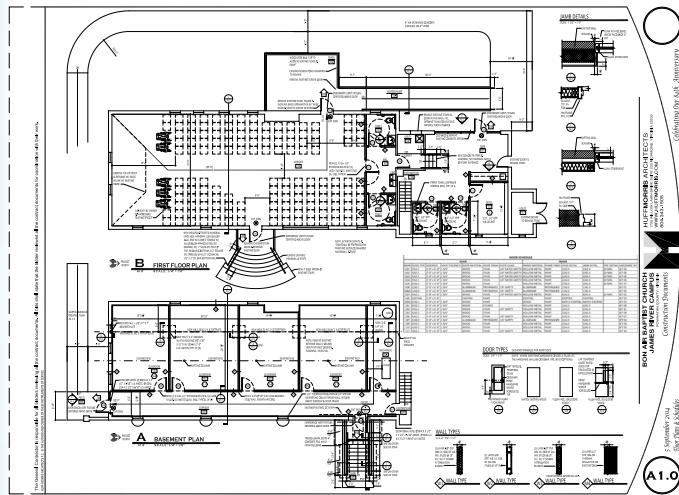
- Lori Blakeney, Administrative Manager
- Brooke Brill, Admin. Assistant, The Village Campus
- Elliott Bromley, Organist
- Steve Burgess, ROC Monitor, Buford Road Campus
- Julie Calder, Food Service Director, Buford Road Campus
- Curtis Doyle, Music Ministry Assistant, Buford Road Campus
- Mark Haigler, ROC Monitor, Buford Road Campus
- Lynn Hanes, Admin. Assist., Finance & Facilities
- Mary Hickory, Admin. Assist., Worship & Music, Buford Road Campus
- Becky Hopkins, Music Associate/Pianist, Buford Road Campus
- Marion Lewis, Food Service Assistant, Buford Road Campus
- Annalise Lynn, Student Ministry Intern, Buford Road Campus
- Corinne Nguyen, ESL Coordinator
- Lynda Richardson, Receptionist, Buford Road Campus
- Henry Smith, Admin. Assist., Children & Student Ministries
- Rowe Stinnette, Coordinator, Spiritual Development & Communication
- Lisa Svanda, Admin. Assist., Multi-Site, Member Mobilization
- Judy Whitehurst, Admin. Assist., Glocal Ministries, Recreation, Robious Hall Mission Center
- Bob Wilber, Interim Prison Ministry Director
- Bryce Williams, Student Ministry Intern, Buford Road Campus
- Becky Wills, Financial Administrator



Facilities



Buford Road Campus
2531 Buford Road
Richmond, VA 23235



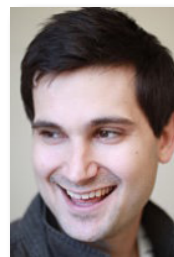
James River Campus
2440 Handcroft Drive
Midlothian, VA 23113



Rev. John Sawyer
Campus Pastor



The Village Campus
7250 Patterson Avenue
Richmond, VA 23229



Rev. Jake Maxwell
Campus Pastor



Robious Hall Mission Center
10014 Robious Road
Richmond, VA 23235



Rev. Les Venable
Co-Pastor



Alberto Jimenez
Co-Pastor



The Savage Missionary House
2610 Mohawk Dr.
Richmond, VA 23235

Housing stateside missionary families from around the world



The Legacy House
8644 Forest Hill Avenue
Richmond, VA 23235

Housing Baptist partners, missionary families and families in transition

Mission Statement

Proclaiming the Grace of God....

Growing Followers of Christ.

We Believe...

- 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 languages, places, and styles.
- We believe in grace as the heart of the Christian faith.



Five Year Vision 2010-2015

Mission Mindset: We have a willingness to engage people outside our walls.

Multi-Site Movement: We are one church in multiple locations.

Mejor Mañana: We build bridges to future generations.

Multi-Ethnic Mentality: We welcome all devoted followers of Jesus.

Spiritually Mature Members: We value faith development.

Member Mobilization: We mobilize people to serve.

Increasing Numbers of Transformed Lives

The Village Campus

- Fresh Expressions mission ministry
- Vacation Bible School
- Community garden
- Partnerships with local businesses
- University of Richmond nights
- Community soccer camps
- Exercise classes
- Family movie nights
- Blood drives
- 10K training teams
- Food Ministry
- Community Needs Ministry
- Yard sales
- Men's fellowship groups
- Moms' Ministry
- Marriage seminars



Jill's Blankets



Blood drive
The Village Campus



The Village Campus



VBS - The Village Campus

Care Ministry

- Hearts for the Homebound
- Funerals and hospital visitation
- Pre-marital counseling
- Church prospect visitation
- Prime Timers



Hospital visitations



Funerals

Children's Ministry

- iKids (I'm a Kid in Discipleship and Service)
- Parent Night Out
- Movie nights
- Vacation Bible School
- Special family/kids events



iKIDS - Royal Ambassadors



VBS Buford Road

Glocal Missions

- South East Asia
- South Africa
- China
- Nigeria
- Kenya
- Thailand



South Africa



Port Sulfer, LA

- Japan
- Peru
- Mexico
- Tanzania
- Lebanon
- Romania
- Jamaica
- Ghana
- Standing Rock Indian Reservation
- Louisiana Katrina relief
- Alabama tornado relief
- Toronto Canada Partnership
- Southwest Virginia Partnership
- Panama Partnership
- Prostitution zone ministry
- Prison Ministry - services/pen pal program
- CARITAS
- Bon Air Fellowship Riders



Honduras



Standing Rock



Prison ministry



CARITAS



Bon Air Fellowship Riders

James River Campus

- Family groups
- Men's small groups
- Women's small groups
- Fall Festival
- Youth ski trip
- VBS
- Homeless bankets
- Read at Robious
- Easter Egg Hunt
- Mission Madness
- Visits to nursing home
- Impact Virginia
- Drilling water wells - Honduras
- Community outdoor movie nights



Drilling water wells



Impact Virginia



Nursing home visits



Men's group - James River Campus

Member Mobilization

- Joy of Belonging Class
- Spiritual Gifts Class
- Pictorial Directory
- Emerging Leaders
- River baptism
- Leadership Development pipeline



River baptism



Leadership Rally

Music

- Sanctuary Choir
- Student Choir
- Handbell Choirs
- The Gathering Band
- Private lessons
- The Village Band
- July Concert Series
- Festival Choir (Easter, Christmas)
- Golden Notes Choir (senior adults)
- Thanksgiving Celebration
- James River Campus worship
- Living Last Supper



Recreation

- Upward Basketball
- Fitness classes
- Pickleball
- Open gym
- Annual picnic
- Recreational trips



Robious Hall Mission Center

- Bi-weekly food pantry
- Monthly clothing ministry
- ESL
- Community garden
- Community computer access
- Homework Helpers
- Tutoring
- iKIDS
- Bridge Reading



Spiritual Development

- Sunday School
- Small Groups
- Discipleship classes
- Sanctuary Bible Study
- DiscipleOne
- Read Through the Bible 2015
- Spirit Magazine
- Bon Breakfast
- Prayer Ministry



- Stop Hunger Now
- Young Adult Picnic
- Weekday Art Extravaganza
- Annual Women's Retreat
- MOTTS
- Facebook groups
- Pinterest
- Book clubs/chats
- Worship hikes



Student Ministry

- Facebook page
- Twitter
- Nerf Wars
- Parent seminars
- Student visitation
- Dodgeball tournaments
- Yard sale
- Talent shows
- Sunday School
- Local and international missions
- Plugged-in
- Sunday Nite Live
- Worship team
- Newsflash
- Mission Saturday
- Retreats
- Passport
- Mission Madness
- Caroling to shut-ins



Women's Missionary Union (WMU)

- English as a Second Language (ESL)
- School supplies for Baptist centers
- Hygiene and snack bags for homeless
- BookNet
- Caring Crafters
- Clothes closet
- Breakfast for homeless
- Dinners for shelters
- Food Pantry Ministry
- Inner City Kids' Club
- The Christmas Store



- Blessings Baskets
- Sunday School BABC adoptions
- Thanksgiving Celebration Toy Collection for Baptist centers
- Project HELP (National WMU project)
- Community Prayer Walk
- Actions to reduce world hunger
- Lottie Moon Christmas Offering
- Annie Armstrong Offering
- Alma Hunt Offering
- Supplies for student mission trips
- Meals/snacks for student ministry
- Financial gifts to National WMU projects
- ACT! (A Common Thread)
- Thanksgiving food bags/gift cards for Baptist centers
- Children's camp supplies
- Camp Alkulana



Church Profile Team

Kathryn Burnes, Chairperson

Bob Bass

Dennis Collins

Steve DeGaetani

Fred Dunning

Lois Bass

Terry Judge

On-Line Presence

www.bonairbaptist.org

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[facebook James River Campus](#)

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[facebook Robious Hall Mission Center](#)

[iTunes podcast](#)

[BABC Buford App](#)

[BABC JRC App](#)

[@theVillage App](#)

[Pinterest](#)

[Ustream](#)

[Vimeo Channel](#)



Appendix Contents

(Documents in the appendix are as provided. They have not been edited.)

