

# Clergy Ministry



Summer/2024

## Ministry Training Guide

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**Dr. Milton P. Bunting:**  
BGCVA President

**Dr. Leo Whitaker:**  
Executive Minister

**Rev. Gloria Newsome-Brickhouse:**  
Clergy Ministry President

**Dr. William “Bill” Whitaker:**  
Director of Clergy Ministry & Leadership Development

# Clergy Ministry



2024

Ministry Training for **ALL** Church Leaders & **EVERY** Position



President:  
Reverend Gloria  
Newsome-Brickhouse



Vice-President  
Pastor Michael  
Shannon



Secretary:  
Dr. Tracey Holley



Assistant Secretary:  
Dr. Barbara Cain

For the past two years, the Clergy Ministry has been blessed with the dedicated and unwavering leadership of an Executive Team of leaders. President, Reverend Gloria Newsome-Brickhouse, Vice-President, Pastor Michael Shannon, Secretary, Dr. Tracey Holley, and Assistant Secretary, Dr. Barbara Cain all assumed their positions in June/2022.

It has been my joy to share with this anointed team of leaders as together, we have provided a ministry of training and support for the pastors, clergy, and ministry leaders of the Baptist General Convention of Virginia. As Clergy Ministry leaders, they attended monthly Clergy Ministry planning meetings, Clergy Conversations, Ministry Training Tracks, and every convention gathering to represent the Clergy Ministry. Their leadership has certainly been a “labor” that they have carried with the joyful spirit of Jesus Christ.

As they prepare to end their tenures in their current capacities of leadership, I want to pause to say “Thank you” to each of these great preachers and leaders in the Kingdom of God. Truly, not only is our convention better for their service, I, personally have grown and benefited from the service, kindness, prayers, and support they have so willingly and graciously provided over the past two years.

Thank you to each of you and may the Lord bless you.

Dr. Bill Whitaker  
Director of Clergy Ministry & Leadership Development





### 3<sup>rd</sup> Quarter Church Financial Outlook

\*Adapted from Financial Calendar for the Remainder of 2024

A “Fiscal Quarter” is a three-month period that represents one quarter of the church’s financial calendar. By referring to a period of time as a quarter, a church is able to set financial goals and predictions on how much it plans to receive in tithes and spend in expenses.

For churches with a Fiscal Year that begins on January 1<sup>st</sup>, the quarterly schedule is as follows:

- Q1: January 1 – March 31
- Q2: April 1 – June 30
- Q3: July 1 – September 30
- Q4: October 1 – December 31

As we approach the end of the 2<sup>nd</sup> Quarter (Q2), church finance entities should be preparing to conclude and summarize the 1<sup>st</sup> six months of this year. Using the summary of your church’s finances to determine how well (or not-so-well) your church did from January 1 – June 30, 2024, now is the time to begin evaluating and budgeting for the Q3 months of July 1 – September 30.

#### June

- **2<sup>nd</sup> Quarter/2024 estimated tax payment due** for ministers on June 17<sup>th</sup>.
- **Register for the BGCVA Annual Session** (<https://www.bgcva.org/events.html>).
- **Encouraged Summertime Giving NOW!** Don’t just “Wait & See” in September how much your members gave in the summer. **Download the “Give Mitely” Giving Chart** from the BGCVA Virtual Library at (<https://www.bgcva.org/virtual-library.html>) to help your members plan their summer giving.

#### July

- **File Form 941** for the second quarter by July 31<sup>st</sup>.
- **Consider a mid-year check on alignment with the budget** and assess if adjustments in spending may be needed.
- **Send Out Mid-Year Contribution Statements** to your members to ensure accuracy of your recording of tithes and offerings. Use the Mid-Year Statements as an opportunity to encourage increased giving during the 2<sup>nd</sup> half of 2024.

#### August

- **Encourage Ministry Leaders to Beginning Fall Ministry Event Planning & Budgeting.** Use the summer months to help your ministries plan good stewardship.





