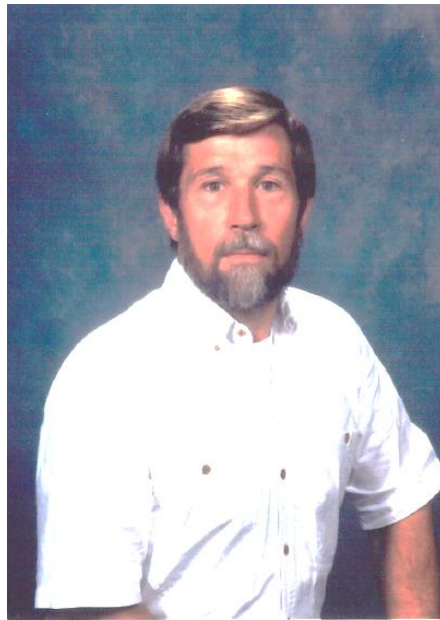


DEDICATION



ROBERT “Bob” STREETZ

Even as a small child, this individual was willing to serve our Lord. As he grew older, he continued that by serving in the US Army. After his service for our country, he began working for Philip Morris and eventually retired after working there for nearly 35 years.

He has been an active deacon at Sappony Baptist Church for many years. What some of you may not know about him is that he loves building and racing cars.

He maintains a high physical standard, working out at Gold’s Gym, while often wearing t-shirts that will spark questions or conversations of a spiritual nature.

Of course, by now, we all know who we are talking about, Bob Streetz. Bob became a co-coordinator of Camp Kehukee some years ago working with Hugh Mumford. He has served as coordinator for the past three years. His commitment to detail is superb. His compassion for Kehukee is extremely obvious when you look at the number of hours he, himself, puts in at the Camp. All as an unpaid volunteer.

We are happy to present Mr. Bob Streetz as this year’s recipient of our dedication of the 119th Annual Meeting of the Petersburg Baptist Association. Thank you, Bob, for your commitment to Christ and to the PBA. Stay healthy. We still have a lot to accomplish.

Moderator



PASTOR TOM GUESS

Tom Guess grew up in Waverly, Virginia and came to Antioch to preach as a supply pastor in November 2019 which led to him serving as our interim pastor from April 1 – October 1, 2020, through the height of the Covid pandemic. During the first 4 months of the Covid pandemic Antioch was one of the few churches holding parking lot services where Tom could be found on Sunday mornings preaching from a gooseneck trailer in the parking lot. This affectionately became known as the “Gooseneck Ministries” and was attended on Sundays by as many as 36 carloads of people from as many as five different churches. On October 1st of that year, Tom was called to serve as Antioch’s Pastor.

Tom retired from the U.S. Coast Guard in 2008 after serving 21 years on active duty. Upon his retirement he went to work for the Virginia Department of Wildlife Resources where he worked for over 15 years. He currently works as a civilian employee with the U.S. Coast Guard.

His education includes a Bachelor of Science in Criminal Justice and a Master of Science in Leadership Studies from Southwestern College, Winfield Kansas and a Master of Arts in Theological Studies and Biblical Studies from the Liberty Baptist Theological Seminary, Liberty University in Lynchburg.

Tom was ordained to the work of the gospel ministry by Oakland Baptist Church on March 10, 2019. Tom served as a supply pastor in the Petersburg Baptist Association preaching nearly every Sunday at a church in the area prior to coming to Antioch.

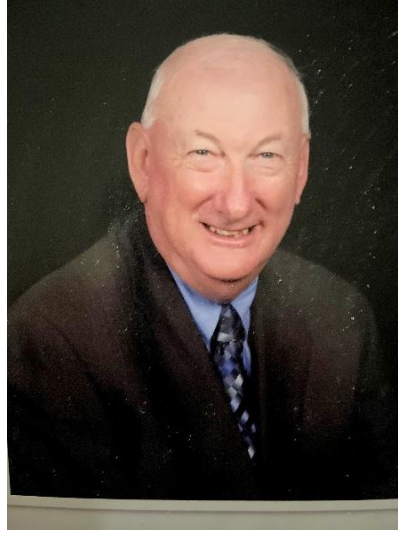
Tom is passionate about sharing the Gospel of Jesus Christ and remaining focused on being a Bible preaching, Bible believing, Christ centric, and compassionate church.

Tom has been married to his wife, Ellen, for 34 years and they have two children, Emily and Thomas.

In his spare time Tom enjoys spending time with his family, hunting, fishing, home projects, and anything outside enjoying things which allow him to spend time in God’s beautiful creation.

Tom’s favorite Bible verse is Numbers 6:24-26 ²⁴“The Lord bless you and keep you; ²⁵The Lord make His face shine upon you and be gracious to you; ²⁶The Lord lift up His countenance upon you and give you peace.” This has become his primary closing verse and blessing on his congregation after each Sunday worship service.

MODERATOR – ELECT



PASTOR WAYNE WILLIAMS

Let me first say thank you for the privilege of serving as your PBA Moderator-Elect this coming year. I look forward to working with each of you as we work together doing our Lord's work. He has also blessed me with serving His church at Oaklawn Baptist Church located at 7925 Hickory Road South Chesterfield for the past 12 years.

What makes Oaklawn Baptist Church so special is the caring and loving people that God has brought to this ministry. You will not find a more friendly church than Oaklawn Baptist Church. Our church is here to serve you through ministries that meet regularly, as well as church-wide activities. Oaklawn has Bible Study Sunday 10:00am, services include Sunday Worship 11:00am, and 6:00pm, Wednesday Night Prayer warriors meet at 6:30pm and Bible Study at 7:00pm. We also meet during the Spring and Summer at Farmers Market in Colonial Heights, where we talk with folks about Jesus, hand out Bibles and tracts, and provide snacks to all. Our MOB (Men of Oaklawn Baptist) meeting monthly, WOW (Women of Worship) meeting monthly. It is a pleasure to serve God's people.

It is here that relationships are made and where Jesus Christ is magnified. God is blessing our ministry, and His church is growing. We thank and praise Him that this church is so loving and a place that many feel at home.

On behalf of the Oaklawn family, we extend the right hand of fellowship and invite you to worship with us. We are a church that is committed to "making a difference in the world for Jesus Christ."

LOVE FIRST KOREAN BAPTIST CHURCH



Dr. Hongnak Koo was born in South Korea and came to the United States to study. He earned his M.Div. and Ph.D. from Southwestern Baptist Theological Seminary in Fort Worth, Texas. Upon graduation, he was awarded the W. Fred Swank Evangelism Award from SWBTS.

He is the author of the book, *The Impact of Luis Palau on Global Evangelism*, published by Credo House Publishers in 2010. As well as serving as a senior pastor of Love First Church, he also preaches the Gospel, trains ministers, and plants churches in many mission fields around the world.

FIVE VISIONS OF OUR CHURCH

COMMUNITY OF SALVATION

For I am not ashamed of the gospel, because it is the power of God that brings salvation to everyone who believes (Romans 1:16)

COMMUNITY OF WORSHIP

God is spirit, and his worshipers must worship in the Spirit and in truth (John 4:24)

COMMUNITY OF HEALING

Then you will know the truth, and the truth will set you free. (John 8:32)

COMMUNITY OF SERVING

Very truly I tell you, unless a kernel of wheat falls to the ground and dies, it remains only a single seed. But if it dies, it produces many seeds. (John 12:24)

COMMUNITY OF MISSION

Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age (Matthew 28:19-20)

The present pastor is Dr. Hongnak Koo

DIRECTIONS TO CHURCHES

Starting Point - South Crater Road & I-95

Adams Grove – I-95 to Emporia, Exit 11. Take 58 East toward Norfolk for 9 mi. continue on to 615 L. for .3 miles Church on Right

Antioch – I-95 to Stony Creek, Exit 31. Take 40 East for 5.7 mi. From Sussex Courthouse & Readville take 735 through Yale to 631 – Church on R. on 631. (.3 mi. south of Yale Post Office.)

Calvary – See Adams Grove – Turn R. in Emporia at stoplight. 1½ blocks on L.

Central – S. on I-85 to 460 Exit W. (Blackstone) Exit 61. Take Exit 61 – go west on Rt. 460 for 6 miles. Bear right on Rt. 751 for 2.5 mi. Left on Rt. 627 (Courthouse Rd.), church on left.

Dinwiddie – Take I-85 R. on Dinwiddie Exit for 1.5 mi. L. on #1 for .2 mi. R on 627 for 1 mi. L. on 611 for 3.9 miles

First-City Point – I 95 N to exit Temple Ave. R on Temple go to Rt. 36 – L on 36 - Take E Broadway. Turn left off Broadway in City Point area to Allen Avenue. At end of Allen, turn right onto Pierce, at the end of Pierce-church on left.

First-Hopewell – I 95 N to exit Temple Ave. R on Temple go to Rt. 36 – L on 36– Go Cedar Level for 1.2 mi. R. 2 mi. to Mesa for 2 mi., R. on Broadway 1.4 mi. L. on 2nd Ave. for 3 blocks.

Love First – I-95 to Temple Avenue – Colonial Heights Exit; turn R. onto Temple Avenue – Rt.144 E. go 3.2 mi. to River Road/Rt. 725 turn L.; go 9/10 of mi. – church on L.

First-Petersburg – On W. Washington St. 3 blocks W. of Sycamore Street.

Forest Hill – I-95 S to exit 8 beyond Emporia – turn R. to 301. Turn L. on 301 for ½ mi. Turn L. on 627 on 6 mi. L. on 633 for 2 mi. Church on R.

Fountain Creek – Follow Forest Hill directions to 627 (Brink Rd.) & 633. Straight on 627 for 1.5 mi.

Fountain Grove – Take I-95 to Exit 8 beyond Emporia. Turn R. to 301 turn L. going N. on 301 to Low Ground Rd. Turn R, go across railroad tracks. Go approx. 11 mi. Church on R.

Hebron – See Adams Grove – From stoplight go Rt. 58 for 11 mi., R. on 652 for 3.1 mi. L. on 661 for 1.9 mi.

High Hills – I-95 S. Go past Stony Creek for 6.7 mi. to Exit 24 to 645. Turn R. for 20 yds. L. on 301 S. for 3.2 mi. R. for 1 block.

Immanuel – North on 301 to Colonial Heights. Turn R. on Lafayette 1 block. After 1st stoplight, go 2 blocks.

Kehukee- (same for Halifax Entrance as Shiloh – turn right) For Conference Center Entrance – turn at Exit 41 going North on 35 for .8 miles, turn Left on 605 (Spain Road) for .2 miles, Left on 621 (Shands Road) for 1 mile. Camp Kehukee on Right.

Main Street – See Adams Grove – From stoplight turn R. on .9 mi. on 301 (Main Street) from intersection of 301 & 58.

Matoaca – Take exit for W. Washington St. Petersburg. Go west, past Central State Hospital, to intersection of U.S. 1 & 226. Go .2 mi. on 226; turn R. on 600, cross Appomattox River to River Rd. Turn L. Church on L.

McKenney – 25 mi. on I-85 S to McKenney Exit; R. on 40, cross Rt. 1; go 1 block. R. 2 blocks.

Mount Pleasant – N. on I-95 to Colonial Heights – Temple Ave. Exit E. .5 mi.; L. on Conduit for .5 mi.

Newville – S. on I-95 for 9.6 mi. Take Exit 41 and take 35 S. toward Courtland. Go 8.6 mi. to 626. L. for 4.7 mi.

Oakland – From Crater Road. & I-95, E. on 460 for 8 mi., R. on 156 for 2 mi.

Oaklawn - I 95 Exit 54 Temple Ave. Turn Left at the light Temple Ave VA 144 North. Turn Right Blvd US 1/301 for 0.7 miles. Turn Left Lakeview Ave. (This road will turn into Woodpecker Road, then turns into Matoaca Rd... keep straight for 4.4 miles.) Turn Right onto Hickory Road 1.6 miles. The church will be on your left.

Pine Grove – I-85 and travel South towards South Hill/Durham NC. EXIT # 61 (Blackstone/Lynchburg) to Rt. 460. Turn Left (East) on rt. 460 for .5 mile to intersection Rt. 460/US 1 (Boydton Plank Road) and go South for 3.4 miles to Dabney Mill Road. Turn left. Church is on left 100 yards.

Powers Memorial – From Petersburg Rt. 36 (Hopewell Rd.) to Ashland St. Turn L. onto Ashland. Follow Ashland (changes name several times) until Mesa Dr. Cross railroad tracks on Mesa Dr. pass radio station. 2nd street on R.

Purdy – From High Hills to .4 mi., turn R. on 139 for .7 mi., turn L. on 139 (610) for 1 mi., turn R. on 608 for 6.8 mi.

Readville – I-95 to Stony Creek, Exit 31, L. on Rt. 40 E. for 5.7 mi. to 634 for 1 mi. Turn R. church is on 634 at Sussex Courthouse.

Sappony – S. on I-95, Exit 31 at Stony Creek, R. on Rt. 40W for 3.3 mi. Church on L.

Second – From Walnut Hill Church go .7 mi. to Johnson Rd., L. on Johnson 1.4 mi.

Shiloh – S. on I-95 turn at Exit 41 going N. on 35 for .8 mi., turn L. on 605 (Spain Rd.) for .2 mi. L. on 621 (Shands Road.) to 2 mi. to where road intersects with Halifax Rd. Church on L.

Sharon – 25 mi. S on I-85 to McKenney Exit. R on 40. Go past McKenney on 40 for 10 mi. Church on L.

Smyrna – On I-85 go to Dinwiddie exit # 53. R. on 703 for 1 mi. Church will be on your left.

Swift Creek – N. on 1-301 in Colonial Heights to Branders Bridge Rd. L. for 1.4 mi.

The Heights – I 95 to Exit 54, Temple Ave, Second left in the roundabout, Go straight, Right onto Boulevard Rt#1/301 1.9 miles Church will be on the Right

Unity – From Crater Rd. and I-95 E. on Rt. 460 for 3.3 mi. L. on Courthouse Rd. (106), through Prince George Courthouse, for 4.9 mi. L. on Prince George Dr. (156) for .9 mi. to Mt. Sinai Rd. and turn R. Church is on the right just past the intersection.

Wakefield – 30 mi. E. of Petersburg on 460 R. just past Virginia Diner on Church St., 3 blocks

Walthall – From Crater Rd. take I-95 N. for 7.6 mi. to exit #58, take Woods Edge Road E (620) for 1.5 miles. Church is on the right.

West End - .5 mi. W. on Hwy 1. Also where Hwy I-85 intersects with Hwy 460 W.

Western Heights – Go W on 460 past Central State Hospital on 226 for 1.6 mi.

Woodlawn-Colonial Heights – Off I-95 (Colonial Heights Exit), L. on Temple for .5 mi. R. on Blvd., for .9 mi., L. on Ellerslie (at Burger King) for 1 block to Woodlawn Ave. L. 1 block.

Woodlawn-Hopewell – Take 95 to Temple Avenue Exit. Turn right on Temple to Rt. 36, left on 36, straight on Oaklawn Blvd. At the third stoplight, after 295 overpass, turn right on Dinwiddie, go 1 block, take left on Virginia Avenue.

Zion – I-95 S. go 6.5 mi. past Emporia. Take Exit 4; turn L. onto 629 (Moore's Ferry Rd.) for 2 mi. Cross 301 at Skippers. Continue on Zion Church Rd. Church on L.

DIRECTORY

Petersburg Baptist Association Churches and Senior Pastors

ADAMS GROVE BAPTIST CHURCH.....	NONE
24407 Adams Grove Road Emporia, VA 23847	
Pastor: Rev. Patricia Crump	Email: phcrump9@gmail.com
2700 Lee Ave Hopewell, VA 23860	757-653-4569
ANTIOCH BAPTIST CHURCH.....	434-535-8164
20230 Peters Bridge Road Yale, VA 23897	WEBSITE: www.antiochbaptistyleva.com
Pastor: Rev. Tom Guess	Email: revtomguess@gmail.com
3771 Forest Lane Disputanta, VA 23842	804-514-6680
CALVARY BAPTIST CHURCH.....	434-634-3215
FAX.....	434-634-3156.0
310 North Main Street Emporia, VA 23847	WEBSITE: https://www.calvarybaptisttemporia.org/
Pastor: Dr. Bob Pipkin	757-418-1243
310 N Main Street Emporia, VA 23847	
CENTRAL BAPTIST CHURCH.....	804-265-8870 P. O. Box
159 Church Road, VA 23833	Website: www.centralbaptist1873.org
Pastor: Rev. Gregg Kitts	Email: texasAG93@yahoo.com
6401 Courthouse Rd Church Road, VA 23833	757-377-8539
DINWIDDIE BAPTIST CHURCH.....	804-469-9459
14818 Wilkinson Road DeWitt, VA 23840	
Pastor: Rev. Wilson Conwell	Email: trinitykid@aol.com
25319 Ford Ave North Dinwiddie, VA 23803	804-731-7536
FELLOWSHIP BAPTIST CHURCH.....	804-526-6224
21000 Chesterfield Avenue Ettrick, VA 23803	
Deacon: Mr. William Nimmo	804-590-2109 20122
Russwood Road Petersburg, VA 23803	
FIRST - CITY POINT.....	804-458-6123
P. O. Box 773 Hopewell, VA 23860	WEBSITE: www.fbccp.org
Pastor: Rev. Rudolph Randell	
P. O. Box 773, Hopewell, VA 23860	804-458-6123
FIRST – HOPEWELL BAPTIST CHURCH.....	804-458-2752
FAX:	804-458-9124
401 N. Second Avenue Hopewell, VA 23860	WEBSITE: www.fbchopewell.org
Pastor: Rev. Darrell Boggs	Email: boggs.darrell@gmail.com
401 N Second Ave Hopewell, VA 23860	804-458-2752
FIRST BAPTIST CHURCH - PETERSBURG.....	804-733-7484
235 W. Washington Street P.O. Box 445 Petersburg, VA 23804	Email: fbczburg235@gmail.com
Pastor: Rev. Robert Byrd Dawson	
6526 Hanover Ave Richmond, VA 23226	804-898-2574
	WEBSITE: https://firstbaptistchurchofpetersburg.com/
FOREST HILL BAPTIST CHURCH.....	NONE
2103 Pine Log Road Skippers, VA 23879	WEBSITE: www.foresthillbaptist.com
Pastor: Rev. Rick Ragan	
2315 Pine Log Road Skippers, VA 23847	803-235-2527

FOUNTAIN CREEK BAPTIST CHURCH.....	434-634-3465
8099 Brink Road Emporia, VA 23847	
Pastor: Rev. Bobby Griles	434-634-3465
4225 Moores Ferry Road Skippers, VA 23879	
FOUNTAIN GROVE BAPTIST CHURCH.....	NONE
11539 Low Ground Road Emporia, VA 23847	
Pastor: Rev. Tom Spizzirri	Email: dvillemts@juno.com
22418 Drewry Road Drewryville, VA 23844	434-658-4192
HEBRON BAPTIST CHURCH.....	434-658-4192
Drewryville, VA 23844	
Pastor: Rev. Tom Spizzirri	Email: dvillemts@juno.com
22418 Drewry Road Drewryville, VA 23844	434-658-4192
HIGH HILLS BAPTIST CHURCH.....	434-535-8688
P.O. Box 296 Jarratt, VA 23867	
Pastor: Rev. John Ochtyun	
19600 Turkey Run Ct, Dinwiddie VA 23841	703-595-5278
IMMANUEL BAPTIST CHURCH.....	804-526-3276
FAX:	804-526-7100
620 Lafayette Avenue Colonial Heights, VA 23834	WEBSITE: www.ibc4family.com
Pastor: Rev. Steve Lalk	804-543-0363
620 Lafayette Ave Colonial Heights, VA 23834	
LOVE FIRST KOREAN BAPTIST CHURCH.....	804-452-5885
3030 River Road Prince George, VA 23875	WEBSITE: www.TheLFC.org
Pastor: Dr. Hongnak Koo	804-638-3569
4317 Shorebird Drive Prince George, VA 23875	
MAIN STREET BAPTIST CHURCH.....	434-634-3317
440 South Main Street Emporia, VA 23847	Email: msbcemporia@telpage.net
Pastor:	
MATOACA BAPTIST CHURCH.....	804-590-2949
FAX:	804-590-1904
6409 River Road South Chesterfield, VA 23803	Email: matoacabaptistchurch@gmail.com
Pastor: Rev. Marco Smith	804-590-2949
6409 River Road South Chesterfield, VA 23803	
McKENNEY BAPTIST CHURCH.....	434-634-3877
10736 Zehmer Avenue McKenney, VA 23872	
Deacon: Mr. Douglas Wray	804-478-4267
10736 Zehmer Avenue McKenney, VA 23872	
MOUNT PLEASANT BAPTIST CHURCH.....	804-526-0816
3110 Greenwood Avenue Colonial Heights, VA 23834	WEBSITE: www.mpbclife.com
Pastor: Dr. Joey Anthony	Email: joey.anthony@mpbc.us
3011 Greenwood Ave Colonial Heights, VA 23834	804-526-0816
NEWVILLE BAPTIST CHURCH.....	804-834-3838
7710 Beef Steak Road Waverly, VA 23890	
Pastor: Rev. Michael Fields	252-646-7343
23075 Neblett Mill Road Waverly, VA 23890	

OAKLAND BAPTIST CHURCH..... 804-324-3824
12601 Prince George Drive Disputanta, VA 23842 **WEBSITE:** www.oakland-baptistchurch.com
Pastor: Rev. Lee Woodcock **Email:** obcpstr@gmail.com
4955 Pendula Drive Carson, VA 23830 434-426-2921

OAKLAWN BAPTIST CHURCH..... 804-590-2661
7925 Hickory Road South Chesterfield, VA 23803
Pastor: Rev. Wayne Williams **Email:** wwilli5057@aol.com
1300 Elmwood Drive Colonial Heights, VA 23834 804-526-5649

PINE GROVE BAPTIST CHURCH..... 804-469-3377
FAX: 804-469-3324
22218 Dabney Mill Road North Dinwiddie, VA 23803
Deacon: Mr. G. Lee Moody
6767 Woodyard Rd Disputanta, VA 23842 804-452-2779

POWERS MEMORIAL BAPTIST CHURCH..... 804-458-1251
FAX: 804-458-0463
2807 Jackson Street Hopewell, VA 23860
Pastor: Dr. Roger Crump **Email:** rncrump5@gmail.com
2700 Lee Ave Hopewell, VA 23860 757-653-1243

PURDY BAPTIST CHURCH 434-634-3040
186 Smokey Ordinary Road Emporia, VA 23847
Pastor: Rev. Tim Tharpe 434-634-3040
186 Smokey Ordinary Road Emporia, VA 23847

READVILLE BAPTIST CHURCH.....NONE
20158 Princeton Road Stony Creek, VA 23882
Pastor: Rev. Fred Adkins
920 Yorkshire Road Colonial Heights, VA 23834 804-520-4053

SAPPONY BAPTIST CHURCH..... 434-246-6076
FAX: 434-246-6076
17352 Concord-Sappony Road Stony Creek, VA 23882
Pastor: Rev. Michael Dickey **Email:** madickey70@gmail.com
3407 Forrest Ave Hopewell, VA 23860 804-896-2859

SECOND BAPTIST CHURCH..... 804-732-4889
3355 Johnson Road Petersburg, VA 23805 **WEBSITE:** www.sbcpburg.org
Pastor: Dr. Joe Lewis **Email:** sbcpburg@aol.com
3355 Johnson Road Petersburg, VA 23805 804-732-4889

SHARON BAPTIST CHURCH..... 804-478-4126
4111 W Darvills Road Blackstone, VA 23824
Pastor: Rev. Zachery Wells 434-294-4258
2626 Greenhill Road Blackstone, VA 23824

SHILOH BAPTIST CHURCH..... Phone:
18310 Halifax Road Carson, VA 23830
Pastor: Rev John Ochtyun **Email:** ochtyundesign@hotmail.com
P.O. Box 178 Carson, VA 23830 703-595-5278

SMYRNA BAPTIST CHURCH..... 804-469-9363
18971 Carson Road Dinwiddie, VA 23841 **WEBSITE:** <https://smyrna1897.org/>
Pastor: Dr. Robert Rowland III **Email:** pastor@smyrna1897.org
7318 Courthouse Road Church Road, VA 23833 804-265-9809

SWIFT CREEK BAPTIST CHURCH..... 804-520-1211
FAX: 804-520-0057
18510 Branders Bridge Road Colonial Heights, VA 23834 **WEBSITE: www.swiftcreekbaptist.com**
Pastor: Rev. Ryan Colpitts Email: ryangcolpitts@gmail.com
33212 Jersey Ct Colonial Heights, VA 23834 910-853-9002

THE HEIGHTS BAPTIST CHURCH..... 804-526-0424
17201 Route 1 South Chesterfield, VA 23834 **WEBSITE: www.thb.church**
Pastor: Dr. Randall Hahn Email: rhahn@thb.church
11802 Glendevon Terrace Chesterfield, VA 23838 804-526-0424

