

General Conference Agenda Booklet

**WELCOME
MINISTERS AND DELEGATES
TO THE**

**FOR LOCAL CHURCH
DELEGATES & MINISTERS**



**40th GENERAL CONFERENCE of the
PENTECOSTAL FREE WILL BAPTIST CHURCH
July 28 - 29, 2010**

“Witnessing Through Relationships”

**2010 General Conference Agenda
July 28 & 29**

We bid ministers, lay representatives, and visiting guests a warm welcome to the 2010 General Conference of the Pentecostal Free Will Baptist Church. The business sessions will begin promptly at 10:00 a.m. each day. The order of the agenda may change slightly as we proceed in order to make the most productive use of your time.

OPENING EVENTS

- Welcome and Worship
- Establishment of the Voting Bar in the Center Section
- Adoption of the Decorum

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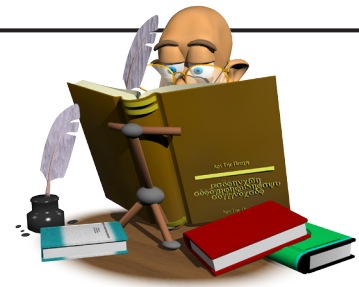
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► EDITORIAL NOTE ◀



In an effort to save a significant amount of money on postage and paper, the following will apply to The General Conference 2010 Minutes and Agenda Booklet.

Minutes and Agenda Booklets will be distributed through the Monthly Coordinated Mailing on one CD, in an Adobe Acrobat Reader file. A CD will be sent to every Church and Minister. If a Church or Minister does not have the ability to utilize the CD, please contact the Resource Center to receive a printed copy.

Danny Blackman

2010 General Conference Decorum

1. Robert's Rules of Order, Newly Revised, shall govern the business procedures of this conference. The Chairman shall appoint a parliamentarian and timekeeper.
2. The Chair shall maintain neutrality in matters being debated while presiding. This does not prohibit him from offering facts pertinent to the subject, or from asking or answering questions for clarification. If the Chairman desires to debate, he shall relinquish the Chair.
3. All persons desiring to speak shall move to the nearest microphone and address the Chair by saying, "Mr. Chairman" and wait until recognized before continuing. All speakers shall be courteous, avoiding all adverse or unkind personal references.
4. All speakers shall confine their remarks to the question before the body. In debate, the Chair will attempt to alternate the speakers on each side of the question. Speeches will be limited to three minutes each. Preference in obtaining the floor shall be given to those who have not spoken on the pending questions.
5. The Chair will not entertain a motion for the previous questions when there are persons desiring to speak until a minimum of three speakers have been heard from on each side.
6. Voting privileges are given to all members of the General Board of Directors; All Conference Licensed and Ordained PFWB Ministers; Church and Mission delegates as defined in Article II, Section II of the Faith and Practices which is quoted below. No individual shall cast more than one vote on any issue. Absentee or proxy voting shall not be permitted.

"Churches that have full membership in the corporation shall be entitled to one voting delegate for each 50 active members or any fractional part thereof with no church having less than two."

"Any official Pentecostal Free Will Baptist Mission within the boundaries of the United States, that has been in existence for three months and has ten or more active adult members, shall be entitled to elect one of its adult members to represent it..."
7. Nominations shall be allowed from the floor, elections will be by ballot except where there is only one nominee. When only one office is being voted, and no one receives a majority of the votes on the first ballot, only the two nominees with the highest number of votes will be considered on the second ballot. When more than one office is being considered, such as four seats on the General Board, and more persons are nominated than the number of seats available, the persons shall be elected who receive the highest number of votes for the number of seats to be filled, even if it is not a majority. In the event of a tie, a run off ballot will be taken if needed. Campaign speeches will not be permitted.

**General Board of Directors
2010**

Expiration Year

Corporate Officers

Dr. Preston Heath, General Superintendent	2012
Reverend Wesley Hamilton, Assistant General Superintendent	2010
Antioch PFWB Church	
Mr. Stephen Garriss, General Secretary	2012
Cape Fear District • North Haven PFWB Church, Raleigh NC	
Mr. Dewayne Weeks, General Treasurer	2010
Cape Fear District • Stoney Run PFWB Church, Dunn NC	

District Ministerial Directors

Reverend Ronnie Cox	2014
Bladen Lakes District • New Light PFWB Church, Bladenboro NC	
Reverend Murray King	2010
Cape Fear District • Stoney Run PFWB Church, Dunn NC	
Vacant	2010
Neuse River District •	
Reverend Errett Marshburn	2010
New River District • Christian Life Fellowship, Jacksonville NC	
Reverend William Beagle	2014
Virginia District • Faith Temple PFWB Church, Norfolk VA	


 First General Conference for new VA District

District Laity Representatives

Mr. John L. Bailey	2014
Neuse River District • Black Jack PFWB Church, Greenville NC	
Mr. Cecil Lanier	2010
New River District • Beulaville PFWB Church, Beulaville NC	
Mr. Pat Williams	2014
Cape Fear District • Stoney Run PFWB Church, Dunn NC	

Expiration Year

District Laity Representatives Continued

Mr. Ronnie Wilkins.....	2014
Bladen Lakes District • New Light PFWB Church, Bladenboro NC	
Mrs. Gloria Howard.....	2014
Virginia District • Solid Rock Ministries, Mechanicsville VA	

At-Large Ministerial Representatives

Reverend Randy Carter.....	2010
Cape Fear District • Rolesville Community PFWB Church, Rolesville NC	
Reverend Marty Tew.....	2012
Bladen Lakes District • Garland PFWB Church, Garland NC	
Reverend John Sauls.....	2012
Cape Fear District • Crossroads Ministries PFWB Church, Broadway NC	
Reverend Theresa Ramsey.....	2012
Virginia District • Hosanna Fellowship PFWB Church, Stafford VA	
<i>First woman to serve on PFWB General Board</i>	
To Be Filled.....	2010

At-Large Laity Representatives

Mr. Rod Murphy.....	2012
Neuse River District • Stewarts Chapel PFWB Church, Four Oaks NC	
Mr. Walter Whaley.....	2010
New River District • Maranatha PFWB Church, Beulaville NC	
Mr. Don Worley.....	2010
Cape Fear District • North Haven PFWB Church, Raleigh NC	
Mr. Mike Gardner.....	2012
Cape Fear District • North Haven PFWB Church, Raleigh NC	
To Be Filled.....	2010

2008-2009 MINISTERIAL COUNCIL REPORT
Chairman, Rev. Murray King Jr.

The Ministerial Council Report submitted is for the period of November 20, 2008 thru May 21, 2009.

Ministerial Council Members

Rev. Preston Heath, General Superintendent
Rev. Murray King Jr., Ministerial Council Chairman & Cape Fear District Director
Rev. Ronnie Cox, Bladen Lakes District Director
Rev. Mike Grady, Neuse River District Director
Rev. Errett Marshburn, New River District Director
Rev. Charles Heath, Regional Director
Rev. Reynolds Smith, Regional Director

The Ministerial has met and has approved the following applicants as indicated:

A. Advanced from Conference License to Ordination

1. Rev. Garfield M. Baker
2. Rev. Jeffery M. Banks
3. Rev. Cindy G. Bartlett
4. Rev. Lillian H. Best
5. Rev. Perry Cribb
6. Rev. Leon A. Frigon
7. Rev. Milton B. Hill Jr.
8. Rev. Jim R. Jones
9. Rev. Steve A. Mull
10. Rev. Richard A. Padrick
11. Rev. Samuel W. Pope Jr.
12. Rev. Glenwood R. Smith
13. Rev. Crystal L. Stanley
14. Rev. Anita G. Sumner
15. Rev. Glenn Scott Tart
16. Rev. Edward F. Thomas Jr.

B. Conference Licensed Ministers

1. Rev. Ronald D. Godwin
2. Rev. Tina H. Norris
3. Rev. Thomas Michael Schuler Jr. "T.J."
4. Rev. Gladys "Cherry" Sessoms

C. Reinstated

1. Rev. Flemon J. Ard, Jr. - Ordained

D. Transferred In

1. Rev. Michael R. Mobley - Conference License - Cross Country World Missions
2. Rev. Linda L. Stroud - Ordained - Cross Country World Missions

E. Transferred Out

1. Rev. Michael Barnett - Ordained - PH NC Conference
2. Rev. Gerald Hollamon - Ordained - PH NC Conference

F. Resigned

1. Rev. David L. Barnes - Ordained

G. Non-Renewed

1. Rev. Larry W. Browning - Ordained
2. Rev. Marty Massey - Ordained
3. Rev. German Meza - Ordained
4. Rev. Barry Pratt - Ordained

H. Deceased

1. Rev. Betty T. Bryant - Ordained
2. Rev. Johnny W. Coombs - Conference Licensed
3. Rev. Raymond Kearney - Ordained

2009 -2010 MINISTERIAL COUNCIL REPORT
Chairman, Rev. Murray King Jr.

The Ministerial Council Report submitted is for the period of July 16, 2009 thru May 20, 2010.

Ministerial Council Members

- Rev. Preston Heath, General Superintendent
- Rev. Murray King Jr., Ministerial Council Chairman & Cape Fear District Director
- Rev. Ronnie Cox, Bladen Lakes District Director
- Rev. Errett Marshburn, New River District Director
- Rev. William Beagle, Virginia District Director
- Rev. Charles Heath, Regional Director
- Rev. Reynolds Smith, Regional Director

The Ministerial Council has met and has approved the following applicants as indicated:

A. Advanced from Conference License to Ordination

1. Rev. Ronald D. Godwin
2. Rev. Irvin Johnson
3. Rev. Tina H. Norris
4. Rev. Gladys Sessoms (Cherry)

B. Ordained Minister

1. Myra J. Heath

C. Conference Licensed Ministers

1. Rev. W. Tony Beasley
2. Rev. Audrey S. Carter
3. Rev. David F. Jarman
4. Rev. Gabriel J. Landis
5. Rev. Paula J. Schwefel

D. Reinstated

- | | |
|----------------------------|--------------------|
| 1. Rev. Joel W. Brown | Ordained |
| 2. Rev. Ester G. Nicholson | Conference License |

E. Transferred In

- | | | |
|-------------------------------|----------|-------------------|
| 1. Rev. James M. Owens (Mike) | Ordained | Church of God |
| 2. Dr. James J. Seymour | Ordained | Assemblies of God |
| 3. Rev. Barry L. Teague | Ordained | Church of God |

F. Transferred Out

- | | | |
|------------------------------|----------|--------------------|
| 1. Rev. Anthony Moore (Tony) | Ordained | IPHC-NC Conference |
|------------------------------|----------|--------------------|

G. Resigned

- | | |
|---------------------------|--------------------|
| 1. Rev. Danny E. Kennedy | Ordained |
| 2. Rev. Patricia A. Reich | Conference License |
| 3. Rev. Linda Wood | Ordained |
| 4. Rev. Johnny Stanley | Ordained |

H. Non-Renewed

- | | |
|------------------------|----------|
| 1. Rev. Flemon Ard Jr. | Ordained |
| 2. Rev. Earl Hole' | Ordained |
| 3. Rev. Carol Kipp | Ordained |

I. Deceased

- | | | |
|----------------------|----------|------|
| 1. Rev. R. C. Dixon | Ordained | 2009 |
| 2. Rev. Carl Gattis | Ordained | 2010 |
| 3. Rev. Mike Grady | Ordained | 2009 |
| 4. Rev. Joseph Heath | Ordained | 2009 |

Advisory Council Telephone Meeting

September 15, 2008

This meeting was for only one item:

The Item of Business:

- 1- A request from Coker Memorial PFWB Church.

The Coker Memorial PFWB Church request the consent of the Pentecostal Free Will Baptist Church, Inc. to use the properties for collateral to secure a loan of \$125,000 needed for improvements. The mortgage will be repaid by Coker Memorial PFWB Church.

All members of the Advisory Council were contacted by telephone and gave an affirmative vote.

Members:

John Bailey

Larry Brant

Ronnie Cox

Mike Grady

Murray King

Errett Marshburn

Ronnie Wilkins

Pat Williams

Recorded by:

Preston Heath

**ADVISORY COUNCIL MEETING
TUESDAY, JANUARY 6, 2009**

Members Present: Preston Heath, Murray King, Mike Grady, John Bailey, Ronnie Cox, Pat Williams, Errett Marshburn, and Ronnie Wilkins.