# 125<sup>th</sup> Annual Session & Congress of Christian Faith Formation June 30 – July 3, 2024

**Theme**  
**We are BGC...Bringing People Together,  
Growing Churches, and Changing Communities!**  
*(Act 1:8; Matthew 9:35-38; Mark 10:13-16)*

## @ The Hilton Alexandria Mark Center

5000 Seminary Road, Alexandria, VA 22311  
703.845.1010

**\$135.00** per night (Single/Double), plus occupancy & sales tax.

A one-night non-refundable deposit may be required with each room reservation.

PLEASE NOTE: Name changes may be made to room reservations prior to arrival at the established group rate at no charge, if there is no change to arrival and departure dates. In the event a guest who has requested a room within Group's block checks out prior to guest's reserved checkout date, the Hotel will add an early checkout fee to that guest's individual account. Guests wishing to avoid an early checkout fee should advise the Hotel at or before check-in of any change in the planned length of stay. The Hotel will inform members of your Group of this potential charge and requests that you (BGCVA) also inform your attendees of this obligation.

**RESERVE YOUR ROOM TODAY!**



1214 West Graham Road  
Suite 1  
Richmond VA 23220

Phone: 804.228.2421  
info@bgcva.org



**Baptist General  
Convention of VA**



# The Clergy Ministry

## Passing the Baton of Ministry:

Pastoral & Congregational Succession Planning  
Annual Session Ministry Development (June 30 - July 3, 2024)

Annual Session Ministry Development  
(June 30 - July 3, 2024)

- Mon., July 1<sup>st</sup> Succession Planning for Pastors Preparing to Pass the Baton
- Tues., July 2<sup>nd</sup> Succession Planning for Congregations Preparing for New Pastoral Leadership
- Wed., July 3<sup>rd</sup> Succession Planning for Ministry Leaders Healing Congregational Hurt & Securing Ministry Legacy

Annual Session Registration Required at <https://www.bgcva.org/events.html>.

Dr. Milton P. Bunting:  
BGCVA President

Dr. Leo Whitaker:  
Executive Minister

Rev. Gloria Newsome-Brickhouse:  
Clergy Ministry President

Dr. William "Bill" Whitaker:  
Director of Clergy Ministry  
& Leadership Development

*At some point, every leader & congregation will either relinquish or receive the Baton of Ministry. In a biblical, spiritual sense, the "Baton of Ministry" is called the "Call of God".*

During the month of June/2024, the Clergy Ministry Executive Team will be preparing a series of *Succession Planning* training sessions for Pastors, congregations, and Pastoral Search Committees.

The *Succession Planning* series will begin with the Ministry Development periods of the 125<sup>th</sup> Annual Session & Congress of Christian Faith Formation. Please note that **Clergy Conversation and Ministry Training Track (MTT)** will both be held as a part of the Annual Session on Monday, July 1<sup>st</sup>, Tuesday, July 2<sup>nd</sup>, and Wednesday, July 3<sup>rd</sup> at 2:30pm each day. Registration for the 125<sup>th</sup> Annual Session is required for attendance in these three sessions.

These are sessions that are vital to every Pastor, ministry leader, and congregation.

Register your attendance today at <https://www.bgcva.org/events.html>.



# ANNUAL 2024 SESSION



JUNE 30 – JULY 3,  
2024

## WOMEN'S MINISTRY SESSIONS

### FAITH IN ACTION:

The Hilton Alexandria  
Mark Center,  
5000 Seminary Road  
Alexandria, VA 22311  
REGISTRATION:  
BGCVA.ORG

**B**ESTOWING: Reverence for the Lives of Transitioned Members! 



**G**iving Thanks for Our COUNCIL OF ELDERS!

**C**elebrating Our Honorees! 

Nomination of Officers:

YOUR OFFICERS RISING TO THE  
OCCASION!

WOMEN WHO  
PRAY TOGETHER  
STAY TOGETHER!