UNITY BAPTIST CHURCH..... 804-458-7440
FAX: 804-458-7441
4951 Mount Sinai Road Prince George, VA 23875 **WEBSITE: www.unitybaptist.us**
Pastor: Rev. Chris Jenkins Email: pastorjenkins@aol.com
P O Box 670 Prince George, VA 23875 804-691-4437

WAKEFIELD BAPTIST CHURCH..... 757-899-2007
104 West Church Road Wakefield, VA 23888 Church email: wakefieldbapt@beldar.com
Mailing Address: P O Box 113 Wakefield, VA 23888
Pastor:

WALTHALL BAPTIST CHURCH..... 804-530-8011
14001 Woods Edge Road Colonial Heights, VA 23834
Mailing Address: P O Box 3633 Chester, VA 23831
Pastor: Rev. George Schutte 804-921-3399
4247 Laurel Oak Road Richmond, VA 23237

WEST END BAPTIST CHURCH..... 804-733-9331
FAX: 804-733-9397
6506 Boydton Plank Road Petersburg, VA 23803 **WEBSITE: <https://www.webaptist.org>**
Pastor: Dr. Mark Hughes Email: pastor@webaptist.org
5816 Troy Lane Petersburg, VA 23803 804-733-9331

WESTERN HEIGHTS BAPTIST CHURCH..... 804-733-8172
FAX: 804-733-8195
24416 Cox Road Petersburg, VA 23803 **WEBSITE: www.westernheightsbaptistchurch.org**
Pastor: Rev. Jonathan Dundalow Email: whbcpastor1@aol.com
20712 White Oak Road Petersburg, VA 23803 804-218-9422

WOODLAWN BAPTIST CHURCH – COLONIAL HEIGHTS..... 804-526-2179
3120 Woodlawn Avenue Colonial Heights, VA 23834 **WEBSITE: www.woodlawnbaptistch.com**
Pastor: Rev. Scot Tomlinson EMAIL: scot.tomlinson@gmail.com
2843 Mistwood Forest Drive Chester VA 23831 **(804) 720-4427**

WOODLAWN BAPTIST CHURCH – HOPEWELL..... 804-458-2751
FAX: 804-541-2848
3512 Virginia Street Hopewell, VA 23860 **WEBSITE: <https://www.woodlawnbaptisthva.com>**
Pastor: Rev. Steve Knott
3512 Virginia Street Hopewell, VA 23860 804-458-2751

ZION BAPTIST CHURCH..... 434-348-3310
974 Zion Church Road Emporia, VA 23847
Pastor: Rev. Larry Grizzard Email: larry-grizzard@comcast.net
1625 Walnut Drive Emporia, VA 23847 434-637-6351

Chairman of Deacons, Officers, and other Ministry Leaders

CHAIRMAN OF DEACONS

DIRECTORY OF PBA CHURCH'S								
Chairman of Deacons, Officers, and other Ministry Leader:								
CHAIRMAN OF DEACONS								
	Congregation	First Nan	Last Name	Phone	Address	City	State	Zip
5	Adams Grove	Carol	Grissard	434-378-1221	24463 Adams Grove Rd	Emporia	VA	23847
6	Antioch	Michael	Grissard	434-535-8164	20230 Peters Bridqe Rd	Yale	VA	23897
7	Calvary	Melody	Thorpe	434-634-3215	310 N Main St	Emporia	VA	23847
8	Central	Robert	Branzelle	804-265-8870	6405 Courthouse Road	Church Road	VA	23833
9	Dinwiddie	Charles	Hawkins	804-469-9459	13603 White Oak Rd	Church Road	VA	23833
10	Fellowship	William	Nimmo	804-526-6224	20122 Ruswood Rd	Peterburg	VA	23803
11	First City Point	Sterling	Wheat	804-458-6123	1117 Pierce St	Hopewell	VA	23860
12	First Hopewell	Barry	Reid	804-458-2752	401 N. Second Ave	Hopewell	VA	23860
13	First Petersburg	Elizabeth	Steele	804-733-7484	235 W Washington St	Petersburg	VA	23803
14	Forest Hill	Allen	Little	434-594-4072	2103 Pine Loq Rd	Shippers	VA	23879
15	Fountain Creek	Lorn	Allen	434-634-3465	5787 Brink Rd	Emporia	VA	23847
16	Fountain Grove	Larry	Conwell	434-594-5034	11539 Low Ground Rd	Emporia	VA	23847
17	Hebron	David	Turner	434-658-4969	11673 Fortzeville Rd	Drewryville	VA	23844
18	High Hills	Kenneth	Warrf	434-535-8688	PO Box 423	Jarratt	VA	23867
19	Immanuel	Jerry	Watkins	804-526-3276	620 Lafayette Av	Colonial Heights	VA	23834
20	Love First	JackHwang	Song	804-638-3569	3030 River Rd	Prince George	VA	23875
21	Main Street	Betty	Short	434-634-3317	440 S Main St	Emporia	VA	23847
22	Matoaca	Neil	Wade	804-590-2949	6409 River Rd	South Chesterfield	VA	23803
23	McKenney	Douglas	Wray	804-478-4267	10736 Zahner Ave	McKenney	VA	23872
24	Mount Pleasant	Chris	Guillory	804-526-0816	3110 Greenwood Ave	Colonial Heights	VA	23834
25	Newville	James	Tomko	804-834-3838	7710 Beef Steak Rd	Waverly	VA	23890
26	Oakland	Mark	Kiessler	804-861-3162	12601 Prince George Dr	Disputanta	VA	23842
27	Oaklawn	Everett	Eds	804-590-2661	7925 Hickory Rd	South Chesterfield	VA	23803
28	Pine Grove	G. Lee	Moody	804-469-3377	22218 Dabney Mill Rd	Dinwiddie	VA	23803
29	Powers Memorial	Jeff	Smith	804-458-1251	8604 Sandy Ridge Rd	Hopewell	VA	23860
30	Purdy	Robert	Poarch	434-634-3040	186 Smokey Ordinary Rd	Emporia	VA	23847
31	Readville	Howard	Wachmann	804-731-6515	20158 Princeton Rd	Stony Creek	VA	23882
32	Sappony	Charles	Lewis	434-246-6203	13045 Concord Sappony Rd	Stony Creek	VA	23882
33	Second	Jeanie	Pond	804-732-4889	3355 Johnson Rd	Petersburg	VA	23805
34	Sharon	Allie	Barnes	804-478-4126	4111 W Darvills Rd	Blackstone	VA	23824
35	Shiloh	William	Sammler	804-720-7476	18310 Halifax Rd	Carson	VA	23830
36	Swift Creek	Dan	Turner	804-520-1211	18510 Branders Bridge Rd	South Chesterfield	VA	23834
37	The Heights	Jeffrey	Stanfield	804-526-0424	17201 Route 1 Jefferson Davis	Colonial Heights	VA	23834
38	Wakefield	John	O'Berry	757-899-2121	104 W Church St	Wakefield	VA	23868
39	Walthall	Danny	Myers	804-530-8011	14001 Woods Edge Rd	Colonial Heights	VA	23834
40	West End	Joey	Haire	804-733-9331				
41	Western Heights	Daniel	Beville	804-733-8172	24416 Cox Road	Petersburg	VA	23803
42	Woodlawn, Col Hts	Mark	Elder	804-526-2179	3120 Woodlawn Ave	Colonial Heights	VA	23834
43	Woodlawn-Hopewell	Rudy	Davis	804-458-2751	3512 Virginia St	Hopewell	VA	23860
44	Zion	Hunter	Pultz	434-634-6022	974 Zion Church Rd	Emporia	VA	23847
45	Zion	Steve	Tuck	757-620-5737	105 Bobwhite Lane	Franklin	VA	23851

DIRECTORY OF PBA CHURCH'S

Chairman of Deacons, Officers, and other Ministry Leaders

CHURCH TREASURERS

	CHURCH TREASURER						
	Congregation	First Name	Last Name	Phone	Address	City	State Zip
48							
49	Adams Grove	Vivian	Clements	434-348-3212	4304 Hicks Ford Rd	Emporia	VA 23847
50	Antioch	James	Dunn	434-535-8164	20230 Peters Bridge Rd	Yale	VA 23897
51	Calvary	Karen	Taylor	434-634-3215	310 N Main St	Emporia	VA 23847
52	Central	Wendy	Morgan	804-265-8870	6405 Courthouse Rd	Church Road	VA 23833
53	Dinwiddie	Nancy	Lewis	804-892-8876	14818 Wilkinson Rd	DeWitt	VA 23840
54	First City Point	Collen	Washington	804-530-0123	412 Walkhall Ridge Dr	Colonial Heights	VA 23834
55	First Hopewell	Jamie	Poole	804-458-2752	401 N Second Ave	Hopewell	VA 23860
56	First Petersburg	Belinda	Nichols	804-733-7484	235 W. Washington Street	Petersburg	VA 23803
57	Forest Hill	MaryLou	Phelps	434-594-4072	2103 Pine Log Rd	Shippers	VA 23879
58	Fountain Creek	Anita	Wong	434-634-3877	8099 Brink Rd	Emporia	VA 23847
59	Fountain Grove	Kimberly	Williams	434-637-1248	208 W. York	Emporia	VA 23847
60	Hebron	David	Turner	434-658-4969	PO Box 106	Dewryville	VA 23844
61	High Hills	Ann	Dix	434-535-8688	215 S Halifax Rd	Jarratt	VA 23867
62	Immanuel	Michael	Courtright	804-526-1251	109 Flintlock Dr	South Chesterfield	VA 23834
63	Lakemont	Nancy	Meade	804-732-0325	4512 Pamela Dr	Disputanta	VA 23842
64	Love First	Soyeon	Kim	804-638-3569	3030 River Rd	Prince George	VA 23875
65	Main Street	Cliff	Harper	434-634-3317	440 S. Main St	Emporia	VA 23847
66	Matoaca	Linda	Bean	804-590-2949	6409 River Rd	Chesterfield	VA 23803
67	McKenney	Alice	Wray	804-478-4267	10736 Zehner Ave	McKenney	VA 23872
68	Mount Pleasant	Linda	Cairns	804-526-0816	3110 Greenwood Ave	Colonial Heights	VA 23834
69	Newville	Ron	Auton	804-834-3838	7710 Beef Steak Rd	Waverly	VA 23890
70	Oakland	Joy	Burroughs	804-861-3162	12601 Prince George	Disputanta	VA 23842
71	Oaklawn	Angela	Bristow	804-590-2661	7925 Hickory Rd	Chesterfield	VA 23803
72	Pine Grove	Janet	Avelegard	804-469-3377	22218 Dabney Mill Rd	Dinwiddie	VA 23803
73	Powers Memorial	Margie	Clary	804-458-1251	4115 Pfost Ave	Prince George	VA 23875
74	Purdy	Janie	Brown	434-634-3040	186 Smokey Ordinary Rd	Emporia	VA 23847
75	Readville	Howard	Wachsmann	804-731-6515	20158 Princeton Rd	Stony Creek	VA 23882
76	Sappony	Patricia	Harper	434-246-6203	13045 Concord Sappony Rd	Stony Creek	VA 23882
77	Second	Anne	Gill	804-732-4889	3355 Johnson Rd	Petersburg	VA 23805
78	Sharon	Douglas	Cliborne	804-478-4126	4111 W Darville Rd	Blackstone	VA 23824
79	Shiloh	Betty	Darby	804-720-7476	18310 Halifax Rd	Carson	VA 23830
80	Smyrna	Brittney	Chappell	804-469-9363	18971 Carson Rd	Dinwiddie	VA 23841
81	Swift Creek	Harry	Palmore	804-520-1211	18510 Branders Bridge Rd	Colonial Heights	VA 23834
82	The Heights	Donna	Turner	804-526-0424	17201 Route 1 Jefferson Davis	Chesterfield	VA 23834
83	Unity	Allan	Richeson	804-458-7440	4351 Mount Sinai Rd	Prince George	VA 23875
84	Wakefield	Jacqueline	O'Berry	757-899-2007	104 W Church St	Wakefield	VA 23888
85	Walshall	Gary	Richie	804-530-8011	14001 Woods Edge Rd	Colonial Heights	VA 23834
86	West End	Kenneth	Wright	804-733-9331	107 Comstock Dr	Colonial Heights	VA 23834
87	Western Heights	Debbie	Chappell	804-733-8172	24416 Cox Rd	Petersburg	VA 23803
88	Woodlawn Col Hgts	Donna	Elder	804-380-9956	7654 Robinwood Dr	Chesterfield	VA 23832
89	Woodlawn Hopewell	Tammy	Dickey	804-458-2751	3512 Virginia St	Hopewell	VA 23860
90	Zion	Janice	Elliott	434-634-6022	974 Zion Church Rd	Emporia	VA 23847
91							
92							

DIRECTORY OF PBA CHURCH'S

Chairman of Deacons, Officers, and other Ministry Leaders

MINISTERS OF CHILDREN

	MINISTERS OF CHILDREN						
	First Name	Last Name	Phone	Address	City	State	Zip
93							
94	Pamela	Comer	804-265-8870	PO Box 159	Church Road	VA	23833
95	Jane	Blue	804-458-6123	1147 Pierce Street	Hopewell	VA	23860
96	Ok Hwa	Lee	804-861-7621	3030 River Rd	Prince George	VA	23875
97	Ashley	Sesums	804-590-2949	6409 River Rd	Chesterfield	VA	23803
98	Garrett	Oppel	804-526-0816	3110 Greenwood Ave	Colonial Heights	VA	23834
99	Everett	Eads	804-520-2661	21505 Warren Ave	Matoaca	VA	23803
100	Anne	Lewis	434-246-6203	9183 Huzke Rd	Stony Creek	VA	23882
101	Eric	Heatherly	804-524-0424	17201 Jefferson Davis Hwy	Colonial Heights	VA	23834
102	Tammy	Boboeau	804-458-7440	4951 Mount Sinai Rd	Prince George	VA	23875
103	Becky	Woods	804-733-8172	601 Whitestone Ct	Colonial Heights	VA	23834
104	Janet	Jarrett	804-458-2751	3512 Virginia St	Hopewell	VA	23860
105	Jane	Rodgester	434-634-6022	974 Zion Church Rd	Emporia	VA	23847
106							

DIRECTORY OF PBA CHURCH'S

Chairman of Deacons, Officers, and other Ministry Leaders

MINISTERS OF MUSIC

		MINISTERS OF MUSIC						
	Congregation	First Name	Last Name	Phone	Address	City	State	Zip
108								
109	Adams Grove	Vivian	Clements	434-348-3212	4304 Hicks Ford Rd	Emporia	VA	23847
110	Calvary	Melody	Thorpe	434-634-3215	310 North Main St	Emporia	VA	23847
111	Central	Susan	Newman	804-265-8870	6405 Courthouse Rd	Church Road	VA	23833
112	Dinwiddie	Page	Smith	804-463-3459	14818 Wilkinson Rd	Henrico	VA	23229
113	First City Point	Avon	Miles	804-541-1830	524 East Carson St	Hopewell	VA	23860
114	First Hopewell	Bronwyn	Stokes	804-458-2752	401 N. Second Ave	Hopewell	VA	23860
115	Forest Hill	Debbie	Moseley	434-594-4072	2103 Pine Loq Rd	Skippers	VA	23879
116	Love First	Hyo	Kang	434-237-2691	3030 River Rd	Prince George	VA	23875
117	Matoaca	Patrick	Wells	804-440-2782	17300 Simmons Branch Rd	Chesterfield	VA	23838
118	Mount Pleasant	Brian	Howerton	804-526-0816	3110 Greenwood Ave	Colonial Heights	VA	23834
119	Mount Pleasant	Ryan	Kidd	804-530-1229	136 N Enon Church Rd	Chester	VA	23836
120	Oakland	Jean	Roach	804-834-2138	12653 Jerusalem Plank Rd	Waverly	VA	23830
121	Oaklawn	Ellen	Morrison	804-590-2661	7925 Hickory Road	South Chesterfield	VA	23803
122	Sappony	Roy	Lewis Jr	434-246-6076	17352 Concord Sappony Rd	Stony Creek	VA	23882
123	Second	Betty	Clement	804-732-4889	3355 Johnson Rd	Petersburg	VA	23805
124	Shiloh	Sheila	Holland	804-720-7476	18310 Halifax Rd	Carson	VA	23830
125	Smyrna	Melodie	Parsons	804-706-1037	14007 Twin Cedars Ct	Chester	VA	23831
126	Smyrna	Brad	Perkinson	804-712-2113	17114 McKenney Ave	DeWitt	VA	23840
127	Swift Creek	Todd	Shearin	804-520-1211	18510 Branders Bridge Rd	Colonial Heights	VA	23834
128	The Heights	Dale	Wilbur	804-526-0424	17201 Jefferson Davis Hwy	Colonial Heights	VA	23834
129	Unity	Jacob	Roberts	804-458-7440	4951 Mount Sinai Rd	Prince George	VA	23875
130	West End	Kay	Ingram	804-733-8331	25002 James Ave	Dinwiddie	VA	23803
131	Western Heights	Bonnie	Perkinson	804-221-3727	110 Hamilton Ave	Colonial Heights	VA	23834
132	Woodlawn-Hopewell	Joseph	Sumner	804-458-2497	425 Appomatox St	Hopewell	VA	23860
133	Zion	Marissa	Bullock	434-594-4628	2755 Rollings Acres Rd	Emporia	VA	23847
134								

Chairman of Deacons, Officers, and other Ministry Leaders

	MINISTERS OF YOUTH							
	Congregation	First Name	Last Name	Phone	Address	City	State	Zip
136								
137								
138								
139	Central	Carl	Bishop	804-265-8870	6405 Courthouse Rd	Church Rd	VA	23833
140	First City Point	Jane	Blue	804-458-6123	2801 Tins Lane	Colonial Heights	VA	23834
141	Forest Hill	Kristen	Slaque	434-632-9102	1971 Pine Log Rd	Shippers	VA	23879
142	Love First	Harry	Faqqett	703-927-8681	3030 River Rd	Prince George	VA	23875
143	Matoaca	Ashley	Sesums	804-265-7142	6422 White Oak Rd	Wilsons	VA	23834
144	Mount Pleasant	Luke	Southall	804-526-0816	3110 Greenwood Ave	Colonial Heights	VA	23834
145	Pine Grove-Petersburg	Julie	Rugar	804-463-3377	22218 Dabney Mill Road	Petersburg	VA	23803
146	Sappony	Anne	Lewis	434-246-8041	9183 Huske Rd	Stony Creek	VA	23882
147	Sappony	Katie	Posch	804-731-0116	10305 Reed Rd	Stony Creek	VA	23882
148	Swift Creek	Annel	Santiago	804-520-1211	18510 Branders Bridge Rd	Colonial Heights	VA	23834
149	The Heights	Jerry	Witte	804-526-0424	17201 Jefferson Davis Hwy	Colonial Heights	VA	23834
150	The Heights	Thomas	Meadows	804-526-0424	17201 Jefferson Davis Hwy	Colonial Heights	VA	23834
151	Unity	David	Pinkham	540-362-3569	4502 Oakland Blvd	Roanoke	VA	24012
152	Wakefield	Rhonda	Langford	757-603-7629	231 Savedge Ave	Wakefield	VA	23888
153	Western Heights	Dustin	Harris	804-733-8172	24416 Cox Rd	North Dinwiddie	VA	23803
154	Woodlawn Hopewell	Steven	Stamp	804-458-2751	3512 Virginia St	Hopewell	VA	23860
155								

DIRECTORY OF PBA CHURCH'S

Chairman of Deacons, Officers, and other Ministry Leaders

PBA EXECUTIVE COUNCIL REPRESENTATIVES

REPRESENTATIVE TO PBA EXECUTIVE COUNCIL						
Id#	First Name	Last Name	Phone	Address	City	State Zip
161	Connie	Malosky	434-535-8501	440 South Braxton St	Jarratt	VA 23867
162	Carol	Grizzard	434-378-0108	3378 Grassy Pond Rd	Emporia	VA 23847
163	Tom	Guess	804-514-6680	3771 Forest Ln	Disputanta	VA 23842
164	Ellen	Guess	804-514-6680	3771 Forest Ln	Disputanta	VA 23842
165	George	Collins	804-834-2903	13302 Jerusalem Plank Rd	Waverly	VA 23890
166	Robert	Grizzard	434-634-4553	612 Edgewood Ln	Emporia	VA 23847
167	Glenda	Coburn	804-265-8870	PO Box 153	Church Road	VA 23833
168	Hong-Nak	Koo	432-413-9593	4317 Shorebird Dr.	Prince George	VA 23875
169	Greg	Pfister	804-463-7315	14818 Wilkinson Rd	Dewitt	VA 23840
170	Woong	Chung	804-861-1621	3030 River Rd	Prince George	VA 23875
171	Shannon	Ellis	804-324-6655	743 Stratford Ave	Petersburg	VA 23803
172	Frances	Edwards	434-534-4420	5822 Brink Rd	Emporia	VA 23847
173	Tom	Spizzirri	434-658-4192	22418 Drewry Rd	Drewryville	VA 23844
174	Larry	Conwell	434-634-3458	11539 Low Ground Rd	Emporia	VA 23847
175	Martha	Williams (ALT)	434-634-3458	222 W York Dr	Emporia	VA 23847
176	Kimberly	Williams (ALT)	434-643-3753	208 W York Dr	Emporia	VA 23847
177	Tom	Spizzirri	434-658-4192	22418 Drewry Rd	Drewryville	VA 23844
178	David	Turner	434-658-4363	11673 Fortsville Rd	Drewryville	VA 23844
179	Dian	Watt	804-526-3276	620 Lafayette Ave	Colonial Heights	VA 23834
180	Hong-Nak	Koo	804-638-3569	3030 River Rd	Prince George	VA 23875
181	Betsy	Shart	434-634-3317	440 South Main St	Emporia	VA 23847
182	Marco	Smith	804-590-2949	6409 River Rd	South Charterfield	VA 23803
183	Daquar	Wray	804-478-4267	11200 Outbank Church Rd	McKenney	VA 23872
184	Ran	Auten	804-834-2674	26499 Oakdale Rd	Waverly	VA 23890
185	Jahany	Loagan	804-732-8622	28106 Suzex Dr	Waverly	VA 23890
186	Paul	Burroughs	804-861-3162	12601 Prince George Dr	Disputanta	VA 23842
187	Rebecca	Ragatz	804-458-9815	903 Pembroke St	Hapeuall	VA 23860
188	Roger	Crump	804-458-1251	2807 Jackson St	Hapeuall	VA 23860
189	Edith	Byl	757-401-0673	16238 Blue Star Hwy	Stony Creek	VA 23882
190	Bab	Streets	434-246-4716	21723 Oak Hill Ct.	Carzan	VA 23830
191	Vivian	Spierz	434-246-3328	20410 Double Branch Rd	Stony Creek	VA 23882
192	Jae	Leuir	804-732-4889	3355 Johnson Rd	Petersburg	VA 23805
193	Beverly	Ragatz	804-732-4889	3355 Johnson Rd	Petersburg	VA 23805
194	William	Parrley	804-732-4889	3355 Johnson Rd	Petersburg	VA 23805
195	Robert	Rauland	804-265-9809	7318 Courthouse Rd	Church Road	VA 23833
196	Dan	Glizan	804-989-1008	3517 East Ave	Colonial Heights	VA 23834
197	Rennie	Wart	804-526-0424	17201 Jefferson Davis Hwy	Colonial Heights	VA 23834
198	Betty	Cook	757-899-3931	PO Box 284	Wakefield	VA 23888
199	Hannah	Bain	757-899-4101	PO Box 337	Wakefield	VA 23888
200	Danny	Myers	804-748-3936	9624 Shamrock Dr	Richmond	VA 23237
201	Mike	Wicks	804-892-3933	8869 Teakwood Rd	Disputanta	VA 23842
202	Carol	Beasley	804-732-0258	1828 Buckner St	Petersburg	VA 23805
203	Larry	Grizzard	434-637-6351	1625 Walnut Dr	Emporia	VA 23847
204	Alvin	Williams	434-634-4717	216 W York Dr	Emporia	VA 23847