Member Absent: Larry Brant

Staff Present: Cathy Mozingo.

Agenda Items:

Budget Revision -

1 - Brother Preston reviewed the many ways the expenses of the denomination have been cut for the 2009 budget. Each department and area is asked to reduce cost by 5%. All employees have agreed to work toward accomplishing the 5% reduction in their area. Employee 5% compensation increase was not reduced in the revision. However, employees have not received the 5% increase formerly projected in budget due to economy downturn.

2 - Brother Preston presented the compensation structure used for employees and explained the change in the insurance coverage at age 65 for employees. The question before the council was whether they wanted to maintain the structure or change the compensation total for a person at age 65. After discussion the council entered and approved the following motion. Pastor Murray King moved and Pastor Ronnie Cox seconded that the total compensation be maintained for the employee at age 65. The motion adopted unanimously.

3 - By vote of acclamation the council empowered the General Superintendent and staff members to modify the denominational policy on sending flowers to those in the hospital and bereaved families.

Meeting adjourned

Minutes Submitted by,
Pastor Errett Marshburn

Appendix to Minutes:

On January 15, 2009 the four District Ministerial Council members approved the request of Regional Director Reynolds Smith to increase his housing allowance from \$900/month to \$1000/month beginning January 2009 and continuing until changed by this council. (The brethren were in the office to attend a Ministerial Council Meeting when they approved this matter.)

On January 16, 2009 by telephone the four District Lay Representative of the Council approved the request of Regional Director Reynolds Smith to increase his housing allowance from \$900/month to \$1000/month beginning January 2009 and continuing until changed by this council.

PENTECOSTAL FREE WILL BAPTIST CHURCH, INC.
ADVISORY COUNCIL MEETING
AUGUST 27, 2009
7 P.M.
RESOURCE CENTER

MEMBERS PRESENT

Dr. Preston Heath, Chairman
John Bailey
Rev. William G. Beagle
Rev. Murray King
Rev. Errett Marshburn
Pat Williams

Cathy Mozingo, General Services Director was also present.

1. Tabernacle Air Condition Units
 Moved by John Bailey
 Seconded by Rev. Errett Marshburn
 To empower Rev. Heath to look into purchasing A/C units for the tabernacle in order to sufficiently keep the tabernacle a comfortable temperature during camp meetings and other events.

 The motion carried.

2. South Gastonia Church:
 Request by South Gastonia Church to sell its parsonage at a price of \$30,000. Their real estate is owned by the PFWB Church, Inc. The purchase of sale will take care of the mortgage payoff for their fellowship hall with the remaining funds going to the South Gastonia Church general fund.

 Moved by John Bailey
 Seconded by Pat Williams
 to grant the church's request.

 The motion carried.

3. Update of the Norfolk property:
 Committee getting together to have a contract drawn up by their attorney to:

 (1) sell first piece of property
 (2) sell other piece of property for \$200,000.00

 Give Bro. Preston Heath authority to have our attorney to see about us renting the vacant property until sold. It was the consensus of committee to do so.

4. Sheridan Forest Worship Center Church:
Request by Sheridan Forest Worship Center to purchase 3 lots next to the church for \$21,000.00 each. There is a mortgage on the Sheridan Forest Center for \$79,000.00. The church will increase contributions to cover the additional mortgage.

Pastor Dale Hester and the congregation want these 3 lots.

Motion made by John Bailey

Seconded by Murray King

To allow Bro. Preston to meet with Sheridan Forest Church Board to work out an agreement with them to pursue buying the 3 lots.

Motion carried.

5. Financial Reports-PFWB Church
Cathy Mazingo, Gen. Services Director gave a report on the PFWB Church finances from January 1, 2009 to present.

**Decrease of \$12,000.00 of church tithes

**Increase of \$6,400.00 in ministers tithes

**Month of July had an increase of both church and ministers tithes

6. A personnel matter was discussed.
☼ *Editorial Note: To honor and protect the privacy of our personnel, in agreement with Roberts Rules of Order, the General Board of Directors on June 17, 2010, directed that this item not be printed in the Conference Agenda Booklet.*

Submitted by: Acting Secretary Rev. Errett Marshburn

**ADVISORY COUNCIL MEETING
DECEMBER 15, 2009**

Members Present: Ronnie Cox, John Bailey, Errett Marshburn, Larry Brant, Murray King, Pat Williams, William Beagle, Preston Heath
Member absent: Gloria Howard

Corporate Officers/Finance Committee Members present:
Stephen Garriss, Dewayne Weeks, Preston Heath

Agenda:

- 1- Approval of Appointments in Womens Ministry
 - A. Cape Fear District Director- Janet Johnson
 - B. Bladen Lakes Director- Bonita Foster

Motion by John Bailey: to accept the recommendation of Bonita Foster as the BL Women District Director.

Seconded by: Ronnie Cox

Motion Carried.

Note: There was no name provided at the council meeting due to a person reconsidering and declining at the last minute. Therefore Mrs. Janet Johnson name was approved by the council by telephone during the following week.)

- 1- General Superintendent requested Board Members to read Ron Luce's book, Battle Cry for a Generation.
- 2- The Advisory Council **jointly** with the Finance Committee adopted a management policy governing Compensation adjustments for employees transiting to Medicare. (This item was considered in two previous meetings: January 6, 2009 and August 27, 2009.)
(See minutes on Joint meeting with Finance Committee dated December 15, 2009 for detailed action and Management Policy established.)

Motion to rescind the action of the Advisory Council in the January 6, 2009 meeting retaining the old policy and compensation scale.

Motion by: Murray King

Second by: Wm. Beagle

Motion Carried

Recorded by Errett Marshburn

Pentecostal Free Will Baptist Church, Inc.
Treasurer's Report as of December 31
Statement of Financial Position
Dewayne Weeks, Treasurer

	2009	2008
<u>Assets:</u>		
Cash and cash equivalents	\$402,556	\$381,799
Certificates of deposit	129,375	124,567
Certificates of deposit-World Witness F	200,000	200,000
Accounts receivable	33,824	41,936
Accounts receivable-related party	19,097	6,903
Capital lease receivable-related part	378,247	419,000
Inventory	113,940	115,336
Land, building and equipment, net	2,217,854	2,209,437
Total assets	\$3,494,893	\$3,498,978
 <u>Liabilities:</u>		
Accounts payable	\$38,115	\$20,551
Accounts payable-related parties	14,472	12,111
Accrued liabilities	10,738	10,667
Retirement payable	25,206	21,462
Notes payable	1,103,889	1,107,128
Other liabilities	74,392	102,618
Total liabilities	\$ 1,266,812	\$ 1,274,537
 <u>Net assets:</u>		
Unrestricted	\$ 2,134,641	\$ 2,160,108
Temporarily restricted	93,440	64,333
Total net assets	\$ 2,228,081	\$ 2,224,441
Total liabilities and net assets	\$3,494,893	\$3,498,978

General Secretary's Report
From May 2008 thru December 31, 2009

1. May 19, 2008 Finance Committee meeting.
2. June 16, 2008 Meeting to discuss the interest in the "Hope Mills Church" property the current group meeting there has in purchasing this property.
3. July 30, 2008 General Board of Directors meeting.
4. August 20, 2008 Finance Committee meeting.
5. November 13, 2008 Finance Committee meeting.
6. December 18, 2008 Finance Committee Phone meeting. Agreed to suspended employee increases. We will revisit mid 2009.
7. February 18, 2009 Finance Committee meeting
8. March 4, 2009 Finance Committee meeting.
9. May 5, 2009 Finance Committee meeting.
10. May 5, 2009 Corporate Officers meeting.
11. June 16, 2009 Finance Committee meeting.
12. August 20, 2009 Finance Committee meeting.
13. September 20, 2009 Finance Committee meeting.
14. September 20, 2009 Corporate Officers meeting.
15. November 20, 2009 Finance Committee meeting.
16. December 15, 2009 Finance Committee and Advisory Council joint meeting.

All action requiring Advisory Council approval was obtained before signing appropriate documents.

Respectfully submitted
Stephen Garriss, Secretary

**Finance Committee Meeting
May 5, 2009**

Persons Present:

Wesley Hamilton, Assistant Superintendent
Stephen Garriss, Secretary
Dewayne Weeks, Treasurer
Dr. Preston Heath, Superintendent
Cathy Mozingo

Opening prayer by Rev. Wesley Hamilton

We reviewed with Cathy the March Financial Statement.

Focused on YTD expenses, income and compared to last year at the same time.

See March 2009 report for details.

Cash on hand reported was \$326,274.35

We reviewed finance report by department.

Cathy then gave a verbal summary of April.

1. Church tithes down \$8,700.00
2. Minister's tithes down \$8,800.00
3. Church tithes Jan-April down \$15,247.00
4. Minister's tithes Jan-April down \$895.00

Cash in bank 2009 compared to 2008: \$96,760.00 increase

Outstanding invoice: CPA \$29,338.00

There is a sense that the slowing economy has reduced our income and we need to use care to control impact.

Meeting adjourned.

Secretary

Stephen Garriss

Finance Committee Meeting
June 16, 2009
9:30 AM
Resource Center

Members Present

Dr. Preston Heath

Steve Garriss

Rev. Wesley Hamilton

Dewayne Weeks

Cathy Mozingo

Opening Prayer by Rev. Wesley Hamilton

1. Reviewed May Financial Report
2. Reviewed CPA Net Asset Balance Sheet
3. Dr. Preston Heath gave a verbal report on the Hope Mills property and Norfolk property.

Meeting adjourned.

Stephen Garriss

PFWB CHURCH, INC.
FINANCE COMMITTEE MEETING
MINUTES
AUGUST 20, 2009

Person Present:

Dr. Preston Heath

Stephen Garriss

Wesley Hamilton, Assistant Superintendent

Dewayne Weeks

Cathy Mozingo

Opening Prayer by Dewayne Weeks

We reviewed with Cathy the financial statements

Discussed the decline in church tithes and minister tithes

Church tithes are down \$12,000

Minister's tithes are up \$ 6,400

Deficit for General Fund is \$5,199

It was noted that the Camp Meeting expenses for 2009 were increased due to the 50th anniversary year celebration and the replacing of one air condition unit.

Meeting adjourned.

Stephen Garriss, Secretary

12/15/09 Finance Committee Meeting 6PM @ HQ

Persons Present: Stephen Garriss, Secretary
Dewayne Weeks, Treasurer
Dr. Preston Heath, Superintendent
Cathy Teague
Absent: Wesley Hamilton

This is a joint meeting between the Finance committee and the Advisory Board.

Purpose was to consider a policy concerning corp. employee health benefits. A problem developed when circumstances make it necessary to temporarily leave the salary grid effective in 2004. Following is a brief summary of the problem.

Through 2003 an employee's total compensation package had included the health insurance as a part of the employee's package. With the 2004 change, the rising cost of health insurance was paid by the Corporation, but was not added as a part of the employee's total compensation package. Employee's merit increases were applied to their base salary through the GBD approval of proposed budgets. When an employee reached Medicare age the insurance allocation in the compensation package being paid through 2003 was shifted to their base pay. The General Superintendent brought it to our attention that two employees have reached Medicare and the transfer to their base pay included the additional insurance increases since 2003 thus requiring a policy review. A policy needed to be established to handle the transition of plans from 2003 and beyond.

A review of the 2008 insurance cost per employee showed it has approximately doubled since 2003. After much discussion the following action was agreed to:

1. Review 2010 insurance quotes we currently have with Blue Cross/Blue Shield to see if changes (adjustments to deductions and/or co-pay) can be made to our existing plan to reduce cost.
2. Get new quotes from (3) insurance companies to provide group insurance for next year that offer different deduction and co-pay amounts.
3. Goal is to consider a cap on the corporation health insurance contribution for Employees.

Secondly, we discussed how to correct and/or adjust the transfer of insurance premium cost to employee's base pay after the 2003 change. A plan of action was agreed to. Our desire was to leave any overpayment amount with the employee but to adjust transfers going forward by using the 2003 insurance cost as a basis to determine the employee total compensation.

The formula for Medicare transition is to take the 2003 insurance cost allocated in the 2003 salary grid and subtract any Medicare insurance supplemental to be paid by the corporation from the 2003 insurance number and then add this difference into the employee's base pay.