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Appendix A

City and County Profiles Surrounding Bon Air

Chesterfield County

10/14



Bon Air Baptist Church is located in Bon Air, Virginia, and originated in the 1870s as a resort community for families seeking a retreat from Richmond, the state capitol. Bon Air rests in Chesterfield County, the third largest county in the state. The Bon Air community provides a rural and suburban atmosphere with easy access to some of the best features of an urban setting.

Church Growth

Since the second Anglican church was founded in the county in 1611, Chesterfield County has grown to more than 400 churches representing all major denominations. Area churches span all age groups from infants to senior citizens, and for singles as well as for families.

Location and Climate

Chesterfield County is 175 feet above sea level and is situated between the mountains to the west and the Atlantic Ocean to the east. It covers 446 square miles and adjoins Richmond, Petersburg, Hopewell, and Colonial Heights. The county's climate is moderate but varied. The average annual temperature is 58 degrees; annual rainfall is approximately 44 inches.

Population

Chesterfield County's population increased significantly in the 1980s, establishing it as the most populous jurisdiction in the Richmond metropolitan area. From 2000-2010, the county population accounted for six per cent of Virginia's total growth, and was exceeded only by Fairfax and Prince William counties in northern Virginia. Currently, Chesterfield has approximately 328,000 people. There are over 1000 neighborhoods in the county!

The median age of Chesterfield's is 36 years, with a higher per cent of people under the age of 18 than the state average. Although it has a lower percentage of senior citizens, the number of persons over the age of 5 almost doubled in a ten year period. By 2020, it is predicted that 52% of the population will be in the 29-59 age range.

The median household income, estimated to be \$71,321 in 2010, reflects Chesterfield's relative affluence. It is almost \$10,000 higher than the state average income.

Since 1980 Chesterfield has become much more racially diverse; minorities account for about thirty per cent of the population.

Education

Education in Chesterfield County continues to be a top priority. Chesterfield County Public Schools (mychesterfieldschools.com) has been considered one of the finest systems of schools in the state and has won numerous awards for quality education. Chesterfield County itself has been named-- six different times-- one of the 100 Best Communities for Young People, in large part due to our

highly respected school district.

Recreation

Chesterfield County offers abundant recreational opportunities through its 55 parks and athletic facilities. Pocahontas State Park, for example, is one of the state's premier public parks. Parks and Recreation provides athletic and sporting events, outdoor adventure, therapeutic recreation, historical tours, and special programs for senior adults, teens, families, and persons with disabilities. The county also has many private and public tennis and golf courses, as well as an ice skating rink. The Richmond metro area provides a variety of professional sports, including AA minor league baseball, NASCAR racing, arena football, soccer, and basketball; college sports teams also schedule many home games throughout the various sports seasons. The James River is a very popular site for whitewater rafting, canoeing, and kayaking, as well as for bird-watching and fishing. Hikers, walkers, and joggers will find more than 200 miles of off-road trails, and biking has become increasingly popular in the region. Within an hour's drive of Chesterfield County are the historic James River Plantations, Jamestown, Yorktown, Colonial Williamsburg, and several theme parks. Less than two hours away are the Blue Ridge Mountains, Washington DC, and Virginia beaches.

Transportation

Major highways, air services, railroads, motor transit, and bus lines provide transportation service to Chesterfield County. Its central location on the eastern seaboard places Chesterfield within a one day drive of half of the USA population.

Major highways within the metro area include Interstates 95, 195, 295, 64, and 85; Route 288 is a convenient roadway within Chesterfield traveling north and south.

Two airports serve the county. The Chesterfield County Airport accommodates a wide range of private and corporate aircraft, while Richmond International Airport has five major carriers with numerous daily flights. Amtrak provides passenger rail service; Greyhound and Trailways offer long distance bus transportation, and the Greater Richmond Transit Authority is available for local service throughout much of the metro area.

Heritage, Arts, and Culture

An abundance of historical landmarks and sites are found in Chesterfield County. Henricus Historical Park marks the 1611 site of the second successful English settlement in America. Civil war sites include Fort Stevens Historical Park and Drewry's Bluff, A Confederate stronghold on the James River. The area's plantation heritage is evident at Magnolia Grange.

The Richmond metro area offers numerous museums like the nationally recognized Virginia Museum of Fine Arts, the White House of the Confederacy, the Virginia Historical Society, the Science Museum of Virginia, Lewis Ginter Botanical Garden, and the Children's Museum.

Cultural offerings include the Richmond Symphony, Richmond Ballet, and Virginia Opera. Theater is provided through venues such as the Barksdale Theater, Theater Virginia, and the Black History Museum.

For more information, go to the site for Chesterfield County Government at:

www.chesterfield.gov



The City of Richmond

An economically progressive city and Virginia's capital, Richmond offers a wealth of amenities not easily found among other East Coast municipalities.

Richmond's complete livability can be measured in

numerous ways

- beautiful neighborhoods with striking architecture
- a vast cultural and educational heritage befitting its more than 200,000 citizens
- noted historic prestige tracing back to the early English settlers

Nationally recognized for its vitality and New Economy embrace, Richmond's diversified employment base extends from chemical, food and tobacco manufacturing to biotechnology, semiconductors and high-tech fibers. The city consistently ranks among "Best Places to Live and Work in America" in several national publications.

Richmond is among a handful of mid-sized cities to offer a flourishing cultural community enhanced by several first-class museums and prominent universities, its own symphony, professional ballet and opera, and numerous theater companies and art galleries.

While offering easy access to the ocean, mountains and Washington, D.C., Richmond features countless pastimes at home. Trendy boutiques and restaurants, numerous sports and entertainment attractions, outdoor pursuits among one of the nation's largest river park systems, and a treasure trove of historic landmarks provide fun times galore.

For the five million who visit each year, Richmond is increasingly recognized for many distinguished yet unheralded qualities long enjoyed by those who already live here.

(From "About Richmond" on the government web site, www.richmondgov.com)

Basic Facts:

2012 Population: 204,200

2010 Median Income: \$39,608





Henrico County

Summer, 2014

Henrico is an urban county located adjacent (north and across the James River) to Chesterfield County and is the second largest populated county in the area. The City of Richmond was officially part of Henrico County until 1842, when it became a fully independent city. The present-day Henrico County curves around the City of Richmond, surrounding it to the west, north, and east. The county is bounded by the Chickahominy

River to the north and the James River and Richmond to the south. Henrico has a mixed and diverse population of residential, business parks and business zoning areas, a large commercial/retail blend and two of the largest shopping malls in the area. Having the City of Richmond as one of its primary borders, Henrico is served by many metro area services including public transportation. It also enjoys easy access to a Professional Sports Park, NASCAR Racing, Virginia Museums and Historical sites.

Henrico is one of eight original counties in the United States and one of the oldest political subdivisions in Virginia, established in 1634. Because of this, its origin has a rich history of many significant historical native and early settlers and events, i.e. Chief Powhatan, Pocahontas, John Rolfe, several Plantations, and Revolutionary and Civil War sites.

Education

Henrico County School system has 72 public schools with a student population of 49,343. Laptops are provided to each of the more than 26,000 secondary students each year. The school division has received many awards including the Best 100 Communities for Music Education in America for the fourteenth consecutive year. Seven schools earned the 2012 Governor's Award for Educational Excellence and three high schools were named among the best high schools in the Nation by U. S. News and World Report.

Location and Climate

Henrico County is situated within a two hour drive between the mountains to the west and the Atlantic Ocean to the east. It covers 248 square miles and adjoins Richmond, Goochland, Hanover, City of Richmond, New Kent, Charles City and Chesterfield. The county's climate is moderate but varied. The average July high 88 degrees, average January low 26 degrees; annual rainfall is approximately 43 inches, snowfall 14 inches.

Population

Henrico County is the second most populous jurisdiction in the Richmond metropolitan area. As of the 2010 census, the population was 306,935. In 2013, the population was estimated to be 316,973, making it the fifth-most populous county in Virginia and the sixth-most populous county-equivalent in Virginia.

The median household income was \$61,300 in 2012 as compared to Virginia Median income of \$63,636. In 2013 there were 134,063 housing units with the median value of owner-occupied housing at \$226,500.

Recreation

Henrico County offers a wide variety of recreation and exploration activities. From exploring Civil War battlefields to enjoying the thrill of racing at the Richmond NASCAR raceway or choosing from hundreds of attractions, parks and dining choices . . . all within minutes of each other.

Travel in and around the region is easy with two major interstates that conveniently converge in Henrico and if you need to fly, then Richmond International Airport is just a few minutes away from anywhere in Henrico.

If you've got game, you've got a place to play in Henrico. Whatever your sport or passion — from baseball, to golf, to fishing, or to soccer — we've got you covered. The Henrico County park system includes nearly 4,000 acres filled with athletic fields and recreation amenities. Be sure to play a round at Belmont Golf Course, home to the 1949 PGA Championship won by Virginia golfing icon Sam Snead. And if you can't quite land that trophy bass, be sure to stop by Three Lakes Nature Center to come face to face with your native quarry in a 50,000-gallon freshwater aquarium.