Chairman of Deacons, Officers, and other Ministry Leaders

CHURCH SECRETARY/ADMINISTRATIVE ASSISTANT								
	Congregation	First Name	Last Name	Phone	Address	City	State	Zip
201	Calvary	Glenda	Rauling	434-634-3215	9299 Purdy Rd	Jarratt	VA	23867
210	Central	Pamela	Camer	804-265-8870	P O Box 159	Church Road	VA	23823
211	Dinwiddie	Peggy	Smith	804-469-9459	14818 Wilkinan Rd	DeWitt	VA	23840
212	First City Point	Jarie	Craighead	804-458-6123	P O Box 773	Hapeuall	VA	23860
213	First Hapeuall	Shella	Armstrong	804-458-2752	401 N 2nd Ave	Hapeuall	VA	23860
214	First Petersburg	Shannon	Ellis	804-733-7484	743 Stratford Ave	Petersburg	VA	23860
215	Fountain Creek	Annie	Allen	434-634-3465	8099 Brink Rd	Emporia	VA	23847
216	Hebron	Pete	Turner	757-654-6668	17091 White Meadow Rd	Bayliner	VA	23827
217	Immanuel	Erin	Baze	804-712-4018	307 Cameron Ave	Calanial Heights	VA	23834
218	Immanuel	Wendy	Martin	804-526-3276	620 Lafayette Ave	Calanial Heights	VA	23834
219	Lave First	JinKab	Lee	804-452-5885	3030 River Rd	Prince George	VA	23875
220	Main Street	Shella	Forquan	434-634-3317	440 S. Main St	Emporia	VA	23847
221	Mataoca	Pamela	Munford	804-590-2949	15542 Parkgate Drive	Chorler	VA	23831
222	Mataoca	Amanda	Thompson	804-590-2949	6409 River Rd	South Charleston	VA	23803
223	Mount Pleasant	Karen	Staupa	804-526-0816	3110 Greenwood Ave	Calanial Heights	VA	23832
224	Mount Pleasant	Kirkton	Kasik	804-526-0816	3110 Greenwood Ave	Calanial Heights	VA	23832
225	Mount Pleasant	Lauren	Barlau	804-526-0816	3110 Greenwood Ave	Calanial Heights	VA	23832
226	Mount Pleasant	Amy	Meadaur	804-526-0816	3110 Greenwood Ave	Calanial Heights	VA	23832
227	Neuville	Darir	Autan	804-834-2674	26499 Oakdale Rd	Waverly	VA	23890
228	Oakland	Mickey	Kienzler	804-861-3162	12601 Prince George Dr	Disputanta	VA	23842
229	Oakland	Kim	Wilran	804-590-2071	9946 River Rd	Charterfield	VA	23803
230	Pine Grove-Petersburg	Vanessa	Dauney	804-469-3377	22218 Dabney Mill Rd	Petersburg	VA	23803
231	Powers Memorial	Jane	Darnakaedt	804-733-4681	1537 Batzrau Dr	Prince George	VA	23875
232	Purdy	Sarah	Paorch	434-634-2979	9171 Purdy Rd	Jarratt	VA	23867
233	Readville	Shirley	Jarratt	804-834-2900	24393 Deerpath Ln	Waverly	VA	23890
234	Sappany	Kay	Leuir	434-246-6203	13045 Concord Sappany Rd	Stony Creek	VA	23882
235	Second	Linda	Smid	804-732-4889	3355 Johnson Rd	Petersburg	VA	23805
236	Sharon	Nancy	Heltan	804-478-4126	4111 W Darville Rd	Blackstone	VA	23824
237	Shiloh	Betty	Darby	804-720-7476	18310 Halifax Rd	Carran	VA	23830
238	Smryna	Hunter	Duke	804-469-9363	18971 Carran Rd	Dinwiddie	VA	23841
239	The Heights	Michaela	McDaniel	804-526-0424	17201 Jofferran Davis Hwy	Calanial Heights	VA	23834
240	The Heights	Kelly	Hoffernan	804-526-0424	17201 Jofferran Davis Hwy	Calanial Heights	VA	23834
241	The Heights	Lira	Freeman	804-526-0424	17201 Jofferran Davis Hwy	Calanial Heights	VA	23834
242	The Heights	Jennifer	Harri	804-526-0424	17201 Jofferran Davis Hwy	Calanial Heights	VA	23834
243	The Heights	Meliza	Venema	804-526-0424	17201 Jofferran Davis Hwy	Calanial Heights	VA	23834
244	The Heights	Kurtin	Kaylar	804-526-0424	17201 Jofferran Davis Hwy	Calanial Heights	VA	23834
245	The Heights	Karen	May	804-526-0424	17201 Jofferran Davis Hwy	Calanial Heights	VA	23834
246	The Heights	Cynthia	Maare	804-526-0424	17201 Jofferran Davis Hwy	Calanial Heights	VA	23834
247	The Heights	Suran	Munnally	804-526-0424	17201 Jofferran Davis Hwy	Calanial Heights	VA	23834
248	The Heights	Rhonda	Wynn	804-526-0424	17201 Jofferran Davis Hwy	Calanial Heights	VA	23834
249	The Heights	Elizabeth	Deeb	804-526-0424	17201 Jofferran Davis Hwy	Calanial Heights	VA	23834
250	The Heights	Tanya	Edwards	804-458-7440	4951 Mount Sinai Rd	Prince George	VA	23875
251	Unity	Richard	Newville	757-899-2007	104 West Church Rd	Wakefield	VA	23888
252	Wakefield	Edna	Chapman	804-530-8011	15207 Majestic Creek Dr	Charterfield	VA	23834
253	Walshall	Edna	Chapman	804-530-8011	15207 Majestic Creek Dr	Charterfield	VA	23834
254	Wort End	Charlotte	Elder	804-733-9331	5009 Sterling Rd	Petersburg	VA	23803
255	Woodlaun, Cal Htr	Shirley	Kasal	804-526-2170	3120 Woodlaun Ave	Calanial Heights	VA	23834
256	Woodlaun-Hapeuall	Sha	Walford	804-458-2751	3512 Virginia St	Hapeuall	VA	23860
257	Zion	Joanne	Mareley	434-634-6022	974 Zion Church RD	Emporia	VA	23879
258								

KEHUKKEE REPRESENTATIVES 2025-2026

Adams Grove: Robert Edwards, 147 Pleasant Shade Drive, Emporia, VA 23847
Antioch: Rev. Thomas E. Guess, 3771 Forrest Lane, Disputanta VA 23842
Calvary: Jennifer Coker, 106 State St., Emporia VA 23847
Central: Mrs. Glenda Coburn, 15222 Davis Rd, Church Road VA 23833,
Dinwiddie: None
First-City Point: Ms. Carmen Malone, P. O. Box 773, Hopewell, VA 23860
First-Hopewell: None
First Love: Jim K. Lee, 3030 River Road, Prince George VA 23875
First-Petersburg: Kathleen King, 209 Norwood, Colonial Heights VA 23834,
Kathleen7pearl@yahoo.com
Forest Hill: Kristen Moseley, 5246 Brink Road, Skippers VA 23847
Fountain Creek: Frances Edwards, 5822 Brink Rd, Emporia, VA 23847, 434-594-4420
Fountain Grove: Larry Conwell, 11539 Lowground Road, Emporia, VA 23847
High Hills: None
Immanuel: Ms. Dian Watt, 112 Laurens Ln, Colonial Heights VA 23834
Love First: Soyeon Kim, 3030 River Road, Prince George VA 23875, Skim7933@gmail.com
Main Street: Dr. Ricky Hurst, 440 South Main St., Emporia VA 23847
Matoaca: Rev. Marco Smith, 6409 River Road, Petersburg VA 23803
McKenney: None
Mount Pleasant: None
Newville: Ann N. Tomko, 10005 County Line Rd, Disputanta VA, 23842
Oakland: Shawn Holt, 17092 Templeton Rd., Disputanta VA 23842 804-731-1878
Oaklawn: Everett Eads, 21505 Warren Ave., Matoaca, VA 23803
Pine Grove: None
Powers Memorial: None
Purdy: None
Readville: Edith Byl, 16288 Blue Star Highway, Stony Creek, VA 23882
Sappony: Bob Streetz, 21723 Oak Hill Ct., Carson, VA 23830 434-246-4716
Second: Jeanie C. Pond, 111 Tudor Road, Colonial Heights VA 23834
Sharon: Nancy Helton, 2312 Springston Rd., Wilsons, VA 23894
Shiloh:
Smyrna: None
Swift Creek: None
The Heights: Rev. Ronnie West, 17201 Jefferson Davis Hwy, S. Chesterfield, VA 23834
Unity: None
Wakefield: Elinor Antis, 205 Wilson Ave., (PO Box 425), Wakefield 23888, cantis@verizon.net;
Walthall: None
West End: None
Western Heights: Carol Beasley, 1828 Buckner St., Petersburg VA 23805
Woodlawn-Colonial Heights: None
Woodlawn-Hopewell: None
Zion: Alvin Williams, 216 W. York Dr., Emporia VA 23847 434-634-4717

Petersburg Baptist Association
Executive Council Meeting
Monday, October 20, 2025
PBA Office Complex

Call to Order: At 7 PM by Rev. Tom Guess, moderator

Welcome: Rev. Tom Guess

Devotional and Prayer: Rev. Tom Guess spoke on the subject, “Making and idol of being idle.” I John 5:21 and Deut. 5:7-9 talk of avoiding idols, and II Thess 3:7 advises not to be idle. He mentioned that a smart phone is supposed to make life easier, but we spend so much time on it that it can become an idol. Think about your time spent on social media vs. time spent on a Bible app. If a smart phone has become an idol, pray and ask for forgiveness. He prayed for Agnes Ann Mumford who has health issues and Mary Jane who broke her hip.

Minutes – The date and church at the top of the page for the July 21, 2025 meeting were corrected. Minutes were approved.

Treasurer’s Report – Ms. Dian Watts, assistant treasurer, gave information from January-September 2025.

For the General Fund Account, receipts totaled \$65,369.30, funds from rent were \$3,650.00, funds from PBA Unrestricted Foundation Account for Kehukee Caretake salaries were \$7,000.00, and expenses were \$86,279.90.

For the Kehukee Account, undesignated receipts were \$3,401.00, reservation/usage fees were \$28,750.00, monies from outside groups were \$6,781.13, and expenses were \$38,497.36.

In the Savings Reserve Accounts, the receipts from Association Missions Week were 44,862.95.

Reports had not yet been received for the EverBless Foundation Accounts.

Treasurer’s Report was approved.

Director of Missions Report - Rev. Fred Adkins, DOM, announced that the Annual Meeting for PBA will be hold Sunday, October 26, 2025 at Love First Korean Baptist Church, 3030 River Road in Prince George. It will begin at 2:50 PM with special music. The pastor, Dr. Hong Koo, and members will be sharing what God is doing among them and will provide dinner.

As we will be voting on our Mission Partnership at the Annual Meeting, Rev. David Sizemore, Associational Mission Strategist for the Lebanon Baptist Association in Southwest Virginia will speak to us about what has been happening since Hurricane Helene. The association gave \$12,500 last year plus a trailer of coats and underwear.

On October 14, 2025 Pastor Appreciation Month was celebrated at the 10th annual luncheon for the ministerial staff. Many hogs and chickens were sacrificed for the 15 in attendance.

We are grateful to the folks who give of their time, talents, and financial support. Through a gift of \$27,000.00 by one individual, we completed a project at the pool house that included stabilizing the foundation, new gutters, and a drainage plan that keeps water away from the building.

On October 16, 2025 Rev. Adkins met with a representative of Church Mutual Insurance to do a walk-around at Kehukee. This has not been done since we began coverage with this company in 1995. We were still paying for the old cabins near Halifax Road. We hope to get the quote soon. Our policy comes up for renewal in January. When the PBA complex sells, it will come off

Council/Committee Reports/Recommendations

Budget and Finance – Dr. Roger Crump presented the budget for 2026, a copy of which was attached to the hand-out that was given. It was approved to move forward to the Annual Meeting.

Personnel – Rev. Wayne Williams thanked everyone who helped.

Kehukee – Mr. Bob Streetz stated that to recoat the pool surface and repair the leaks has been on the list of needs for 3 yrs., but due to the high cost, (\$50,000), we will have to wait. However, these issues do not affect the operation of the pool. The salt system has saved money since we did not lose chlorine in the leaks.

The monthly cleaning for the conference center made a big difference, especially in the kitchen. If money is available, we should continue this effort next year.

A professional inspection determined that the kiddie pool has some issues. The job can be completed in one day at a cost of \$2500.

The problems that were mentioned last quarter have been repaired or are in the final stage of being repaired. These include stabilizing the pool equipment building wall, replacing the collapsed culvert close to the playground, and eliminating the leak in the southwest corner of the conference center. This leak dampened the carpet, creating a mildew odor. Materials have been delivered, and the job will be finished in 2 weeks.

2025 was a good year for Kehukee. We were blessed with much help, some unexpected money, and extraordinary help from the Lord, some of which cannot be explained.

Missions Council – Fred Adkins filled in for Rev. Tom Spizzirri. Only 7 churches gave to Missions Week. The partnership with Lebanon Baptist Association will be voted on at the Annual Meeting.

Nominating Committee – There is no chair as Mike Dickey is no longer in PBA.

ACP's – Mrs. Lynn Rogers reported that Fellowship and Hebron churches have been suspended. Twenty-six of the other thirty-nine churches sent their reports. Lynn is resigning due to visual problems.

Trustees – Dr. Mark Hughes reported the following:

1. The legal transfer of the property formerly held by First Korean Baptist Church has been made to Love First Korean Church (formerly Charity Korean Baptist Church).
2. The lawsuit in which the PBA and Camp Kehukee were named has been resolved. The PBA did secure independent counsel for the arbitration/adjudication of the suit. Payment for this has been finalized and no further counsel is needed.
3. As previously authorized by the Executive Council, a signed contract on the sale of the PBA office complex to OEX, LLC has been submitted to our attorney. Closing documents will be signed in the near future. The rough details of the sale are as follows:
 - a. Sale price of the property set at \$1,000,000.00 as is.
 - b. \$150,000 down payment due at closing, payable to PBA.
 - c. 7-year loan at 1.5% interest, made directly to PBA.
 - d. Monthly mortgage payment of \$3,000/month.
 - e. Balloon payment due at the end of 7 years; no prepayment penalty.
4. When the sale of the office property is complete, we will be able to close and reconcile the outstanding loan for Kehukee improvement/repairs currently held by the PBA. Trustees recommend the following for the use of funds from PBA Complex sale and other large undesignated gifts:
 1. That the \$150,000.00 from the closing on the PBA Complex be used for:
 - a. Paying off the existing loan with Oakland Baptist Church (balance approximately \$130,000.00).
 - b. Remaining funds after the loan payoff be placed in the General Budget.
 2. That the \$3,000.00 monthly payment to the PBA be applied to the General Budget for the remaining months of 2025 and for 2026 to offset PBA expenditures. Future direction of this monthly payment will be determined each year by the Budget and Finance Committee of the PBA.
 3. That the Trustees, Budget and Finance Committee, and Director of Missions be given authority to determine how future undesignated funds greater than \$10,000.00 be assigned and directed. Any major distribution of funds, whether for expenditure or investment, must be approved by the Executive Council of the PBA.

Facilities – Mike Dickey is no longer in the PBA. The committee will be consulted if rent needs to be negotiated.

New Business – Fred Adkins spoke on the electing of messengers to the PBA in Section 5 of Article IV of the Constitution.

A. Each member church, in good standing, shall be entitled to send three messengers to the Annual session of the Association.

B. Members churches shall be entitled to additional messengers based on one messenger for every additional one-half of one percent of a member church's undesignated receipts given to support the PBA budget. The percentage shall be based on the most recently completed associational year will be changed to the *percentage shall be based on the last completed year's budget receipts*.

Announcements/Calendar

1. In 2026 Executive Council will meet on January 19, April 20, July 20, and October 19. Churches are needed to host.
2. Oakland Baptist Church will hold a prayer breakfast on Nov. 15, 2025 at 9 AM. An IMB missionary will speak.

Prayer Concerns – Fred Adkins will have surgery on Thursday for cancer on his neck.

Meeting was closed with prayer and adjourned at 8:10 PM.

Respectfully submitted,
Patricia Crocker, Clerk

Petersburg Baptist Association
119th Annual Session
Love First Korean Baptist Church
Sunday, October 26, 2025

Theme “Let Your Light Shine”

Scripture verse: Neither do men light a candle, and put it under a bushel, but on a candlestick; and it giveth light unto all that are in the house. Let your light so shine before men, that they may see your good works, and glorify your Father which is in heaven. (Matthew 5:15-16)

The meeting was preceded by special music with Patricia Rowe and Jonathan Howard of The Heights Baptist Church singing three songs accompanied by Betty Clement.

Rev. Tom Guess, moderator, called the meeting to order at 3:07 PM.

Dr. Hongnak Koo, pastor of Love First Korean Baptist Church, gave a warm and heartfelt welcome to the attendees, stressing that we are one body in Christ.

Rev. Fred Adkins, DOM, led the congregation in singing “All Hail the Power of Jesus Name,” “Crown Him King of Kings,” and “Crown Him with Many Crowns” with Betty Clement accompanying.

Rev. Fred Adkins recognized new church staff at The Heights, Sharon, Swift Creek, and Central.

Missions and Evangelism Emphasis

Missions Council

Fred Adkins filled in for Tom Spizzirri who was absent due to an eye problem. Report is on p. 11. Highlights include sending \$5000.00 along with clothes to the Lebanon Baptist Association following Hurricane Helene and \$2000.00 to the Texas Convention of Southern Baptists following flooding. Seven churches gave to the Associational Mission Week Offering in May. (Joe Lewis stated that Second Baptist was left out of the Council Report though not out of the report on p. 11.) Fred read the motion from the committee that the PBA enter into a partnership with the Lebanon Baptist Association for at least 3 yrs. The motion was passed.

Partnership Mission

Rev. David Sizemore, DOM of the Lebanon Baptist Association, spoke about the spiritual work being carried on in the LBA. He stated that the work is all about the kingdom: kingdom praying, kingdom growing, and kingdom going.

For praying, he stated that praying is the oxygen that fuels the mission, quoting Col. 4:12. We never exceed what our prayer life is. Though it is difficult to get people together to pray, if we neglect prayer, everything else falls apart. A group meets on the 2nd Saturday of each month at 8 AM to pray for pastors, churches, LBA, and other associations. The 32 churches are divided into 3 groups with once a quarter each area having prayer.

For growing, he emphasized discipleship, referring to II Pet. 3:18. Professors from Clear Creek Bible College come to train attendees. A pastor’s breakfast also assists in growth.

For going, stating Matt. 28:19, he said the LBA gave out 54 mission scholarships for mission trips to foster missions in the churches.

Business Session

DOM Report

Rev. Fred Adkins announced that the Love First Korean Church (formerly Charity Korean Church) obtained this building which was a former Korean church. The process took 2 ½ years. He welcomed Dr. Koo who then gave a love offering of \$50,000.00 to the PBA from the church. The PBA Complex is being sold; PBA will rent the rooms currently being used. Report is on p. 6.

Report of the Executive Council

Rev. Tom Guess gave a quick summary of business. Highlights concerned the selling of the PBA Complex, the transfer of the building to the Korean church, the settlement of the lawsuit against the PBA, and work done at Kehukee. Report is on pp. 7-8.

Report of Nominating Committee

Irma Frye was not present. Messengers voted to accept those listed in the report on pp. 15-19. Rev. Wayne Williams will be the new moderator.

ACP Summary Report

Mrs. Lynn Rogers stated that 27 of the 39 active churches sent information. Hebron and Fellowship have suspended activities. Statistics are listed on pp. 20-21.

Resolutions and Dedication of 119th Session

Rev. Wayne Williams referred to p. 13 to read the declarations of appreciation. He then dedicated the session to Bob Streetz, who has been the coordinator of Kehukee for 3 yrs. Along with the many hours he has put in as a volunteer, has a strong commitment to detail. Bob spoke briefly, saying that God knows from day one what he wants us to be and that prayer answers so many things. He said that Kehukee changed him; he gave up drag racing.

Memorial Service

Rev. Joe Lewis and several others read the names listed on pp. 31-32, and Joe prayed.

Dr. Koo's wife sang the song, "Jerusalem."

Due to time constraints, the hymns were skipped.

Treasurer's Report

Ms. Dian Watts, assistant treasurer, said all the figures are presented on pp. 23-26. The report includes information from Jan. through Sept. 2025 about our three bank accounts (General Fund, Kehukee Operating, and Savings Reserve) and about our two accounts at EverBless Foundation. Church giving is listed on pp. 28-29. Twenty-eight churches and some private donors gave. Eight churches gave a total of \$4992.95 to the 2025 Associational Missions Week offering as shown on p. 30.

Budget Presentation

Dr. Roger Crump presented the proposed budget for 2026 which is on p. 27. Budget was voted on and approved.

Report of Kehukee Council

Mr. Bob Steetz reported that the pool worked well the whole year. It still has a leak which will cost a lot to repair. The leak in the conference center and collapsed culvert are being taken care of. One conference center wall is leaning. Report is on p. 9.

Miscellaneous Business

Trustee's Report

Dr. Mark Hughes spoke concerning the sale of the PBA Complex. The rough details of the sale are in the report on p. 14. He emphasized that of the \$180,000.00 to be received on closing, \$130,000.00 will be used to pay off the loan with Oakland Baptist and the rest will go to the PBA General Budget. The \$3000.00 monthly payment will also go to the General Budget. The complete recommendation is included in the Executive Committee minutes for Oct. 20, 2025.

The change to the Section 5 of Article IV of the constitution was read, voted on, and approved. The changes are included in the Executive Committee minutes for October 20, 2025.

Annual Program Team

Rev. Wayne Williams called for help with the team.

Annual Sermon

Dr. Hongnak Koo title his sermon, "Arise and Shine," referencing Isaiah 60:1-3 and Matt. 5:14-16. People are in darkness, but we believers are the *light of the world*. First, we should *rise* from where we are and get above spiritual complacency. People want the right timing, but we need to take the first step. He added that even though churches were not selling in Hopewell, his former church sold in a week. Second, we are to *shine*, as a mirror reflecting His love. God gives us light. If we have no mission, we have no church; if we have no mission and no church, we have no faith. People glorify God when they see good deeds. He ended with a story about a missionary to Korea who said she would give 1000 lives to Korea. Though she only lived a year before she died, she had an influence. Thirty percent of Korea is Christian. They send out missionaries.

Congregation sang "This Little Light of Mine."

Rev. Tom Guess gave the benediction.

Meeting adjourned at 5:10 PM.

Respectfully submitted,
Patricia Crocker, clerk

DIRECTOR OF MISSIONS REPORT

THEME:” Let Your Light Shine”

Scripture Verse: Nor do they light a lamp and put it under a basket, but on a lampstand, and it gives light to all who are in the house. Let your light so shine before men, that they may see your good works and glorify your Father in heaven. (Matthew 5:15-16)

I wish to thank Dr. Hongnak Koo and the awesome members of Love First Korean Baptist Church for hosting the 119th Annual Meeting of the Petersburg Baptist Association. If you are not aware, this ministry is the former Charity Korean Baptist Church that was in Hopewell, VA.

I am so excited about the future of the ministry here and the plans that God has for these lovely people. Although it took a lot longer than I anticipated to transfer the ownership of the former First Korean Baptist, it has finally come to fruition.

I also want to take a moment to share a great deal of admiration for Dr. Sun Shin and the ministry of First Korean Baptist. His love and compassion started the original ministry, and I am extremely grateful for all he was able to accomplish following God’s direction.

This year has been a busy year with much construction at the pool area for Kehukee, as well as the sale of the PBA Complex on County Dr. We are excited to announce that we will remain in that facility for a time. We are renting the same office spaces that we had and hope the convenience will allow you to continue to come by and see us.

God has once again proven His love and His mighty power toward us as the lawsuit that we had been dealing with for years has been settled. Continue to pray for all those affected by this tragic situation. I would also like to thank Hugh Mumford, Rachel Branch, Cheryl Brown, Joe Lewis, Mark Hughes and any who helped compile information, provided depositions, or other duties required.

We join in celebration the churches that will be recognizing anniversaries for 2026. They are:

Calvary	120 th
Charity/First Love	40 th
Hebron	240 th
Newville	190 th
Purdy	110 th
Sharon	135 th
Shiloh	190 th
Wakefield	140 th
Petersburg Baptist Assoc.	120 th

Serving HIM by Serving You,

Pastor Fred

EXECUTIVE COUNCIL REPORT

The Executive Council of the Petersburg Baptist Association held three meetings in 2025: January 20 at PBA Office Complex, April 28 at Camp Kehukee, and July 21 at Oakland Baptist Church.

1. At the January 20th meeting the following items were discussed.

a. Fred Adkins (DOM) informed members that the moderator, Lee Woodcock, had resigned. He presented Tom Guess to be the moderator for two years. Tom was voted in and took over the meeting. He stated that pastors were needed at Main Street, Woodlawn (CH), Wakefield, Shiloh, and Central.

b. Dr. Roger Crump presented a motion: That the Budget & Finance Committee be authorized to take money from the PBA Unrestricted Account to pay caretaker salaries if needed. The motion passed.

c. Bob Streetz reported that the pool at Camp Kehukee is losing about 1 in. water per week. It will cost about \$2500 to drain the pool and run tests to find the leak. Also, they are looking for better ways to check guests in and out and to improve the cleanliness of the conference center.

d. Missions Council stated that the clothes drive for Southwest VA after the hurricane was a huge success with Paul Burroughs delivering the trailer to Bland Ministry in Bland, VA. Almost \$12,000 was sent through Disaster Relief to the Lebanon Baptist Association for its “Rebuild Damascus” Project. Churches participated in the Christmas wrapping and gifts for the Appalachia Christmas Project.

e. Lynn Rogers named nine churches that have not sent in their ACP’s.

f. Dr. Mark Hughes presented the following for the Trustees:

1) In March there will be a hearing before a judge to finalize the transfer of the First Korean Church property to the PBA. Then, it will be transferred to the Love First Korean Church.

2) Dr. Joe Lewis has been appointed as the second Designated PBA Corporate Witness. Hugh Mumford is the first Designated PBA Corporate Witness.

3) PBA was advised to consider independent council to be properly prepared for the lawsuit. Hugh Mumford made a motion to hire a lawyer using Unrestricted Funds. Motion was passed.