A personnel matter was discussed.

☼ Editorial Note: To honor and protect the privacy of our personnel, in agreement with Roberts Rules of Order, the General Board on June 17, 2010, directed that this item not be printed in the Conference Agenda Booklet.

Closing prayer offered by John Bailey.

Meeting adjourned.

Stephen Garriss



**HERITAGE
BIBLE COLLEGE**

*Christ Centered
Character Building
Committed to Ministry*

**HERITAGE BIBLE COLLEGE
ANNUAL REPORT
JULY 2009-JUNE 2010**

PRESIDENT'S OFFICE – DR. ELVIN BUTTS, PRESIDENT

Introduction

As I begin this report, I would like to reiterate what I have stated many times since assuming the role of President of Heritage Bible College. What a pleasure and privilege it is to be a part of this ministry! We have a great mission of training called-out men and women to be Christ-centered, Character Building, and Committed to Ministry. We have a far reaching vision for our Lord to ignite a spiritual fire among our students so they will carry the flame of spiritual renewal globally. I believe our world is poised for another great awakening, and I am convinced that Heritage Bible College will be an instrument in the hands of God to bring about a renewed sense of God's presence and power. How all of this will evolve I do not know. What I do know is that we must prepare and position ourselves to be used of our Lord in his time.

This may appear to be a false optimism in light of the challenging year that we have experienced during the 2009-2010 academic year. Our recruiting and retention efforts have fallen short as you will see in the departmental reports, which has resulted in a significant decrease in revenues, especially tuition income. Also, we have experienced a decrease in general contributions. These decreases can be directly attributed to the downturn in our national economy. Of course, we are not alone in our struggles for many private colleges and universities are feeling the pinch of these tight times. Yet, I have discovered through this extremely stressful year that God does not always use the power brokers to get his work done, instead he more often uses the broken.

Board of Trustees

I would like to commend the Board of Trustees for their assistance in raising funds for the college. Their efforts have greatly helped the college to meet all of its financial obligations.

The Board of Trustees has recently gone through the arduous task of updating the Constitution and Bylaws of the college. The last update occurred several years ago; therefore, the task was more challenging. A special thanks goes to Mrs. Hazel King, our Director of Institutional Effectiveness, who spent many hours poring through years of documents to compile the vital information the board needed to made the necessary changes and updates. This was indeed an important accomplishment for the Constitution and Bylaws is the governing document of the institution.

Staff

In July of 2009, we went through a significant realignment of our staff. Mrs. Hazel King was moved from the Admissions office to assume the role of Director of Institutional Effectiveness, which is a vital staff position. The person who occupies this position plays a major role in maintaining the accrediting standards under which the college operates. Mrs. Peggy Parker was moved from the Advancement office to become the Director of Admissions and Administrative Assistant to the Dean of Students. Mrs. Traci Newton's duties as Registrar were reassigned to Mrs. Ginger Wheeler, who also retained her duties as Director of Accounts Receivable. Mrs. Newton was assigned responsibility for Marketing and Alumni Liaison as well as retaining her duties as Director of Recruitment. Mr. Stephen Rzonca in addition to his existing roles as faculty instructor and Online Coordinator, was given a new role as the Associate Academic Dean. In October, our Director of Student Financial Aid resigned her position to seek employment closer to her home. It was decided to fill this position with an existing employee rather than seek a new employee. The following realignment resulted. Mrs. LeAnne Strickland was appointed as the Director of Student Financial Aid and she also retained her position

as Administrative Assistant to the Academic Dean. The realignment has proven to be a positive move for the college and the staff is functioning more efficiently. The major negative in the realignment is it created a void in the Advancement office. Since the retirement of Dr. Don Davis in 2006, a replacement for the Director of Advancement has not been secured. This is a position that needs to be filled as soon as the right person and the necessary resources are secured. Currently I am filling the role.

My task as the President of Heritage Bible College is to insure that the mission of the institution is carried on in the daily operation of the college. Therefore, much of the work that I do is reflected in the work of the faithful administration and staff who works with me. Thus, the remainder of this report will be a compilation of reports from the various departments of how we fulfill the mission of developing Christ-centered men and women of Christian character, equipped at the college level with skills for ministry and committed to a life of Christian service.

Again, it is my pleasure to serve the Pentecostal Free Will Baptist Church through the ministry of Heritage Bible College.

ACADEMIC DEPARTMENT – DR. HERBERT CARTER, ACADEMIC DEAN; STEPHEN RZONCA, ASSOCIATE DEAN FOR ACADEMIC PROGRAMS

- **Addition of Associate Dean for Academic Programs:** Stephen Rzonca works under the Academic Dean and is responsible for academic accreditation matters and supervision of program chairmen.
- **New curricula being developed:** A number of new or revised tracks are being developed including Youth Ministry, Missions and Evangelism, and Discipleship (incorporating Christian Education). These tracks will be added to the existing tracks of Pastoral Ministry, Christian Counseling, and Music and Worship. They should be ready for BOT approval in July and submission to TRACS in August. Target date for implementing the new curricula is August 2011.
- **Revised learning outcomes for academic programs:** Academic programs have updated learning outcomes that are consistent with the mission statement of the college and spell out how the mission is accomplished through the Bible and Theology Program, the Christian Ministries Program and the General Studies Program.
- **Standardized measurable learning outcomes are being developed for each course:** In consultation with the faculty, each course will have measurable learning outcomes that will be used by anyone teaching the course. This should result in a consistent and appropriate learning experience for all students whether in the classroom or online. Target date for completion of this process is March 2011.
- **Core competencies:** The core competencies of exegesis, writing, and computer skills have been defined and learning outcomes for each have been established. The definition and learning outcomes for the core competency of critical thinking and public speaking are being developed. The core competency of reading is being eliminated due to lack of resources for training those who cannot adequately read. Better screening for inadequate readers will become part of the admissions process.
- **Transition to Populi as online course site provider:** In January 2010 we made the transition from Scholar360 to Populi as the platform for the online program. This permits the integration of the online courses with the college's information system. Over 40% of our students are exclusively online.

Music Program – Mr. Otis Autry, Director

- While there has been a decline in enrollment in students in general, there are areas in the music department that have remained relatively constant. Applied piano and voice and Ensemble are noted in particular for student participation. The Fall Semester there were 10 enrolled for applied music and in the Spring Semester that number increased to 13. Ensemble remained the same (6) for both semesters, but several students participated without credit.
- Mr. Autry did his debut with his first online class – Music Appreciation – with 5 students. He also began formal work on a doctorate – a Doctorate in Worship Studies at the Webber Institute for Worship Studies in Orange Park, FL. This is being done in keeping with the need for HBC to have more faculty with a doctorate and to guide the development and implementation of a worship studies program at HBC. The plans are to offer the first course next year. He is also making plans to attend UNCG this fall for a special post-graduate level class in Music Theory Pedagogy.
- Mr. Autry worked closely with Dr. Butts in planning and preparing a different approach to Chapel services this year. While some weaknesses have been acknowledged, the over-all response has been positive.

Library – Mrs. Janice Guldán, Director

- The Online Public Access Catalog (OPAC) is updated and accessible for the collection of over 25,000 volumes and additional audio visuals with the exception of an older cassette tape collection that is being currently evaluated.
- Four newer computers were installed that now have OPAC access for students. This makes five units where students can access the collection.
- The reference has been inventoried, updated and bar-coded for access.
- The audio-visual section has been inventoried, updated, and bar-coded for access in OPAC, with the exception of an older cassette collection that is being currently evaluated.
- The library has developed a special collection of Dr. Carter's that is bar-coded and can be used in the library and is accessible from OPAC.
- Video's have been checked out frequently and processed as they have arrived.
- Investigation is continuing for viability of implementing on-line journal resources.
- Investigation is continuing on the steps to incorporate the OPAC system for accessibility via the internet. Mandarin (library system) has been contacted and it is feasible, cost is well within the parameters of the budget.
- Library orientation was conducted for the fall and spring semester.
- Books are being continually purchased and placed into the collection to maintain currency.

Learning Lab objectives and actions:

- There were no students that were referred for tutoring assistance.
- Librarian is assisting students in library computer lab to help with promoting the use of technology in research.
- Librarian is consistently proofing individual papers for any student that submits them for review. From reviewing the papers, there is a decided continuing weakness in this area. The English class is providing instruction towards this objective, however, this needs to be further evaluated.
- Memos were sent to the faculty to assess whether there was a need for this service.
- A new form was developed for use and implemented in order to track and evaluate this service.

FACILITIES MANAGEMENT – ANGEL M. PADILLA, DIRECTOR

Achievements

- Campus improvements include:
 - Replacement of one heat/air unit
 - Completion of painting and refurbishing the dorms, including new furniture.
 - Completion of Sound Room for Chapel
 - Student Center renovated
 - New classroom for the counseling program was renovated and completed
 - Electrical work has been done for the dining facility cold storage units
 - Exit signs and fire extinguishers have been repaired and serviced throughout campus
 - AC and heat unit duct work for the apartment complex has been repaired.
 - Building A – unit A of apartment complex has been turned into storage area.
- Continually Developing Maintenance Plan

Plans

- Renovations to provide additional classroom space
- Renovation of student lounge
- Renovations to provide appropriate facilities for music department
- Completion of dorm exterior; roof, and outside painting

INSTITUTIONAL EFFECTIVENESS – HAZEL KING, DIRECTOR

Purpose

The purpose of the Institutional Effectiveness Department is to oversee the administrative processes of planning, budgeting, and assessment and to monitor college compliance with accreditation standards and criteria. The department provides training and assistance to administration and staff in understanding and following these processes and requirements.

Staff

Hazel King was reassigned from her position as Director of Admissions and Administrative Assistant to the Dean of Students and appointed as Director of Institutional Effectiveness July 1, 2009.

2009-2010

- Catalog extension was produced to extend the 2007-2009 catalog through June 30, 2010.
- Constitution & Bylaws was reviewed and amendments approved by Board of Trustees at January 2010 meeting.
- Data analysis was conducted for the 2008-2009 academic year and an Assessment Report published to guide staff in updating the Strategic and Assessment Plans
- Strategic Plan was updated for the period July 1, 2010 – June 30, 2015.
- Assessment Plan was updated for the period July 1, 2010 – June 30, 2015.

- Initial research was begun on the feasibility of establishing a master's program.
- Staff and student calendars and an institutional effectiveness timeline are updated and distributed monthly.
- Academic catalog, Library Manual, Student User Guide, and Financial Aid Manual have been updated in cooperation with departmental staff.
- Reviews and revisions of Admissions policies were conducted.
- A review of accreditation standards has been initiated.
- Participated in the planning and production of a staff retreat.

Goals for 2010-2011

- Produce an updated Fact Book showing college trends for the past 5 years.
- Conduct analyses of assessment tools and produce an Assessment Report for the 2009-2010 academic year.
- Coordinate a self study to prepare the College for reaffirmation of accreditation.
- Complete policy reviews.
- Bring all College manuals and handbooks up to date.
- Complete the feasibility study regarding establishment of a master's program.
- Continue to improve the efficiency and effectiveness of the IE Department.
- Achieve TRACS reaffirmation in 2013.

RECRUITMENT, MARKETING, & ALUMNI – TRACI NEWTON, DIRECTOR

Enrollment for Academic Year 2009-2010

Semester	New Students	Returning	Continuing	Total
Fall 2009	17	3	49	69
Spring 2010	10	3	57	70

Recruitment

- Representation at various college fairs (CACRAO) during the fall semester
- Recruiting events as invited to: NC Home Educators Conference, Communities in Schools, Mid Atlantic Christian Education Conference, etc.
- Scheduling recruiting over the summer at local camp meetings, camps, etc.
- Manage student ambassadors assisting with several “call” nights & college fairs
- Campus Days (April 20) with 6 in attendance.

Marketing

- Website updated with new local company and webmaster
- Periodic advertising through radio spots to market school
- Assist President with advancement office support and materials
- Migrated to Populi as new Student Information System. Involvement with the migration from GradPro (and old DOS system) to Populi as it relates to information migration, training, webinars, calls, etc.