If water sports are your interest, then enjoy the James River which cuts directly through the Historic Richmond Region. Experience the best Virginia whitewater rafting, canoeing, kayaking and tubing along the historic James River -- with the only Class III and IV rapids in an urban setting. The river also offers bird-watching and fishing. Hikers, walkers, and joggers will find more than 200 miles of off-road trails, and biking which has become increasingly popular in the region. In fact, the 2015 World Road Cycling Championships are being hosted by the City of Richmond.

If you love history, then Henrico County has a lot to offer. The historic James River made Henrico County a thriving Native American trade location before its official founding by English settlers as one of the eight original shires. Take a trek back in time and visit one of the many historic sites in Henrico from the Native Americans to early settlers.

The Richmond metro area provides a variety of professional sports, including AA minor league baseball, NASCAR racing, arena football, soccer, and basketball; college sports teams also schedule many home games throughout the various sports seasons. Within an hour's drive of Henrico County are the historic James River Plantations, Jamestown, Yorktown, Colonial Williamsburg, and several theme parks. Less than two hours away are the Blue Ridge Mountains, Washington DC, and Virginia beaches.

Transportation

Major highways, air services, railroads, motor transit, and bus lines provide transportation service to Henrico County. Its central location on the eastern seaboard places the region within a one-day drive of half of the USA population.

The major airport (Richmond International Airport) for the regions and has five major carriers with numerous daily flights. Amtrak provides passenger rail service; Greyhound and Trailway offer long distance bus transportation, and the Greater Richmond Transit Authority is available for local service throughout much of the metro area.

Heritage, Arts, and Culture

In and around one of the first counties establishing in the New World, there are numerous historical landmarks and sites for discovery, education and adventure. From the early day of Pocohontas and Chief Powhatan to the experiencing the life of early settlers at Henricus Historical Park; to famous

Civil War battlefields and structures like the Dabbs House Museum – where General Lee established his temporary field headquarters in June 1862. And then, just about an hour drive west, you can visit and tour Thomas Jefferson’s home Monticello and James Madison’s home Montpelier.

The Richmond metro area offers numerous museums like the nationally recognized Virginia Museum of Fine Arts, the White House of the Confederacy, the Virginia Historical Society, the Science Museum of Virginia, Lewis Ginter Botanical Garden, the Black History Museum and the Children’s Museum. Cultural offerings include the Richmond Symphony, Richmond Ballet, and Virginia Opera. Theater is provided through venues such as the Barksdale Theater and Theater of Virginia.

For more information, go to the following sites for Henrico County:

Henrico County: <http://henrico.us/>

<http://henrico.us/welcome-to-henrico-county/>

Resident Information: <http://henrico.us/residents/>

Historical Information: <http://henrico.us/about-henrico/history/ourhistory/>



Richmond International Airport



THE COUNTY OF POWHATAN

<http://www.powhatanva.gov>

History

Originally settled by French Huguenots in the early 1700’s, Powhatan County was created by The Virginia General Assembly in 1777. The County was named in honor of the Indian Chief Powhatan, father of Pocahontas. The original courthouse was constructed in 1778 and the immediate area was named Scottville after General Charles Scott, a revolutionary war hero. In 1850 a small portion of Chesterfield County was annexed, creating the current boundaries of Powhatan County.

Location

Located in Virginia’s Central Piedmont between the Appomattox and James rivers, Powhatan is twenty miles west of Richmond, the Commonwealth’s capitol city, and is within an easy two-hour drive from the Atlantic Ocean, Washington, D.C., Colonial Williamsburg, and the Blue Ridge Mountains. The county is bounded on the east by Chesterfield County and on the north by the James River. The James River Campus of BABC is about a mile into Powhatan County at the Route 288 and Huguenot Trail (western continuation of Robious Road) interchange.

Size

The county consists of 272 square miles (174,800 acres) and has a population of 28,046 (per the 2010 U.S. census), a 25% increase from the 2000 population of 22,370. Powhatan ranks as one of the fastest growing localities in Virginia.

Housing

Powhatan offers a variety of housing choices. Revolutionary War period homes, farmhouses, as well as more modern homes in new subdivisions are just a few of the housing options. Prices range from just under \$200,000 to well over \$1 million, with lot sizes ranging from two to ten acres. Comprehensive Land Use Plan specifies a five-acre lot average and a two-acre lot minimum throughout most of the County.

Living In Powhatan

Powhatan County is an ideal community in which to live, work, raise a family, and enjoy a variety of recreational opportunities. The County’s high quality of life and excellent programs and services are among the many reasons that more than 28,000 people now call Powhatan home. Click [here](#) for more information!

Powhatan County Public Schools

Click the link below to access the website for Powhatan County Public Schools. There is additional information on the public schools in other sections of this profile.

<http://www.powhatan.k12.va.us>

Area Schools

The Richmond Metro area—including Richmond City, Henrico, Chesterfield, and Powhatan counties—is blessed to have high quality public school systems as well as a large number of private schools, both Catholic and non-parochial. Bon Air Baptist Church and its immediate neighbors are fairly close geographically to: Bon Air Elementary, Crestwood Elementary, Robious Elementary, Robious Middle, St. Michael's, St. Edwards, James River High, Riverside School, Huguenot High, and Thompson Middle.

Refer to the Virginia Department of Education's website at www.doe.virginia.gov to get information about each school system's and individual school's accreditation ratings, school/division report cards, and related topics.

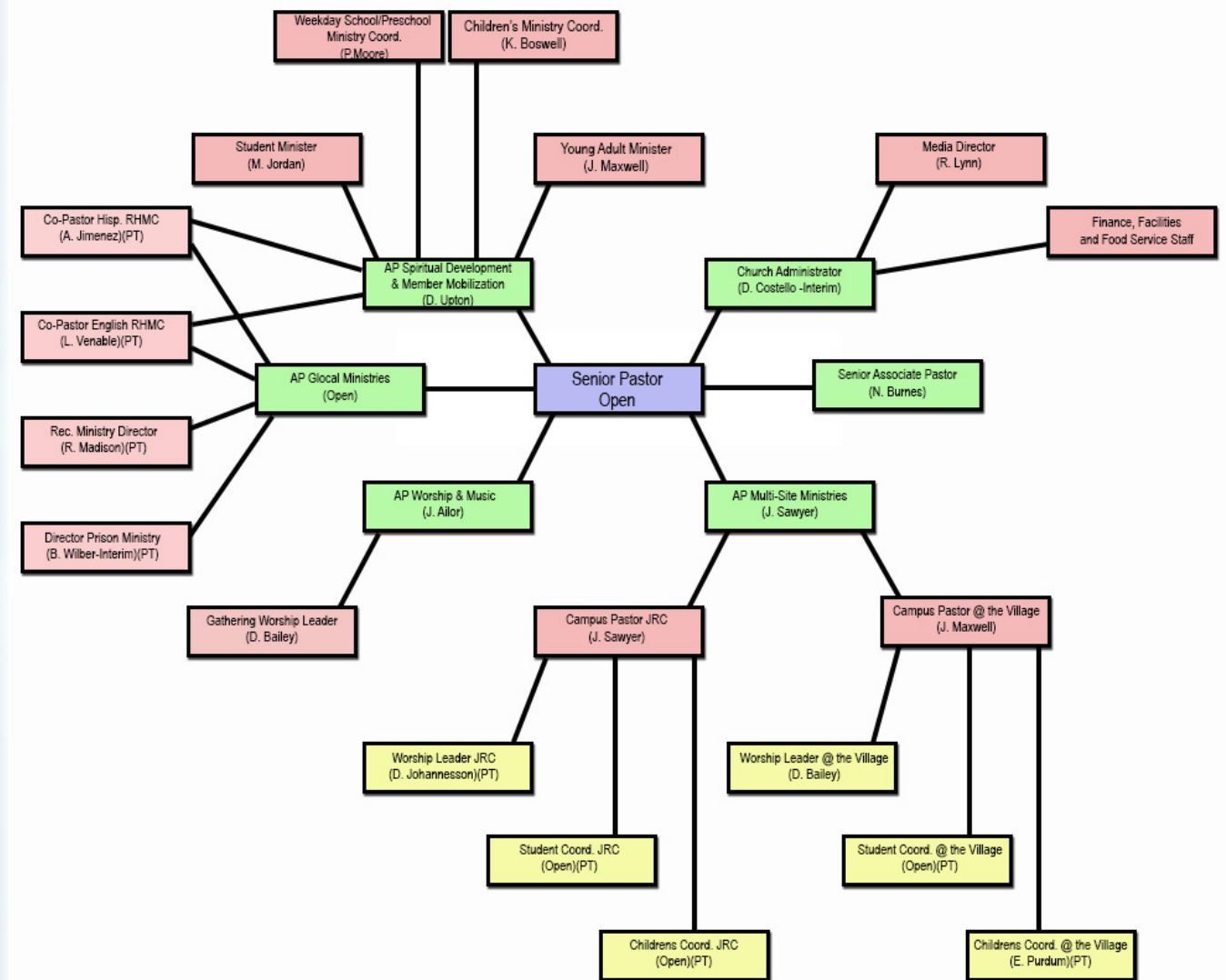
For more information, here are the links to the school systems noted above:

- Chesterfield County Public Schools www.mychesterfieldschools.com
- Henrico County Public Schools www.henrico.k12.va.us
- Powhatan Public Schools www.powhatan.k12.va.us
- Richmond Public Schools www.richmond.k12.va.us



Powhatan County

Appendix B Staff Organizational Chart



Appendix C

BON AIR BAPTIST CHURCH CONSTITUTION AND BYLAWS

Adopted May 14, 1972
Revised April 16, 1997
Revised April 18, 2001
Revised June 16, 2010

Bon Air Baptist Church
2531 Buford Road
Richmond, Virginia 23235
804-272-1475
www.bonairbaptist.org

Constitution

PREAMBLE

We declare and establish this constitution to preserve and secure the principles of our faith, and to govern the body in an orderly manner. This constitution will preserve the liberties of each individual church member and the freedom of action of this body in its relation to other churches.