4) Concerning the selling of the PBA Complex, an organization interested in buying the property approached the trustees. Main benefits are:

a) Purchase for \$1 million asking price with no improvements or repairs. (Estimate of repairs around \$100,000.)

b) At least \$100,000 down at the time of closing with a monthly payment of \$4000.

c) PBA can lease space at the property for \$1 /month plus utilities until we can relocate.

d) Balance of \$900,000, minus debt service, to be fully paid in 5 years or less.

e) Resources from this sale will allow us to pay off most or all of the current loan related to Kehukee.

Motion: The Executive Council of the PBA authorize the Trustees of the PBA to pursue this buy offer and finalize conditions for the sale as soon as possible; that they further be authorized to use unrestricted funds for any fees or costs associated with preparing and executing the document for finalizing the sale. Motion passed.

g. Rev. Mike Dickey said that the Facilities Committee is looking for a location for the offices.

2. The meeting on April 28 covered the following issues.

a. Fred Adkins said that the PBA now has the deed of the property of First Korean Baptist

Church. It is now in the process of assigning the property to Love First Korean Church. We are working on the contract and sale of the PBA Complex to its new owner OEX, LLC. Hopefully, that can be done by the end of May. Offices may stay at the complex for awhile or move to Powers Memorial Baptist Church.

b. Bob Streetz reported that three thermostats have been replaced which can “talk” to the new systems that have been installed. Professional cleaners have been hired to come once a month for \$300/month to clean the kitchen and bathrooms. Those who stay at the center should still do the required cleaning. Pool evaluation will be done May 6 or 7, costing \$2500. Results will be used to get an estimate on repairs. Lines to and from pump room are leaking.

c. Missions Council presented two motions:

1) Associational Mission Week will be May 11-18 with a goal of \$15,000 to be divided with 50% Partnership Mission and 50% Disaster Relief.

2) That we establish partnership with Southwest Virginia, specifically mentioning but not limited to, the Lebanon Baptist Association. This partnership will be a minimum of 3 years with funding up to \$7500 a year.

Both motions were approved.

d. Lynn Rogers stated that 33 of the 41 churches registered on SBC Workspace completed their reports for 2024. Fellowship is inactive and Purdy and High Hills have not completed reports for several years.

e. Dr. Mark Hughs said that the Complex building is collateral for the loan for the refurbishing of Kehukee. As there will not be enough cash to pay off the loan when the building is sold, the Trustees are looking at using some the Kehukee property as collateral. In reference to the lawsuit against PBA, Dr. Joe Lewis is now first witness and Hugh Mumford is second witness.

3. The following items were reported at the July 21 meeting.

a. Fred Adkins announced that the trustees have signed the deed over to the Love First Korean Church. Deed needs to be recorded at the County Clerk’s office. We have delayed developing the contract for the sale of the Complex because of the lawsuit. However, the lawsuit has been settled so we can get back to the work of proclaiming the Great Commission.

b. Bob Streetz gave the following information:

1) We are now losing about 2 in/week in the pool, but we are not losing any chlorine with the salt method.

2) The conference center is being completely cleaned once a month. The stove is much better but will take a few more months to get grease off. All carpets have been steam cleaned. The burned carpet in the basement has been repaired. Moisture in the southwest corner of the basement is causing mildew. Money is available to repair in August. A collapsed culvert will cost about \$2600. We don’t know what the sealant will cost.

3) The kiddie pool is losing water due to a crack in the return pipe to the pump caused by shifting concrete. We have the wrong pump for this pool as ours is for an above ground pool. We can avoid costly repair by using the skimmer return line as the primary line and closing off the leaking primary return pipe. Cost will be \$2325 when we can afford it. The crack in the pump building wall, the supporting wall, runs all the way down. Repair cost is \$14,770.

c. Tom Spizzirri said that the DOM of the Lebanon Baptist Association will be addressing the Annual Meeting to present options for our partnership with them. Packing and shipping backpacks and school supplies for west Virginia will be on 8/11/15 at Camp Kehukee. We sent \$2000 to the Texas Baptist Convention for flood relief and \$5000 to Lebanon Baptist Association for Rebuild Damascus.

Patricia Crocker, Clerk

KEHUKEE COUNCIL

Well, the 2025 season for Camp Kehukee is over.

It has been a successful year for the most part. The pool, which is usually a challenge, had an uneventful year. We had no major problems plus we have gotten much better at operating it. In 2026, we hope to have the funds to re-coat the interior of the pool plus find and fix the leak that has yet to be found.

We do have a few problems that need to be corrected. We have a moisture issue in the southwest corner of the conference center. A culvert near our basketball court has caved in and finally we have a foundation collapsing on the west side of the pool equipment building. We have a contract to repair this serious problem. To help solve this moisture-related issue, mechanical pilings will be installed to stabilize the wall. We have already installed gutters on the building and once the pilings are installed, a “swell” will be installed to carry the water away. So, with gutters installed to catch the water from the roof and the “swell” to capture the water running down to the building, the cause of the moisture problem will be solved.

As always, the financial side of solving problems has always been a significant challenge. This time, though, the Lord has provided the funds necessary to make the repairs needed. Praise the Lord!

I continue to be overwhelmed by the Lord’s generosity.

This most recent situation with the conference center moisture issue, our road drainage problem, and finally the foundation settlement problem just adds to many others as examples that the Lord means business when it comes to Camp Kehukee. He fully intends for the camp to survive.

Psalms 24:1

The earth is the Lord's, and the fulness thereof; the world, and they that dwell therein

Bob Streetz
Kehukee Council Coordinator

KEHUKEE FINANCIAL SUPPORT TEAM

When I think of Camp Kehukee and what it will be in twenty years, a personal saying comes to mind, “Today is the tomorrow that I waited for yesterday”.

Things wear out. Equipment fails due to age and use. The more we utilize our facilities, whether involving ovens, hot water system, roads and the Kehukee pool, we reduce the life expectancy of the functioning parts of our camp.

We must be proactive, and repair, restore or replace parts, units and systems in a timely fashion, or tomorrow brings an accumulation of broken “things” and increased cost. “Pay me now or pay me later” and the later could prove to be burdensome indeed.

There are numerous ways that churches, groups, and individuals can jointly assure the future of Camp Kehukee. Some have been paying a monthly loan payment of \$1036 in the past year, and plan to do the same in 2025. The “Friends of Kehukee” involves outright financial gifts of any dollar amount, whether one time, monthly or yearly. Monetary gifts can be given towards the Camp Kehukee Trust Fund of invested money, allowing us to use the growth money as needed without touching the base amount. Prayer Garden bricks can be purchased to honor or memorialize individuals, churches or groups. Some people have written Camp Kehukee into their wills, and others are planning to do so. We have had professional work done by individuals

or companies that included materials at no cost to the camp or the PBA. Even the Kehukee roads have received stone and asphalt millings, many, many tandem truck loads from one local company.... at no cost for the materials.

We depend upon you, working alongside others, in seeing that we continue to be blessed by a great mission effort, Camp Kehukee for years to come. Our Christian Camp has been a part of many since its inception, instrumental in their salvation and Christian growth. We need you to continue to partner with us.

Thank you!

Hugh G Mumford
Kehukee Council Financial Support Team Leader

FACILITIES COMMITTEE REPORT

Due to the sale of the PBA Complex at 3018 County Drive, Petersburg, the facilities committee’s responsibilities have changed.

This committee will continue to function as a liaison between the PBA and the new owners of the property. For the remainder of 2025 and much, if not all, of 2026 the PBA will be renting the same office space we currently use. We have agreed to pay \$600.00 per month, which includes utilities. We are blessed and excited about the new partnership for the foreseeable future.

Respectfully submitted,

The Facilities Committee

MISSIONS COUNCIL

The Mission's Committee of the Petersburg Baptist Association met on several occasions throughout the year. The purpose of this committee is to discover ways the PBA can involve itself in missions locally, state-wide, nation-wide and globally.

Over the past many years, we have had partnerships with Appalachian Ministry, Romania, and West Africa. Last year we presented a relationship with Southwest Virginia.

The Mission's Committee sent money and clothing to that are after the devastation of Hurricane Helene. We are continuing to support that region with our partnership with the Lebanon Baptist Association. We have sent \$5000.00 this year for that project. We have also invited the Associational Mission Strategist to speak at our Annual Meeting in the fall.

We also sent \$2000.00 to the Southern Baptist of Texas Convention for help following the flood in Central Texas.

Our Associational Mission Week Offering in May will be divided 50/50 with Partnership Missions and Disaster Relief. Six churches responded. They were: Adams Grove, Forrest Hill, Oakland, Powers Memorial, Readville, and Zion. Thank you for your prayerful giving to the Missions Week Offering.

As we have for many years, we collected backpacks and school supplies to send to West Virginia. Thanks to all who participated.

There is always an open invitation to join the Missions Committee for our meetings. You will find the dates and times in the GLEAM, or you can call the associational office for information.

God Bless,
Tom Spizzirri
Missions Council Coordinator

OFFICE SUPPORT TEAM

A very huge THANK – YOU to the PBA Volunteers: Edith Byl, Glenda Coburn, Ruth Parker, and Lynn Rogers. We continue to celebrate the life and legacy of Ruth Thompson who was a faithful PBA volunteer until the beautiful age of 104, who while assisting with The Gleam her fellowship was invaluable.

What an asset the office volunteer support team has been. Not only do they give their time freely to assist with staff days off, but they also come into the office to ensure that the office runs smoothly at no cost to the Association. We value their time and effort for showing their appreciation for the Association.

The Volunteers know the day-to-day operations of the Association. They help when the Gleam is printed, folded, labeled and mailed. They assist with this booklet, The Book of Reports, to combine the pages to make the booklet as well as the “big book” our annual association book.

They are always ready to aid with the needs of the Association. They help with the registration process at the Executive Council meetings as well as the Annual meeting.

Do you have time to come into the office to assist? You would always be welcomed. We now even have volunteer remote opportunities. Yes, we are constantly moving and improving!

Cheryl Brown | Staff | Administrator
Petersburg Baptist Association

PERSONNEL COMMITTEE REPORT

The Personnel Committee is thankful to Fred Adkins for his guidance and support as we have prayerfully tried to carry out the task of searching for the person who will carry out the many duties of the Assistant Administrator. Two of the three candidates eventually accepted other jobs. The third candidate, Cheryl Worrell Brown, won us over with her enthusiasm, knowledge, skill and abilities. Her testimony to God's grace and miraculous work of healing has brought Cheryl to us. We believe she will be a tremendous asset to the PBA. We thank the Lord for allowing her to use her God-given gifts and abilities to work alongside us to continue to reach out to the world and share the love of Jesus, our Saviour and Lord.

With that in mind, the Committee would like to express its gratitude to Rachel Branch for her many years of "being the face" of Petersburg Association. She has done her job well, often going beyond the call to make the seemingly impossible possible. She has been a wonderful gift from God and a constant reservoir of resources, information, and knowledge. All you had to do was call her or stop by the PBA office and Rachel would be there ready and willing to do what she could to help. May God continue to bless her as she turns another page in her life story and begins a new journey with new challenges and opportunities that we are sure she will fulfill to the glory of God and His Kingdom.

Dr. Roger Crump
Personnel Committee, Chair

RESOLUTION OF APPRECIATION

With joy and thanksgiving in our hearts to God we gather in His name for the 119th meeting of the Petersburg Baptist Associational Annual Meeting.

We, the messengers of the fall meeting of the Petersburg Baptist Association, meeting at Love First Korean Baptist Church, October 26, 2025, do hereby declare that:

We express our gratitude to Dr. Hongnak Koo, Pastor and all the members of Love First for hosting the 119th Annual Meeting of the Petersburg Baptist Association. We further acknowledge the hard work of the members of Love First for providing the fellowship meal for our messengers and guests.

We express our gratitude and applaud those who faithfully and thoughtfully prepared the program for this annual gathering, and especially do we express our appreciation for the positive and inspiring contributions by the program participants.

We are grateful for the capable and diligent leadership of the PBA staff. We acknowledge our indebtedness to the office administrator, Cheryl Brown, and all the volunteers of the Office Support Team. We especially appreciate the leadership of Fred Adkins, our Interim Director of Missions, and cherish his unrelenting services to the PBA, our churches, ministers, and PBA congregations.

We express our indebtedness to committee members, council members, and others holding places of service in the PBA, whose dedicated and faithful service keeps us focused on the ministry of reconciliation that God entrusts to us.

We are particularly grateful for the diligent service and numerous contributions of our Moderator, Rev. Tom Guess, and our Moderator-Elect, Rev. Wayne Williams. In offering praise and thanksgiving to God, we pledge ourselves anew to expressing all our gratitude by diligently and prayerfully standing fast in one spirit, with one mind, striving together for the faith of the gospel until the Lord comes. May we, indeed, be found faithful to “Let **HIS** Light Shine in and through us”.

TRUSTEE REPORT

The trustees of the PBA are glad to report the following items:

- The legal transfer of the property formerly held by First Korean Baptist Church has now been made to Love First Korean Church (formerly Charity Korean Baptist Church).
- The lawsuit in which the PBA and Camp Kehukee were named has been resolved and no further action is needed. The PBA did secure independent counsel for the arbitration/adjudication of the suit. Payment for these services has been finalized and no further counsel is needed on this matter.
- As previously authorized by the Executive Council of the PBA, a signed contract on the sale of the PBA Office complex to OEX, LLC has been submitted to our attorney and we will be waiting on closing documents to be signed in the near future. The rough details of the sale are as follows:
 - Sale price of the property set at \$1,000,000, as is.
 - 150,000 down payment due at closing, payable to PBA.
 - 7-year loan at 1.5% interest, made directly with PBA.
 - Monthly mortgage payment of \$3,000/month.
 - Balloon payment due at the end of 7 years; no prepayment penalty.
- When the sale of the office property is complete, we will be able to close and reconcile the outstanding loan for Camp Kehukee improvements/repairs currently held by the PBA.

We want to thank the PBA Executive Council and churches for trusting us with these matters are glad for finally being at “the other end of the tunnel” after pursuing that light of hope for so many months.

Respectfully submitted,
Rev. Dr. Mark Hughes, Chair of Trustees

NOMINATING COMMITTEE REPORT

2026 ASSOCIATIONAL YEAR

Moderator (1) Rev. Tom Guess (Pastor) (Antioch)
3771 Forest Lane
Disputanta, VA 23842
804-514-6680

Moderator-Elect (1) Rev. Wayne Williams (Oaklawn)
1300 Elmwood Drive
Colonial Heights, VA 23834
804-526-5649

Director of Missions
Interim
(Not elected position) Rev. Fred Adkins (Oakland)
920 Yorkshire Road
Colonial Heights, VA 23834
804-691-6000

**Kehukee Camp, Conference
& Retreat Center Caretaker**
(Not elected position) Mr. David Beale
2680 Waterford Terrace
Sutherland, VA 23885
757-653-4989

**Kehukee Camp, Conference
& Retreat Center Caretaker**
(Not elected position) Mr. Bucky Allin (Oakland)
18701 Halifax Road
Carson, VA 23830
804-691-1982

Clerk Mrs. Pat Crocker (The Heights)
208 Nottingham Drive
Colonial Heights, VA 23834
804-721-8253

Assistant Clerk VACANT

Treasurer VACANT

Assistant Treasurer Mrs. Dian Watt (Immanuel)
112 Laurens Lane
Colonial Heights, VA 23834
804-862-2020

Assistant Treasurer Rev. Pat Crump (Adams Grove)
2700 Lee Ave
Hopewell, VA 23860
757-653-4569

**Missions Council
Coordinator**

Rev. Tom Spizzirri (Hebron/Fountain Grove)
22418 Drewry Road
Drewryville, VA 23844
757-899-0272

**Evangelism
Council Coordinator**

VACANT

Auditor

(1) VACANT

Trustees

- (1) Dr. Mark Hughes (West End)
5816 Troy Lane
Sutherland, VA 23885
804-878-6659
- (2) Rev. Michael Fields (Newville)
23075 Nebletts Mill Road
Waverly, VA 23890
252-646-7343
- (3) Dr. Jim Rogers (FBC, Hopewell)
903 Pembroke Street
Hopewell, VA 23860
804-458-9815
- (4) Mr. Tommy Wells (Powers Memorial)
1004 Smithfield Ave
Hopewell, VA 23860
804-536-1454
- (5) Dr. Joe Lewis (Second)
3355 Johnson Rd.
Petersburg, VA 23805
(804) 732-4889

Personnel Committee

(Six members, including the moderator elect. No more than three can rotate off in any year.)

- (1) Dr. Jim Rogers, Chairman (FBC, Hopewell) Chairman
903 Pembroke St.
Hopewell, VA 23860
804-458-9815
- (1) Rev. Wayne Williams (Oaklawn) (Moderator-Elect)
1300 Elmwood Drive
Colonial Heights, VA 23834
804-526-5649
- (1) Margaret Suyes (Immanuel)
118 Princeton Rd
Colonial Heights, VA 23834
804-526-5160
- (2) Rev. Rob Dawson (FBC, Petersburg)
6526 Hanover Ave.
Richmond, VA
804-733-7484
- (2) Nelton Thomasson (Woodlawn, Hopewell)
23805 Old Vaughan Road
Dinwiddie, VA 23841
804-896-0113
- (2) Barney Winfield (Sappony)
3555 Carson Hills Lane
Carson, Va 23830
804-731-2891

**Budget and Finance
Committee**

(Seven members, including the Treasurer and Asst.
Treasurer)

Treasurer - VACANT**Assistant Treasurer**

Mrs. Dian Watt (Immanuel)
112 Laurens Lane
Colonial Heights, VA 23834
804-721-8153

Assistant Treasurer

Rev. Pat Crump (Adams Grove)
2700 Lee Ave
Hopewell, VA 23860
757-653-4569

- (1) Mrs. Betty Clement (Second)
1712 Duke of Gloucester
Colonial Heights, VA 23834
804-586-1806
- (1) Dr. Roger Crump (Powers Memorial)
2700 Lee Ave
Hopewell, VA 23860
757-653-1243
- (2) Glenda Coburn (Central)
15222 Davis Rd
Church Road, VA 23833
804-892-0049
- (2) Dennis McNece (Dinwiddie)
6143 Duncan Rd. Apt. B
N. Dinwiddie, VA 23803
804-898-5356
- (3) Patty Harper (Sappony)
P.O. Box 72
Stony Creek, VA 23882
804-339-6985

Facilities Committee

(The Facilities Committee shall be composed of 5 members, no more than two from the same member church, and they be comprised of “virtue of office” members.)

Moderator-elect
Trustee Chairperson
Kehukee Council Coordinator
Budget & Finance Chairperson
Director of Missions

Camp Kehukee Council Coordinator

Mr. Bob Streetz (Sappony)
21723 Oak Hill Ct
Carson, VA 23830
804-731-7956

Camp Kehukee Council Coordinator Co-Chair

VACANT

Nominating Committee

VACANT

- (1) Mrs. Connie Myers (Second)
508 Oak Hill Road
Petersburg, VA 23805
804-732-3008
- (2) Edith Byl (Readville)
16288 Blue Star Hwy
Stony Creek, VA 23882
434-368-1464
- (2) Tammie Frazier (Oakland)
16365 S. Crater Rd.
South Prince George, VA 23805
804-919-1812
- (2) Steve Beasley (Western Heights)
1828 Buckner St
Petersburg, VA 23805
804-931-5043

Leadership Council

Director of Missions
Moderator
Moderator-Elect
Clerk
Treasurer
Assistant Treasurer
Chair, Personnel Committee
Chair, Budget and Finance Committee
Chair, Facilities Committee
Chair, Nominating Committee
Chair, Trustee
Coordinator, Missions Council
Coordinator, Evangelism Council
Coordinator, Camp Kehukee Council
Team Leaders

HISTORICAL TABLE

Date of Meeting	Entertaining Church	Moderator	Clerk	Preacher of Sermon	Churches	Baptism	Member	Total Contributions
October 1995	Woodlawn-Hopewell & Fountain Grove	Robert P. Wyatt	Lois M. Gifford	Robert Baker	57	505	23,164	\$8,075,733
October 1996	Calvary & Claremont (hosting meeting at Waverly)	Allen W. Flannagan, Jr.	Lois M. Gifford	Thomas E. Lovorn	57	549	23,565	\$8,773,889
October 1997	Crowder Memorial & Smyrna	Allen W. Flannagan, Jr.	Lois M. Gifford	Ronald E. Carlberg	57	609	22,846	\$9,881,011
October 1998	Fellowship & Central	Edmund E. Ellis	Lois M. Gifford	Malcolm M. Hutton	59	614	23,864	\$9,716,548
October 1999	Lakemont & Swift Creek	Edmund E. Ellis	Lois M. Gifford	Steve Felker	58	561	24,014	\$10,093,289
October 2000	Bernuda & First Petersburg	Edward H. Burton	Lois M. Gifford	Edmund E. Ellis	59	556	23,691	\$10,845,150
October 2001	Liberty & Dunwiddie	Edward H. Burton	Lois M. Gifford	Donald L. Tatum	59	565	23,263	\$12,130,609
October 2002	Thomas Memorial & Western Heights	Patrick Porter	Donald L. Tatum	Joseph Lewis	59	562	23,278	\$12,732,494
October 2003	Charity & Adams Grove (hosting meeting at Main Street)	Patrick Porter	Donald L. Tatum	James Kerr	59	548	22,985	\$13,704,455
October 2004	Powers Memorial & Fountain Creek	James McMillen	Donald L. Tatum	Robert Livesay	59	534	23,995	\$13,509,702
October 2005	Waverly & First-Hopewell	James McMillen	Donald L. Tatum	Ken Hendricks	60	580	24,036	\$13,616,392
October 2006	Second & Antioch	D. Alex Roberts	Donald L. Tatum	Dawson Bailey	57	697	24,694	\$15,460,384
October 2007	High Hills & Immanuel	D. Alex Roberts	Donald L. Tatum	Kenneth Compton	56	536	20,744	\$14,747,362
October 2008	Matoaca & Readville	Lemuel Duke	Donald L. Tatum	Donald Joyner	53	411	19,884	\$15,114,627
October 2009	Main Street & Woodlawn	Lemuel Duke	Lynn Rogers	Kenneth Williams	51	415	20,441	\$14,554,062
October 2010	West End & Pine Grove	Steve Felker	Lynn Rogers	Wilson Conwell	50	419	21,193	\$14,023,276
October 2011	Wakefield & Oakland	Steve Felker	Lynn Rogers	Robert Rowland III	48	533	20,701	\$13,837,089
October 2012	Unity & Immanuel	Wayne Williams	Lynn Rogers	John Mason	48	348	21,188	\$13,818,049
October 2013	Sappony & Swift Creek	Wayne Williams	Lynn Rogers	Rudolph Dunbar	48	425	19,619	\$15,465,846
October 2014	Second & Smyrna	Robert Rowland III	Lynn Rogers	George Schutte	48	296	16,364	\$12,112,288
October 2015	Woodlawn Hopewell & Zion	Robert Rowland III	Lynn Rogers	Jonathan Dundalow	47	336	19,615	\$13,824,773
October 2016	Hebron & Matoaca	Stephen Beasley	Lynn Rogers	Ted Owens	46	256	17,348	\$14,379,387
October 2017	Oaklawn & First-Petersburg	Stephen Beasley	Lynn Rogers	Steve Felker	46	253	19,205	\$14,148,902
October 2018	Sappony & Swift Creek	Michael Dickey	Lynn Rogers	Tom Spizzuri	46	211	17,942	\$14,107,975
October 2019	New Life	Michael Dickey	Lynn Rogers	Roger Crump	46	233	17,090	\$14,935,185
April 2020	Oakland/CANCELLED	Michael Fields	Lynn Rogers	SPRING ANNUAL SESSION CANCELLED BECAUSE OF CORONAVIRUS				
October 2020	Camp Kehukee	Michael Fields	Lynn Rogers	Jim Rogers	45	145	17,866	\$15,918,355
October 2021	PBA Complex	Jim Rogers	Lynn Rogers	Wayne Williams	44	117	16,239	\$13,336,850
October 2022	West End Baptist Church	Jim Rogers	Lynn Rogers	Robert Dawson	44	165	16,330	\$11,035,694
March 26, 2023	Oakland Baptist Church	Jim Rogers	Patricia Crocker	SPRING ANNUAL SESSION CONCERT BY CHOSEN ROAD				
October 22, 2023	Sappony Baptist Church	Jim Rogers	Patricia Crocker	Fred Adkins	43	104	17,252	\$11,884,976
October 20, 2024	Powers Memorial Baptist	Lee Woodcock	Patricia Crocker	Lee Woodcock	43			
October 26, 2025	Love First Korean Baptist	Tom Guess	Patricia Crocker	Hongnak Koo	43			

HISTORICAL TABLE

(continued)