Alumni

- Held annual Alumni banquet in October with approximately 50 in attendance
- Reconnecting effort generated updated information for almost 200 alumni
- All updated information has been entered into GradPro/Populi
- Alumni board meets monthly to discuss upcoming annual banquet, reconnecting, recruiting, etc.
- In process of quarterly alumni newsletter

STUDENT SERVICES DEPARTMENT – ANGEL PADILLA, DEAN OF STUDENTS

The Student Services Department has responsibility for admissions, food services, campus housing, student government association (SGA), student recreation, and student discipline. The following information relates to programs, activities, and needs during the 2009-2010 academic/fiscal year.

Achievements

- Dean of Students is providing effective leadership to the student body and dorm students in particular.
- Progress the interior of the dorms has been successfully refurbished with rooms' re-painted and new furniture purchased.
- Strategic Plan has been developed and goals and strategies established to improve the effectiveness of operations.
- Old unused room was remodeled into New classroom for the counseling program
- Student center has been repainted and repairs made to existing equipment
- Policies and procedures are under review with several policies developed or revised and approved by the Board of Trustees.

Concerns

- A college-wide Retention Plan needs to be developed and implemented to curb the attrition rate.
- Low occupancy in the dorm and reduced use of the dining hall result in deficit spending in these areas.

Admissions - Peggy Parker, Director

Overall enrollment has slightly declined during the current academic year from totals in the previous academic year as shown below. Procedures have been refined to tighten admission standards and to accept students who have the best chance of success in completing their education.

The following table gives enrollment and attrition data that point to the need for an effective, ongoing plan to improve our retention of students.

Semester	New Students	Returning Students	Continuing Students	Total Enrollment	Increase (+) Decrease (-)
Fall 2007	24	4	56	84	-26% ¹
Spring 2008	4	2	71	77	-8% ²
Fall 2008	21	7	53	81	+5% ³
Spring 2009	10	5	60	75	-8%
Fall 2009	17	3	49	69	-3%
Spring 2010	10	3	57	70	+1.45%
Total Increase or Decrease	+86*	+48	NA-duplicate counts	-14 students (net, not head Count) since Fall 2007	-16.67% Net Decrease since Fall 2007

**Note: Increases/decreases in last column are calculated from semester to semester, rather than from fall to fall as was done in last year's report; net decreases are calculated by subtracting Spring 2010 enrollment from Fall 2007 enrollment.*

Fall 2007 – Spring 2010

Entering and Returning Students	134
Less Enrollment for Spring 2010	<u>70</u>
Cumulative Loss of Students	64
Less BRE graduates (2008 & 2009)	<u>-12</u>
	52
Less ARE graduates not returning	<u>-7</u>
Students exiting without degrees	45
Cumulative Percentage Loss	33.58%

The above totals do not consider continuing students each semester; based on the figures in the table above, an average of 58 students continue their education from semester to semester.

1 Decrease from Fall 2007 enrollment

2 Decrease from Fall 2008 enrollment

3 Decrease from Fall 2009 enrollment

* Total of 134 new & returning students during time period

Retention

As demonstrated by the table, retention remains a problem. There has been a 16.67% net decrease in enrollment since Fall 2007, with a net total of 14 students lost. However, considering the 86 new students and 48 returning students (after an absence of one or more semesters) from Fall 2007 through Spring 2010, a total of 134 new/returning students have entered the college. Subtracting our current enrollment of 70 students from the 134 that have entered since Fall 2007. After subtracting bachelor graduates for Spring 2008 and Spring 2009 and associate graduates for the same period who did not continue their education to the bachelor level, this reveals a actual cumulative loss of 45 students since Fall 2007, who exited without completing their degree for a cumulative net decrease of 33.58%. There are many reasons for student attrition (finances, transfers, lack of commitment, etc.). Development and implementation of a college-wide Retention Plan to improve retention is a high-priority goal for the college in the 2010-2015 Strategic Plan.

Policies and Procedures

- Updating of admissions policies and procedures continues as time permits. Policies have been submitted to the Board of Trustees for approval. Updating policies and procedures is essential to ensure effective daily operations.

Strategic Planning

- The department developed goals and strategies for the 2010-2015 Strategic Plan required by TRACS. The plan covers major areas of responsibilities with emphasis on recruitment and retention and effectiveness of operations.

Financial Aid – LeAnne Strickland, Director

The Financial Aid Department has been in stable transition under the direction of LeAnne Strickland effective October 2009. Mrs. Strickland continues to support Dr. Herbert Carter, the Academic Department and presides as the Financial Aid Director. Laurie Minard is no longer employed by the school effective October 2009.

The comparison chart below show the figures from the different types of student aid being issued through school years 2008-2009 and 2009-2010.

	PELL	SEOG	Subsidized Loans	Unsub Loans	Voc Rehab	Veterans Benefits	FWS	Scholarships
08-09	159,208	6,075	196,240	124,758	23,527	54,688	8,060	16,960
09-10	144,413	6,206	163,093	111,055	18,242	30,965	7,458	15,349

The loan default rate is at 7.6%; this percentage is derived from the Cohort Default Rate History List on the National Student Loan Data System. This figure indicates the rate reported for 2008; 2009-2010 academic year is ongoing at the present time.

Financial Aid was not included in the Knuttle & Associates financial audit for Heritage executed in September due to the previous year to date aid awarded being under the \$500,000 limitation.

The Financial Aid Office had a Veterans audit with the North Carolina State Approving Agency in February 2010. The Financial Aid Office received 100% with no findings.

Mrs. Strickland attended a training session with Weber & Associates, Inc. in October 2009. Weber & Associates,

Inc. is located in Greenville S.C. and acts as the school's third party financial aid servicer. The department also gained membership with the North Carolina Association of Student Financial Aid Administrators and Mrs. Strickland attended a New Aid Workshop held in Raleigh, N.C. in November 2009. Both workshops proved to be very informative, supplying current Federal Government guidelines through the Department of Education as well as basic financial aid knowledge insuring department efficiency.

A revised Financial Aid Manual was approved by the Board of Trustees at the April 2010 meeting. The following policies were revised in the manual to comply with federal, state, accreditation and college requirements for financial aid students and the department: Attendance Policy, Disbursement of Financial Aid, Financial Aid Operations, Records Management, Refund Policy, Scholarship, Summer Financial Aid and Scholarship Committee.

The Financial Aid Program Participation Agreement, which authorizes participation in the Title IV student financial assistance programs was completed and submitted March 25, 2010. Once the recertification process is verified and completed, the certification will remain valid until August of 2013.

Federal money returned to the Government due to student withdrawal and economic hardship is noted below. Please find the year-to-date amount as an increase from the 2008-2009 year as previously reported which was an inaccurate figure of \$899.25 and did not reflect all student refund activity.

Year	Return of Funds
2008-2009	\$5,085.94
2009-2010	\$7,993.61

Student Services – Angel Padilla, Director

Food Services – Mrs. Celia Edwards, Dietitian

- Four lunches and four dinners are served each week.
 - Within both the fall and spring semester four thousand four hundred and eighty meals were served.
- Accreditation standards require the provision of food service for resident students with the expectation that full service (3 meals a day) be provided.
 - Expansion of food service should occur as funds permit.
- Dining hall continues to earn high sanitation grades. (Grade A, 100%)
- Ice machine will need replacement within the strategic planning period (2010-2015).

Campus Housing

- There were seven residents in the men's dorm for the fall semester and the same residents in the spring semester.
 - Maximum capacity based on double occupancy is 22.
- There were three residents in the women's dorm for the fall semester and three in the spring semester.
 - Maximum capacity based on double occupancy is 20.
- The low occupancy rate in the dorm results in deficit spending in this area.
- Two families currently reside in apartment housing.

- A decision has been made to not accept any more families in campus housing and to phase it out altogether once the current occupants move out.
 - The apartments are in poor condition and would require more financial resources to renovate than they are worth.
 - Married students who need to move to the area will be referred to resources for obtaining rental housing in the community.
 - One student from the apartments is a 2010 graduate and his family will be moving.
- PFWB Women's Ministries selected HBC dormitory improvements as their project for 2009-2010.
 - Improvements have been made to the dorm:
 - New washer and dryer have been installed
 - Painting as well as new furniture has been purchased for all rooms.

Student Government Association

The SGA has sponsored the following activities:

- HBC – Expressions a student based ministry with its purpose to minister to denominational churches.
Key emphasis of ministry:
 - Student Preachers
 - Student Teachers
 - Praise and Worship team
- Three churches have been attended thus far with positive and total success in all three areas of ministry:
 - Johnson Memorial PFWB
 - Zoar PFWB
 - Friendly Chapel PFWB

Summary

While daily workloads continue to grow, this academic year has been a time of taking stock of where we are and deciding where we need to be. Goals and strategies have been developed and a Strategic Plan written for implementation during the upcoming fiscal year.

TECHNOLOGY DEPARTMENT – JAMES SHEARON, DIRECTOR

- Four computers were built using new internal parts and reusing old cases (money donated by staff).
A table, chairs and two more computers were added to the computer lab (money donated by staff for table and chairs—a bank donated computers).
- A laptop computer was purchased for our recruiter.
- Our student information system was moved from GradPro to a web based system called Populi.
- The internet and telephone connections were moved to a T1 line.

Regional Director's Report
Charles Heath
January 1, 2008 – December 31, 2009

It is a blessing for me to work as Regional Director serving the Bladen Lakes, New River and State of Virginia Districts. These districts consist of rural, city and suburban churches. They are mostly small and medium in size and have very diverse backgrounds. We faced the years 2008 and 2009 with great economical challenges, but with many victories as God continues to bless the Pentecostal Free Will Baptist Church. There is a growing spirit of loyalty, commitment and appreciation for one another in our fellowship. The number of churches without pastors and experiencing pastoral changes continues to be at a minimum, though the task can be challenging at times. Our primary focus consist of: (1) Church Care, (2) Ministerial Care, (3) Planning and Development, (4) Networking, and (5) Office and Administration. I will list each one individually and make comments. They are as follows:

1. Church Care – Almost every Sunday we have been in a different PFWB church preaching or listening to one of our pastors as they deliver the Word of God to their congregation. A word of thanks is always given to the churches for their commitment to the Kingdom of God and the Pentecostal Free Baptist Church. As our churches have gone through pastoral changes, we have worked closely with deacon boards and pulpit committees. Different candidates and speakers have been coordinated for the services, and we have given counsel as needed. I have chaired several business meetings in the churches without pastors and helped to give conflict management when needed. It is always a blessing to see our churches go through spiritual growth and revival.

2. Ministerial Care – On a daily basis we have met with ministers to share in their successes, opportunities and frustrations. As the churches have gone through pastoral change, we have endeavored to work closely with the ministers to help them find their next field of ministry. I have served on the Ministerial Council which has allowed me the privilege and opportunity to work very closely with new ministers who are going through the licensing process. We have worked closely with them during this time of training and assisted them in finding God's will for their ministry. We have also visited in hospitals and homes during times of sickness and bereavement within the minister's family. My wife and I have made phone calls and sent out cards during times of sickness and death. We have attended funerals, anniversary celebrations, birthday celebrations and many other special events.

One of the highlights each quarter has been the Minister/Spouse Fellowship Meals held in each district. Our leadership has communicated with the minister and spouse during this time as well as enjoyed the special fellowship with one another. Daily we have met with ministers in personal meetings, made numerous telephone calls and e-mails. We especially thank the District Directors who have been of great help to the Regional Directors and to the ministers.

3. Planning and Development – Our General Superintendent has met with his staff of directors on a regular basis for a time of planning, communication and development. We have planned for such events as District Leadership Workshops, Minister and Spouse Fellowship Meals and other areas of development needed for our churches and ministers. Also we have met with the District Directors to plan District Camp Meetings and Community Revivals. We have met with new pastors to give them training and insights. Many planning sessions have been held individually. It is our conviction that planning and training is very vital to any successful organization.

4. Networking – We have worked very closely with the General Superintendent keeping him informed concerning the churches and ministers. Often we have called upon him to ask his counsel and advice and

to share with him. Also, we have worked closely with the Christian Education Department, Missions Department and the General Services Department to share important information with these ministries. It is our focus to connect the ministers and churches with our Resource Center and help them to plug into our system.

5. Office and Administration – Since we work full-time in the field, we maintain an office in our home. It is fully equipped with computers, printers, copiers and other necessary equipment needed to assist the ministers and churches. We have made and received phone calls on a daily basis, sent out correspondence, kept records, had personal devotions, and prepared sermons. With an inflationary economy we are endeavoring to be as frugal with time and travel as possible.