WOMEN'S LUNCHEON:

The Messenger:  
Rev. Dr. Margaret Delk Edney  
BGC Women's Ministry President



COMMUNITY  
OUTREACH PROJECT



BGC AREA HONOREES

SPECIAL COMMUNITY  
RECOGNITIONS



BARBARA COLEMAN  
RAMONA FISHER  
IRENE ALEXANDER  
BROWN

The Women's Sessions of the 125th Annual Session and Congress of Christian Faith Formation embrace the themes of Unity, Witness and Empowerment.

We will **Celebrate the lives of all the Women**, both living and transcended, who sacrificed their gifts and talents to the Baptist General Convention of Virginia. We will **Give Reverence to the Women's Ministry of Elders** who continue to bring us Wisdom, Knowledge, Historical Memory, and Relationship Building. We will **Honor those who**, in the eyes and hearts of area churches **have demonstrated remarkable Servant Leadership**. We will also **share a portion of God's blessings with others** in our Community Outreach Project.

Women across the Commonwealth of Virginia and beyond are invited to share with us as we continue to stand strong in the Unity of our Foremothers and Sisters, to Witness the reclamation of our voices, values and visions as we look to the future, in this our election year, through Empowerment from greater Faith, Wisdom, Courage and Spirit.

# Youth Ministry Session



At the 125th Annual Session And Congress of Christian Faith Formation

JUNE 30 – JULY 3, 2024

HILTON ALEXANDRIA MARK CENTER

ALEXANDRIA, VIRGINIA

# Informational Packet

*"We are BGC...Bringing People Together, Growing Churches, and Changing Communities!"*  
*Mark 10: 13-16*

804.228.2421

[www.bgcva.org](http://www.bgcva.org)

[youth@bgcva.org](mailto:youth@bgcva.org)



Ms. Alexandria Hunt-Quarles  
of Tappahannock  
President



Mr. Primas Paige, Jr.  
of Portsmouth/Norfolk  
Vice President



Mr. John Sognikin  
of Richmond/Chesterfield  
Secretary



**SUNDAY, JUNE 30, 2024**

2:00—6:00 pm.....Registration  
6:00 pm.....**Youth & Young Adult Intergenerational  
Worship & Arts Explosion**



**DAILY SCHEDULE OF EVENTS FROM MONDAY—WEDNESDAY**

ACTIVITY: CHOIR AND WORSHIP & PRAISE LEADER  
MINISTRY BREAKOUT SESSIONS

ACTIVITY: A SPOKEN WORD/ORATORICAL CONTEST YOUNG AUTHORS/  
ARTS & CRAFTS CLUB  
MORNING ACTIVITIES

COLLEGE TOURS, COMMUNITY SERVICE, RECREATION, SIGHT SEEING  
THE PRAYER & PRAISE—SHARE YOUR TESTIMONY

ACTIVITY: BGC'S GOT TALENT

PLAYSTATION/NINTENDO SWITCH & SOCIAL MEDIA DANCE CHALLENGES

MASTER CLASS: TO BE YOUNG, GIFTED AND BLACK

MINISTRY BREAKOUT SESSIONS

ACTIVITY: SPOKEN WORD/ORATORICAL CONTEST YOUNG AUTHORS/  
ARTISTS CLUB

ACTIVITY: CHOIR, PRAISE DANCE AND WORSHIP & PRAISE

YOUTH EVENING WORSHIP

LATE NIGHT MOVIE, DANCE, GAMES

VISITS TO HISTORICALLY BLACK SITES

AND MUCH, MUCH MORE!!!



**MONDAY, JULY 1, 2024**

8:00 am.....Registration  
7:00 pm.....Evening Worship



**TUESDAY, JULY 2, 2024**

8:00 am.....Registration  
**College Tour—Howard University  
Election of Youth Officers**  
7:00 pm.....**Youth Ministry Leading Evening Worship**

**WEDNESDAY, JULY 3, 2024**

8:00 am.....Registration  
**Visit—National Museum of African American History and Culture**  
7:00 pm.....Convention President's Night