Date of Meeting	Entertaining Church	Moderator	Clerk	Preacher of Sermon	Churches	Baptisms	Members	Total Contributions
May 1951	Woodlawn (PG)	D.W. Hartz	W.B. Bradley	H.A. Sodergren	38	426	11,702	\$71,959
May 1952	Etrick	W.W. Leathers, Jr.	W.B. Bradley	J.E. Shockley	38	553	12,303	\$385,653
April 1953	Wakefield	W.W. Leathers, Jr.	W.B. Bradley	Parker S. Hooper	38	418	12,503	\$449,652
April 1954	Emporia - Calvary	Gwil A. Evans	Linwood T. Home	Lewis E. Bates	39	524	12,840	\$512,621
April 1955	Petersburg - Calvary	J.E. Shockley	Linwood T. Home	C.R. Standridge	40	662	13,649	\$601,794
April 1956	Petersburg - Second	J.E. Shockley	Linwood T. Home	Archer v. Turner	38	622	13,503	\$573,052
May 1957	Petersburg-First, High Hills	J.B. Kiser	Theodore German	C. Robert Stevens	38	643	14,163	\$863,689
April 1958	Petersburg-West End	J.B. Kiser	Theodore German	Gene L. Watterson	40	679	14,716	\$886,461
April 1959	Zion	C. Standridge	Theodore German	Linwood T. Home	40	777	15,229	\$800,796
October 1959	Hopewell - Woodlawn	E.I. Bracy, Sr.	Theodore German	Paul F. Burke	40	531	15,472	\$388,662
October 1960	Col. Hgts., Immanuel	E.I. Bracy, Sr.	Theodore German	Douglass M. Cotter	40	365	16,216	\$816,270
October 1961	Shiloh	Linwood T. Home	Theodore German	L.W. Gannon	41	685	16,220	\$879,995
October 1962	High Hills & Fountain Creek	Linwood T. Home	Theodore German	S.W. Cowley	41	464	16,563	\$961,100
October 1963	Colonial Heights	Roy S. Kegley	Theodore German	R.J. Cutchin, Jr.	46	496	16,972	\$989,214
October 1964	Calvary & Main Street Emporia	Roy S. Kegley	Theodore German	Archer Turner	47	539	17,702	\$1,066,420
October 1965	Etrick & First Hopewell	Dalton L. Ward	Theodore German	Phil Tomlinson	47	586	18,291	\$1,125,095
October 1966	Immanuel & Monumental	Dalton L. Ward	Theodore German	Harold Heath	46	572	18,225	\$1,191,372
October 1967	Elm Street & Wakefield	J.S. Ritchie, Jr.	Theodore German	H.E. Henderson	46	509	18,756	\$1,257,197
October 1968	Matoaca & Waverly	J.S. Ritchie, Jr.	Theodore German	Dalton Ward	47	593	19,171	\$1,434,500
October 1969	First Petersburg & Lakemont	C.R. Stevens	Theodore German	Glenn Platt	48	573	19,432	\$1,440,648
October 1970	Colonial Heights & Woodlawn-Hopewell	C.R. Stevens	Theodore German	R. Roland Powell	48	480	19,440	\$1,552,625
October 1971	Zion & Woodlawn-Col. Hgts.	R. Henry Pair	Theodore German	Kenneth Bryan	48	603	19,922	\$1,627,761
October 1972	West End & Antioch	R. Henry Pair	Ernest Ozmone	Coile Rock	48	583	19,954	\$1,820,907
October 1973	Sappony & Central	James Meade	Ernest Ozmone	James Davenport	47	539	19,748	\$1,846,207
October 1974	Walnut Hill & Powers Memorial	Raymond Cutchin	Ernest Ozmone	Johnny Blackwell	47	512	19,513	\$2,034,468
October 1975	Fountain Grove & First Hopewell	Raymond Cutchin	Ernest Ozmone	Robert Johns	47	709	20,294	\$2,341,695
October 1976	Second & High Hills	L.T. Shelby	Ernest Ozmone	Robert Wyatt	47	429	20,556	\$2,464,991
October 1977	Calvary, Emporia & Elm St	L.T. Shelby	Ernest Ozmone	James Alsop	50	467	20,806	\$2,753,200
October 1978	Mount Pleasant & Waverly	R. Roland Powell	Ernest Ozmone	Julian Yuille	50	442	20,947	\$3,060,597
October 1979	Forest Hill & Powers Memorial	R. Roland Powell	Ernest Ozmone	Charles Dick	52	457	21,334	\$3,353,549
October 1980	Main Street & Colonial Heights	Ellis Kuykendall	Ernest Ozmone	Wallace Tucker	52	476	21,630	\$3,608,298
October 1981	Second & Purdy	Ellis Kuykendall	Ernest Ozmone	Patrick Porter	53	468	22,057	\$3,914,307
October 1982	Immanuel & West End	Robert Johns	Bob Ellis	Willie Butler	53	546	22,065	\$3,951,005
October 1983	Matoaca & Readville	Robert Johns	Ron Sowers	Charles Thompson	53	513	22,067	\$4,358,166
October 1984	Etrick & Pine Grove	William Pittman	Ron Sowers	John Crocker	53	509	22,103	\$5,138,120
October 1985	Shiloh & Oakland	William Pittman	Ron Sowers	Willie Cromer	53	440	21,779	\$5,202,976
October 1986	Hebron & Newville	H. Harold Heath	Ron Sowers	Lewis Garrett	53	445	22,104	\$5,931,415
October 1987	Woodlawn-Col. Hgts. & Fountain Creek	H. Harold Heath	Ron Sowers	Larry Murray	53	407	22,296	\$5,502,827
October 1988	Harrogate & Western Heights	Allen Reynolds	Lois M. Gifford	John Moody	55	479	22,695	\$6,145,761
October 1989	Charity & Monumental	Allen Reynolds	Lois M. Gifford	Terry Harper	55	374	22,781	\$6,231,337
October 1990	First-Hopewell & Zion	Letcher Reid	Lois M. Gifford	Ron Sowers	55	396	22,693	\$6,368,161
October 1991	Sharon & Wakefield	Letcher Reid	Lois M. Gifford	Letcher Reid	55	375	22,845	\$6,471,506
October 1992	1 st Pethg. & Capron	Dennis K. Myers	Lois M. Gifford	D. Alex Roberts	56	446	22,889	\$7,230,843
October 1993	Crater View & Mount Pleasant	Dennis K. Myers	Lois M. Gifford	David T. Angel	56	402	23,023	\$7,388,698
October 1994	Oaklawn & Walnut Hill	D. Allen Schuyler	Lois M. Gifford	Russell Ford	57	447	23,141	\$7,150,987

HISTORICAL TABLE

(continued)

Historical Table

The Petersburg Baptist Association was organized at the Second Baptist Church, Petersburg, Virginia, on September 27, 1906. It was then composed of 24 churches with 3,492 members from the Portsmouth Association.

Date of Meeting	Entertaining Church	Moderator	Clerk	Preacher of Sermon	Churches	Baptisms	Members	Total Contributions
September 1907	Antioch	W.B. Daniel	Hugh C. Smith	W.C. Taylor	24	276	3,492	\$25,730
September 1908	Newville	W.B. Daniel	Hugh C. Smith	F.W. Moore	25	124	3,548	\$26,578
September 1909	Shiloh	W.B. Daniel	Hugh C. Smith	Hugh C. Smith	26	196	3,838	\$22,842
September 1910	High Hills	W.B. Daniel	Hugh C. Smith	A.R. Love	27	167	4,001	\$29,794
September 1911	Thomas Memorial	W.B. Daniel	F.W. Moore	F.W. Moore	27	166	3,999	\$30,311
September 1912	Emporia - Main Street	W.B. Daniel	F.W. Moore	J.S. Cobb	27	115	4,032	\$34,591
September 1913	Waverly	Fred Pitcher	F.W. Moore	S.G. Harwood	27	287	4,209	\$32,526
September 1914	Shiloh	Fred Pitcher	F.W. Moore	S.L. Naff	29	182	4,260	\$35,772
September 1915	Antioch	V.A. Parker	F.W. Moore	E.C. Primm	30	249	4,448	\$32,609
September 1916	High Hills	V.A. Parker	F.W. Moore	J.R. Daniel	31	249	4,632	\$47,780
September 1917	Capron	V.A. Parker	F.W. Moore	J.T. Henderson	31	306	4,996	\$46,796
September 1918	Hebron	J.W. Smith	F.W. Moore	R.F. Staples	30	229	5,131	\$62,936
September 1919	Sappony	J.M. Pitcher	F.W. Moore	S.S. Hill	32	393	5,356	\$80,292
September 1920	Wakefield	J.M. Pitcher	C.T. Taylor	C.S. Donnelly	34	461	5,607	\$108,385
September 1921	Zion	W.M. Rucker	C.T. Taylor	F.W. Moore	35	436	5,910	\$122,239
September 1922	Shiloh	W.M. Rucker	C.T. Taylor	W.M. Craig	35	384	6,171	\$116,233
September 1923	Readville	W.M. Rucker	C.T. Taylor	H.B. Anderson	35	321	6,577	\$144,554
September 1924	Newville	W.M. Rucker	C.T. Taylor	G.C. Smith	35	453	6,916	\$158,233
September 1925	Mt. Vernon	W.M. Rucker	C.T. Taylor	A.B. Harrell	35	332	7,042	\$133,049
September 1926	Shiloh	W.M. Rucker	C.T. Taylor	Hugh C. Smith	34	329	6,845	\$112,449
September 1927	High Hills	W.M. Rucker	Hugh C. Smith	W.S. Leake	35	336	6,995	\$142,001
September 1928	Waverly	W.M. Rucker	Hugh C. Smith	D. Edgar Wood, Jr.	35	308	7,053	\$175,496
September 1929	Antioch	W.M. Rucker	Hugh C. Smith	J.H. Bristed	35	278	7,014	\$133,308
September 1930	Emporia - Main Street	W.M. Rucker	Hugh C. Smith	F.W. Moore	34	356	7,466	\$138,721
September 1931	Petersburg - Second	W.M. Rucker	J.R. Sutherland	Edward H. Pruden	34	296	7,203	\$101,512
September 1932	Newville	W.M. Rucker	J.R. Sutherland	J.M. Trimmer	35	228	6,834	\$87,904
September 1933	Hopewell - First	W.M. Rucker	J.R. Sutherland	C.N. Parker	35	354	7,0333	\$69,901
September 1934	Colonial Heights	J.P. Stephenson	J.R. Sutherland	R.G. Snowden	35	344	7,005	\$82,183
September 1935	Thomas Memorial	J.P. Stephenson	J.R. Sutherland	G.T. Tunstall	35	391	7,350	\$84,898
September 1936	Shiloh	J.P. Stephenson	J.R. Sutherland	R.T. Marsh	35	494	7,680	\$116,945
September 1937	High Hills	J.P. Stephenson	J.R. Sutherland	J.W. Kincheloe, Jr.	35	390	7,945	\$103,365
September 1938	Petersburg - West End	J.P. Stephenson	W.A. Irving, Jr.	W.M. Thompson	35	433	8,572	\$106,716
September 1939	Antioch	J.P. Stephenson	W.A. Irving, Jr.	H.J. Davis	35	452	8,629	\$107,347
September 1940	Etrick	J.S. Ritchie	J.R. Sutherland	G.T. Tunstall	35	335	8,984	\$116,992
September 1941	Forest Hill	J.S. Ritchie	J.R. Sutherland	A.W. Coates	35	288	8,859	\$121,273
September 1942	Petersburg - Calvary	J.S. Ritchie	J.R. Sutherland	Fletcher Ford	34	280	8,980	\$140,335
September 1943	Sappony	J.S. Ritchie	W.B. Bradley	R.C. Pitts	34	233	9,293	\$153,875
September 1944	Hebron	J.S. Ritchie	W.B. Bradley	O.W. Patterson	34	237	9,425	\$178,711
May 1945	Hopewell - First	D. Edgar Wood	W.B. Bradley	W.W. Leathers, Jr.	34	361	9,736	\$211,959
May 1946	Shiloh	D. Edgar Wood	W.B. Bradley	Ben Lynes	35	396	10,154	\$247,915
May 1947	High Hills	Roy S. Kegley	W.B. Bradley	G. Barton Harris	35	424	10,515	\$294,877
April 1948	Waverly	Roy S. Kegley	W.B. Bradley	M.K. Robertson	39	390	10,366	\$286,017
April 1949	Thomas Memorial	R. Clayton Pitts	W.B. Bradley	C.P. Anderson	40	331	11,178	\$324,573
May 1950	Emoria - Main Street	D. W. Hartz	W.B. Bradley	H.E. Henderson	40	461	11,560	\$453,901

ANNUAL CHURCH PROFILE SUMMARY

	A	B	C	D	E	F	G	H	J
	Congregation	Total Members	Total Baptisms	SS Average Attendance	Weekly Worship Attendance	Other Additions	Undesignated Giving/Gifts	Cooperative Program Giving	VBS Enrollment
1	Adams Grove	200	0	15	17	1	27,226	1,250	16
2	Antioch	174	8	25	52	2	115,355	800	20
3	Calvary								
4	Central	200	3	38	82	5	313,672	3,200	77
5	Dinwiddie	120	1	8	13	0	35,964	3,196	0
6	FBC Hopewell	900	1	160	325	6			0
7	Fellowship								
8	First, Petersburg								
9	Forest Hill-Skippers								
10	Fountain Creek								
11	Fountain Grove	75	1	15	25	0	29,447	2,268	30
12	Hebron								
13	High Hills								
14	Immanuel Baptist Church	1,256	3	30	50	1	217,518	14,223	44
15	Love First - Prince George	61	5	26	54		155,508	3,000	45
16	Main Steet	287	0	30	48	0	172,578	4,036	45
17	Matoaca-South Chesterfield								
18	McKenney	50	0	11	26	0	24,508	2,474	14
19	Mount Pleasant	1,495	18	301	470	17	1,525,642	134,955	396
20	Newville	145	3	9	19	2	79,840	3,105	0
21	Oakland-Disputanta	220	19	120	180	13	364,958	43,551	120
22	Oaklawn-South Chesterfield	54	0	15	40	4	80,133	3,770	30
23	Pine Grove-North Dinwiddie	51	0	8	22	0	86,776	18,000	23
24	Powers Memorial	566	0	6	16	0	101,976	7,569	0
25	Purdy								
26	Readville	72	0	0	9	0	37,357	500	0
27	Sappony	91	0	25	30	0	73,407	7,500	0
28	Second	385	1	18	47	2	190,700	6,152	0
29	Sharon	101	1	21	27	0	55,717	0	0

ANNUAL CHURCH PROFILE SUMMARY

(continued)

	A	B	C	D	E	F	G	H	J
1	Congregation	Total Members	Total Baptisms	SS Average Attendance	Weekly Worship Attendance	Other Additions	Undesignated Giving/Gifts	Cooperative Program Giving	VBS Enrollment
31	Shiloh-Carson								
32	Smyrna Baptist Church	1,299	54	350	435	13	1	11,296	182
33	Swift Creek-Colonial Heights	321	3	84	107	8	322,558	28,280	41
34	The Heights-South								
34	Chesterfield	6452	85	1628	1972	83	6247285	208800	570
35	Unity								
36	Wakefield								
37	Walthall	75	4	0	60	6	116,944	5,018	0
38	West End								
39	Western Heights-North	574	5	112	234	14	448,703	47,889	53
39	Dinwiddie								
40	Woodlawn, Col Hts	80	0	9	15	1	54,362	2,264	0
41	Woodlawn-Hopewell								
42	Zion	253	2	35	67	4	143,071	21,823	55

MEMORIAM 2025

Adams Grove: Bobby Edwards, Robert Edwards, Peggy Harrell

Antioch: Charles W. Barnes, Judy Decker Phipps, Jennifer Wong

Calvary: Ronald Gibson, James Grizzard, Joyce Majer, Dennis Moore, Fritz Prasse, Elsie Rice

Central: Donnie Henshaw, Linwood Hayes

Dinwiddie: Robert Hoyle, Ruth Thompson (age 104)

First, Hopewell: Randall Belcher, Glenn Boyette, Ralph Forloines, Mary Jandl

First, Petersburg: Shirley Ashley (Deacon), longest living member

Fountain Grove: James A. Grizzard, Kenny Jarratt, Lucille Jarratt, Jeanette Pulley, Betty B. Stroud, Alice B. Sykes, William Whitby

Immanuel: Brandon Keith Belcher, Rev. Kenny Carter, Douglas Wayne Eubank, Wanda June Michael

Love First: Hae Jo Kim, Hak Yeol Kim, Moon Soon Noh

Main Street: Margaret H. Blick, Allen P. Harris, Margaret W. Thrower, Jean Willis

Matoaca: Lenville Hall, Sr.; Margaret Hodges; Clifton Smith; Gene Wells

McKenney: Thomas Wilson

Mount Pleasant: William Banty, Milton Emory, Virgie Heermance, Gladie Kemp, David Krupp, Malvin Lanier, Ouida Malon, George Pierson, Ronnie Robertson, Mildred Ruble, Karl Rush, Beverly Shauger, Dolores Slachter, Peggy Watts

Newville: Paige Harwell Grammer

Oakland: Gwendolyn Harrell, John Linkous

Powers Memorial: Eugene Clayton, Myrtie Daniel, Stinson Ivey, Sylvia Kimbrell, Carolyn Stamper, Helen Umstead

Readville: Harry Benjamin Gordon, Margaret Wachsman Rose, Jams Martin Wilson

MEMORIAM 2025

Sappony: Judy W. Houchins, David Lewis

Second: Jean Barker (Deacon), Phyllis Hanzlik, Dorothy McDaniel (Deacon), Rudolph Stephenson (Deacon), Gary Skinner, Johnnie Skinner, Jane Wilson

Smyrna: Tommy Barnett, Alice Cizek, Chris Jones, Richard Laine, Tommy Moore, Roselyn Stell, Alice Tuck

Swift Creek: Dr. William “Bill” Delano Bowling (Ordained Minister), Lynn Burnett, Eleanor Nell Carper, James “Jim” Keeton, Kirby Rakes, (Deacon), Jimmy Calvin Ratliff, Helen Wynn

The Heights: Scott Burdett, John Hall, Brenda Hubbard, Pat Jarrell, Ron Linkous, Bill May, Sharon Miller, Mark Minson, Kenny Narron, Esther Perkinson, Donald Pond, Larry Reynolds, Brenda Smith, Louan Stanfield, Herbert Tatum

Wakefield: Bobby Scarborough

Walthall: Robert Earl Atkins, Collier Dodson, Jr., Janice Evelyn Newcomb, Joe Santos Poole

West End: Donald Kennedy, Olive Thweatt, Shirley Willoughby

Woodlawn- Colonial Heights: Dot Keslar, Betty Perkins, Linda Puckett, Gwen Rush

Zion: Rita Bradley, Warren Moore, Ronnie Richardson

TREASURER & BUDGET

Balance of Accounts

	A	B	C	E	F	G
1	December 2025			December 2025		
2						
3	General Operating Account:			Dec 2025 Offerings & Receipts:		8,293.99
4	Balance 12-1-2025	55,943.39		General Fund Undesignated Offerings	3,723.99	
5	Monies received - Dec	4,723.99		Kehukee Undesignated Offerings	250.00	
6	Employee taxes -	-80.00		Kehukee Outside Usage Fees	3,320.00	
7	Interest - Dec	4.85		7020 - Complex Expenses (from Rent)	1,000.00	
8	Sub-total balance	60,592.23				
9	Total Budgetary Disbursements - Dec	7,582.84				
10	Balance 12-31-2025	53,009.39				
11						
12	Camp Kehukee Operating Account:					
13	Balance 12-1-2025	31,770.72				
14	Monies received - Dec	3,570.00				
15	Interest - Dec	2.46				
16	Sub-total balance	35,343.18		YTD Offering/Receipt Totals		
17	Total Disbursements - Dec	1,595.99		Through Dec 2025		227,352.54
18	Balance 12-31-2025	33,747.19		General Fund Undesignated Offerings	133,985.59	
19				Kehukee Undesignated Offerings	6,351.00	
20	Savings Reserve Account:			Kehukee Usage Fees	29,738.00	
21	Balance 12-1-2025	87,654.00		Kehukee Outside Usage Fees	10,791.13	
22	Monies received - Dec	0.00		3020 Kehukee Caretaker Salaries	7,000.00	
23	Interest - Dec	119.19		6020 - Office Expenses	3,250.00	
24	Sub-total balance	87,773.19		6020 - For Closing costs	3,250.00	
25	Total Disbursements - Dec	0.00		7005 - Equipment Service Contracts	175.00	
26	Balance 12-31-2025	87,773.19		7020 - Complex Expenses (from Rent)	5,650.00	
27				7700 - Kehukee Loan Repayment	1,035.87	
28	EverBless Foundation (12/31/25):			8010 - Associational Missions	5,102.95	
29	Kehukee Endowed (AG01122)	61,848.74		8090 - Kehukee/Pool Repairs	15,023.00	
30	PBA Unrestricted (AG01121)	6,843.94				
31	Total of Foundation Accounts	68,692.68				
32				**Transfers** YTD		
33				S/R 8098 Loan Repayment to General Fund	4,956.21	
34				9085 Kehukee Oper Acct - Loan Repmts to General Fund	1,259.01	
35				S/R 8075 Friends - Loan Repayment to General Fund	4,143.48	
36	** Total of All Accounts	243,222.45		From PBA Unrestricted account to General Fund for Kehukee Caretaker Salaries	7,000.00	
37				From PBA Unrestricted account to General Fund for legal fees (lawsuit and closing)	12,500.00	
38				From PBA Unrestricted account to Kehukee Operating for Legal fees	10,000.00	
39	Loan for Kehukee Repairs -	128,725.79				
40						
41						
42					Month	
43	General Fund Income vs Budget Needs			Dec 2025	Budget	Year to Date
44	Average Budget Income per Month			General Fund Budget Needs	11,772.82	141,273.84
45	for 12 months	11,165.47		Received Undesignated	3,723.99	133,985.59
46				Received from Complex Rent	1,000.00	5,650.00
47				Transfer from 8075/8098/9085 Loan Repayments		11,394.57
48				Positive = Surplus/Negative = Deficit	-7,048.83	9,756.32
49						
50						

PBA KEHUKKEE REPORT – 2025

1	Camp Kehukee Operating Account	2025	Kehukee			
2	December 2025		December 2025			
3						
4		Totals	Accounts	Acct #	Paid Out In	Paid Thru
5		Dec 2025			Dec 2025	Dec 2025
6	Beginning Balance	31,770.72	Outside Group Expense	9001		0.00
7			Registration/Usage Refund	9015		0.00
8	THIS MONTH'S INCOME		Spain Center/Fishing	9025		0.00
9	Kehukee Undesignated	250.00	Pool Repairs/Supplies	9030		0.00
10	Usage Fees Received		Maintenance - Colonial Refrig.	9035		0.00
11	Outside Group Usage Fees	3,320.00	Maintenance - Repairs	9035	820.88	31,821.12
12	From SR 8090 for Pool House Repairs		Maintenance - Sessums Gutters	9035		0.00
13	From Everbless for 9080 legal fees		Maintenance - Thacker	9035		179.84
14			Maintenance - Wilkerson Oil	9035		150.00
15	Interest Earned	2.46	Maintenance - Cleaning	9036		5,283.12
16	Sub-total Balance	35,343.18	Utilities - Dominion Energy	9045	322.25	5,700.71
17			Utilities - Meridian	9045	337.94	1,746.15
18	THIS MONTH'S DISBURSEMENTS		Utilities - P.G. Electric	9045	21.78	414.92
19	9025 Spain Center/Fishing	0.00	Utilities - Verizon	9045	57.14	635.48
20	9030 Pool	0.00	Utilities - Wilkerson Oil	9045		6,126.48
21	9035/9036 Maintenance	820.88	Utilities - Treasurer, Prince George	9045		0.00
22	9045 Utilities	739.11	Fire/Security - Petersburg Alarm	9050	36.00	432.00
23	9050 Fire-Security	36.00	Fire/Security - Safety First VA	9050		0.00
24	9060 Family Day	0.00	Family Day	9060		0.00
25	9080 Misc	0.00	Miscellaneous	9080		11,403.41
26	9085 Kehukee Loan Payments	0.00	Kehukee Loan Payments	9085		1,259.01
27	9001-9015 Usage Fee Refunds	0.00				
28	Total Disbursed	1,595.99				
29						
30						
31	Ending Balance	33,747.19	Total Spent		1,595.99	65,152.24
32						

ACCOUNTS SAVINGS 2025

[illegible]