I would like to say thanks to our churches, ministers, Resource Center Staff, Staff Directors, General Board of Directors and our General Superintendent, Dr. Preston Heath for allowing me to be part of this great movement and affording me the opportunity to work in this area of ministry. Also, I would like to give special thanks to my wife, Brenda who has been of great assistance to me and without her help much that has taken place would not have been possible.

Respectfully submitted,

Charles Heath, Regional Director

Regional Directors Report
Reynolds Smith
January 1, 2008 – December 31, 2009

INTRODUCTION: My deepest appreciation goes to the General Superintendent, Board of Directors, pastors and churches for the support I received during the years 2008 and 2009. Our attention in the Cape Fear and Neuse River districts was directed in several areas of the PFWB ministry. (1) Local licensed ministers and training ministers. (2) Working with pastors and churches. (3) Working with the Ministerial Council. (4) Working with the General Superintendent.

(1) LOCAL LICENSED MINISTERS AND TRAINING OF MINISTERS: The Pentecostal Free Will Baptist Church exists to serve our pastors and churches and to assist them in fulfilling their biblical mandate. I have continued meeting with local licensed ministers endeavoring to make a difference in their ministry. Our attention is given to them for training, encouragement, guidance and focus. These men and women have skills, talents and gifts that are worthy to be developed for a maturing ministry.

We know that Christian ministry can be stressful, pastoral learning is continuous, preaching is demanding, and church leadership is challenging. I have pursued the challenge to encourage and equip ministers to lead with excellence and joy, depending on the Holy Spirit for good results.

It is apparent that internship training in the local church is just the beginning of the minister's maturity. A vote of thanks goes to every mentor pastor for the good job they are doing. We are also thankful that we have Heritage Bible College, a gift of God, to train ministers for the work of the ministry in the PFWB Church and beyond.

The opportunities at Heritage are overwhelming, especially for young ministers being equipped for a maturing, progressive ministry. Today's generation is faced with many ideas and philosophies of life. I encourage every young PFWB minister to sharpen their skills for ministry by taking advantage of Heritage Bible College training. Biblical training and spiritual renewal ultimately provides answers to the problems in this growing technological age we are living in.

The better interns are trained the better equipped they will be to serve as leaders in the Pentecostal Free Will Baptist denomination. Some of these interns have a challenging ministry waiting for them by the time they graduate from the internship school of training. We are proud to see them eagerly accept the invitation to a local church to fulfill their calling in the ministry. Results of their training and commitment to Christ are strong PFWB churches in the community they serve. Our goal is to focus on church life by strengthening the church with biblical preaching, leadership training, mentoring, and encouragement.

2) WORKING WITH PASTORS AND CHURCHES: I have worked with pastors and churches in the past two years endeavoring to bring stability and spiritual life especially during pastoral transitions. I have been involved with the day to day activities of the church that centers on church life. It involves spiritual insight, and strategic planning for the church to reach its maximum ministry. My desire is to manage my time to equip and prepare church leaders for a successful ministry. Leadership training is essential to accomplish the best job ever for multiplication. Pastors and churches are realizing the ministry patterns of the past may not be everything needed for today's church. Leadership training involves church leaders, families and communities. It is here that skills and talents come alive with excitement for ministry. The course which the church takes at this point changes the way they think for doing things right for their growing church.

We are a close knit church and the community revivals in the districts I work with serve as a vehicle for fellowship, worship and ministry of the word. We have joined our efforts to think collectively to expand the church outreach in the district. Wednesday morning ministerial prayer meetings have become a focal point of interest. In these prayer meetings ministers share personal concerns for growing their church and trusting God for a renewal of Pentecost that will bring a great harvest of souls into the kingdom.

Pastors are experiencing longer pastoral tenures; therefore fewer pastoral changes are made. Churches are advancing with additional building projects and purchasing land to accommodate church growth, church activities and long range planning. Some of our churches are growing numerically as new housing developments spring up in the community.

Young people are making a great difference in the spirituality of the church as they accept active roles in church life. They have won my heart of love and compassion as they mature in Christ and follow Him as He directs their walk with Him.

3) WORKING WITH THE MINISTERIAL COUNCIL: The men on this council are loyal and dedicated to their role of ministry. We have worked together to evaluate and interview ministers actively seeking PFWB credentials. We have quality men and women advancing to conference license and ordination. The desire of my heart is to help these ministers find their place pastoring a growing local church.

4) WORKING WITH THE GENERAL SUPERINTENDENT: Working with the General Superintendent involved scheduled meetings during the two years for dialogue, planning, and programming activities in the district and denominational level. The General Superintendent is kept abreast of all the Regional Director's assigned activities. We are blessed to have all the help we need from the office staff. They are a pleasure and joy to work with while helping us accomplish our reachable goals.

God is to be praised for all He is doing through His church.

Respectfully Submitted by:

Reynolds Smith, Regional Director

Christian Education Director's Report

By Dock Hobbs

2008 – 2009

The call of our Lord upon His disciples was to go preach the gospel and to make disciples. The call upon our organization, its churches and all its ministries is to fulfill the call of the Lord. Winning souls is the most important thing we can do, but just as equal is the call of the Lord to making disciples. This is done by various ministries of the organization. To accomplish these ministries, teams are working together to develop a relevant, ongoing ministry in each of the CE Departments of the PFWB Church.

The need to minister to men, women, and the youth must become a great point of emphasis in every church and every ministry of the organization. We are continually looking at the various ministries of the organization and seeking to determine how we can best serve the pastors, churches, and ministries of the PFWB Church.

It is the goal to see each ministry within the Christian Department experience the moving of the Holy Spirit and the training and development of every Christian to become faithful witnesses of Christ. Discipleship training for every Christian is a great need as we launch into the future. There are great challenges that face the church today in discipleship training. These challenges must be continually addressed as we strive to increase the quality of ministry to our churches and ministers. God has set before us an open door that we must pass through to accomplish the work of the ministry.

Crusaders for Christ

Although most of our churches do not have organized Crusaders for Christ ministry, the great majority offer children's and youth ministry. At the district and denominational levels, two ministry events are offered to our churches each year through Crusaders for Christ.

Winter Youth Retreat is held each February for ages 12 – 17. Over 200 attend this event each year. The event starts on Friday evening and goes through Sunday lunch. We normally have four worship services during the event at the tabernacle. We also include breakout meetings on Saturday for the youth at the event. There is time for games and fellowship among the teenagers who attend.

Youth Talent Extravaganza is held each March with winners advancing to the Denominational Youth Talent Extravaganza in May. Youth that are 7 – 19 in age compete in music, drama, creative writing, painting, photography, and arts and crafts. This is a growing event each year.

Crusader Youth Camp

Crusader Youth Camp continues to positively impact the lives of all that attend. The camp is being used year round. Our churches are using the camp more for various retreats and activities. Each ministry of the PFWB Church used the facilities of Crusader Youth Camp. The PFWB Hispanics use the CYC and the tabernacle several times each year for training and fellowship. The CYC leadership team is dedicated to the training and ministering of our youth each year. Each of them is deeply committed to the ministry of the Crusader Youth Camp. The CYC ministry has a week dedicated to Camp Friendship which ministers to mentally handicapped individuals. Also we have a camp dedicated to Camp Caleb which ministers to those fifty and over.

Girls Ministry

In 2008 Clara Marshburn resigned as the Girls Ministry Director after many years of faithful service. She still serves as the Girls Ministry Director of the New River District and serves on the team that directs this ministry. Mrs. Brooks Sumner, wife of Rev. Sam Sumner, is now the director of this valuable ministry. We have had several events since Mrs. Sumner has assumed leadership with excellent results. Our goal is to touch

every young lady with the gospel and help them to develop a strong Christian character through ministries within the local church.

Women's Ministry

The Ladies Ministry is growing in its approach to reaching the younger ladies within the organization. We are moving continually toward a Martha and Mary ministry. Martha tends to be one who is involved in service ministry. This has always been needed and will always be needed, but in being service oriented we have failed to recognize the need of those times when a Mary approach is necessary. If you remember Mary wanted to sit at the feet of Jesus to worship. Worship of our Lord is so very important to everyone. Both approaches are needed in fulfillment of the ministry and our duty to our Lord. The Women's Ministry is still directed by Rev. Dollie Davis. The Assistant General Director is Mrs. Geraldine Brown. The Neuse River District Director is Mrs. Shirley Murphy and the New River District Director is Mrs. Lynette Taylor. In 2009 we made a change in the Cape Fear District and the Bladen Lakes District. Mrs. Janet Johnson replaced Rev. Jackie Westbrook in the Cape Fear District and Mrs. Bonita Foster replaced Mrs. Christal Freeman in the Bladen Lakes District. We would like to thank Jackie Westbrook and Christal Freeman for their many years of service.

Men's Ministry

The Men's Ministry has experienced a continual growth within the local churches. The long range goal is to offer a quality ministry event for our men and continued development within the men's ministry at the local church, at district events and denominational level. In 2008 our event on the denominational level was greatly affected by a hurricane that took place on the evening of the event. We had amazingly fifty people attending during the hurricane. In 2009 we had Rev. Larry Jackson, an international speaker from Charlotte, N.C. as our guest speaker. God blessed in a powerful way in the service. In 2010 the Fall event will change to the Spring.

Royal Rangers

Our Royal Rangers is still experiencing growth within this wonderful ministry. We have two denominational events each year. One in the Spring and one in the Fall in which the young men and their leaders compete for trophies for various crafts, Bible memory verses, camping development and how to become young men who can be strong in the Lord. Our Royal Rangers Director is Rev. Jerry Barnes who is demonstrating tremendous leadership skills with his Directors from each District and with the young men of this denomination. We still would like for the many churches that do not yet have Royal Rangers in their church to become a part of this development of young men as they grow to Christian manhood. We offer training for our Royal Ranger leaders in each church twice a year. The training normally takes place at our office or at Long Branch Church near Dunn.

Sunday School

Sunday School or its equivalent is a must in the local church. It is important to the whole family if we are to grow in the ministry and in the Word and work of God. This is an area that is of great concern to every pastor and every denomination. Sunday School must be looked at and reformatted to reach the needs in a changing environment. Having a graded Sunday School allows for many to develop their skills as teachers and ministers of the gospel and therefore it is so very important for ministry in the future. Pray that we can find answers that will revitalize the Sunday School format. Sunday School offers so many opportunities to evangelize, encourage, edify, and empower our communities that we must be diligent to take advantage of it.

Royal Ranger Ministry
January 1st, 2008 - December 31st, 2009

The Royal Ranger Ministry of the Pentecostal Free Will Baptist Church continues to be a vital part of our efforts to reach the young men in the local congregations and communities, in order to facilitate bringing them to a place of spiritual maturity and service in the Kingdom Of The Lord Jesus Christ!

We have evidenced good participation in sponsored events as testifies below. We believe the Lord is calling us to be a more Spirit driven and Spirit led in all the activities that involve our boys. He is the King and it is He who is our Rightful Leader!

As the PFWB Regional Coordinator, I have been privileged to continue to work with leaders in the Assembly of God and International Pentecostal Holiness Church Royal Ranger Ministries.

In 2009 our men and boys were privileged to participate in a first time ever multi-denominational joint camping event with IPHC Cornerstone Conference and North Carolina Conference, Assembly of God North Carolina District and Pentecostal Free Will Baptist Region! A truly historical event! With around 850 men and boys in attendance, the spirit of cooperation and fellowship among the brothers was absolutely phenomenal! This spirit of cooperation demonstrates a “Kingdom Mentality” that I believe pleases the Lord and serves to bring all the children of God together as one family under His precious rule.

I was unable to attend the National Royal Ranger Council held in Springfield, Mo in 2009. To update the churches on the National level, the National Commander, Doug Marsh and his staff continue to provide innovative leadership seeking to expand and make available the ministry to more boys than ever by offering more than just camping activities.

2008

Number of Churches Attending – 11
Pow Wow Attendance - 182

2009

Number of Churches Attending – 7
Pow Wow Attendance - 126

Respectfully submitted,
Rev. Jerry Barnes
PFWB Regional Coordinator

Girl's Ministry Convention 2008
September 12th and 13th

Theme: Embracing who you are in Christ

Scripture: Psalm 139:14

“I will praise you because I am fearfully and wonderfully made”

We had three classes for teaching on Saturday.