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**The Youth Registration Fee of \$40.00 per person includes activities and supplies for persons participating in the Youth Ministry Sessions as well as transportation to the Howard University College Tour and the National Museum of African American History and Culture Visit. Please send your Registration fee monies with your Annual Session Registration form.**



Clergy



*Conversations* Thursday, July 11, 2024 @ 12n

**“The Baton of Pastoral Ministry:  
Succession Planning & the Associate Minister”**

*The Role of the Associate Minister During a  
Pastoral Interim –*

*Should Associate Ministers Candidate for  
the Pastoral Vacancy of Their  
Home/Membership Church?*

Zoom ID: 876 5365 4568

Zoom Password: 790104

Conference Call#: 301.715.8592

Associate Ministers in the Baptist church are called to serve at the discretion of the Pastor. Their primary responsibility is to assist the Pastor in *the Ministry of Word and Sacrament* - preaching, praying, teaching, and visiting the sick.

There are many Associate Ministers who incorrectly allow themselves to be seen as **alternatives** rather than **assistants** to Pastoral leadership. Consequently, pastoral vacancies are misused by some Associates as opportunities to pursue the pastorate of the churches they serve. Such an “opportunistic” spirit can lead Associate Ministers and church members alike to pursue unhealthy relationships with each other based on their common desire for the Pastor to leave.

This Clergy Conversation teaches Pastors, Associate Ministers, Diaconate, Ministry leaders, and congregations how Associate Ministers should support “The Baton of Pastoral Ministry”.

What You Will Learn...

- Common Associate Minister Roles & Responsibilities while the church has a Pastor
- Needs and Expectations of the Associate Minister in the Absence of a Pastor
- The “Aaron” Call vs. the “Joshua” Call to Support or Succeed Their Moses

**Register Today at <https://www.bgcv.org/training.html>.**



Ministry Training Track

Monday, July 29, 2024 @ 12n

## Succession Planning: Intentional Interim Ministry for Congregations in Pastoral Transition

### The Baton of Ministry

Rev. Dr. J. Elisha Burke – Guest Presenter

Not all “Batons of Ministry” are ready to be given to new pastoral leadership AND not all congregations know how to prepare their “baton” for their new pastors. *Interim Pastors* are called to help congregations prepare their “Ministry Batons” to grow, develop, and maintain ministry momentum while “Waiting for the New Pastor to Arrive”.

This session is for Pastors desiring to serve in the Intentional Interim Ministry, Ministry Leaders serving in ministry, and Congregations in transition need in preparing for new pastoral leadership.

Zoom ID: 876 5365 4568

Zoom Password: 790104

Conference Call#: 301.715.8592

*We’ve been without a Pastor for some time now and some seem to enjoy and even prefer not having a Pastor to lead us.*

*Our congregation is doing its best now that Pastor is gone, but the transition process is taking forever. We need help with beginning our pastoral search.*

*Our members were really hurt by our last Pastor and have lost trust in pastoral leadership. How do we heal from where we have been and prepare for where God would have us to go?*

Whether your church currently has a Pastor, has a recently vacated pastorate, or a pastorate that has been vacated for an extended period of time, at some point, all churches will experience a transition period that involves a pastoral vacancy.

This MTT positions churches and church leaders how to “Pass the Baton of Ministry” by...

1. Promoting the Intentional Interim Pastorate as a way to help congregations create ministry momentum and maintain spiritual focus during a period of transition.
2. Providing ministers with essential information on what it means to be an Intentional Interim Pastor for “Vacant Churches”.

**Register Today at <https://www.bgcva.org/training.html>.**





*MTT*

Ministry Training Track

Monday, July 29, 2024 @ 6pm

## Succession Planning for “New” Pastors: Preparing for the “Hand Off” of Pastoral Leadership

What Every Pastor Should Know Before Receiving the  
*Baton of Pastoring* in a New Church.

Zoom ID: 876 5365 4568

Zoom Password: 790104

Conference Call#: 301.715.8592

There are many uncertainties involved in the exchange of Pastoral Leadership. While churches and pastors should work together to provide a smooth transfer of ecclesiastical authority, it is the Pastor’s responsibility to prepare his/her family and personal finances should the Baton of Pastoral Leadership be dropped for any reason.