PETERSBURG BAPTIST ASSOCIATION BUDGET EXPENSE 2025 GENERAL FUND

	A	B	C	AV	AW	AX	AY	AZ
1		December 2025			Offerings	Net	Total	
2			2025	Disbursed	or Credits	Expense	Expense	Budget
3		GENERAL FUND	Budget	in Dec	Applied	Dec	thru Dec	Remainin
4	3000	Salaries						
5	3005	DOM Salary	5,067.60	422.19		422.19	5,067.60	0.00
6	3010	Admin Asst Salary	14,846.50	1,349.68		1,349.68	14,846.50	0.00
7	**3020G	Kehukee Caretaker Salary	15,875.20			0.00	14,552.34	1,322.86
8	**3020A	Kehukee Caretaker Salary	10,583.50	800.00		800.00	7,600.00	2,983.50
9	3030	Office Help	650.00			0.00	0.00	650.00
10								
11	4000	Other Personnel Expenses						
12	4005	DOM Housing	19,760.60	1,646.79		1,646.79	19,760.60	0.00
13	4010	DOM Retirement	1,260.00	105.00		105.00	1,260.00	0.00
14	4025	FICA - all staff	3,200.00	164.45		164.45	2,830.41	369.59
15								
19	6000	Service Ministries						
20	6005	Honorarium - Speakers	300.00			0.00	0.00	300.00
21	6010	Evangelism	1,000.00			0.00	0.00	1,000.00
22	6012	Missions	1,000.00			0.00	0.00	1,000.00
23	6020	Office Expenses	5,000.00	373.91		373.91	12,271.81	-7,271.81
24	6025	Printing	1,500.00	180.95		180.95	1,037.72	462.28
25	6030	Telephone/Comm	3,500.00	447.75		447.75	3,338.68	161.32
26	6035	Kehukee Operating Expense	5,000.00			0.00	0.00	5,000.00
27	6040	DOM Reimbursement	3,000.00	228.88		228.88	2,769.42	230.58
28								
29	7000	Building & Equipment						
30	7005	New Equip/Service Contracts	2,400.00	122.27		122.27	2,005.53	394.47
31	7010	Complex Expenses	8,000.00	230.73		230.73	3,526.51	4,473.49
32	**7020	Office Utilities	7,500.00	474.37		474.37	5,967.71	1,532.29
33								
34	7500	Insurance (Complex & Kehukee)	19,000.00			0.00	17,450.00	1,550.00
35								
36	7600	Leadership Council	400.00			0.00	0.00	400.00
37								
38	7700	Kehukee Loan Repayment	12,430.44	1,035.87		1,035.87	1,035.87	11,394.57
39								
41		TOTALS	141,273.84	7,582.84	0.00	7,582.84	115,320.70	25,953.14
42								
43								
44	***	Offsetting income ***						
45	6020	from Unrestricted Foundation						
46	3020	account for closing costs						
47	7020	Kehukee Caretaker Salaries						
48		Complex Facility Rent	9,900.00		1,000.00			
49		ADJUSTED TOTALS	131,373.84		1,000.00	6,582.84	93,420.70	

PETERSBURG BAPTIST ASSOCIATION

GIVING DETAILS

	December 2025	YTD General Fund Undesignate d	YTD Kehukee Undesignate d	YTD Kehukee Usage Fees (9015/9001)	YTD Friends of Kehukee (8075)	YTD Assoc. Missions Week (8010)	YTD Kehukee Repairs (8090)	YTD All Other	TOTALS
1	Adams Grove	1362.30		127.00		65.00			1554.30
2	Antioch	5000.00		1652.00					6652.00
3	Calvary	100.00							100.00
4	Central	700.04				100.00			800.04
5	Dinwiddie	582.34		160.00					742.34
6	Fellowship								0.00
7	First-Hopewell								0.00
8	First-Petersburg								0.00
9	First-City Point								0.00
10	Forest Hill	1000.00				400.00			1400.00
11	Fountain Creek	1397.36							1397.36
12	Fountain Grove	1013.64		100.00		130.00			1243.64
13	Hebron								0.00
14	High Hills								0.00
15	Immanuel	5628.86	2,400.00	130.00			100.00		8258.86
16	Love First (Charity)	52600.00		140.00					52740.00
17	Main Street	250.00							250.00
18	Matoaca	3071.21	200.00	125.00					3396.21
19	McKenney								0.00
20	Mount Pleasant	100.00	300.00	6,656.00					7056.00
21	Newville	1000.00							1000.00
22	Oakland (incl. Mattox Foundation)	14000.00	2,000.00	8,562.00		2,010.00	1,423.00		27995.00
23	Oaklawn	2288.00		605.00					2893.00
24	Pine Grove	1800.00							1800.00
25	Powers Memorial	3448.25	300.00			50.00			3798.25
26	Purdy								0.00
27	Readville	1901.74				400.00			2301.74
28	Sappony	3000.00		335.00					3335.00

PETERSBURG BAPTIST ASSOCIATION

GIVING DETAILS (CONTINUED)

	December 2025	YTD General Fund Undesignated	YTD Kehukee Undesignated	YTD Kehukee Usage Fees (9015/9001)	YTD Friends of Kehukee (8075)	YTD Assoc. Missions Week (8010)	YTD Kehukee Repairs (8090)	YTD All Other	TOTALS
29	Second	3249.13		133.00		1,277.95			4660.08
30	Sharon								0.00
31	Shiloh								0.00
32	Smyrna								0.00
33	Swift Creek	625.00		395.00					1020.00
34	The Heights	500.00		3,904.00					4404.00
35	Unity								0.00
36	Wakefield	500.00							500.00
37	Walthall	6682.00							6682.00
38	West End	2910.00							2910.00
39	Western Heights	1000.00		5,118.00					6118.00
40	Woodlawn-Col.Hgts.	249.73							249.73
41	Woodlawn-Hopewell			1,595.00		670.00			1595.00
42	Zion	4292.12							4962.12
	Private Donations	6,280.00	1,151.00				13,500.00	1,035.87	21966.87
	Kehukee Outside Usage Fees			10,732.78					10732.78
	Estates, Gifts	7,453.87							7453.87
	BGAV Alma Hunt								0.00
	EverBless Foundation							29,500.00	29500.00
	Mattox Foundation								0.00
	Complex Rental							5,650.00	5650.00
	Refund - Copier Contract							175.00	175.00
	TOTALS	133,985.59	6,351.00	40,469.78	0.00	5,102.95	15,023.00	36,360.87	237,293.19

ASSOCIATIONAL MISSIONS WEEK OFFERING – 2025

The 2025 Associational Mission Week Offering will be designated and divided into two categories. They are:

50% Partnership Missions

50% Disaster Relief

Churches Contributing

2025 YTD Associational Missions Week Offering (as of 11/30/25)

Adams Grove	65.00
Central	100.00
Forest Hill	400.00
Fountain Grove	130.00
Oakland	2010.00
Powers Memorial	50.00
Readville	400.00
Second	1277.95
Zion	670.00
TOTAL	5102.95

MESSENGERS AND GUESTS PRESENT AT 2025 ANNUAL MEETING

Adams Grove: Patricia Crump, Carl Grizzard, Connie Edwards-Malosa

Antioch: Rev. Thomas Guess, Mary Annetee Dunn, James Dunn; Virginia Carr; Bonnie Scimone; Ellen Guess

Central: Glenda Coburn, Gregg Kitts, Joseph Sading; Rodney Rhodes(guest); Tabitha Rhodes

Colonial Heights: Patricia Crocker

Dinwiddie: Page H. Smith; Nancy Lewis; Dennis McNere

First-Hopewell: Jim Rogers; Rebecca Rogers

First-Petersburg: Cheryl Worrell Brown

Fountain Grove: Tom Spizzirri

Hebron: Tom Spizzirri

Immanuel: Dian Watt

Love First: Hongnak Koo, Chang Chalce; *plus 10 guests/ members of Love First hospitality committee*

Newville: Ann Tomko; Marian Salmons; Christine Corl, Jimmy Tomko; Michael Fields

Oakland: Lee Woodcock; Hugh G. Mumford; Jerry; Bucky Allin; Leslie Allin; Joy Burroughs; Mamie P. Frazier; Keith Frazier; Mickey Kienzler; Shawn Holt; Paul Burroughs; Fred Adkins; Tammie Frazier

Oaklawn: Wayne Williams, Gary Martin; Alice Martin; Paul E. Raisley; Everett C. Eads; David E. Neblett; Jean Eads; Keith Fraizier; Sophia Scruggs

Powers Memorial: Roger Crump, Kathy Drummond; Jeffery L. Smith, Brenda Smith; Glen Flir

Sappony: Nancy Lacerte; Barry Winfield; Bob Streetz; Deborah Spiers; Vivian H. Spiers; Sue Winfield

Second: Joe Lewis, Lynn Rogers, Betty Clement

The Heights: Patricia Rowe; Jonathan Howard; Patricia Crocker

West End: Mark Hughes

Western Heights:

Zion: Jane Rodgester; Alvin Williams

Staff: Cheryl Brown

Guests: David Sizemore | Associational Mission Strategist | Lebanon Baptist Association

***88 attendees** *voting and non-voting combined / singers, performers, musicians, audio / visual technicians, hospitality team not counted*

Constitution of the Petersburg Baptist Association

(Approved by PBA Annual Meeting on Sunday, October 20, 2024)

ARTICLE I NAME

The name of this organization shall be the Petersburg Baptist Association, herein referred to as PBA.

ARTICLE II PURPOSE

Section 1 The purpose of the PBA, through its cooperating and autonomous churches, shall be to promote and proclaim the life and work of Jesus Christ.

Section 2 The PBA shall maintain working relationships with Baptist entities that advance the Gospel of Christ and promote the means and ministry of this Association.

Section 3 Member churches of the PBA and their representatives affirm these doctrinal truths: That there is one God Who is omniscient, omnipotent and omnipresent; that Jesus Christ is the only begotten Son of God; that Jesus Christ is the one and only Savior of the world; that the Bible is given by the divine inspiration of God; and that a saving faith in Christ binds us together. Furthermore, we believe these doctrinal truths bind us to promote the following values: Love for the lost and love for fellow believers in Christ; a ministry that meets the spiritual, social, and physical needs of people within and beyond our Association; and a spirit of cooperation as the best means of reaching the lost and ministering to the needs of others to the glory of God. The approved statement of the Values, Mission and Vision of the Association is to be published annually.

Section 4 The PBA shall assist and strengthen churches in their efforts to carry the Gospel to the lost in their respective communities and to do the work of ministry, education, evangelism, missions, and church development when requested. The PBA shall also promote, encourage, and facilitate opportunities for member churches to participate in local, national, and international missions.

ARTICLE III CHURCH AUTONOMY

There shall be full recognition of the autonomy of each member church under the Lordship of Jesus Christ to act on and carry out its own affairs and conduct its own business without interference from the PBA or its member churches.

ARTICLE IV MEMBERSHIP

Section 1 The membership of the PBA shall be composed of cooperating Baptist churches that adhere to the values, mission and vision statements as adopted by the PBA.

Section 2 Churches seeking membership in the PBA shall submit a written request to the Moderator. The Moderator shall then appoint a Credentialing Committee consisting of the Moderator-Elect and four others from member churches to review the request. The request, along with the Credentialing Committee's report, shall then be forwarded to the Executive Council for further action. New churches may be admitted to membership in the Association upon recommendation by the Executive Council and by a vote of three-fourths of the registered messengers present and voting at the Annual Meeting of the PBA.

Section 3 A church shall be a member in good standing with the PBA by contributing a minimum of one-half of one percent of its undesignated receipts to support the mission and ministry budget of the PBA.

Only churches in good standing are entitled to send voting messengers to PBA meetings.

Section 4 The voting body of the PBA shall be composed of:
 A. The five elected officers required in ARTICLE V; Section 1 of this Constitution; and
 B. Messengers elected by member churches.

Section 5 Messengers to the PBA shall be selected by each member church on the following basis:
 A. Each member church, in good standing, shall be entitled to send three messengers to the Annual session of the Association.
 B. Member churches shall be entitled to additional messengers based on one messenger for every additional one-half of one percent of a member church's undesignated receipts given to support the PBA budget. The percentage shall be based on the most recently completed Associational year.
 C. Notwithstanding the provisions of this Article, the maximum number of messengers from any member church shall not exceed twelve.

 D. Before the annual fall meeting, churches shall provide a letter to the PBA clerk noting the names of persons elected by the church to be messengers to the meeting.

Section 6 The PBA may suspend fellowship with any church that ceases to adhere to the accepted values statements included in ARTICLE II; Section 3 of this Constitution. The manner in which this takes place shall be defined in the Association's *Policies and Procedures Manual*.

The PBA may also suspend fellowship with any church that ceases to adhere to membership requirements included in ARTICLE IV; Section 3 of this Constitution. The manner in which this takes place shall be defined in the Association's *Policies and Procedures Manual*.

ARTICLE V OFFICERS

- Section 1** The officers of the PBA will be Moderator, Moderator-Elect, Clerk, Treasurer, and Assistant Treasurer; all of whom will be elected by the messengers to the PBA. Following the adoption of this Constitution, the Moderator-Elect will accede to the office of Moderator without the need to be elected.
- Section 2** A Parliamentarian shall be appointed by the Moderator and will assist the Moderator in matters pertaining to procedure during the Annual Meeting of the PBA and all meetings of the Executive Council.
- Section 3** Terms of Office:
- A.** The Moderator and the Moderator-Elect will serve a term of two years. Due to the nature of the rules of succession for these offices, no person shall serve more than one term in each office. In the event that the Moderator's position becomes vacant, the Moderator-Elect shall succeed to that office. He/she may be reelected provided there is less than one year remaining on the unexpired term. In the event the office of Moderator-Elect becomes vacant, the messengers will elect a replacement at the next Annual Meeting or at a special called meeting of the PBA.
 - B.** The Clerk, Treasurer and Assistant Treasurer shall serve a term of one year and may be reelected or replaced at the conclusion of the terms to which they have been elected.
- Section 4** The duties and responsibilities of each officer shall be enumerated in the accompanying Bylaws of the PBA.

ARTICLE VI AMENDMENTS TO THE CONSTITUTION

This Constitution may be changed, amended or abolished in its entirety at any Annual Meeting of the PBA by a four-fifths majority of the messengers present and voting. Said changes, amendments or proposal for abolition must be submitted in writing to the Clerk of the Executive Council no later than the 30th day of June prior to the Annual Meeting of the PBA. The Executive Council shall meet to consider said proposal and, upon approval by a two-thirds majority vote, will forward a final copy of the proposal to member churches by US Postal Service, and/or electronic means, postmarked no later than the 1st day of September prior to the Annual Meeting.

Bylaws of the Petersburg Baptist Association

ARTICLE I ELECTION AND RESPONSIBILITIES OF OFFICERS

Section 1 The Officers of the PBA shall be nominated by the Association's Nominating Committee and elected by messengers at the Fall Annual Meeting of the PBA. Except for the Moderator and Moderator-Elect, they shall be elected to serve for a term that coincides with the PBA's administrative year or until their successors are elected.

Section 2 Responsibilities:

- A. The Moderator shall preside over all meetings of the PBA and its Executive Council; shall appoint special committees and teams as may be deemed necessary; shall serve as ex-officio member of all councils, committees and teams, with the exception of the Nominating Committee; and shall perform such other duties as may be deemed necessary by the Executive Council.
- B. The Moderator-Elect shall assist the Moderator in the discharge of his/her duties and perform tasks as may be assigned by the same. The Moderator-Elect shall act on behalf of the Moderator, performing those duties in the absence of the same. The Moderator-Elect shall serve as a member of the Personnel Committee and shall serve as Chairman of any Credentialing Committee as may be appointed in accordance with ARTICLE IV; Section 2 of the Constitution of the PBA.
- C. The Clerk shall keep an accurate record of all proceedings of the PBA and the Executive Council; shall publish and circulate the annual minutes; and shall preserve a file of the minutes and other historical data from year to year. The Clerk shall also receive the Annual Church Profile from each member church and compile the information needed for the PBA minutes. An Assistant Clerk shall be nominated by the Nominating Committee and approved by the Messengers at the annual meeting but would not be an officer of the PBA. The duties of the Assistant Clerk shall be to assist the Clerk in the discharge of the duties and perform those duties of the Clerk in his/her absence. The Assistant Clerk shall be responsible for registering all messengers and visitors attending the meetings of the Association and shall keep an account of those attending and participating in all meetings of the Executive Council.
- D. The Treasurer shall oversee the receipt and disbursement of all funds in the manner prescribed by the Association or the Executive Council. The Treasurer shall make an annual report of receipts and disbursements to the PBA and provide quarterly reports to the Executive Council. The Treasurer shall serve as a member of the Budget and Finance Committee. A combination of any two of the following shall be authorized to sign checks of and for the PBA: Treasurer, Assistant Treasurer, Moderator, Chairperson of the Budget & Finance Committee.

E. The Assistant Treasurer shall assist the Treasurer in the discharge of his/her duties and perform those duties of the Treasurer in his/her absence. The Assistant Treasurer shall serve as a member of the Budget and Finance Committee.

ARTICLE II EXECUTIVE COUNCIL

- Section 1** The Executive Council shall consist of five elected officers of the PBA as provided under ARTICLE V, Section 1 of the PBA Constitution, and two persons selected from each member church to serve as their Association Executive Council representatives. Said representatives may be laypersons, pastors, or one of each. Furthermore, each member church shall be entitled to name an alternate to attend any meeting of the Executive Council who shall have voting privileges in the absence of a regular representative.
- Section 2** The Executive Council shall have authority between meetings of the PBA to transact any and all necessary business that shall require immediate or imminent action.
- Section 3** The Executive Council shall approve ministry team leaders as proposed by the presiding Council Coordinators.
- Section 4** Meetings of the Executive Council shall be conducted quarterly on the third Monday of January, April, July and October, and/or at such other times as the Moderator shall deem necessary.

ARTICLE III LEADERSHIP COUNCIL

- Section 1** The Leadership Council shall consist of the Director of Missions, all elected officers, all chairpersons of standing committees, all council coordinators and all team leaders. The Director of Missions shall preside over meetings of this council. In his absence the Moderator shall preside.
- Section 2** The duties and responsibilities of the Leadership Council shall be to plan, coordinate and evaluate the work of the PBA in light of the stated values, mission and vision. Furthermore, the Leadership Council shall coordinate and plan for the Annual Meetings of the PBA and for the various programs throughout the year and shall perform other duties as may be assigned by the PBA or the Executive Council.
- Section 3** The Leadership Council shall meet as needed each year for the purpose of reviewing the work of all teams, councils, and committees, offering advice for improving and advancing the work, and for reviewing the *Policies and Procedures Manual* for any suggested or needed amendments, additions, or changes. Any amendments, additions or changes to said *Manual* shall be forwarded to the Executive Council for its consideration at its October meeting.

ARTICLE IV MISSIONS COUNCIL

Section 1 The Missions Council shall consist of a Coordinator, the WMU Director, at least three pastors from member churches and any other interested volunteers from the various member churches. The Council Coordinator will be nominated each year by the Nominating Committee and elected by the messengers at the Annual Meeting of the PBA. Additional members of this Council shall serve at the pleasure of the Coordinator and must be approved by the Executive Council at its January meeting.

Section 2 The Missions Council shall be charged with the responsibility to coordinate and facilitate cooperative mission efforts of PBA member churches. The Council shall:

- A. Confer with churches to discover mission efforts of the member churches in order to discern the need, when requested, for coordinated assistance from other member churches.
- B. Suggest, encourage, facilitate, and coordinate mission efforts throughout the PBA area, and arrange and coordinate partnerships between the churches and other ministries outside the PBA geographical area.
- C. With assistance and advice from member churches and individuals, seek to locate areas for new church work and pursue efforts to establish ministries in those areas.
- D. In coordination with local church efforts, seek to encourage and provide mission training and opportunities for individuals within member churches; and
- E. Seek to discern ways to cooperate with other Christian organizations within the PBA area to expand our mutual interests to advance the Gospel of Christ.

Section 3 The Missions Council shall have the authority to separate itself into teams to oversee the various interests, ministries and missionary programs provided and overseen by the PBA. These teams shall be defined and duties outlined in the *Policies and Procedures Manual* of the PBA.

Article V EVANGELISM COUNCIL

Section 1 The Evangelism Council shall consist of a Coordinator, at least three pastors from member churches and any other interested volunteers from the various member churches. The Council Coordinator will be nominated each year by the Nominating Committee and elected by the messengers at the Annual Meeting of the PBA. Additional members of this Council shall serve at the pleasure of the Coordinator and must be approved by the Executive Council at its January meeting.

Section 2 The Evangelism Council shall be charged with the responsibility to coordinate and facilitate cooperative evangelism efforts of PBA member churches. The Council shall:

- A. Confer with churches to discover outreach efforts of the member churches in order to discern the need, when requested, for coordinated assistance from other member churches.
- B. Suggest, encourage, facilitate, and coordinate evangelistic efforts throughout the PBA area.
- C. In coordination with local church efforts, seek to encourage and provide evangelistic training and opportunities for individuals within member churches; and
- D. Seek to discern ways to cooperate with other Christian organizations within the PBA area to expand our mutual interests to advance the Gospel of Christ.

Section 3 The Evangelism Council shall have the authority to separate itself into teams to oversee the various interests, ministries and missionary programs provided and overseen by the PBA. These teams shall be defined and duties outlined in the *Policies and Procedures Manual* of the PBA.

ARTICLE VI TRUSTEES

The messengers of the PBA will elect five persons from the member churches to serve as Trustees. The Trustees must meet the requirements to hold said position as required under the laws of the Commonwealth of Virginia and shall hold the titles of all properties owned by the PBA; shall ensure that such properties are reliably insured; and shall transact any business concerning the buying or selling of properties as directed by the Association. They shall elect a Chairman from among themselves who shall also serve on both the Executive and Leadership Councils. Each Trustee shall serve a term of five years, on a rotation basis, with one Trustee subjected to reelection or replacement each year. No two Trustees shall be members of the same church. Furthermore, no person shall be eligible for election to the offices of Moderator, Moderator-Elect, Clerk, Treasurer or Assistant Treasurer while serving as a Trustee.

ARTICLE VII NOMINATING COMMITTEE

Section 1 The Nominating Committee shall consist of five people selected by the Executive Council at its October meeting and approved by the messengers at the Annual Meeting of the PBA for a term of two years. They shall serve on a two-year rotation plan with not more than three members subject to replacement each year. No two people shall be from the same church, and neither shall serve more than two consecutive terms.

- Section 2** The Nominating Committee shall nominate:
- A. The officers of the PBA, as provided under ARTICLE I of these Bylaws;
 - B. The Missions, as provided under ARTICLE IV of these Bylaws.
 - C. The Evangelism Coordinator, as provided under ARTICLE V
 - D. The Camp Kehukee Council Coordinator, as provided under ARTICLE IX of these Bylaws; and
 - E. All Trustees, as provided under ARTICLE VI of these Bylaws; and
 - F. All members of all standing committees, as provided under ARTICLE VIII of these Bylaws.
 - G. Assistant Clerk
 - H. Auditor

The slate of nominees shall be presented to messengers of the PBA at its Annual Meeting for approval.

- Section 3** The Nominating Committee shall suggest candidates to the Executive Council to serve on the Nominating Committee.

ARTICLE VIII STANDING COMMITTEES

Section 1 Personnel Committee

- A. The Personnel Committee shall be composed of six members consisting of the Moderator-Elect and five other members, all from different member churches, on a two-year rotation plan with no more than three members subject to reelection or replacement each year.
- B. The duties of the Personnel Committee shall be to:
 - 1. Serve as an advisory group to the Director of Missions and all Associational staff personnel.
 - 2. Develop and recommend to the Budget and Finance Committee proposed salary and benefit packages for the Director of Missions and for other Associational staff. The Personnel Committee shall take into consideration recommendations from the Director of Missions in preparing the salary and benefit packages for other Associational staff personnel;
 - 3. Develop, maintain and annually review job descriptions for each staff position;
 - 4. Recommend to the Executive Council for their approval the employment and dismissal of Associational staff in consultation with the Director of Missions; and
 - 5. Annually conduct a written performance evaluation of the Director of Missions.

Section 2 Budget and Finance Committee

- A. The Budget and Finance Committee shall be composed of seven members consisting of the Treasurer, Assistant Treasurer and five other members, all from different member churches, on a two-year rotation plan with no more than three members subject to reelection or replacement each year.
- B. The duties of the Budget and Finance Committee shall be to:
 - 1. Develop an annual ministry action budget that is reflective of the Association's values, mission and vision;
 - 2. Provide guidance and direction in the development of fiscal policies that ensure the viability and financial well-being of the Association; and

3. Perform such other duties pertaining to the administration and oversight of the budget and finances of the PBA as may be required by the PBA or the Executive Council.
 4. Work with the duly elected auditor to conduct a financial review of the PBA budget on an annual basis.
- C. The Budget and Finance Committee shall present its proposed fiscal-year budget to members of the Executive Council by US Postal Service, and/or electronic means, postmarked no later than the 1st of October of each year. The Executive Council may endorse or amend the budget proposal at its October meeting. Upon approval, the Executive Council will forward the proposed budget to the messengers for their approval at the Annual Meeting of the PBA.

Section 3 Facilities Committee

- A. The Facilities Committee shall be composed of six members, no more than two from the same member church, on a two-year rotation plan with no more than three members subject to reelection or replacement each year.
- B. The duties of the Facilities Committee shall be to:
1. Provide for the maintenance and upkeep of the Association office building and grounds.
 2. Oversee any and all rental agreements and contracts involving the Association office.
 3. Research and make any recommendations for office relocations and/or changes.
 4. Recommend to the Budget and Finance Committee a proposed office facilities budget in consultation with the Director of Missions and the PBA Secretary.
 5. Two members shall serve on the Kehukee Facilities Team to assist in the maintenance of the Camp, Conference and Retreat Center; and
 6. Perform such other duties as may be deemed necessary by the PBA, its officers, or the Executive Council.