Ages 5-8, Ages 9-12, and Ages 13-19

Estimated Total = 185

Girl's Ministry Retreat 2009
March 20th & 21st

Theme: Beauty for Ashes

Scripture: Isaiah 61:3

“Gave them Beauty for Ashes”

We had three classes for teaching on Saturday.

Ages 5-8, Ages 9-12, and Ages 13-19

Churches that attended:

Free Will Chapel	24
Long Branch	20
Rose Hill PFWB	16
Christian Life Fellowship	18
Mt Carmel	16
Beualville PFWB	33
Zoar Church	10
Turning Point	13
*Mt Nelson Baptist	12
Randalls Chapel	11
Savannah Church	10
Free Chapel	12
Total	195

*Non PFWB Churches

Girl's Ministry Convention 2009
October 16th & 17th

Theme: "Wareforce"

Scripture: 2 Timothy 2:4

No one engaged in warfare entangles himself with the affairs of this life, that he may please him who enlist him as a soldier.

We had four classes for teaching on Saturday.

Ages 5-8, Ages 9-12, Ages 13-19 and Leaders Class

Churches that attended:

Rowan	10
Oak Grove	10
Beulaville PFWB	48
Free Chapel	18
Rosehill PFWB	14
*Sandy Plain	11
Maranatha	3
Sheridan Forest	8
Savannah Hill	3
Randalls Chapel	16
Turning Point	15
Mt Carmel	14
Owen Grove	10
Christian Life Fellowship	19
*Mt Nelson Baptist	2
Total	201

* Non PFWB Churches

Women's Ministries
Dollie Davis – General Director
For the period January 1, 2008 – December 31, 2009

Women's reports from each District are as follows. In Local Churches; Ministries in Teaching, Bible Study, Prayer Groups, Deaconesses, Youth, Ladies Auxiliaries, Various committees helping in the Community, Rest Homes, Senior Citizens, Shut Ins, Child Care, Meals, Food Baskets, Flowers, Cards, and Hospitality Meals. Each district comes together for the Women's Ministry Rallies, Banquet, Convention, and also Heritage Bible College Celebration of Sharing. We collect funds supporting Crusader Youth Camp in April and Heritage Bible College in January and July.

In 2008, our theme was "The Spirit Filled Woman"

In 2009, our theme was "Spirit Filled Women"

Conference Project

2008 Resource Center

2009 Heritage Bible College Dorms

District Project 2008

Bladen Lakes	Bedding for Crusader Youth Camp
Cape Fear	Bedding for Crusader Youth Camp
Neuse River	Resource Center
New River	Bedding for Crusader Youth Camp

District Project 2009

Bladen Lakes	Bedding for Crusader Youth Camp
Cape Fear	Kitchen Equipment for Crusader Youth Camp
Neuse River	Heritage Bible College Dorms
New River	Bedding for Crusader Youth Camp

Looking Ahead... The 2010 PFWB Calendar and our Coordinated Mailing will have up to date information for the Women's Ministries Events.

As of January 1, 2010 the District Directors are as listed below:

Bladen Lakes	Mrs. Bonita Foster
Cape Fear	Mrs. Janet Johnson
Neuse River	Mrs. Shirley Murphy
New River	Mrs. Lynette Taylor

Submitted by Rev. Dollie Davis

Crusader Youth Camp Report
By Dock Hobbs
For the Period January 1, 2008 – December 31, 2009

Crusader Youth Camp continues to be a significant ministry for the majority of Pentecostal Free Will Baptist Churches. The camp facilities are used by every ministry in our organization as well as our PFWB churches. Other church groups and families use the camp as well. Currently there are seven different camps offered in the summer for a variety of ages and needs. Also our Hispanic churches meet at the camp for spiritual training on several occasions throughout the year. The following chart shows how our attendance has run over the past eight years.

Year	2002	2003	2004	2005	2006	2007	2008	2009
Attendance	650	657	677	699	694	659	762	736

With the support of our churches, there are continued improvements of the facilities. We are so appreciative of all who work with our youth each year and all the volunteers who give of their time to serve in such a great capacity in the ministry of Crusader Youth Camp and make it such a success. And thank you to our churches that send campers each year.

Our camp is being used over forty weeks out of the year at the present time; our vision is that the camp becomes a year round continuous operation as a Camp and Conference Center.

World Witness Department Report
By Dock Hobbs, Director
2009 Report

The Church is missionary by her very calling. She continues the mission of the Son by proclaiming to the ends of the earth the salvation of God through Jesus Christ, the Lord of the Church. The mission of the Church to the peoples of all nations involves all who have responded to the gospel. Like the first men and women, who responded to Jesus' invitation, those who respond today also enter into a personal relationship with Christ. They became participants in His mission. They are only recipients of God's salvation and heirs of His kingdom. They also serve as missionaries to others – men and women for others. Preaching the gospel becomes imperative – a compulsion and necessity. Not as matter of individual choice. Like Paul, the Christian says “Necessity is laid upon me, woe unto me if I preach not the gospel.” (1 Corinthians 9:16) The mission of the Church impels all believers to an inescapable task. Individually and corporately, wherever they are located, in the home, factory, office, school, market place, etc., they must proclaim by word and by deed the goodness of Jesus Christ. No local church, therefore, can escape the commission to proclaim the Gospel of Christ's love for all people. The Church cannot do less. She exists to do missions. (Taken from *The Flame*, official publication of the PFWB Academy in Northern Philippines)

CHURCH PLANTING

God has richly blessed us in our church planting efforts since we planted our first church plant several years ago. We have had a total of fifteen church plants. Thus far our success rate is ten churches. Following is a list to these churches.

Hosanna Fellowship – Pastor Theresa Ramsey – Stafford Virginia – This church has a very capable leader in Rev. Ramsey. The church is in rented facilities in the city of Stafford. Sunday morning attendance averages between forty and fifty.

New Christian Life – Pastor - Doctor Charles Jury – Clearfield Pa. – This church is located in the mountains of Northwest Pa. The Sunday attendance averages around thirty-five. Pastor Jury has his doctorate in child psychology and works for the State of Pennsylvania.

New Century Church – Pastor Paul Montecinos – much to our sorrow Pastor Montecinos closed the church in December of 2008.

Solid Rock Ministries – Pastor Mike Howard – Mechanicsville Va. – Pastor Howard has about thirty-five in attendance. He asks that we would continually keep his church in our prayers for continued growth.

Turning Point Assembly – The pastor is Rev. Gene and Marie Turner. This church has grown from 13 when it was organized around 10 years ago. They now have nearly 200 in worship each week. In 2009 they completed a multipurpose building for the church.

South River Community Church -- Pastor Lynn McLaurin – Wade N.C. – Pastor McLaurin averages nearly ninety each Sunday. At present they worship at South River Community Building. They are in the process of building a sanctuary that will seat over four hundred. Their hope is to move into the building and the nineteen acres that surround the church in the summer of 2010.

Bridge of Life – Pastor Jerome Bullard – Leland N.C. – Pastor Bullard is averaging over one hundred in

attendance each Sunday. They are leasing a new facility in their outreach area. Pray that they can eventually purchase land within the next five to ten years and build their church.

Rolesville Community Church – Pastor Randy Carter – the church was formerly known as WakePointe. They moved to the Rolesville community in January 2009. They are worshipping at the Town Hall Center. Since their move their attendance has risen to over sixty in each worship service.

Victory Community Church – Pastor Robbie Gilbert – Clinton N.C. The church is experiencing continual growth with an average of over forty each Sunday. The church enlarged their facilities in 2009.

Grace Community Church – Open and closed within six months by Dr. Phil Newton. Dr. Newton has become the pastor of Long Branch and also teaches at Heritage Bible College.

God's Flowing River – Pastor Marvin Warfe – Conway S.C. – This church was closed in 2009, after a three year struggle to build the church.

Blessed Hope – Pastor Joy Shafer – Near Concord N.C. – Closed after several months of ministry.

Family Worship Center – Pastor Dennis Williams – Closed – He still may plant a church near Jacksonville N.C.

Eternal Life – Pastor Tony Philips – Little River S.C. – This church was planted by Pastor Philips about four years ago and the church is averaging over fifty in attendance each Sunday. This church has also produced two new PFWB Ministers.

Rosewood Worship Center – Pastor Lynn Epps - This church was a restart that we did in 2005. Pastor Epps has led the church to some excellent growth within the last two years. Their average is now over sixty and Pastor Epps is a full time pastor.

Oakland Community Church – Pastors Philip and Faye Bowden – Princeton N.C. This church was a transfer church. Since Pastors Philip and Faye's arrival the church has experienced great growth. The church averages around seventy-five.

Hawaii – In 2008 we also established a new church in Hawaii. This church is led by Pastor Philip Buenavista, Pastor Buenavista was a native to the Philippines that served at one time as Superintendent of the work in the Northern Philippines in the 1970's. Pastor John Sauls and I were able to visit with them on our way back from the Philippines in 2008. We were with them for five days and were able to minister to them in worship services and we meet with them to answer their questions about becoming a member of the PFWBC Inc. After we left to come back to the mainland they voted to become a member of the PFWB Conference. They are a member of the USA church and not of the Philippines work in the Philippines.

Triad Church – Rev. Anthony Smith is planting a home church ministry. He has reached several families and is building this ministry around the family. They started this ministry in July 2009. Pray for Anthony, his wife Cindy, and their children.

FOREIGN MISSIONS

VENEZUELA

The work in Venezuela continues to grow through our national leadership team. God is blessing even though Chavez is tightening his grip on the country. They are still building new churches on the Orinoco River. We recently sent enough money to build three churches among the Warao Indians. Much to our sorrow our National Director, Rev. Monico Soublet, died in December 2009. We will travel there in 2010 and choose a new director.

NIGERIA

Rev. Joseph Seibere was our guest for the month of September 2008. He spoke at a number of our churches and was able to raise nearly \$14,000 for projects needs for his work in Nigeria. They have started two new churches. Several of our churches empowered them to build a church.

COSTA RICA

The work in Costa Rica continues to grow. I visited Costa Rica in July 2009 with a team from Johnson Memorial. The last time I talked with them they were planning to plant two new churches in the Panama Canal.

NICARAGUA

I was able to visit Nicaragua in 2008 with a group from Western Branch Church and the Christian Life Church. Rev. Randy Carter went as an interpreter for the group. During our trip we discussed the need to appoint Johnny Padilla as the national director. Randy and I met with a number of pastors who were in total agreement for such a move. The political mood in organization was one where some were seeking the position it seemed for selfish reasons. The World Witness Advisory Committee approved us taking this action in November and we immediately appointed Brother Padilla as the National Director of the PFWB Church of Nicaragua. Most of our fields have National Directors chosen by our leadership and the WW Advisory Board. It was with great sadness that National Director, Johnny Padilla's wife died in December 2009 after a long battle with cancer.

MEXICO

I returned from Mexico in late March 2009. We found the work still growing. Estaben Martinez Jr. held the conference at his church. The rented facilities will hold over one thousand in attendance. Every service was filled to capacity and running over. There seems to be a spirit of revival in the country.

PUERTO RICO

National Director Jesse Martinez reports that the church has recently established a new work in Puerto Rico and it is their plans to plant another church in 2009. They also planted a church in the Dominican Republic in 2005 and it is their plans to work on planting another church in the Dominican in the near future. They also have planted a new work in Peru.

GUATEMALA

This is a work that I will most likely visit in 2010. We have a difficult time making contact with the leader there. The National Director Rev. Roman Gonzales does have a vision of building more churches.

NORTHERN PHILIPPINES

The church in the Northern Philippines demonstrates a hunger to build the kingdom of God. They have recently elected new leaders for the work there. Our new Superintendent is Rev. Renato Mendoza. He replaced Leo Bacalod who served our organization very well for nearly twelve years. Our National Director is Joseph Benigno. He visited us in July and August of 2008 and 2009 and was able to raise some very important project needs. I also visited the work in February of 2009 and saw that God was blessings throughout the areas of our work there. Bi-vocational missionary Ray Davis visits the works there about three times a year also. Harvest Bible Academy is still providing ministers for our work in the Northern Philippines and beyond.