I. NAME

This body shall be known as Bon Air Baptist Church located in Chesterfield County, at 2531 Buford Road, Richmond, Virginia 23235.

II. MISSION STATEMENT

Proclaiming the Grace of God...Growing Followers of Christ

III. CHURCH COVENANT

We the members of Bon Air Baptist Church,

- Confess that sin separates us from God,
- Receive by faith Jesus Christ as Savior, and
- Commit to serve Him as Lord.

As baptized believers in the presence of God, we intentionally commit to join our lives together in becoming one body in Christ. Under the leadership of the Holy Spirit, with the Bible as our guide, we seek to grow into fully devoted obedient followers of Christ by:

- Living the great commandments to love God with all of our heart, soul, mind, and strength and to love our neighbors as ourselves
- Sharing our faith by following Christ's commission to go...make...disciples...baptizing...and teaching them to obey everything He commanded, in order to advance God's kingdom in our community, in our nation, and around the world.
- Participating faithfully together in worship
- Serving one another and the community by the discovery, development, and exercise of spiritual gifts and natural abilities
- Contributing regularly to the ministry of this church with financial resources and time
- Developing the personal spiritual disciplines of worship, prayer, and Bible study
- Engaging in regular fellowship and encouraging each other to live godly lives.

IV. STATEMENT OF FAITH

This statement of faith constitutes a consensus of some Baptist bodies for the general instruction and guidance of our own people and others concerning those articles of the Christian faith which are most surely held among us. It is not intended to add anything to the simple conditions of salvation revealed in the New Testament, viz., repentance towards God and faith in Jesus Christ as Savior and Lord.

We do not regard it as a complete statement of our faith, having any quality of finality or infallibility. As in the past, so in the future, Baptists should hold themselves free to revise their statements of faith as may seem to them wise and expedient at any time. Any group of Baptists has the inherent right to

draw up for itself and publish to the world a confession of faith whenever it may think it advisable to do so.

The sole authority for faith and practice among Baptists is the Scriptures of the Old and New Testaments. Confessions are only guides in interpretation, having no authority over the conscience.

It is a statement of religious convictions, drawn from the Scriptures, and is not to be used to hamper freedom of thought or investigation in other realms of life.

1. **The Scriptures** - The Holy Bible was written by men divinely inspired and is the record of God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. It reveals the principles by which God judges us; and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. The criterion by which the Bible is to be interpreted is Jesus Christ.
2. **God** - There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. To Him we owe the highest love, reverence, and obedience. The eternal God reveals Himself to us as Father, Son and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.
 - A. **God the Father** - God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.
 - B. **God the Son** - Christ is the eternal Son of God. In His incarnation as Jesus Christ he was conceived of the Holy Spirit and born of the Virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself the demands and necessities of human nature and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, partaking of the nature of God and of man, and in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever-present Lord.
 - C. **God the Holy Spirit** - The Holy Spirit is the Spirit of God. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts of sin, of righteousness and of judgment. He calls men to the Savior, and effects regeneration. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His Church. He seals the believer unto the day of final redemption. His presence in the Christian is the assurance of God to bring the believer into the

fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

3. **Man** - Man was created by the special act of God, in His own image, and is the crowning work of His creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence; whereby his posterity inherit a nature and an environment inclined toward sin, and as soon as they are capable of moral action become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every man possesses dignity and is worthy of respect and Christian love.
4. **Salvation** - Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, sanctification, and glorification.
 - A. **Regeneration**, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ.

Repentance and faith are inseparable experiences of grace. Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Savior. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer into a relationship of peace and favor with God.
 - B. **Sanctification** is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual perfection through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.
 - C. **Glorification** is the culmination of salvation and is the final blessed and abiding state of the redeemed.
5. **God's Purpose of Grace** - Election is the gracious purpose of God, according to which He regenerates, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is a glorious display of God's sovereign goodness, and is infinitely wise, holy and unchangeable. It excludes boasting and promotes humility.

All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, bring reproach on the cause of Christ, and temporal judgements on themselves, yet they

shall be kept by the power of God through faith unto salvation.

6. **The Church** - A New Testament Church of the Lord Jesus Christ is a local body of baptized believers who are associated by covenant in the faith and fellowship of the gospel, observing the two ordinances of Christ, committed to His teachings, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth.

The church is an autonomous body, operating through democratic processes under the Lordship of Jesus Christ. In such a congregation, members are equally responsible. Its Scriptural officers are pastors and deacons.

The New Testament speaks also of the church as the body of Christ which includes all of the redeemed of all ages.

7. **Baptism and the Lord's Supper** - Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Savior, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper.

The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.

8. **The Lord's Day** - The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should be employed in exercises of worship and spiritual devotion, both public and private, and by refraining from worldly amusements, and resting from secular employment, work of necessity and mercy only being excepted.
9. **The Kingdom of God** includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.
10. **Last Things** - God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised, and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

11. **Evangelism and Mission** - It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the re-generate life, and is expressly and repeatedly commanded in the teachings of Christ. It is the duty of every child of God to seek constantly to win the lost to Christ by personal effort and by all other methods in harmony with the gospel of Christ.

12. **Education** - The cause of education in the Kingdom of Christ is coordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian schools is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

13. **Stewardship** - God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.
14. **Cooperation** - Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

15. **The Christian and Social Order** - Every Christian is under obligation to seek and to make the will of Christ supreme in his own life and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving

grace of God in Christ Jesus. The Christian should oppose in the spirit of Christ every form of greed, selfishness and vice. He should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends, Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.

16. **Peace and War** - It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ, they should do all in their power to put an end to war.

The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love.

17. **Religious Liberty** - God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom, no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.
18. Scripture references to support these doctrines to be found in "Baptist Faith and Message, 1963."

V. ORDINANCES

The ordinances of this church shall be Baptism and the Lord's Supper. The ordinances shall be administered as an act of worship and shall be administered by the pastor or whomever the church shall authorize.

VI. RELATIONSHIPS

The government of this church is vested in the body of believers who compose it. It is subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligations of mutual counsel and cooperation which are common among Baptist Churches. Insofar as is practical, this church will cooperate with and support the association and state convention-affiliated with the Southern Baptist Convention.

VII. GOVERNING DOCUMENTS

The governing documents of this church consist of the following integrated set of documents: Constitution, Bylaws, Operations Manual, and Philosophy of Ministry.

VIII. AMENDMENTS

This constitution may be amended by a two-thirds vote of those present at a quarterly church business meeting after such proposed changes have been submitted in writing and carried over from the previous quarterly church business meeting, printed copies made available at the church for all members who wish a copy, and an announcement of the proposed changes published in church publication(s) within seven (7) days preceding the business meeting at which the vote will be taken.

Bylaws

Revised: April 18, 2001

I. MEMBERSHIP

Section 1. General

This is an autonomous and democratic Baptist church under the Lordship of Jesus Christ. The membership retains unto itself the exclusive right of self-government in all phases of the spiritual and temporal life of this church.

Section 2. Qualifications

Individuals shall be eligible for membership in Bon Air Baptist Church who (1) have accepted and confessed Jesus Christ as personal Savior and in gratitude, commit to serve Him as Lord, and (2) have been baptized by immersion in accordance with the example and command of the New Testament, and (3) accept the principles of the Church Covenant, and (4) have completed the "Joy of Belonging" (membership) class.

The primary method for a person to request church membership is by offering himself/herself as a candidate for membership. However, where there are exceptional circumstances, as determined by the pastor, a person who has accepted and confessed Jesus Christ as personal Savior and Lord and in gratitude, commits to serve Him as Lord, may be received for membership without having to complete the other membership requirements.

Any person may request membership in the church in any of the following ways:

1. By profession of faith and for baptism, having confessed Jesus Christ as Savior and Lord.
2. By letter confirming membership from another Baptist church.
3. By statement of Christian experience to be followed by baptism where applicable.
4. By restoration upon giving evidence of repentance and reformation or in the case of continued absence upon giving a satisfactory explanation.

Under unusual circumstances, a person may be received into the fellowship in his/her absence.