ARTICLE IX CAMP KEHUKEE

Petersburg Baptist Association is the owner of the Camp, Conference and Retreat Center known as Camp Kehukee, located in Carson, Virginia. The PBA shall supervise and maintain this property and its facilities through a Camp Kehukee Council, the appointment and duties of which shall be outlined in the *PBA Policies and Procedures Manual*. Two members of the Facilities Committee will be selected from among its members to serve on this council.

ARTICLE X DIRECTOR OF MISSIONS

Section 1 The Director of Missions (herein called DOM) shall be responsible for the provision of general leadership and administrative oversight for the total work of the PBA. The DOM shall encourage, assist and coordinate the work of the churches of the PBA when called upon and shall aid in carrying out the Great Commission in the spirit of the Great Commandment.

Section 2 The DOM shall be an ordained Baptist minister, who holds a minimum of a Master's Degree from an accredited seminary or graduate school and who affirms the values, mission, and vision of the PBA.

- Section 3** The DOM shall be approved by the Executive Council upon the recommendation of a five-person search committee appointed by the Moderator. No two members of said search committee shall be members of the same church. Upon approval by the Executive Council, the DOM shall be elected by a three-fourths ballot vote of the messengers at a special called PBA meeting.
- Section 4** The DOM and the Association shall mutually agree upon the tenure of the position, and the relationship may be dissolved at the request of either party, with at least a thirty-day written notice.
- Section 5** The DOM shall make regular reports to and be supervised by the Executive Council. The specific duties and responsibilities of the DOM shall be outlined in a position description that shall be developed by the Personnel Committee and incorporated in the accompanying *Policies and Procedures Manual* of the PBA.

ARTICLE XI MEETINGS

- Section 1** The PBA will hold a Fall Session annually to conduct the business of the Association. Special meetings of the messengers may be conducted when requested by a majority of the members of the Executive Council. Attending voting messengers shall constitute a quorum to conduct business within the Association.
- Section 2** Regular meetings of the Executive Council will be conducted in accordance with ARTICLE II; Section 4 of these Bylaws. Special meetings of the Executive Council may be called by the Moderator, or Director of Missions. Some meetings can be virtual if appropriate. Participating voting members shall constitute a quorum to conduct business within the Executive Council.
- Section 3** The latest edition of *Robert's Rules of Order* shall be the parliamentary authority for all business sessions and meetings of the Association and its Executive Council.

ARTICLE XII ADMINISTRATIVE AND FISCAL YEAR

The administrative year of the PBA shall coincide with the Association's fiscal year, which shall begin on January 1st and conclude on December 31st except for the Moderator and Moderator-Elect, who will begin their service at the close of the PBA annual meeting. All officers, council members, committee members, and team leaders will begin their terms on January 1st following their election and/or appointment.

ARTICLE XIII POLICIES AND PROCEDURES

The duties and responsibilities of all standing committees, the selection of any and all special or temporary committees, and the selection, purpose and duties of ministry teams shall be enumerated in a *Policies and Procedures Manual*, which shall guide the PBA and its officers and define areas of ministry and service within the Association and among its supporting churches. This manual will be subject to review by the Leadership Council. This Council may revise or rewrite the manual, except those Articles pertaining to the job description of any paid employee and shall forward a copy of said revisions to the Executive Council for its consideration. Any and all changes approved by the Executive Council will become effective at the beginning of the administrative year.

ARTICLE XIV AMENDMENTS TO THE BYLAWS

These Bylaws may be changed, amended, or abolished in their entirety at any Annual Meeting of the PBA by a two-thirds majority of the messengers present and voting. Said changes, amendments or proposal for abolition must be submitted in writing to the Clerk of the Executive Council no later than the 30th day of June prior to the Annual Meeting of the PBA. The Executive Council shall meet to consider said proposal and, upon approval by a two-thirds majority vote, will forward a final copy of the proposal to member churches by US Postal Service, and/or electronic means, postmarked no later than the 1st day of September, prior to the Annual Meeting.

Petersburg Baptist Association

Values - Mission - Vision

I. Values of the Association

As an Association we affirm these doctrinal truths:

- There is one God who is Omniscient, Omnipotent, and Omnipresent (Genesis 1:1)
He is the sole Creator, Redeemer and Sustainer of mankind (Psalm 139:7-16)
- Jesus Christ is the Only Begotten Son of God (John 3:16)
By His nature He is fully God and fully man (John 1:1, 14; Philippians 2:5-11)
He was born of a virgin and lived a sinless life (Isaiah 7:14, 53:6; Hebrews 4:15)
- Jesus Christ is the One and Only Savior of the world (John 14:6; Acts 4:12)
Salvation is by grace alone through faith in Him (Ephesians 2:8-9)
- The Bible is given by the Divine inspiration of God (2 Timothy 3:16)
It is sufficient in all matters of faith and practice (2 Peter 1:3)
Its message is perfect for each generation (2 Peter 1:19-21)
- A saving faith in Christ binds us together (Romans 10:9-13)
We believe in the Lordship of Christ (Ephesians 4:4-6)
We hold to believer's baptism by immersion (Matthew 3:16-17, 28:18-20)
We believe that faith without works is a dead faith (James 2:17)
- The Resurrection of Jesus Christ (I Corinthians 15:12-14)

These doctrinal truths bind us together as an Association to promote these values:

- Love for the lost and love for fellow believers in Christ
- Ministry that meets the spiritual, social, and physical needs of people within and beyond our Association
- A spirit of cooperation as the best means of reaching the lost and ministering to the needs of others to the glory of God

II. Mission of the Association

The mission of the Petersburg Baptist Association is to carry out the Great Commission (Matthew 28:18-20) in the spirit of the Great Commandment (Mark 12:28-31), and to support each church in its unique calling and context.

As an Association we can accomplish our mission through:

1. Encouraging and mentoring the church to engage in missions
2. Working together in a cooperative mission's effort
3. Faithful stewardship of our resources to support a cooperative mission's effort
4. Beginning and sustaining a church planting movement
5. Encouragement in the sharing of the Gospel

III. Vision of the Association

The vision of the Petersburg Baptist Association is to fulfill our mission by promoting the life and work of Jesus Christ through the proclamation of the Gospel, so that all may hear, understand and respond to its message in the context of their own culture and in their own heart language.

Petersburg Baptist Association

Policies and Procedures

Governing the Organization, Duties, Responsibilities and Oversight of the Various Bodies, Councils, Committees and Teams of the Association

In accordance with ARTICLE XII of the By-Laws of the Petersburg Baptist Association, this manual governing the policies and procedures for any and all officers, personnel, councils, committees and teams of this association is hereby set forth. In conjunction with the Director of Missions and the officers of the PBA, the 21-C Constitution and By-Laws Revision Team hereby submits this set of guidelines to be used as an instrument for those entities noted above in the fervent expectation that this organization will flourish and that all things will be done with decency and in order.

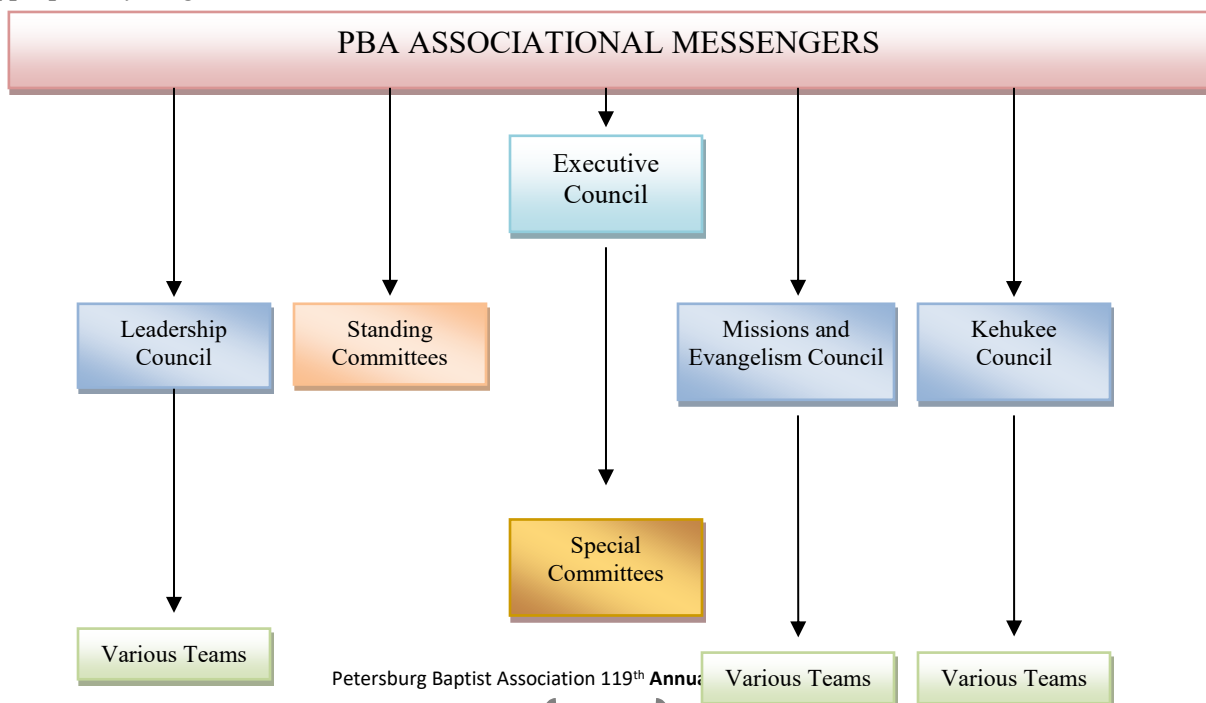
SECTION 1

Definition and Structures for Councils, Committees and Teams

By definition PBA Councils are bodies of leadership which function and work in behalf of the entire Association. The four permanent councils as provided by the PBA By-Laws are the Executive, Leadership, Missions and Evangelism and Camp Kehukee Councils. Each council, with the exception of the Executive Council, shall maintain and oversee a number of teams, which will enable special interests in various areas to be provided for. The presiding officer of each council shall nominate to the Executive Council a leader to each of the various teams and will, with those team leaders, solicit people from among the member churches to serve with them. No team member is required to have been selected by their respective church, nor shall he or she be required to be a messenger or other delegate from a church, other than being a member of a church of the PBA. Teams are categorized as either permanent or project. The permanent teams are identified under specific councils. Council leaders may originate project teams in coordination with the Executive Council. Project teams will disband at the completion of the project. Permanent teams may be added or disbanded by action of the Executive Council.

Several committees are required by the PBA By-Laws to perform function, which are deemed ongoing and require a broad scope of responsibilities within the Association. There are three (3) Standing Committees whose members must be elected by the messengers. Special or Non-standing Committees may be called for from time to time and persons serving on each must be approved either by messengers or by the Executive Council.

The relationship between the various Councils, Teams, Officers and Committees of the PBA are appropriately diagrammed as follows:



SECTION 2
Teams of the Leadership Council

1 Annual Program Team

Shall plan the programs for the Annual Associational Meeting each year; shall receive invitations from churches and recommend to the Leadership Council the place of meeting of the PBA; and shall suggest a preacher and an alternate for the sermon to be presented during the meeting. They shall also decide on which, if any, resolutions shall be presented to the PBA.

2. Discipleship Team

Shall be in charge of developing and maintaining a program which encourages member churches and individual Christians to grow in their love relationship with God, apply the Bible to daily life and to live by the power of the Holy Spirit in order to transform their life and become empowered to make disciples of others.

3. Fellowship Team

Shall provide opportunities in which member churches and individual Christians can interact with one another and God, creating healthy relationships that build up the body of Christ.

4. History and Archives Team

Shall be responsible for maintaining and updating the historical section of the Associational library as well as the preservation of all worthy materials such as minutes, individual church histories, etc.

5. Information Ministry Team

Shall be in charge of developing and maintaining a structure on open communications with and between member churches; shall gather news and information for and edit the PBA newsletter “The Gleam”; shall develop and maintain the PBA online website; and shall provide for and distribute an e-mail (or e-zine) to churches, messengers and interested persons of the Association.

6. Office Support Team

Shall assist in the operation of the Associational Office.

7. Prayer Team

Each Council shall oversee and provide for this team which shall bring information concerning prayer needs within the PBA and from among its member churches. This team shall consist of one person representing and reporting to each of the Leadership, Missions and Evangelism and Kehukee Councils, as well as all other interested prayer warriors from member churches of the PBA.

8. Stewardship Team

Shall promote and provide ongoing stewardship education for all churches of the Association when requested; shall provide assistance to member churches to help in their stewardship programs and accounting procedures; shall provide for an annual audit of the receipts and disbursements of the Association; and shall work in cooperation with the Treasurer and the Auditor aiding in all matters of accounting. Shall request of the PBA Auditor to do an audit of all receipts and disbursements and financial account of the Association. The Auditor shall report to the Association at its Annual business session of his/hers findings.

9. Sunday School / Small Groups Team

Shall assist churches in the training and development of Sunday School teachers and leaders and aid in the selection of literature when requested; shall provide for training programs for prospective Sunday School workers and schedule seminars and workshops for the same; and shall be a point of information for the tools for developing and leading small Bible study groups.

10. Vacation Bible School Team

Shall assist churches by providing workshops and/or seminars for Vacation Bible School programs among member churches; shall assist in the training of teachers and workers for the same; and shall help and be a point of reference on the selection and use of VBS literature.

11. Worship Team

Shall assist the Association in a wide range of planning and programming of special worship events and the Annual Meeting of the PBA; shall organize, direct and oversee any music, drama and/or other worship activities of the Association; and shall be a source and aid to churches in enhancing their worship services and programs.

12. Youth Ministries Team

Shall plan for and coordinate programs and activities for young people among the member churches; shall assist churches in securing and training workers who have a heart for children and teens; and shall oversee and plan youth activities which are outward focused to bring young people to Christ. This team shall consist of one person representing and reporting to the Leadership and the Missions and Evangelism Councils, as well as any and all youth pastors and youth directors from member churches and any other interested persons from member churches of the PBA.

13. Risk Management Team

Shall oversee the implementation, application, and evaluation of “The Child/Youth Abuse Policy of the Petersburg Baptist Association.” The Team will consist of five (5) members: 1. Moderator–Elect 2. The Kehukee Coordinator 3. One (1) member from the Personnel Committee, 4. Two (2) members - at - large. Any and all changes made to the Abuse Policy must come before the Executive Council for approval.

SECTION 3

Teams of the Missions and Evangelism Council

1. Church Planting Team

Shall be in charge of surveying and planning for the establishment of new churches and missions within the PBA geographical region; shall survey and plan to assure effective location of the new work; and shall enlist the interest and support of PBA churches to sponsor new work.

2. Collegiate/Scholastic Educational Ministry Team

Will encourage, coordinate, and facilitate outreach efforts to the colleges and schools within PBA area.

3. Disaster Relief Team

Shall promote disaster relief and provide for the training of volunteers to assist in disaster relief efforts to ravaged areas in the state and around the country. This team shall have several areas of emphases such as Recovery, Damage Assistance, Food Provision and Clean-Up Efforts.

4. Evangelistic Outreach Team

Shall render help and inspire local congregations and individual Christians to be responsible in sharing the good news of Jesus Christ and bringing people to a saving relationship with Him; and shall help in developing programs for the local churches to promote and work a personal evangelism ministry.

5. Health Care Ministries Team

Formerly known as the Parish Nurse Ministry, this team shall serve as consultants for health concerns of individual members within PBA churches; shall advocate for members in times of transition and frailty; shall be a resource and referral source for holistic health needs; shall serve as an educator for integration of faith/health and making healthy lifestyle choices and shall promote the close relationship between health and faith.

6. Men's Missions Team

Will encourage, facilitate, and coordinate ministry efforts among the men's groups of PBA Churches

7. Military Ministries Team

Shall provide for an outreach program to minister to military families in the PBA geographical region and assist area member churches in reaching them for Christ.

8. Multi-Cultural Languages Team

Shall provide for, maintain and promote missionary efforts and work with the various ethnic communities within the PBA geographical region; and shall encourage outreach efforts to aid and assist member churches in reaching these groups. For 2009 there are two sub-teams: Hispanic Ministries and Korean Ministries.

9. Partnership Teams

Shall provide for and maintain missions outreach efforts with statewide missions organizations, the North American Mission Board, the International Mission Board and other missionary agencies by encouraging individuals and member churches to participate in selected mission areas.

10. Prison Ministry Team

Shall provide for and promote outreach programs which minister to inmates in the various jails and penitentiaries in and near the PBA geographical area; shall encourage people to participate in this vital area of ministry; and shall assist member churches and individuals to reach inmates for Christ.

11. Race Track Ministry Team

Will organize, coordinate, and facilitate ministry efforts at the Southside Speedway in Dinwiddie.

12. Truck Stop/ Motel Ministry Team

Will encourage, coordinate, and facilitate evangelistic outreach to travelers that stop or stay at truck stops and motels in PBA area.

13. Women's Missions Team

Will encourage, facilitate, and coordinate ministry efforts among the women's groups of PBA Churches.

SECTION 4

Teams of the Kehukee Council

1 Kehukee Financial Support Team

Shall promote the use of wills, trusts, endowments and private donations as a means of support and shall encourage the inclusion of Camp Kehukee in church budgets as well as special offerings. Two (2) members of the PBA Budget and Finance Committee shall be a part of the Kehukee Financial Support Team.

2 Kehukee Development Team

Shall arrange for the management of the property's forestry needs; and shall encourage use of the facilities and the development of new programs such as Men's Retreats, Senior Adult Retreats, etc. Will be responsible for development of long range master plan for Kehukee.

3 Kehukee Facilities Team

Shall render general leadership with the maintenance and repairs of the Camp; shall oversee and inspect the facilities for any necessary repairs; shall organize and promote cleanup activities and workdays; and shall assist the caretaker in the performance of his duties. Two members from the Facilities Committee shall be a part of the Kehukee Facilities Team. Will make periodic reviews of Kehukee expenditures and pass on concerns, suggestions, etc., to the Kehukee Council for action.

4 Kehukee Reservations Team

Shall provide for the scheduling and use of the camp by member churches and others; shall recommend any and all fees relative to its use and upkeep; and shall promote the availability of the camp among the member churches including multiple church usage on same dates. Information will be posted and periodically revised on the PBA website.

5 Kehukee Representatives

The purpose of Kehukee Representatives is to receive and disseminate information to their respective church membership, as well as share concerns or suggestions to the Kehukee Council regarding the various aspects of Camp Kehukee. Representatives are selected by each PBA Church, with names included in the Annual Church Profile to the PBA.

SECTION 5

Special Committees

From time to time a special committee may be needed or recommended for the purpose of fulfilling a particular task which is deemed expedient. Such recommendations may be made by any PBA Officer, a member of the PBA Executive Council, a member of the PBA Leadership Council or a pastor from a member church. Said recommendation must be presented to the Officers of the Association and be accompanied with the purpose of the committee along with its duties and responsibilities. The Moderator shall appoint any and all necessary persons from among members of Associational churches which are needed to serve on said committee. All special committees shall be responsible to the Executive Council and shall make all reports concerning their activities and decisions to the same body.

SECTION 6

Auxiliary Bodies

The PBA shall maintain working relationships with any auxiliary organization that wishes to work in conjunction with PBA missions and that will accept the core values of the Association. The autonomous Auxiliary bodies which currently work with the PBA are:

1 Petersburg Baptist Association Minister's Conference

All pastors, ministers of member churches and retired ministers are eligible for membership in this auxiliary. This body is a fellowship that encourages and equips clergy in their respective pastorates and provides information concerning seminars, classes and workshops which aid pastors and their churches.

2 Women's Missionary Union (WMU)

The WMU is comprised of women from member churches who compose their congregation's individual WMU, WOM and Missionary Circles who seek to promote and support state, national and worldwide missions.

SECTION 7

Director of Missions' Job Description

1 Principal Function

The Director of Missions, hereinafter called DOM, has a single, three-dimensional role – to lead the Association to fulfill its mission more faithfully, effectively, efficiently and lovingly. The three dimensions include:

- A – Mission Strategist;
- B – Minister to the churches and church leaders; and
- C – General leader of the Association

2 Accountability

ARTICLE IX; Section 5 of the PBA By-Laws states that “the DOM shall make regular reports to and be supervised by the Executive Council. “Between meetings of the Council, the DOM will be accountable to a team of three: the Moderator, the Moderator-Elect, and the Personnel Committee Chairman, who shall serve as chair.” Furthermore, ARTICLE VII; Section 1, Paragraph B; Number 5 notes that the Personnel Committee is to conduct an annual written performance evaluation of the DOM's work. The Moderator-Elect, who sits on this committee and by virtue of his office is a member of the Executive Council, shall serve as a liaison and shall forward the review to said Executive Council.

3 Responsibilities

A. Provide Missionary Leadership – In fulfilling the duties of this office, the DOM inspires an overall mission perspective and helps churches to share this perspective. That may result in starting new work and in increased or alternative evangelism, ministry, and mission efforts, some of which may directly involve the DOM. In cooperation with the Missions and Evangelism Council, the DOM will direct the enlistment, placement, training and supervision of volunteers involved with these areas.

- B. Work with and Assist Churches** – The DOM helps churches accept and fulfill their responsibility for mission work in their context. In doing this, the DOM serves as a resource to the churches, consulting with churches as needed (e.g. assisting search committees, facilitating planning processes, etc.). The DOM may also assist the churches through teaching and preaching roles as time permits. The DOM will make an effort to worship in all of the Association churches.
- C. Work with and Assist Ministers** - The DOM serves as a pastor to pastors and other church staff ministers. This includes relating to the Association Ministers Conference(s), assisting in church/minister conflicts, conferring with ministers considering a move, orienting ministers when they come into the Association, developing minister support systems, providing growth opportunities for ministers, etc. It is important that significant specific attention be given to the churches in the southern geographic area of the Association.
- D. Work with and Assist Association Organizations and Leaders** – The DOM helps the Association organize to effectively accomplish its task of assisting the churches in their individual and cooperative work. The DOM serves as a resource to all Councils, Association committees, teams and leaders. Therefore, the DOM has responsibility for leading and developing the Association by being a non-voting *ex officio* member of all committees, councils and teams.
- E. Strengthen Relationships Among Churches** – The DOM promotes the interdependence of the churches, helping create an environment in which churches share the mission task. That means the DOM helps the churches celebrate God’s work in each congregation and in their collective efforts. It involves helping the churches value each other. It also involves fostering a desire to encourage and help each other. In the process, the DOM may identify and help churches use resources or networks to work more effectively.
- F. Maintain Denominational and other External Relationships** – The DOM maintains relationships with other Associations, the Baptist General Association of Virginia and its related entities, the Southern Baptist Conservatives of Virginia and its related entities, the Southern Baptist Convention and other Baptist bodies, and other religious bodies and networks which further the Gospel of Christ. The DOM also relates to local government officials and private sector leaders to promote the work of the Association.
- G. General Leadership and Administration** – The DOM has responsibility for leadership of the entire Association life and for discerning priorities for the allocation of time, money, and other resources. The DOM provides reports to regular Executive Council and Annual meetings.
- H. Office, Business, and Staff Management** - The DOM supervises other Association staff members and gives direction to their work. As a part of this duty, the DOM formally evaluates other staff members at least once each year and shares the written evaluations with the Personnel Committee. The DOM also has overall responsibility for supervising the office; Association publications, including the Annual Minutes and newsletter; financial management; property management; legal affairs; releasing information and statements to the media; and serving as a general resource for denominational information. As a part of these duties, the DOM ensures that the office maintains a file of original minutes of the Executive Council meetings and the Association Annual Meetings along with other important Association records.

- I. Continuing Competence** – The DOM participates in seminars, continuing education opportunities, and conferences to develop and maintain the skills required to effectively fulfill the duties of this position.
- J. Other Duties** – In consultation with the Executive Council, the DOM may perform others duties as needed.

SECTION 8

Part-Time Administrative Assistant Description

1. Principal Function

The Part – Time Administrative Assistant is to provide administrative support services to the DOM and to the PBA.

2. Accountability

The Administrative Assistant is accountable to and shall be supervised by the DOM or, in his absence, by the Moderator of the PBA.

3. Responsibilities

The Administrative Assistant shall have the following responsibilities:

- A - Manage the Association Office** – Organize the work of the Association office and establish workload procedures in line with accepted office practices. This includes:
- Coordinate, print, and distribute the PBA calendar, including the on line Web site calendar;
1. Coordinate Camp Kehukee reservation calendar in conjunction with the Kehukee Reservation Team;
 2. Coordinate and schedule use of the Association office conference room and see that appropriate furnishings are in place for meetings;
 3. Receive, open and review Association correspondence and distribute material to appropriate persons;
 4. Serve as receptionist;
 5. Assist PBA Clerk in securing Annual Church Profiles from the churches and distribute Clerk's minutes;
 6. Type and edit the Association newsletter and all other materials produced by the Association;
 7. Prepare the Association newsletter and all other mailings in accordance with current postal regulations;
 8. Assist the Association WMU Director in printing Annual WMU Meeting Book;
 9. Maintain an efficient filing system for the PBA office.
 10. Work with the Information Ministry Team. Publish vital information for Association annually;
 11. Help maintain Association website to include basic information on member churches;
 12. Maintain adequate inventory of office supplies;
 13. Assist in checking out material from the Association Library/Resource Center;
 14. Maintain PBA office facility with assistance of maintenance person;
 15. Supervise Office Support Team.