SOUTHERN PHILIPPINES

I had the pleasure to visit the work there in March/April 2008 and February of 2009. I visited a number of our churches and we had a time of training with our pastors. We also dedicated a very nice building that will be used to train pastors and eventually missionaries to travel into East Asia. Our leader there is Rev. Nick Sicat who has envisioned reaching Indonesia Vietnam, Cambodia and eventually India. We already are working with a pastor in Indonesia who willing to be a part of the PFWB under Brother Nick Sicat. Continue to pray as we reach around the world to share the good news.

We have planted churches in Honduras, Peru, Dominican Republic, Panama Canal, and Hong Kong.

HISPANIC MINISTRIES

As a denomination we have such a great opportunity to reach the Hispanics of our communities with the gospel of Christ. If the majority of our churches would adopt a Hispanic congregation and help them we could easily double the number of PFWB Churches within our conference. There are nearly 375,000 Hispanics living in North Carolina alone. Hispanics are facing a difficult time financially at this time due to economic downturn. If some of our churches would offer your facilities for them to worship it would be a blessing. Please continue to pray for our people to catch the vision of reaching Hispanic people here in the U.S. as well as in foreign lands.

World Witness Board Members

1. Mr. Mike Gardner	4 yr. Term Expires 2012
2. Rev. David Taylor	4 yr. Term Expires 2012
3. Dr. Herbert Carter	4 yr. Term Expires 2012
4. Rev. Randy Carter	4 yr. Term Expires 2010
5. Mr. Danny Baysden	4 yr. Term Expires 2012
6. Rev. James Gurkins	4 yr. Term Expires 2012
7. Mrs. Clara Marshburn	4 yr. Term Expires 2010
8. Rev. Dock Hobbs	Missions Director
9. Rev. Preston Heath	General Superintendent

World Witness Statistics as of December 31, 2009

Country National Leader	PFWB CHURCHES	PFWB MISSIONS	PFWB PASTORS	MINISTERS NOT PASTORING
Costa Rica Rev. Fernando Calvo Cintron	35	6	50	7
Guatemala Rev. Roman Gonzales	4	3	3	3
Mexico Rev. Establen Martinez	19	6	19	
Nicaragua Rev. Johnny Padilla	22	23	45	4
Nigeria Rev. Joseph Siebere	6	2	5	5
Philippines - Northern Division Rev. Joseph Benigno (National Leader) Rev. Renato Mendoza (Superintendent) Harvesters Bible Academy: Established in 1970, has 33 students; graduated 5 for the year 2009-2010.	69	10	87	10
Philippines - Southern Division Rev. Nicasio Sicat 8 Grade Schools with combined enroll- ment of 31 students; graduated 6 in the year 2010.	51	29	51	0
Puerto Rico Rev. Jesse Martinez *Church Plant in Dominican Republic	2	*1	0	0
Venezuela	15	6	14	14
◆ <i>Continental United States</i> ◆ Hispanic Ministries (Churches) Home Missions (Churches)	10	15	30	20

**General Services Department
For 2008 & 2009
By Cathy Teague, Director**

The General Services Department's primary function in the PFWB Conference ministry is to provide logistical services as requested by the General Superintendent. In carrying out those duties, I am assisted by Mrs. Deanna Tew in Accounting, Mrs. Dale Langston at Blessings Book Store, and Mr. Danny Blackman in Information Technology. Their contribution to the General Services Team cannot be overstated. There are two areas of concern I will bring to your attention. They are The Messenger publication and Blessings Book Store.

Blessings Book Store sales began a drastic decrease within days of the September 11, 2001 terrorists attacks. We were not alone, as retail trade associations reported similar situations. Sales have never completely recovered for BBS. The time period since the 2001 event has seen the closing of a number of Christian & secular book stores, both nationally and locally. Locally, Christian book stores such as Sign of The Fish in Raleigh, NC, and independent Christian book stores in Smithfield, NC, have closed. A web presence has not had an impact on sales. In fact, it is not possible for us to compete with Large Organizations who have the financial means to invest large sums into development of e-commerce software for their websites. While we continue our recovery from the 2001 event, I do not think BBS will be able to recover to its original goal of being a profit center for the Christian Education Department.

The Messenger publication began to see a gradual reduction in subscriptions around 10 years ago. In an effort to improve the situation, the General Superintendent brought in a person from the Pentecostal Holiness Denomination who had extensive experience with their publication. She gave several days of training to the Resource Center Staff. The first "new" Messenger was the July-August issue of 2006. The gradual decrease in subscriptions improved slightly for a few months, but it did not stop the downward trend. Subscriptions are now so low we must give serious thought to a course of action, for the publication is operating at a significant loss annually. Do we develop a comprehensive plan to save this publication or do we discontinue it?

Respectfully submitted,

Cathy

**General Conference 2010 Elections
Positions for Which the General Board
May Offer a Nomination**

1 ► *Assistant General Superintendent*

General Board Nominee: ***Rev. Wesley Hamilton***

2 ► *General Treasurer*

General Board Nominee: ***Mr. Dewayne Weeks***

3 ► *World Witness Advisory Council*

One Ministerial Position

General Board Nominee: ***Rev. Randy Carter***

One Laity Positions

General Board Nominee: ***Mrs. Clara Marshburn***

4 ► *Christian Education Advisory Council*

Two Ministerial Positions

General Board Nominee: ***Rev. Tony Kopanski***

General Board Nominee: ***Rev. Jack Melvin***

Two Laity Positions

General Board Nominee: ***Mr. Terry Tew***

General Board Nominee: ***Mr. Chris Weeks***

**Election Results For
District Ministerial Directors and
District Lay Representatives
March 2010**

DISTRICT	ELECTED	POSITION	EXPIRATION YEAR
Bladen Lakes	Rev. Ronnie Cox New Light Church	Ministerial Director	2014
	Mr. Ronald Wilkins New Light Church	Lay Representative	2014
Cape Fear	Rev. Jerome Pope Sansom Community Church	Ministerial Director	2014
	Mr. Patrick Williams Stoney Run Church	Lay Representative	2014
Neuse River	Rev. Dale Hester Sheridan Forest Church	Ministerial Director	2014
	Mr. John Bailey Black Jack Church	Lay Representative	2014
New River	Rev. Thomas Penny Beulaville Church	Ministerial Director	2014
	Mr. Cecil Lanier Beulaville Church	Lay Representative	2014
Virginia	Rev. William Beagle Faith Temple Church	Ministerial Director	2014
	Mrs. Gloria Howard Solid Rock Ministries	Lay Representative	2014

*Proposed
Conference Budget
For The Calendar
Year 2011*



Account #	Account Description	Budget Yr 2011	Actual Yr 2009
GENERAL FUND #1			
INCOME			
410005	Church Tithes	\$ 455,000	\$ 467,957
410010	Ministers Tithes	408,000	411,891
410035	Ministerial Fees	500	325
410036	Seminar Receipts	7,000	6,850
410040	Tape Ministry	50	0
410045	Interest	80	83
410050	Sales Tax Refund	6,000	5,989
410055	Miscellaneous Payments	9,000	9,781
410070	Resource Ctr. Contributions	40,000	38,084
410075	World Witness Transfer		0
410090	Individual Contributions	10,000	15,658
410095	Parsonage Rental	-	8,235
410096	Church Property Rentals	-	8,400
410098	TSF-Plant-Capital Lease-HBC	33,530	34,641
410099	Auto Mileage Transfer	18,000	17,710
		\$ 987,160	\$ 1,025,604
EXPENSES			
510001	FICA-Employer Portion	\$ 10,230	\$ 8,916
510002	Medicare-Employer Portion	2,393	2,085
510012	Full Time Employees	165,000	157,086
510014	Part Time Employees		(446)
510016	Non Salary Benefits	79,500	78,831
510003	(A) Regional Director's Salary		59,090
510004	(A) Regional Director's Insurance		5,136
510005	(A) Regional Director's Retirement		145
510006	(A) Regional Director's Field Expenses		5,684
510032	(A) Regional Director's Housing		16,000
510011	(B) Regional Director's Salary		47,501
510013	(B) Regional Director's Insurance		4,226
510015	(B) Regional Director's Retirement		1,629
510017	(B) Regional Director's Field Expenses		4,054
510035	(B) Regional Director's Housing		12,000
510010	Elected Personnel	82,525	82,525
510031	Gen. Supt. Housing	24,000	24,000
510020	Gen. Supt. Expenses	8,500	8,464
510021	District Fellowship Meals	6,000	5,910
	Ministry Development	155,465	
510023	Employees Expenses	7,200	7,299
510025	Board Meetings	3,000	3,719
510026	Auto Trans To PlantFund		9,149
510027	FxAstGFT/Plant	14,915	25,989
510030	Utilities/Resource Ctr & Tabernacle	19,500	18,392
510033	Grounds Maintenance	24,000	25,806
510036	Resource Center Cleaning	2,500	1,705
510037	Property Taxes	3,150	3,103
510038	Resource Ctr Loan	46,660	46,813
510039	Sheridan Forest Loan	15,000	7,224
510034	Repairs and Maintenance	9,000	8,969
510040	Parsonage Repairs/Maint.	1,000	1,345
510043	Utilities/Gen. Supt. Home	4,200	3,938
510044	Vehicle	100	0

Account #	Account Description	Budget Yr 2011	Actual Yr 2009
510046	Machine Maint. Contracts	31,000	30,660
510047	Computer Maintenance	2,700	2,592
510048	IT Equipment	2,000	179
510049	Internet Programming	4,000	5,436
510052	Insurance-Casualty	10,200	10,048
510054	Telephone	9,500	9,349
510056	Postage Permits and Misc.	4,500	4,411
510058	Postage Meter	13,500	13,718
510060	Office Supplies	11,000	12,977
510061	TSF-Plant-NP-HBC	33,530	38,207
510062	Office Equipment	15,000	18,444
510066	Bank Fees	650	601
510067	Resource Center		1,983
510068	Professional Services	31,000	30,762
510074	Auto/Fuel/Repairs	18,000	16,411
510080	Dues, Subscriptions, etc.	1,900	1,892
510082	Seminars	8,000	9,026
510086	Canteen	1,100	1,149
510087	Flowers	1,000	1,112
510089	Miscellaneous	5,000	11,614
510091	CT Transfer 10% to CE	45,500	40,477
510095	CT Transfer to HBC	45,500	52,706
510097	Printing	6,000	7,397
510098	Christmas Celebration and Gifts	1,000	990
	Net (Income less Expenses)	<u>\$ 985,418</u>	<u>\$ 1,008,428</u>
		<u>1,742</u>	<u>\$ 17,176</u>

THE MESSENGER FUND #2

INCOME					
410105	Subscription Fees	\$ 5,000	\$ 5,000	\$ 2,561	\$ 2,561
EXPENSES					
510105	Salary				
510115	Photo's				
510120	Miscellaneous	-		\$1,899	
510125	Printing	\$ 5,000	5,000	9,044	10,944
	Net (Income less Expenses)		<u>0</u>		<u>(\$8,383)</u>

CAMP MEETING FUND #3

INCOME					
410205	Offerings	\$ 12,000		12,371	
410210	Tape Sales	200	\$ 12,200	0	\$ 12,371
510210	Music	\$ 4,900		\$ 6,100	
510220	Speakers	2,000		600	
510225	Workers	1,800		1,860	
510230	Miscellaneous	3,000		6,096	
510235	Anniversary 50th Celebration		11,700	9,002	23,658
	Net (Income less Expenses)		<u>\$500</u>		<u>(\$11,287)</u>