Should a person present himself/herself for membership and it is obvious to the pastor that a delayed reception would be to the advantage of the person, the congregation expects the pastor to request permission to hold further discussion(s) with the person before presenting him/her as a candidate for membership.

Upon completion of the appropriate membership class, candidates for membership shall be received

into the fellowship of the church by congregational vote.

Any person may request to come under the watchcare of this church at any service where an invitation to membership is extended and may be received for watchcare by vote of the congregation, provided such person (1) has accepted and confessed Jesus Christ as personal Savior and Lord, (2) is a member of another Baptist church and is a temporary resident of the community, e.g., college student, temporary business/government assignment, etc., or is a member of another denomination and does not wish to be baptized by immersion, and (3) has been counseled by the ministerial staff of this church. A person received for watchcare shall be entitled to participate in all privileges of the church except to vote at elections or on other questions submitted to the church, nor shall such person be eligible to hold any elected church position described in the Bylaws: Article II, Church Officers; and Article V. Church Ministries.

Section 3. Commitment

Each member is expected to be faithful in all duties essential to the Christian life; to attend regularly the worship services of this church; to give financial support to the church and its causes, to share in its organized ministries, and to enter into its covenant.

Section 4. Voting Rights of Members

Every member of the church is entitled to vote at all elections and on all questions submitted to the church provided the member is present or provision has been made for absentee balloting except as established in Article VII., Section 5. Formal Conference. Participation is expected.

Section 5. Termination

Membership in this church may be terminated as follows:

1. By death.
2. By a letter of dismissal and recommendation to any other Baptist church entitled to receive same.
3. By a certificate to a church of another denomination, upon written request from such a church. A certificate is a statement that the person seeking membership in the other denomination's church is a member in good standing of Bon Air Baptist church.
4. By erasure upon request of a member in good standing to be released from his/her covenant obligations to this church, but only after patient and kind endeavor to secure the continuance of his/her fellowship.
5. By removal, should a member become an offense to the church and to its good name by reasons of immoral or unchristian conduct; or for prolonged and unexplained absence from worshipping with the church, but only after due notice by registered mail and hearing, and after faithful efforts have been made to bring such member to repentance and amendment.
6. All requests for termination of membership or action thereon shall be considered by the deacons, who shall then make recommendations to the church.

The clerk of the church is authorized to grant letters and certificates as requested, and insert a record of such action in the minutes of the church business meeting.

II. CHURCH OFFICERS

The church officers are the pastor, ministerial staff members, deacons, moderator and vice-moderator(s), clerk and assistant clerk(s), treasurer and assistant treasurer(s), and trustees. All church officers must be members of the church and shall hold office for the terms indicated herein or until their successors are elected and qualified.

Section 1. Pastor

The pastor is responsible for leading the church to function as a New Testament church. The pastor will lead the congregation, those participating in ministries and the church staff to perform their tasks.

In conjunction with the Ministry Coordination Council, the pastor is responsible for implementing and guarding the integrity of the mission, values, and vision of Bon Air Baptist Church. The pastor shall work with the church staff and lay leadership to: (1) lead the church to engage in a fellowship of worship, witness, education, ministry, and application, (2) equip the members of the church to perform the work of the church by proclaiming the gospel to believers and unbelievers, and caring for the church's members and other persons in the community.

When necessary, a Pastor Search Team elected by the church to seek out a suitable pastor shall recommend to the church for its consideration one name at a time, such recommendation to constitute a nomination. An affirmative vote of three-fourths (3/4) of those present is necessary for a choice. The pastor thus called shall serve until the relationship is terminated by his request or the church's request. The pastor shall give at least thirty (30) days' notice at the time of resignation before terminating his responsibilities as pastor, and thirty (30) days' notice may be given or thirty (30) days' pay in lieu of such notice in the case of termination by the church.

The Pastor Search Team shall consist of three (3) deacons, three (3) representatives from the church at large, and one (1) representative from each of the ministries established under Section 1., Article V. Church Ministries, of these bylaws.

Section 2. Ministerial Staff Members

This church shall call such ministerial staff members as the church shall authorize.

A job description shall be written when the need for such person is determined. Ministerial staff members shall be called by a vote of the church upon recommendation by a search team authorized by the Personnel Team. An affirmative vote of three-fourths (3/4) of those present is necessary for a choice. The person thus called shall serve until the relationship is terminated by his request or the church's request. He/she shall give at least thirty (30) days notice at the time of resignation before terminating the responsibilities as a ministerial staff member, and thirty (30) days notice may be given or thirty (30) days pay in lieu of such notice in the case of termination by the church.

Section 3. Deacons

1. The deacons shall uphold and strengthen the ministry of the pastor, guarding the unity of the

Spirit in the church. The deacons shall, in partnership with Care Ministries, lead in the ministry of care to members and prospects and shall seek to involve all members in the life of the church body. The chairman serves as a member of the Ministry Coordination Council.

2. The qualifications of a deacon are those set forth in Acts 6:1-7, and I Timothy 3:8-13. Following New Testament precedent, women, as well as men, shall be considered for election as deacons. (I Timothy 3:11, Romans 16:1-2). A deacon must be willing to accept, without reservation, the Church Covenant.
3. In accordance with the meaning of the work and the practice of the New Testament, deacons are to be servants of the church. The task of the deacon is to serve with the pastor and the staff in performing pastoral ministry tasks; proclaim the gospel to believers and unbelievers; care for the church members and other persons in the community; lead the church to engage in a fellowship of worship, witness, education, ministry, and application; and lead the church in performing its tasks.
4. The church may elect to honorary life membership any deacon, who by reason of age or infirmities shall, after honorable service, be no longer able to fulfill the total duties of the office.
5. Deacons shall serve for indefinite terms.
 - a) If a deacon does not plan to continue serving after the end of the calendar year, he/she should submit his/her resignation by July 1.
 - a) A deacon may continue his/her service only with the affirmation of the deacons.
6. Election of deacons
 - a. Deacon nominations may come from the congregation, the church staff, and members of the deacon body. The deacons will receive nominations for deacons throughout the year.
 - b. The number of deacons needed to effectively carry out the ministry of the deacons will be determined by the deacons and a slate of candidates equal to the number of new deacons needed will be submitted to the church for approval.
 - c. Should a vacancy occur, the deacons may name a person to fill the vacancy until a nominee can be approved by the church.
 - d. All newly elected deacons will begin service only after completing deacon orientation and training.

Section 4. Moderator

The moderator and vice-moderator(s) shall be elected annually from the laity. The moderator shall preside at all church business meetings. In the absence of moderator and vice-moderators, the clerk shall call the church to order and an acting moderator shall be elected.

Section 5. Clerk

The church shall elect annually a clerk and assistant clerk(s) of the church who shall keep a full and faithful account of the proceedings of the business meetings of the church. The clerk shall keep the church roll, securing and granting letters of dismissal for those coming into or leaving the membership of the church, the granting of such letters to be in keeping with provisions as set forth in the governing documents.

Section 6. Treasurer

The church shall elect annually a church treasurer and assistant treasurer(s). The assistant treasurers

shall perform all duties of the treasurer in the absence of the treasurer and/or duties as may be assigned by the treasurer. It shall be the duty of the treasurer to receive, preserve, and pay out, upon receipt of vouchers approved and signed by authorized personnel, all monies or things of value paid or given to the church, keeping at all times an itemized account of all receipts and disbursements. The Stewardship Team Leader shall be authorized to sign checks for such vouchers in the absence of the treasurer and assistant treasurers. It shall be the duty of the treasurer to render to the church at each regular business meeting an itemized report of the receipts and disbursements for the preceding month. The treasurer's report shall be audited annually by the Auditing Team or certified public accountant. The treasurer and assistant treasurers and Stewardship Team Leader shall be bonded.

Upon rendering the annual account at the end of each fiscal year and its acceptance and approval by the church, the records shall be delivered by the treasurer to the church clerk who shall keep and preserve the account as part of the permanent records of the church.

Section 7. Trustees

Three (3) trustees elected by the church will hold in trust the church's property. They shall have no power to buy, sell, mortgage, lease, or transfer any property without a specific vote of the church authorizing each action. It shall be the function of the trustees to affix their signatures to legal documents involving sale, mortgage, purchase or rental of property or other legal documents where the signatures of trustees are required. Trustees shall serve for six (6) years on a rotating basis, with one (1) new trustee being elected every two (2) years. A trustee may be eligible for re-election only after a lapse of two (2) years.

III. CHURCH SUPPORT STAFF

The church shall call or employ support staff as the church shall authorize. A job description shall be written when the need for such staff member is determined. Support staff shall be hired by the Associate Pastor for Administration in consultation with the appropriate supervisor(s).

IV. MINISTRY COORDINATION COUNCIL

The Ministry Coordination Council (MCC), under the leadership of the pastor, is responsible for implementing and guarding the integrity of the mission, values and vision of Bon Air Baptist Church. In addition to the pastor, the MCC is composed of the ministry co-coordinators, the deacon chair, WMU director, the Strategic Planning Team leader, and others as authorized by the church.