Two of the most common statements of Seasoned Pastors and Search Committees alike about their succession planning is, “I wish I had known that...” or “If I had known better, I would have...” This MTT is provided to help you avoid as many succession-related mistakes as possible.

Anyone involved in the pastoral selection or transition process should attend this session. Pastors, Clergy, Clergy Spouses, Search Committees, Lay Leaders, and even Congregational Members are encouraged to register.

What will you learn?

- Succession Plans that Respect the Preceding Pastor & Ministry Vision
- Employment Contract Traps to Avoid
- Preparing Your Family for the “Hand Off”
- Creating an Unemployment “Savings” Plan In Case the “Baton” is Dropped in Ministry

**Register Today at <https://www.bgcva.org/training.html>.**



# August is Clergy Ministry Sabbatical Month

Clergy Conversations & MTT will not be held in August. Please visit <https://www.bgcva.org/virtual-library.html> to view recordings of Clergy Ministry Training Sessions, email [whwhitaker2@bgcva.org](mailto:whwhitaker2@bgcva.org) to schedule ministry assistance for your church, or call (804) 228-2421 for further assistance.

## VIRTUAL LIBRARY CATALOG

While We Are On Sabbatical, Visit the BGC Virtual Library by Clicking Here:  
<https://www.bgcva.org/virtual-library.html>.

*\*New training files and ministry resources are uploaded to the BGC Virtual Library each month.*

### Leadership Development

**High Impact: Leadership According to the Word of God (Pt. 1) – The Moses Leadership Model**, Ministry Training Track (MTT), Monday, April 22, 2024 (12n);  
Dr. William H. Whitaker, II

**High Impact: Leadership According to the Word of God (Pt. 2) – The Aaron Leadership Model**, Ministry Training Track (MTT), Monday, April 22, 2024 (12n);  
Dr. William H. Whitaker, II

**High Impact: Leadership According to the Word of God (Pt. 3) - The Joshua Leadership Model**, Ministry Training Track (MTT), Monday, April 22, 2024 (12n);  
Dr. William H. Whitaker, II

**High Impact: Leadership According to the Word of God (Pt. 4) - The Phoebe Leadership Model**, Ministry Training Track (MTT), Monday, April 22, 2024 (6p);  
Dr. William H. Whitaker, II

**I See You: Seeing Women as Leaders;** Clergy Conversation, June 1, 2023;  
Dr. Tracey Holley

**Solo Servant Leadership: Single & In Ministry** – A Clergy Conversation, Thursday, May 2, 2024 (12n); Dr. William H. Whitaker, II



## **BGCVA VIRTUAL LIBRARY CATALOG (cont'd.)**

### **Ministry Development**

**Black Churches Hit Hardest By Pandemic: High Impact Models of Ministry that Reverse Congregational Decline;** Ministry Training Track (MTT), Monday, May 13, 2024 (12n); Dr. William H. Whitaker, II

**Church Internal Controls & Operational Standards;** Ministry Training Track (MTT), Monday, September 18, 2023 (12n), Dr. William H. Whitaker, II

**The “Get It Factor” (Pt. 1): Ministry Relevance that Promotes Congregational Growth,** A Clergy Conversation, Thursday, February 8, 2024, President Milton P. Bunting

**The “Get It Factor” (Pt. 2): Ministry Relevance that Promotes Congregational Growth;** A Clergy Conversation - April 4, 2024; Pastor Michael Shannon

**God is in the Details – Ministry Best Practices & Church Standards of Operation (Pt. 1);** Ministry Training Track (MTT), Monday, August 21, 2023 (12n), Dr. William H. Whitaker, II

**God is in the Details – Ministry Best Practices & Church Standards of Operation (Pt. 2);** Ministry Training Track (MTT), Monday, August 21, 2023 (6p), Dr. William H. Whitaker, II