Account #	Account Description	Budget Yr 2011	Actual Yr 2009
CHRISTIAN EDUCATION FUND #5			
INCOME			
430010	Church Tithes Transf. 10%	\$ 45,500	\$ 40,477
430030	Miscellaneous Payments	300	640
430035	Background Checks	400	390
430040	Contributions	1,500	1,543
430050	Transfer From CYC		
430070	Men's Ministry	1,200	1,061
430105	Sunday School Dues	900	866
430110	Sunday School Misc.		
430205	Crusader for Christ Dues	1,000	925
430215	CC Winter Youth Retreat	9,600	9,601
430225	Youth Talent	1,800	1,831
430230	CC Miscellaneous		
430605	Girls Aux. Dues	-	
430610	Girls Aux. Retreat	4,500	4,400
430705	RR Charter Fees	2,500	2,486
430710	RR Pow Wow	1,300	1,290
430720	RR Training	100	105
		\$ 70,600	\$ 65,615
EXPENSES			
530010	CE Directors Salary	\$ -	\$ -
530020	CE Secretary Salary	23,260	22,153
530021	CE FICA-Employer Portion	1,450	1,019
530022	CE Medicare-Employer Portion	350	238
530030	Non Salary Benefits	850	798
530040	Personnel Expenses	1,100	1,045
530050	CE Dir. Housing/Utilities		
530060	Subscriptions	50	0
530090	Men's Ministry	2,500	2,327
530080	CE Automobile		
530085	CE Miscellaneous	700	673
530086	Background Checks	230	221
530105	SS Committee	50	
530110	SS Programs	50	
530115	SS Promotional	50	
530210	CC Winter Youth Retreat	5,500	4,814
530215	CC Program Development	500	433
530225	CC Youth Talent	3,000	2,807
530605	GA Program Material	100	
530610	GA Director Salary	-	
530615	GA Director Expenses	600	
530620	GA Retreat	4,000	2,434
530705	RR Expenses	300	111
530710	RR Charter Fees	2,000	1,807
530715	RR Miscellaneous	400	390
530720	RR Training	-	0
	Net (Income less Expenses)	\$ 23,560	\$ 24,345

Account #	Account Description	Budget Yr 2011		Actual Yr 2009	
BLESSING BOOK STORE FUND #7					
INCOME					
440005	Cash Sales and Payments	\$ 452,000	\$ 452,000	\$ 456,506	\$ 456,506
EXPENSES					
540001	FICA-Employer Portion	\$ 4,260		4,358	
540002	Medicare-Employer Portion	995		1,019	
540005	BBS Transfer to Reg. Dir.				
540006	BBS Transfer to C.E.				
540010	Manager Salary and Commissions	37,550		35,747	
540015	Personnel Salaries	31,000		36,776	
540016	Personnel Part-Time	1,000		1,635	
540020	Non Salary Benefits	23,000		23,535	
540025	Merchandise	246,625		270,567	
540030	Shipping (Incoming)	9,200		9,764	
540035	Advertising	3,500		5,730	
540040	Sales Tax	28,000		31,082	
540045	Utilities	6,500		6,427	
540050	Telephone	3,100		3,042	
540055	Building Rent	27,250		27,236	
540060	Supplies	3,500		3,858	
540065	Equipment and Fixtures	7,500		7,911	
540070	Shipping (Outgoing)	9,000		10,181	
540075	Miscellaneous	2,500		3,091	
540076	BBS Bank Fees/Merch. Returns	3,800		3,767	
540080	Office Equipment Services	1,300		1,229	
540085	Insurance	700		628	
540090	Equipment Repairs	300		168	
540095	Computer Support	1,000		967	
540096	Property Tax	-			
540098	Robe Orders		451,580	2,366	491,084
	Net (Income less Expenses)		<u>\$ 420</u>		<u>(\$34,578)</u>

CRUSADER YOUTH CAMP FUND #9					
INCOME					
430305	CYC Contributions	\$ 30,000		\$ 45,167	
430310	Camp Rentals	19,500		16,565	
430315	Sales Tax Refund	1,800		0	
430330	CYC Tuition	94,000		92,141	
430335	Canteen Sales	14,000		13,732	
430345	CYC Scholarships			454	
430355	Kitchen	1,800	\$ 161,100	1,800	\$ 169,859
EXPENSES					
530301	FICA - Employer Portion	\$ 1,550		\$ 930	
530302	Medicare - Employer Portion	375		218	
530310	Utilities	26,000		25,294	
530315	Maintenance	23,000		25,888	
530320	Insurance	5,600		5,573	
530330	Awards	500		358	
530335	CYC Note (New Century)	24,300		12,439	
530340	Personnel Salaries	21,000		15,000	
530345	Personnel Expenses	1,600		1,441	
530350	Kitchen	24,000		24,008	
530355	Canteen	11,000		11,715	
530360	Medical Supplies	275		0	
530365	Program Supplies	3,000		2,284	
530368	Transfer to CE				
530370	Recreation	6,000		5,763	
530375	Miscellaneous	3,400		3,501	
530380	Tuition Refund			570	
530385	CYC Workers	9,500	161,100	9,075	144,057
	Net (Income less Expenses)		<u>\$0</u>		<u>\$25,802</u>

Account #	Account Description	Budget Yr 2011	Actual Yr 2009
WOMEN'S MINISTRY FUND #10			
INCOME			
430405	LA Dues	\$ 3,100	\$ 2,275
430410	Retreat	2,000	1,500
430415	Mission Receipts	1,000	930
430420	Contributions	500	0
430425	Administration Fee 20%		850
430430	Projects	3,500	5,752
430435	Christmas in August	1,400	1,800
430440	CYC Projects		335
430445	Womens Conference	2,500	2,900
430450	Miscellaneous	500	1,060
430455	HBC Pounding	3,000	3,675
		\$ 17,500	\$ 21,077
EXPENSES			
530405	Committee	\$ 1,800	1,337
530410	Christmas in August	1,120	1,800
530415	LA Director Salary	1,300	1,150
530425	Directors Expenses	1,500	3,047
530430	Conventions	1,500	150
530435	Retreat	1,800	0
530440	Womens Conference	2,500	5,336
530455	HBC Pounding	2,400	1,532
530465	Miscellaneous	150	0
530470	Projects	2,800	5,752
		16,870	20,104
	Net (Income less Expenses)	\$ 630	\$ 973
WORLD WITNESS FUND #14			
INCOME			
460005	Faith Promise	\$ 239,000	\$ 239,440
460015	Miscellaneous	5,000	5,995
460210	Home Missions Contributions		1,000
		\$ 244,000	\$ 246,435
EXPENSES			
560101	WW FICA-Employer Portion	\$ 700	\$ 616
560102	WW Medicare-Employer Portion	170	144
560010	Mexico (Estaben)	\$ 6,000	6,000
560015	Venezuela	10,200	10,200
560020	R/Philippines	26,400	27,140
560025	Nigeria (Siebere)	2,400	2,500
560030	Philippines (Sicat)	11,260	11,260
560035	Nicaragua	11,400	12,000
560040	Costa Rica	8,400	19,160
560045	Guatamala	7,128	5,346
560055	Conventions	600	0
560065	Miscellaneous	8,000	8,314
560080	Insurance	2,827	2,827
560095	Sicat Training Workers	8,000	2,000
560105	Directors Salary	40,420	38,495
560110	Directors Housing	21,600	21,600
560115	Dir. NonSalary Benefits	15,180	13,108
560120	Directors Automobile	18,000	17,710
560125	Dir. Foreign Travel	6,000	8,374
560130	Directors Expenses	5,000	9,465
560135	Secretary Salary	11,170	10,638
560140	Church Planting	15,000	
560145	Personnel Expenses	200	
560150	Mission Conferences	500	0
560155	Board Meetings	1,000	0
560160	Printing	1,500	0
560170	International Training/Travel		
		239,055	2,225
	Net (Income less Expenses)	\$ 4,945	\$ 17,313

**GENERAL BOARD OF DIRECTORS
NOTES OF THEIR MEETING
ON JUNE 17, 2010**

- A. Our CPA recommended two meetings annually for our General Board of Directors. A motion was approved to schedule a semi-annual meeting of the General Board of Directors for January 2011 with an option for Board members to attend or call-in on a conference call.
- B. A proposal from Dr. Herbert Carter was presented to the General Board of Directors for the educational training of those entering the ministry. The board referred the proposal to a committee to be reviewed and studied. The committee is to return a report and recommendation to the General Board of Directors in the semi-annual meeting in January 2011.
- C. General Superintendent recommended that funds be provided for a Christian Education Director. Budget would require the position of the second Regional Director to be suspended for this to be accomplished. The Board concurred with the recommendation to adjust staff to one Regional Director and the funds re-directed to a Christian Education Director.
- D. General Superintendent recommended that the name *Christian Education Department* be changed to *Family Life and Resource Department*. The Board agreed with the name change.
- E. A motion was approved for Mrs. Cathy Teague to select and lead a team to review Blessings Book Store and consider alternatives to providing a “Walk-in” Bookstore.
- F. A motion was approved for Pastor Randy Carter to select a committee to review and study the Messenger’s deficit. This committee will consider available options for future publications.
- G. The General Superintendent recommended that a “special called” meeting in the Neuse River and Bladen Lakes District be scheduled to elect a district director for each of the district. Vacancies have occurred since elections in March; these positions are to be filled by the district. The General Board of Directors concurred with the recommendation.
- H. Executive Session: The purpose of this session was to address individual employee salaries and insurance. The General Board of Directors and Mrs. Cathy Teague, staff resource person, attended this session.



PFWB GROUP

BY JEFF BANKS

IN A 2008 BARNA SURVEY (BARNA.ORG) 78 MILLION AMERICANS HAVE SENT AT LEAST 1 EMAIL IN THE LAST WEEK. IN THE SAME SURVEY IT IS REPORTED THAT 23% OF ALL AMERICANS HAVE A SOCIAL NETWORKING PAGE (FACEBOOK/MYSPACE). FACEBOOK REPORTS THAT THERE ARE 400 MILLION ACTIVE USERS AND 50% OF THOSE USERS LOG ON EVERYDAY. AN AVERAGE FACEBOOK USER HAS 130 FRIENDS AND IS CONNECTED TO 60 GROUPS.

YOU MAY BE THINKING TO YOURSELF, WHAT DOES ALL OF THAT HAVE TO DO WITH ME? WHAT RELEVANCE IS THAT TO THE PENTECOSTAL FREE WILL BAPTIST ORGANIZATION? OVER THE PAST 50 YEARS THE PFWB CHURCH HAS USED A MYRIAD OF METHODS TO "GET THE WORD OUT" ON THE HAPPENINGS AROUND OUR GREAT DENOMINATION. FROM WORD OF MOUTH, MONTHLY MAIL, PAMPHLETS, FLYERS, TO THE PUBLICATION OF THE MESSENGER, WE HAVE BEEN TRYING TO DO JUST THAT. GET THE WORD OUT. BECAUSE OF CULTURAL CHANGES, OLD METHODS ARE NOT AS EFFECTIVE AS THEY ONCE WERE.

ENTER IN THE AGE OF SOCIAL NETWORKING AND INTERNET TECHNOLOGY. WITH THE STATISTICS LISTED ABOVE WE CAN SEE WHERE AMERICANS, EVEN CHURCH FOLKS, ARE GETTING THEIR INFORMATION. ABOUT A YEAR AGO, AS I WAS CREATING MY OWN FACEBOOK ACCOUNT, I WAS ABLE TO RECONNECT WITH AND WITNESS TO PEOPLE THAT I HAD NOT HEARD FROM OR SEEN IN YEARS. I WAS AMAZED TO SEE JUST HOW MANY PEOPLE WERE UTILIZING THIS METHOD OF NETWORKING AND I BEGAN TO SEE ITS BENEFITS. THAT IS WHY WE'VE CREATED A PENTECOSTAL FREE WILL BAPTIST FACEBOOK GROUP AS A PLACE WHERE PFWB MEMBERS CAN NETWORK AND FELLOWSHIP WITH OTHERS.

AS OF 8 JULY 2010, OUR GROUP HAS 399 MEMBERS AND WE CONTINUE TO GROW DAY BY DAY. WE ARE RECEIVING PRAYER REQUESTS, PRAISE REPORTS, AND UPDATES ON EVENTS THAT SOMETIME GET OVERLOOKED IN OUR OTHERWISE BUSY SCHEDULES. AS WE STRIVE TO NOT BE CONFORMED TO THIS WORLD, IT'S IMPERATIVE THAT WE STAY RELEVANT. THE GOSPEL NEVER CHANGES, BUT OUR OPPORTUNITIES TO SHARE IT DO. STOP BY AND VISIT (JUST LOG ON TO FACEBOOK AND SEARCH FOR PENTECOSTAL FREE WILL BAPTIST), SAY HELLO, AND BY ALL MEANS FEEL FREE TO JOIN!!! REMEMBER, LET'S LOVE 'EM LIKE JESUS!!!

About the Author

Jeff is active duty US Navy stationed at Camp Lejeune, NC, and is serving as Pastor of Free Will Chapel PFWB Church in Richlands, NC. He and his wife Becky have a 13 year old daughter, Cheyenne.