V. CHURCH MINISTRIES

Section 1. General

The ministry of the church shall be organized into ministries including, but not limited to:

- Worship,
- Outreach,
- Discipleship,
- Care,
- Service,
- Administrative

Each ministry will be led by ministry co-coordinators: one lay member and one ministerial staff member.

Section 2. Recruitment and Approval of Leadership

Recruitment and approval of leadership by the church shall be accomplished in accordance with approved policies.

Section 3. Organization and Authority of Teams

Each ministry and each team shall organize itself and conduct meetings of the whole or its parts to carry out its functions as established in the Operations Manual. Teams shall budget and spend funds as allocated in the church budget. The Stewardship Team, in consultation with the Ministry Coordination Council, will be responsible for setting expenditure guidelines. Ministry co-coordinators shall authorize all expenditures by the members of their ministry teams.

Section 4. Ministries

Each ministry, in coordination with other ministries, shall develop, organize, and direct an effective and balanced approach to its ministry which is a part of an intentional strategy for spiritual growth as well as numerical growth at Bon Air Baptist Church and is consistent with the values, mission, and vision and philosophy of ministry as adopted by the church.

The various ministries shall be organized into as many teams as may be authorized from time to time by the church as outlined in the Operations Manual.

Section 5. Auxiliary Ministries

1. Woman's Missionary Union

The Woman's Missionary Union co-labors with the Domestic Missions Team, the International Missions Team, and appropriate discipleship ministries teams to provide education in missions awareness, prayer support, financial need, and encouragement and training for ministry.

2. Strategic Planning Team

The Strategic Planning Team, co-laboring with the pastor and the Ministry Coordination Council, shall develop and recommend to the church a vision that clarifies the greatest opportunities and challenges to the church.

VI. CHURCH FINANCES

Section 1. Church Budget

The Stewardship Team, in consultation with the pastor and the Ministry Coordination Council shall prepare and submit to the church for approval at the October business meeting of the church an inclusive budget:

Section 2. Accounting Procedures

A system of accounting that will adequately provide for the handling of all funds shall be the

responsibility of the Stewardship Team.

The fiscal year of the church shall begin on January 1 and end on December 31.

Section 3. Special Offerings

The special offerings may be sought only upon approval of the church after having been presented to the Stewardship Team for its recommendations.

Section 4. Raising Money

There shall not be held in behalf of the church any sale of merchandise or any entertainment for the purpose of raising money; provided, however, to support youth and/or children's outreach mission projects, special fund raising events may be held when such events are approved by the Stewardship Team.

VII. CHURCH MEETINGS

Section 1. Worship Services

The church shall meet regularly for preaching, instruction, evangelism, and for the worship of Almighty God. These meetings will be open to all people and shall be conducted under the direction of the pastor.

Section 2. Special Services

Any special worship services and church meetings which will be essential in the accomplishment of the mission and vision of the church shall be placed on the church calendar.

Section 3. Regular Business Meetings.

The church meets quarterly (January, April, July, and October) to receive the reports and recommendation of the Ministry Coordination Council, ministry teams, and members. The January meeting shall be designated as the annual meeting. The church moderator shall moderate the business meetings.

An Ad Interim Church Business Group (Ad Interim Group) shall act for the church on matters specified by the church, meeting in months other than those designated for quarterly business meetings and those regular business meetings which may be established by the church from time to time. All motions considered by the Ad Interim Group must be adopted by a vote of sixty percent (60%) of the total membership of the Group.

In the event that an apparently routine matter is discovered to be a controversial or divisive issue, the Ad Interim Group will defer the matter for consideration to a Quarterly Business Meeting or a called business meeting.

Section 4. Special Business Meetings

The pastor may, and shall when requested by the deacons, Ministry Coordination Council, trustees, or a ministry team, or upon written request of twenty-five (25) members, call from the pulpit a special business meeting. At least three day's notice of the subject, date, time and location must be given for

the specially called business meeting. The business transacted at a special meeting shall be limited to that in the stated purpose of such meeting.

Section 5. Formal Conference

A “formal conference” of the church shall be held if there is involved a disagreement as to ownership or use or disposition of the church’s real estate and property, or if there is a disagreement as to the relationship to the association or denomination, or if as many as twenty-five percent (25%) of the resident church membership (seventeen (17) years of age or above) shall declare to the church in writing that in their opinion the matter involved is of such serious importance to the church as to justify holding a “formal conference.”

1. Thirty-three percent (33%) of the adult (seventeen (17) years of age or above) resident church membership shall constitute a quorum for a “formal conference.”
2. Written notices of the time and purpose must be mailed to the resident membership at least ten (10) days before the meeting.
3. Public announcement of the time and purpose of the meeting shall be made in the regular Sunday morning worship service at least two (2) Sundays prior to the time of the meeting.
4. All motions in a “formal conference” must be carried by a two-thirds majority.

Section 6. Parliamentary Authority

The rules contained in the current edition of Robert’s Rules of Order Newly Revised shall govern the church in all cases to which they are applicable and in which they are not inconsistent with these bylaws and any special rules of order the church may adopt.

Section 7. Quorum

In all business meetings one hundred (100) members shall constitute a quorum except for:

1. The calling or dismissal of ministers other than a pastor or the sale or purchase of property, at which time, five percent (5%) of the resident membership shall constitute a quorum.
2. The assumption of a financial responsibility not budgeted that exceeds five percent (5%) but not more than ten percent (10%) of the present year’s budget, at which time, one hundred (100) members shall constitute a quorum provided that two (2) weeks prior notice will have been given, such notice to state the purpose and amount of the financial responsibility to be considered.
3. The assumption of a financial responsibility not budgeted that exceeds ten percent (10%) of the present year’s budget, at which time, five per cent (5%) of the resident membership shall constitute a quorum.
4. The calling or dismissal of a pastor, at which time, twenty-five percent (25%) of the resident membership shall constitute a quorum.
5. The meetings of an Ad Interim Church Business Group which, at which time sixty percent (60%) of the membership of the Group shall constitute a quorum.

VIII. CHURCH POLICIES AND PROCEDURES

Section 1. Organizational Chart

An organizational chart shall be maintained which will depict lines of responsibility in the administration

of the church. This chart shall be reviewed periodically by the Ministry Coordination Council and shall be revised as needed. A copy shall be included in the church Operations Manual.

Section 2. Operations Manual

Church policies and procedures shall be described in the church Operations Manual. The master copy of the Operations Manual shall be kept in the church office and made available to any member of the church. The manual shall be maintained by the administrative secretary. Changes in policies and procedures may be initiated by any church member or organization. Additions, revisions, or deletions of the church policies and procedures require: (1) Review by the church officer or ministry co-coordinators to whose areas of assignment the policy relates, and (2) approval by the church.

IX. AMENDMENTS

These bylaws may be amended by a majority vote of those present at a quarterly church business meeting after such proposed changes have been submitted in writing and carried over from the previous quarterly church business meeting, printed copies made available at the church for all members who wish a copy, and an announcement of the proposed changes published in the church publication(s) within the seven (7) days preceding the business meeting at which the vote will be taken.

Appendix D

BABC Governance Structure Executive Summary – January 2015

Objectives:

- Current Environment: Provide decision-making ownership clarity (i.e. Ministry Teams vs. Ministry Coordination Council vs. Ad-Interim vs. Congregation) given our increased size and complexity.
- Future Environment: Provide decision-making efficiency given our multi-site movement.
- Create a culture where decision-making is pushed down to the lowest level where it makes sense for a given decision to be made – i.e. implement BABC's Philosophy of Ministry – Organization/Administration.
- Overall, ensure our decision-making structure/process helps us maximize our time and energy on ministry and living The Great Commission.

Research Findings:

- BABC Church-Wide Survey: Respondents do not want to run the church other than to weigh in on major issues such as finance and multi-site. Respondents do want to know more about what is happening at BABC and why – i.e. improved communication.
- Other Churches' Governance Structures: As churches grew in size and complexity, they went to a smaller governing body to make the majority of their decisions.

Recommendation for BABC Governance: Establish a Church Council

Proposed Structure:

- Size: 9 members plus senior pastor or pastor's designate; members elected by congregation
- Term: 3-year rotating membership (3 new members each year; must take off 1 year between terms)
- Leadership: Led by lay member for a one-year term (elected by Church Council)
- Meetings: At least once a month (7 members, excluding pastor or pastor's designate, required for quorum)
- Authority: Decisions made at appropriate level.
- Composition: Not a representative approach but rather a competency, spiritually mature based membership approach. Ideally Church Council would be a cross-section of congregation (diversity, age, campus) but not a requirement.

Requirements for Service; Initial & Annual Nomination/Selection Process; Limits of Church Council

Authority: See attached 10/22/14 Governance Study Team town hall meeting presentation

Impact of Church Council on Existing Governance:

- Ministry Coordination Council
 - Focus solely on coordination of various ministries
 - No longer a decision-making body
 - Renamed "Ministry Coordination Group" to emphasize new focus and avoid confusion with Church Council
- Ad-Interim: Disbanded after initial Church Council members are in place

Appendix E

PHILOSOPHY OF MINISTRY Bon Air Baptist Church, Richmond, VA

Our MISSION: *Proclaiming the Grace of God . . . Growing Followers of Christ*
The VISION of Bon Air Baptist Church is to turn our world right side up with Christ . . . one person . . . one family . . . one community at a time.