**Succession Planning: Itinerant, Interim, & Transitional Pastoring;** Ministry Training Track (MTT), Monday, May 13, 2024 (6p); Rev. Karen Downing-Facilitator, President Milton P. Bunting – “Shared Pastor” Presenter, Rev. Curtis Ballard – “Succession Planning” Presenter

### **Ministry Resources**

- Budgeting & Money Voucher/Requisitioning Process
- The “Give Miteley” Generosity Chart for Churches (Downloadable in PowerPoint Formatting)

# Unleashing the Spirit of Generosity



**...decide in your heart how much to give.**  
 And don't give reluctantly or in response to pressure. "For God loves a person who gives cheerfully."  
 2 Corinthians 9:7 NLT

Your Annual Giving Goal	Weekly Giving	Monthly Giving	Quarterly Giving
\$ 500.00	\$ 10.00	\$ 42.00	\$ 125.00
\$ 750.00	\$ 15.00	\$ 63.00	\$ 189.00
\$ 1,000.00	\$ 20.00	\$ 83.00	\$ 250.00
\$ 3,000.00	\$ 58.00	\$ 250.00	\$ 750.00
\$ 5,000.00	\$ 96.00	\$ 417.00	\$ 1,250.00
\$ 7,000.00	\$ 135.00	\$ 584.00	\$ 1,750.00
\$ 9,000.00	\$ 173.00	\$ 750.00	\$ 2,250.00
\$ 11,000.00	\$ 212.00	\$ 917.00	\$ 2,750.00
\$ 13,000.00	\$ 250.00	\$ 1,084.00	\$ 3,250.00
\$ 15,000.00	\$ 289.00	\$ 1,250.00	\$ 3,750.00
\$ 17,000.00	\$ 327.00	\$ 1,417.00	\$ 4,250.00
\$ 19,000.00	\$ 366.00	\$ 1,584.00	\$ 4,750.00
\$ 21,000.00	\$ 404.00	\$ 1,750.00	\$ 5,250.00
\$ 23,000.00	\$ 443.00	\$ 1,917.00	\$ 5,750.00
\$ 25,000.00	\$ 481.00	\$ 2,084.00	\$ 6,250.00

## How to Give Mitely! to BGCVA

**Giving Mitely** has never been easier and more convenient than it is today. With automated, electronic giving, the Baptist General Convention of Virginia provides "Easy-Mite" giving options that are only a prayer and a click away.

### Givelify



- Download App
- Find: Baptist General Convention
- Tap Amount
- Give

### BANK E-PAYMENT OPTION

All (or at least most) banks offer automated "bill pay" as electronic payment (E-Payment) methods of giving your Gift of Mite to BGCVA. Just contact your bank and ask their assistance with scheduling your recurring, on-line donation to BGC on a weekly, monthly, or quarterly basis.

### CASHAPP

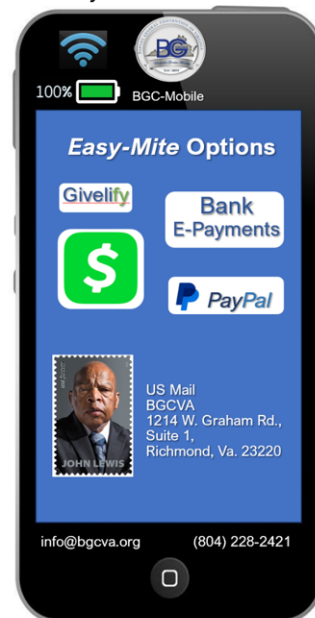


- Download App
- Enter Amount
- Pay To: \$BGCVA

### PayPal



- Go to the BGCVA Website at [www.bgcva.org](http://www.bgcva.org)
- Click on Donate



### MAIL YOUR MITE TO THE BGC HEADQUARTERS



BGCVA  
 1214 West Graham Road  
 Suite 1  
 Richmond, VA 23220

### QUESTIONS: Contact the BGCVA Office



Email: [info@bgcva.org](mailto:info@bgcva.org)  
 Phone: (804) 228-2421  
 Web: [www.bgcva.org](http://www.bgcva.org)