Our Philosophy of Equipping and Equippers

1. The senior pastor's role is primarily to give direction, shepherd the flock, train leaders, teach the Word, and be a model disciple, keeping the vision of discipling before all the people.
2. The role of other staff members is the same as that of the senior pastor in that staff member's area of ministry.
3. The role of church leaders is to be actively involved in leading their specific areas of ministry, to be models in the discipling process, and to assist in equipping other members for ministry.
4. The purpose of church membership is to provide an environment of nurture, encouragement, and accountability to the body of believers as well as to share responsibility for providing ministry opportunities, decision making, and appropriate finances.
5. All staff and church leaders must be growing disciples, participating in the discipling process, and committed to the church's doctrinal statement and philosophy of ministry.
6. Servant ministries are recognized as being equally important as leadership ministries.
7. We will intentionally train disciples with accountability on the basis of the heart and mind of Christ. Disciples will learn biblical principles and how to apply them to their lives. Disciples will become part of the training process that takes place in small groups where they will be encouraged to grow in their commitment to God.

Our Philosophy of Church Ministries

1. The fundamental purpose of every activity and ministry of the church is to develop and nurture disciples. Therefore, every activity will be evaluated by its effectiveness in developing mature disciples, and the church will modify or discontinue activities that are ineffective.
2. All members are ministers and called to do the work of Christ.
3. The primary function of our worship services will be to glorify God and proclaim His Word.
4. The Sunday morning Bible teaching ministry will be a key outreach and assimilation point for the church as well as a place for fellowship and teaching.
5. We will co-labor with parents to involve children and youth in meaningful activities that will provide an opportunity for them to make a commitment to Jesus Christ and to train them in the basic Christian disciplines.
6. The primary method of making disciples is the small group. Other approaches are valid, but only as a secondary method.
7. The church will use a phased, sequential, corporate process to make disciples.
 - a. It will be phased because we recognize that there are different levels of growth and commitment in a disciple's life.
 - b. It will be sequential because these levels of commitment are a measure for growth.
 - c. It is corporate because each member brings his unique gifts and experience to bear on the life of the disciple.
 - d. It is a process because it is the Body of Christ, and it is over a period of time that disciples are made. All disciples are in a process of growth until the end of their lives or the Lord returns.
8. We will maintain a healthy balance in local, domestic, and international missions which impacts reaching all the peoples of the world for Christ.

Appendix F

Bon Air Baptist Church Requested 2015 Ministry Budget Summary

	2014 Budget	2015 Budget Requested	2014 to 2015 Dollar Increase	2014 to 2015 Percent Increase	Percent of Annual Budget
INCOME					
Tithes and Offerings-BRC	3,267,869	2,958,729	-309,140	-9.46%	
Tithes and Offerings-JRC	256,293	215,433	-40,860	-15.94%	
Tithes and Offerings-RHC	25,838	25,838	0	0.00%	
Total Income	3,550,000	3,200,000	-350,000	-9.86%	
EXPENSES					
Glocal Missions Ministries					
Cooperative Missions	396,000	321,000	-75,000	-23.36%	10.03%
Woman's Missionary Union	13,140	11,826	-1,314	-11.11%	0.37%
Recreation Ministries	17,200	14,250	-2,950	-20.70%	0.45%
Mission Partners	57,350	46,515	-10,835	-23.29%	1.45%
Robious Hall Ministry	56,400	48,150	-8,250	-14.63%	1.50%
Total Glocal Missions	540,090	441,741	-98,349	-18.21%	13.80%
Worship Ministries					
Traditional Music	29,750	25,280	-4,470	-15.03%	0.79%
The Gathering	14,476	9,478	-4,998	-34.53%	0.30%
Total Worship Ministries	44,226	34,758	-9,468	-21.41%	1.09%
Spiritual Development Ministries					
Discipling Ministries	34,300	29,650	-4,650	-13.56%	0.93%
Preschool & Children's Ministries	27,500	23,485	-4,015	-14.60%	0.73%
Student Ministries	42,250	36,280	-5,970	-14.13%	1.13%
Adult and Family Ministries	12,550	10,850	-1,700	-13.55%	0.34%
Spiritual Development Ministries	116,600	100,265	-16,335	-14.01%	3.13%
Pastoral & Care Ministries					
Pastoral Ministries	12,000	8,000	-4,000	-33.33%	0.25%
Care Ministries	13,100	7,355	-5,745	-43.85%	0.23%
Total Pastoral & Care Ministries	25,100	15,355	-9,745	-38.82%	0.48%
Member Mobilization Ministries					
	5,950	3,792	-2,158	-36.27%	0.12%
Multisite Movement (without salaries)					
James River Campus	75,300	65,620	-9,680	-12.86%	2.05%
The Village Campus (net of support)	0	-38,452	-38,452	n/a	-1.20%
Total Multisite Movement	75,300	27,168	-48,132	-63.92%	0.85%
Administration Ministries					
Facilities Ministry	408,050	389,150	-18,900	-4.63%	12.16%
Support Ministries	170,929	136,734	-34,195	-20.01%	4.27%
Food Service Ministry Net	10,150	13,096	2,946	29.02%	0.41%
AudioVisual Ministries	30,630	24,961	-5,669	-18.51%	0.78%
Personnel Ministry All	2,122,975	2,012,980	-109,995	-5.18%	62.91%
Total Administration Ministries	2,742,734	2,576,921	-165,813	-6.05%	80.53%
Total Ministry Budget	3,550,000	3,200,000	-350,000	-9.86%	100.00%
Net income (loss)	0	0	0		
Total Bon Air Baptist Ministry Budget	3,550,000	3,200,000	-350,000	-9.86%	
Total Weekday Ministry Budget	263,750	251,700	-12,050	-4.57%	
Grand Total	3,813,750	3,451,700	-362,050	-9.49%	

Appendix G Five Year Strategic Plan

(This document was approved at the 9-15-2010 Business Meeting.)

Overview

In recent years, our senior pastor has been underscoring the importance and power of six ministry emphases, which he refers to as the **M&Ms** (e.g., Mission Mindset, Multi-Site Movement). The Ministry Coordination Council (MCC) is presenting this document to the church to formally recognize and adopt these as our top ministry emphases for the next five years.

Background

In 2000, Bon Air Baptist Church adopted a **Strategic Direction**:

- I. To preach and teach the Word of God as revealed by Holy Scripture so that: a) non-believers will be confronted by the truth of the Gospel; b) developing believers will be instructed in the faith; and c) mature believers will be challenged in the faith.
- II. To offer varying styles of worship and programming consistent with biblical teaching so that an increasingly diverse body of believers may express their love for and devotion to God.
- III. To support believers and seekers in their journey of faith by creating an environment where relationships are characterized by Christ-like qualities of unity, trust, openness, caring, and the sharing of risks and resources and whereby disciples are nurtured so that the Kingdom of God is manifested in each believer.
- IV. To provide better counsel and support to those making a decision to follow Christ and those seeking church membership in order that church membership will be more meaningful.
- V. To help each believer identify his or her passion for ministry and to encourage the discovery, development, and use of spiritual gifts so that every disciple is doing the work of Christ.
- VI. To passionately evangelize diverse peoples in our community and the world beyond.
- VII. To establish multiple satellite congregations under the umbrella of Bon Air Baptist Church.

Along with God's spirit, this 2000 document was a powerful guiding force, and a number of

important elements of today's life at Bon Air Baptist have grown out of this work done in 2000. These include MCC, the Gathering, the Joy of Belonging, the "Servant Profile" and the database of people's gifts and passions.

Significantly, we believe the 2000 Strategic Direction is still reliable and should continue to guide our church for the near future. The ministry emphases described in this document are not intended to replace but to refocus and renew us with in the 2000 framework.

Top Ministry Emphases (The M&Ms)

The top ministry emphases for our church over the next five years are summarized as follows, with more detail found at the referenced page number:

1. **Mission Mindset** to build on our missions legacy and seek effective means of being on mission both locally and internationally. (page 5)
2. **Multi-Site Movement** to strengthen our present campuses and seek to launch new campuses. (page 6)
3. **A Mejor Mañana** (a Better Tomorrow) to build and maintain bridges to future generations, with a special focus on children, students, and young adults. (page 7)
4. **Multi-Ethnic Mentality** to proactively work to open worship, membership, fellowship, and leadership to all, without regard to ethnicity. (page 8)
5. **Spiritually Mature Members** to provide meaningful opportunities for spiritual growth. (page 9)
6. **Member Mobilization** to continue to help members find their places of service in the church. (page 10)

Three of these can be linked directly to statements in the 2000 Strategic Direction: 2. Multi-Site Movement – VII; 4. Multi-Ethnic Mentality – VI; and 6. Member Mobilization – V. Three more are also prominent, though perhaps more subtle, in the 2000 document: 1. Missions Mindset; 3. A Mejor Mañana; and 5. Spiritually Mature Members.

It is important to understand that these six emphases are not the only things we highly value at Bon Air Baptist Church. They simply represent those that we will most emphasize and closely monitor over the next five years to best ensure we reach our vision.

Strategic Support

To realize our vision, the right organizational and financial resources must underlie all of the church's work and ministry activities. Consequently, in addition to the six ministry emphases, we will closely monitor our progress towards these high-level goals for strategic support:

1. Develop and implement a staff plan that has the "right people, right place, right mindset" to guide and lead the church
2. Refine the current governance structure so that ministry teams are empowered to

make decisions under the leadership of the MCC co-coordinators and the church is informed of and is able to participate in these decisions.

3. Improve the aesthetics and functioning of our facilities at our campuses so that they will support and aid the ministries of the church.
4. Secure the church's financial future through a combination of increased stewardship education, promotion of offerings, and new revenue streams.

These goals are fundamental to a smoothly operating and thriving church, and are made even more important by our church's current size and expected growth.

Governance

This document is the product of more than six months of work. Church staff, deacons, the ad hoc Staff Structure Study Team, and MCC have prayerfully shaped this document. MCC, by virtue of its role in the church, has been the final arbiter regarding this document's content.

The church's Constitution and By-Laws state the following: "The Ministry Coordination Council, under the leadership of the pastor, is responsible for implementing and guarding the integrity of the mission, values and vision of Bon Air Baptist Church." Thus, MCC will be charged with overseeing the development and implementation of annual plans and goals associated with these emphases.

In March of each year, MCC will review our progress, celebrating ways in which the church has achieved its goals, and confirming that these top emphases are still right for our church. In addition, we expect that future decisions regarding budgets and personnel will reflect our choice of these emphases and high-level goals.

The Vision

A vision is "an idealized description of a desired outcome that inspires, energizes, motivates and helps us create a mental image of our target" (Heather Mackey). We are asking you to embrace these emphases and a future vision for our church. The process of communicating, understanding, and embracing these top emphases, if we do it well, will focus and release our energy to work together under God toward this common vision.

We believe that with the power of the Holy Spirit at work in and through us and the faithful implementation of the goals and plans that flow from these emphases, Bon Air Baptist will be an effective 21st-century church. And what might that look like?

In five short years, we envision the following:

- A church where our character and behavior are noticeably more Christ-like to those inside and outside the church because of the increased number of transformed lives.
- A truly multi-generational church, with people of all ages worshipping, growing and serving together.
- A church that is passionately embracing the multi-site approach as a means to reach

people and grow the church.

- A church with substantially more people in our worship services, small groups, Bible studies, and Sunday Morning Bible Study.
- A church that is reaching people beyond our circles by sharing our resources to help other churches and churchplanters.
- A church well on the way to reflecting the demographics of its various neighborhoods. By God's power, it can be so.

Ministry Coordination Council (MCC)

Ministry Area	Staff Co-Coordinator	Lay Co-Coordinator
Senior Pastor	Travis Collins	-
Care	Norman Burnes	Zach Heafner
Church Administration	Steve Law	Fred Dunning
Deacon Chairperson	-	Lee Coble
Glocal	Valerie Carter	Nancy Lynch
Member Mobilization	Kakki Aydlotte	Alison Wakefield
Spiritual Development	Deborah Upton	Betsy Cobb
Strategic Planning Team Leader	-	Glenn Akins
Worship	Paul Honaker	Rhonda Sadler
WMU Director	-	Lois Bass
At Large Members	-	Matt Buckley Raynell Reid
Multi-Site	John Sawyer	-
Church Moderator	-	Steve Theisen

Note: This document was approved at the 9-15-2010 Business Meeting.

1. Missions Mindset

A missions mindset means building on our missions legacy and seeking effective means of being on mission in the twenty-first century both locally and internationally. This emphasis will encourage a willingness to do whatever it takes both as individuals and as a body to engage people outside our walls, and a commitment to meet people's needs, knowing that everyone's ultimate need is a heart transformation.

1. Implement a review process to evaluate all mission projects to help ensure our resources are properly directed.
2. Promote a missions mindset in the hearts and minds of the people so that individual and group participation in mission experiences increases.
3. Establish at least one ongoing, meaningful mission presence in another local community that is struggling spiritually and socio-economically.
4. Aim outreach opportunities through the recreation, prison, ESL, Weekday Preschool, Music and other outreach ministries to result in transformed lives and active church-membership.
5. Aim to expand our relationship with international, national, state and associational mission partners and other partners.
6. Increase annual giving to domestic missions and international missions offerings as well as identifying new ways to meet human needs in the name of Jesus.
7. Improve return rate of first time visitors.

2. Multi-Site Movement

We are a “multi-site” church—*one church in multiple locations*. Through the Buford Road, NorthStar, James River and Robious Hall Campuses members of the one family of Bon Air Baptist Church meet for worship and ministry. This movement will strengthen our present campuses and launch new campuses so that we may go to where the people are for the purpose of helping people find their way to God through Jesus. We will also encourage our growing commitment to identity as one church in multiple locations.

1. Expand worship attendance at all campuses.
2. Educate people at all campuses on the value and mechanics of the multi-site movement.
3. Increase financial giving at all campuses through an ongoing stewardship emphasis.
4. Maximize the effectiveness of the multi-site movement by following the IPOD operating guidebook at each campus. (IPOD: Initial expectations, Priority elements, Optional ideas, and Discouraged practices).
5. Increase participation in discipleship groups, e.g., small groups, Bible study, and volunteer participation.
6. Maintain momentum in the multi-site movement by opening additional campuses.
7. Enhance the cooperation and teamwork among all campuses.

3. A Mejor Mañana (a Better Tomorrow)

We believe that it is our task to build and maintain bridges to future generations for the cause of Christ and the mission of the church. Therefore, we choose to have a special focus on the ministries to children, students, and young adults.

1. Discover and implement new ways to attract and engage young adults (ages 18 to 40) into our church family.
2. Develop meaningful relationships between generations so that our church family is a community where all generations learn from each other, fellowship together, and value the unique contributions each makes to the church body.
3. Further develop the Student Ministry into a Christ-centered community which effectively leads students to a place of spiritual health and wholeness.
4. Provide spiritual nurture and encouragement to those transitioning from student ministry into young adulthood whether they are here in the Bon Air family or living elsewhere.
5. Continue to develop the Children's Ministry into a recognized model for integrating faith and family, for helping children grow spiritually, and for being a conduit for bringing entire families into our church.

4. Multi-Ethnic Mentality

We embrace a multi-ethnic mentality because (1) it is the right thing to do; (2) we believe that churches that will be effective in the 21st century will be those in which a multi-ethnic culture exists; and (3) the world has come to us. Our objective is that worship, membership, fellowship, and leadership are open to all followers of Jesus regardless of the hue of their skin or the accent of their tongues.

1. Cultivate an environment where the congregation further appreciates the benefits of a multi-ethnic church.
2. Develop outreach methods that will attract more people of diverse ethnicities resulting in a greater ethnic diversity in our church family.
3. Recruit and prepare peoples of all ethnicities so that at each campus the leadership and membership reflect the demographics of its geographical context.

5. Spiritually Mature Members

We affirm that the faith journey is a life-long process of being transformed more and more into the likeness of Jesus. This does not happen without intentional effort on the part of each believer. The church will provide meaningful opportunities that facilitate such growth and to help our members understand the value of continuing to nurture their spiritual lives.

1. Create opportunities to help our members understand and practice worship as a way of life.
2. Continue to offer a diverse menu of classes, seminars, and retreat experiences to help our members better understand God's Word and apply biblical principles to everyday life.
3. Encourage the church family to engage in personal and group relationships that help us love each other, comfort each other during times of trial, serve together, and celebrate life events and spiritual milestones.
4. Broaden our small group ministry to include a wide variety of small group experiences (e.g., short-term, sermon-focused; ongoing; interest-specific).
5. Identify, train, and nurture small group leaders.
6. Utilize and promote the resources of the church library for the purpose of spiritual development.
7. Educate and encourage our church family to be watchful and responsive to the many opportunities God provides in our everyday lives for us to express His love through interactions with others.
8. Continue to use the concept of the 4 Cs of spiritual growth to communicate the ways we grow spiritually: Celebrate, Cultivate, Care, and Connect.

6. Member Mobilization

The Bible speaks of the church as a body. Every member of this body has a function, and should be fulfilling that role.

1. Significantly increase the number of church family members (churchmembers, regular attendees, ongoing small group and Bible study members) involved in ministry either outside or inside the church.
2. Significantly increase the number of church family members (church members, regular attendees, ongoing small group and Bible study members) in our database who have identified their gifts, passions, skills and talents.
3. Equip young emerging leaders to assume places of service and leadership within and outside the church.
4. Educate ministry leaders on the spiritual gifts database to identify probable ministry volunteers and promote ongoing usage of the database.

*Document preparation provided by the Media Ministry of Bon Air Baptist Church
Randy Lynn, Media Director*

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2531 Buford Road
North Chesterfield, VA 23235
(804) 272-1475*