B - Serve As Personal Administrative Assistant to the DOM.

C - Provide Administrative Support - To all PBA officers, councils, committees and teams as assigned.

D - Provide Specialized Assistance to Churches when Possible – Assist churches, as possible, in meeting printing and duplicating needs when requested;

E - Assist in Sending Special Occasions, Get Well, and Sympathy Cards - to Ministers and their families;

F - Accept Other Responsibilities as Assigned by the DOM.

SECTION 9

Part-Time Camp Kehukee Caretaker Job Description

1. Principle Functions

Caretaker(s) will have the responsibility of caring for the physical property at Camp Kehukee.

2. Accountability

He (they) will work under the supervision of the Petersburg Baptist Association Camp Kehukee Council through the Council Coordinator, as well as the Petersburg Baptist Association Director of Missions.

3. Responsibilities

A - Upkeep of grounds – including mowing, trimming, dragging of roads and parking lots, clearing and maintenance of roads and trails, and general improvements as requested in the development of the grounds.

B - Clean up of property – including removal of any garbage, trash and debris left by users of the facilities. Every group using the facilities is responsible for removal of their own waste, but Caretaker(s) will be responsible for seeing that property is kept clean for other groups arriving.

C - Maintenance of Facilities and Equipment - including general repairs, operation of machineries and appliances. This would include authority to purchase needed supplies for facilities, and to order parts for maintenance of Kehukee equipment as approved by the Council Coordinator or DOM. A designee will be appointed should the coordinator or DOM not be available. Incidental purchases totaling \$100.00 or less would not require prior approval. If Caretaker is unable to perform needed repairs he is to notify the Council Coordinator or DOM.

D - Housekeeping - of Spain Conference Center, Pool, and Restrooms at the Pavilion Caretaker(s) will be responsible for seeing that groups using facilities follow regulations as requested by Petersburg Baptist Association concerning cleanup. Caretaker is to note any misuse or failure of any group not abiding by regulations.

E - Security of Property – including seeing that users of facilities lock gates, doors, cut off lights and water and regulate heating and air at requested temperatures. Caretaker is responsible for regular patrolling of entire camp area. Caretaker(s) will supervise fishing privileges in pond. Caretaker is responsible for checking in and out groups using Kehukee or will coordinate such with members of the Kehukee Council teams.

F - Limited Improvements – such as building of outdoor devotional sites with rough lumber outside the Conference Center and other areas, as determined at later date. Improvements would include planting of grass when and where needed.

4. Working Hours and Salary

Employment is part-time and should average twenty-five (25) hours weekly. If two or more caretakers are employed, time will be divided as determined by the Personnel Committee, but caretakers will be allowed to determine how hours are applied between them. Annual salary will be determined by Personnel Committee in consultation with Budget and Finance Committee and divided appropriately according to time percentages. The Association will withhold federal and state taxes, Social Security, and Medicare. The Association assumes no financial or insurance responsibility for helpers that Caretaker(s) may employ to complete his (their) assigned responsibilities.

5. Termination

The Personnel Committee, as directed by the Camp Kehukee Council, may terminate this agreement without recourse to the Executive Council of the Petersburg Baptist Association or the Association in Annual meeting. The Caretaker may terminate the agreement by notification to the proper committee or council. A 30-day notice would be expected in either case.

SECTION 10 **Other Personnel**

In the event a need arises in which more paid personnel is needed, the Personnel Committee shall research and propose the addition of a paid staff member or members. The job descriptions for each along with the accountability and responsibilities for each will be enumerated by said Personnel Committee. This committee shall make their recommendation to the Executive Council for its approval of any paid staff. The Executive Council shall have authority to hire and authorize the disbursements of salary to new personnel for a temporary period not to exceed the end of the Association Year. The messengers of the PBA must approve the continuation of the services of the additional personnel through its budgetary process during its Annual Meeting.

Any added personnel shall be responsible to the DOM and/or the Moderator of the PBA and shall be evaluated annually by the Personnel Committee in conjunction with the DOM as per ARTICLE VII; Section 1; Paragraph B, Number 3 of the PBA By-Laws.

SECTION 11
Financial Policies and Procedures

1. Expenditure of Association funds shall not be made for any purpose not provided for in our Annual Ministry Action Budget. Any and all exceptions will require Budget and Finance Committee approval if the dollar amount is \$500.00 or less per month and Executive Council approval if it exceeds \$500.00; subject to availability of funds.
2. All new equipment and furnishings shall be approved by the Budget and Finance Committee; subject to availability of funds and limits of item #1.
3. Expenditures from budgetary line items will be authorized by the organizational leader and/or committee chair that have administrative oversight subject to budgetary limits and availability of funds.

The procedures for obtaining authorization for expenditures from budgetary line items per this section are as follows:

- A. For amounts up to \$250.00, fill out the appropriate PBA Disbursement Request Form and obtain either council leader or committee chairman approval.
 - B. For amounts from \$251.00 to budget line item, fill out the appropriate PBA Disbursement Request Form, obtain either council leader or committee chairman approval and approval of the Budget and Finance Committee.
 - C. Requests to use the Savings Reserve funds may be approved by the Budget and Finance Committee up to \$2,500 or up to 50% of the balance, whichever is less. Higher amounts will require Executive Council approval.
4. No expenditure that exceeds the budgetary amount shall be incurred without prior approval of the Budget and Finance Committee subject to availability of funds.
 5. If, due to an emergency, immediate action is necessary, a sub committee consisting of the Director of Missions, Budget and Finance Chair, and cognizant organizational leader and/or committee chair may approve the expenditure of funds without complying with items #1 and #4, subject to the availability of funds. The Association and/or Executive Council will be informed of such action as soon as possible.
 6. Transference from one budget line allocation to another requires advance approval of the Association and/or Executive Council. It is recommended that such requests be sent to the Budget and Finance Committee for review, consideration and approval.
 7. The PBA Disbursement Authorization form shall be used to authorize disbursement of all Association funds with the following exceptions:
 - a. Staff Salary and Retirement Annuity
 - b. Ministerial Salary Supplements
 - c. Designated fund allocations
 - d. Social Security/Medicare Payments
 - e. Utilities/Office supplies expenses/Rent/Insurance

SECTION 12

Churches' Associational Relationship

1 PBA Church Inventory Statement

By no later than the 31st of January of each year, the PBA shall send to each member church a statement asking for information regarding the total amount of undesignated offerings for the calendar year just ended. Each church will be asked to return this information to the PBA office by no later than the 31st of March. The Association will use this information to tally up against the total contributions to the PBA in order to determine representation for the next Annual Meeting of the Association. Each church will be notified as to the number of messengers they will be accorded by no later than the 1st of June.

2 Executive Council Membership

The Clerk or any other designated officer from each member church is required to notify the PBA office of the name or names of those who have been selected to serve on the Associational Executive Council. In accordance with ARTICLE II; Section 1 of the PBA By-Laws, each member church is accorded two (2) persons to serve as active voting members of this Council and one (1) alternate who shall be allowed to attend each meeting of the Council and who will be allotted voting privileges in the event one or both of the voting members are absent. Member churches need not send this information to the PBA each year, but are required to notify the Association when there are changes to their representation.

3 Church Discipline

ARTICLE IV; Section 5 of the PBA Constitution provides for a method of the suspension of a church's membership. Also, as required by this section this *Policies and Procedures Manual* hereby outlines a prescribed method in counseling a church which fails in its obligation to adhere to the Association's accepted values, mission and vision.

When a member church appears to have varied from and/or ceases to adhere to the accepted Values, Mission and Vision statement of the PBA, the following course of action is warranted and is only to be conducted in the spirit of restoration and redemption. The Moderator, Moderator-Elect and the Director of Missions shall meet and enter into contact with said church's Pastor, Deacon Chairman and/or any other officer representing the church and set a time for consultation and review. More than one contact is encouraged, if possible. The situation or situations, practices or dereliction is to be addressed and confronted. The three (3) PBA representatives will address those areas which are at variance with the PBA's Values, Mission and Vision and/or failure to comply with ARTICLE IV, Section 5, a-d of the PBA Constitution, and seek to resolve any and all conflicts.

Should the church express intent to return to the core Values, every attempt will be made by the Officers and Leadership Council of the PBA to aid in this restoration. Specific steps in any restorative process will be worked out between the Committee and the church, and open communication between the two parties shall be deemed essential. Should the church choose not to realign, or refuse to change those practices or its dereliction, it will be asked to withdraw from membership in the PBA, and a report of these results will be forwarded to the Executive Council for its approval.

In the event the church refuses to withdraw, the Executive Council may vote to place the church under a "watch care" status, seeking to work further with the church on the restorative process, or may vote to disassociate with the church. In case, voting privileges on any PBA council, committee or the PBA as a whole by messenger or messengers, shall not be accorded, and membership on any PBA council or committee will be suspended.

SECTION 13

PBA Facility Use Policy

Statement of Purpose

Petersburg Baptist Association's Facilities was provided through God's benevolence and by the sacrificial generosity of member churches. The PBA desires that PBA Facilities be used for the fellowship of the Body of Christ and always to God's glory.

Facility use will not be permitted to persons or groups holding, advancing, or advocating beliefs, or advancing, advocating, or engaging in practices that conflict with the Association's faith or moral teachings, which are summarized in the PBA Values-Missions-Vision and Bylaws. Nor may facilities be used for activities that contradict, or are deemed by the Kehukee Council as inconsistent with, or contrary to the Association's faith or moral teachings.

This restricted facility use policy is necessary for two important reasons. First, the Association may not in good conscience materially cooperate in activities or beliefs that are contrary to its faith. Allowing its facilities to be used for purposes that contradict PBA beliefs would be, in essence, cooperation with that activity, and would be a grave violation of the Association's Values-Missions-Vision. See 2 Tim. 3:16; 2 Peter 1:3

Second, it is very important to the PBA that it presents a consistent message to the community, which the Association conscientiously maintains as part of its witness to the Gospel of Jesus Christ. To allow PBA Facilities to be used by groups or persons who express beliefs or engage in practices contrary to the PBA Values-Missions-Vision would have a severe negative impact on the message that the Association strives to embrace and promote. It could also be a source of confusion and scandal to member churches and the community because they may reasonably perceive that by allowing use of our PBA Facilities for such functions, the Association is in agreement with the beliefs or practices of the persons or groups using PBA facilities.

Finally, the Director of Missions, Kehukee Council Coordinator, and the Moderator are the final decision makers on whether a person or group is allowed to use PBA Facilities. If these three persons, at their discretion, determine further council is necessary, they may bring the issue to the Executive Council at the next regularly scheduled Executive Council Meeting.

Therefore, in no event shall persons or groups who hold, advance, or advocate beliefs, or advance, advocate, or engage in practices that contradict the Association's Values-Missions-Vision and By-Laws use any PBA Facility.

SECTION 14

Policies and Procedures Annual Review: Amendments and Changes

ARTICLE III; Section 3 of the PBA By-Laws entrusts the Leadership Council with an annual review of these Policies and Procedures with interest being paid in the areas of necessary changes in team responsibilities and in the calling for any additional teams and special committees necessary to perform the aspects of ministry within the Association. Herein it is charged to the Leadership Council that the annual review must be completed by no later than the 1st of October of each year. Any changes, additions or amendments to this *Policies and Procedures Manual* shall be forwarded to the Executive Council for its consideration and approval at its regularly scheduled meeting in October. All changes and amendments shall be printed in a revised Manual and be made available to member churches as soon as possible. All changes and/or amendments shall be in force on the 1st day of January unless otherwise noted in the revised *Manual*.

Kehukee Camp, Conference and Retreat Center

Petersburg Baptist Association

General Regulations for Camp Kehukee

1. These facilities shall be available for the use and enjoyment by any group or organization of the Petersburg Baptist Association.
2. Invited guests may use the facilities with members of our churches.
3. *Our Insurance Company requires the Association to report the number of people that use or attend any function held on the campground each year. **It is the responsibility of the person responsible at Camp Kehukee to see that the number is recorded on the Kehukee Clean – Up Check List under Number Attending for the annual Insurance Report.***
4. The Association's Confirmation letter to the church confirming the usage of Kehukee is to be brought with the person making the reservation or their authorized representative when checking into Kehukee.

Keys will be given to the authorized representative who is at least *21 years of age* at check-in and must be returned at the conclusion of the church's stay.

Also an inspection by either one of our caretakers or a member of the Kehukee Facilities Team or the Kehukee Council will be done with the church's representative both when checking in and checking out.
5. All persons using the Center shall lock the gate behind them upon leaving.
6. Limited area reservations can be made for parts of Camp Kehukee according to the programs planned (i.e. reserving of picnic pavilion only, pool only, conference center only or multiple areas, etc.) Please be courteous of other groups who are also using the facilities and respect their right to privacy. Music should be kept at reasonable volumes to respect neighbors surrounding Kehukee property.
7. The facilities shall not be used on Sunday mornings except for religious purposes.
8. Groups from member churches may use the facilities under the following terms:
 - a. Purpose, objectives, and programs must be of a Christian nature.
 - b. Youth groups must have adequate supervision by adults.
 - c. Weddings
9. Conduct on the premises shall always be in keeping with Christian standards and always considerate of the rights of others.
10. There shall be no open fires (including candles) except in the approved safety pits outside. All government fire laws must be followed.
11. There shall be no scarring or marking of trees.
12. There shall be quiet in all areas by 10:00 p.m. and lights out by 11:00 p.m.
12. Clothing must be modest and appropriate at all times.
13. No firearms, guns, fireworks, or alcohol beverages will be allowed on the premises.
15. There will be no smoking in the Charles E. Spain Conference Center (all-weather lodge) or other enclosed buildings or on the pool deck. We prefer no smoking in any area of Camp Kehukee.
16. All vehicles (cars, trucks, ATV's, etc.) are to be driven on designated roadways only except for camping and fishing purposes. Please adhere to posted speed limits (15 mph).
17. No animals are allowed in any buildings or the pool area with the exception of service animals.

It is your responsibility to clean up after your animals.
18. All youth and children groups using Camp Kehukee must be under the supervision of *at least two (2) Adults* 21 years of age or older at all times. The ratio of one (1) adult for every five (5) children or youth under 18 years is still in effect **as long as** there two adult leaders supervising. At no time will one adult be alone with child/children while attending the camp.
19. There shall be no scuffling or wrestling near the water to include no swimming in the lake.
20. No bottles, cans, paper, or refuse of any kind shall be thrown in the water or left anywhere on the campgrounds.

Regulations for the Spain Conference Center

1. Use of Spain Conference Center will be on a first request basis. Reservations must be made at the Associational Office before use.
2. All churches or groups using the facility will be responsible for full clean up of the portions of the Center they use. It needs to be left ready for the next group to use when arriving.
3. The building shall be used for church and religious purposes only.
4. All groups using bedrooms shall be responsible for linens, pillows, blankets, and personal items.
5. Please **do not** use tape of any kind on the sheet rock walls, lights or ceilings. No string can be placed on the lights or fans.
6. Each group shall be responsible for placing their trash in the dumpster outside the Conference Center or the group must haul away their own trash/refuse.
7. Heating and cooling shall be used at a reasonable temperature and all thermostats must be checked before leaving the facility. Leave heating at 50 degrees and turn air conditioning off.

Thermostats are located:

- ❖ in the office - for bathrooms, kitchen and office
- ❖ in the halls – for sleeping areas
- ❖ in the fellowship area – for fellowship room

The thermostat in the office should not be changed.

8. All exterior doors (upstairs and downstairs) must be checked before leaving to see they are locked, and all lights are cut off. The office door, kitchen door, and roll-up window at kitchen must be closed when checking out.
9. Blinds in bedrooms are to be closed before leaving.
10. Parking shall be in designated parking areas only on the sides and rear of the building.
11. Please be careful not to take any kitchen utensils, cookware, etc. belonging to Camp Kehukee when packing up to leave.
12. No children are allowed in the kitchen area without supervision.
13. Food should not be taken to nor consumed within bedrooms.
14. Telephone service is available in the Conference Center office for necessary calls. All phone calls cost the Association (14¢) cents per minute.
15. Please check to see that all kitchen equipment/appliances are cut off before leaving.
16. Please see that the tables and chairs in the assembly room are left arranged according to the chart on the wall.
17. No wet or uncovered swimsuits are allowed in the Spain Conference Center (t-shirts for males and shirts and shorts for females are required).

Regulations On Consumable's

1. All Churches are responsible for bringing paper and plastic consumables (i.e. cup, plates, forks, spoons, knives, napkins and paper towels). **The Association will only provide toilet tissue.**
2. All cleaning supplies are the responsibility of the churches (i.e. soap, dish soap, disinfectants, and bleach) for bathroom and kitchen.
3. Churches must provide their own plastic trash can liners.
4. All the above is ONLY available for a PBA function to be held at Camp Kehukee.

Regulations for the Picnic Area

1. No camping in the picnic area.
2. Park only in parking areas.
3. All waste must be placed in garbage cans and the area must be kept clean.
4. Radios and other sound devices shall be kept at a low volume.

Regulations for Camping Area

1. Camping shall be in assigned areas only.
2. Park only in parking areas.
3. No open fires except in approved safety pits. Camping lanterns, stoves/grills are allowed. Be sure all fires are completely extinguished prior to bedtime or leaving the premises.
4. Area must be left clean. Trash cans must be emptied and refuse placed in dumpsters.
5. Please use restrooms in the assigned areas. Do not use restrooms in the Spain Conference Center.

Regulations for Fishing

1. No fishing license is required for individuals or groups fishing from Carter Lake.
2. No gas motorized boats allowed.

Regulations for Carter Lake

1. An adult **MUST** be on the lake's shore providing supervision of those out on the lake.
2. The adult supervising the lake's activities must have a boat available for use in case of an emergency, with which to go and assist those on the lake if needed.
3. Those going out on the lake must launch boats from the launching site. The launching site is marked and located to the side of the Spain Conference Center.
4. Life jackets **MUST** be worn and secured properly, **AT ALL TIMES**, while on the lake.
5. All those out on the lake **MUST** stay in view of the adult supervision positioned on shore.
6. Life jackets and kayaks, paddle boat, etc.... **MUST** be returned to their proper location. **DO NOT** leave life jackets lying on the lake's shore.
7. **NO** food or drink is allowed out on the lake.

Regulations for the Pool

1. The following items and/or activities are prohibited in the enclosed pool area:
 - a. No alcoholic beverages.
 - b. No glass or aluminum containers of any kind.
 - c. No animals in the pool area.
 - d. No running/pushing around pool.
 - e. No horseplay.
 - f. No gum.
 - g. No riding on shoulders.
 - h. No playing on ladders.
 - i. No hanging or playing on ropes.
 - j. No food.
 - k. No spitting, spouting water, blowing nose or discharging of bodily waste.
2. Everyone must take a shower prior to going swimming in the pool.

3. Any person having an infectious or communicable disease is advised against swimming in the pool.
4. Any person with open blisters, cuts, etc. is advised against swimming in the pool.
5. All churches must sign a release form prior to picking up the keys to the pool. The release form must be signed by an adult 21 years of age or older.
6. No persons under the age of 21 will be allowed to use the pool without adult supervision. Adult supervision means any adult 21 years of age or older and this adult must be present in the pool area at all times.
7. All pool activities will **require one** of the options below:
 1. **Lifeguard with current certification**
 2. **An adult who has current CPR training and certification**
8. Each church is responsible for its own lifeguard. When picking up the keys each church will supply the name of the authorized lifeguard on the completed *Swimming Pool Release Form*. The lifeguard shall identify himself or herself to the caretaker.
9. Please use the pool bathhouse for changing clothes – not the Spain Conference Center.
10. Kiddie Pool – Children entering the kiddie pool must be accompanied by an adult.
11. When multiple church groups are using Kehukee facilities (including the pool), group leaders should coordinate swimming time. Please observe posted pool capacity.

Regulations for the Game Area

1. An adult **MUST** supervise the Games Area (*Gaga Pit, Basketball, Volleyball, Horseshoes, and Tetherball*).
2. The adult supervising the Games Area is responsible for ensuring that all equipment is returned to its storage location. **DO NOT** leave equipment unattended or left out overnight.
3. To ensure safety in the Gaga Pit, no one is to sit on the walls.
4. To ensure safety in the Horseshoe area, no one is to walk through the area when game is in play.
5. To ensure safety on the Basketball court area, no one is to hang on the basketball goals/rims or hang from the basketball goal nets.
6. To ensure safety Tetherball, no one is to climb the pole or try to wrap the rope around anything other than the tetherball pole.
7. To ensure safety on the volleyball court, no one is to pull on the volleyball net.
8. **IF any** balls accidentally end up in the lake, the adult on supervision must safely retrieve the ball.
9. **ALL** trash must be picked up and thrown away. **DO NOT** leave trash lying about the picnic area, games area, or along the lake.

Mattox Regulations

1. Groups planning to use Mattox Pavilion will check out necessary utensils during the check-in process, and return same during the check-out process.
2. Adults only will be allowed to use Mattox Pavilion equipment.
3. Equipment must be thoroughly cleaned, including dumping grease traps. All equipment will be viewed during the check-out process.
4. Equipment cannot be moved to any other location. All grills will remain at the Mattox Pavilion.
5. Tables located at the Mattox Pavilion may also be used at the Powell Pavilion, but must remain on concrete slabs, and returned. They cannot be moved to any other areas.
6. Gas tanks will be refilled by the PBA at no cost to groups.
7. Empty any dirty water in the woods.....not in Carter Lake.
8. All equipment utilized will be recovered after cleaning.

Kehukee Camp, Conference, Retreat Center

Swimming Pool Release Form

We _____ hereby request the use of the swimming
pool

(Name of Church)

on _____ .

(Date)

ALL POOL ACTIVITIES will require one of the options below:

1. Lifeguard with current certification
2. An adult who has current CPR training and certification

This person's name is _____.

We hereby accept full responsibility for our group and will not hold the Association liable for any injuries or accidents. Any damage occurring to any part of the pool, fence, bathhouse, etc. while in my care will be paid by

_____.

(Name of Church)

Adult signing this form on behalf of PBA member church must be 21 years of age or older.

(Print Name)

(Signature)

Approved by:

(Print Name)

(Signature)

Revised – January 2019

Camp Kehukee Usage Fee Schedule

A. Reservation fee (*Non-Refundable*)

1 day.....	\$50.00
2-3 day.....	\$75.00
4+ day.....	\$100.00

Checks must be received within ten (10) business days after making the reservation to confirm space.
There can be exceptions made on a case-by-case basis, *through the Kehukee Council*.
The reservation fee will be applied to the total cost of the usage fee.

B. Usage:

1. Daytime Use Fees – Spain Conference Center

\$75.00 each day per group of 25 or less **PLUS** \$1.00 charge for each additional person each day.
For groups 25 or less NO pavilion(s) usage fees applied.

If reserving more than one area an additional daily fee will be:

Old or New Picnic Pavilion.....	\$35.00
Swimming Pool.....	\$50.00

2. Overnight Use Fees - (*In addition to day fees*)

\$50.00 each night *and* \$10.00 for each person staying each night.

- For groups using Kehukee during PM hours, only those actually staying overnight will be charged the \$10.00 per night fee – others same as a day fee/\$1.00.
- If staying overnight the pool and pavilion are included and no additional cost regardless of the number of days scheduled.

3. Outside Usage of Grounds ONLY – Not using the Spain Conference

\$50.00 per day plus \$1.00 for each person above 25 people (the first 25 people are Included in the \$50.00 per day fee). Bathhouses restroom facilities and running water will be operational April 1 through November 30...any changes must be requested prior to arrival.

4. Tent Camping - \$50.00 for (2) two day/night plus \$2.00 per person. The \$2.00 per person is waived if doing a project that is Caretaker approved. Halifax Road Pavilion included, but pool is extra.

C. Check-in/Check-out

Check-in time will be 11:00 a.m.

Checkout will be 10:00 a.m.

Day use ONLY – Check-in 11:00 a.m. – Checkout 5:00 p.m.

Evening/Night ONLY – Check-in 6:00 p.m. – Checkout 10:00 a.m. next day (No day fee applied).

There is a **\$150.00 minimum** for those small groups that are spending the night.

Change Sunday checkout time to 8:00 PM from first Sunday after Labor Day through the first Sunday in June... no added charges.

D. Cleaning Fee.....\$125.00

At check-in, a Kehukee Council member or a Kehukee Caretaker and the church representative will check the facility for cleanliness. A check-in list will be provided upon checking in. Upon departure, a Kehukee Council member or the Kehukee Caretaker will return to facilitate the church's checkout process and review the check-out list. *If cleaning is not up to Kehukee Council standards, then a cleaning fee will be imposed, and a cleaning service will be brought in to properly clean the facilities.*

E. Damage Fee

When damages occur, the Kehukee Council will replace damaged or missing equipment and/or property. The responsible church or small group will be billed for the cost of damage repair.

Camp Kehukee

Camp Kehukee Wedding Regulations

The purpose of these regulations is to give guidelines for usage of the Camp for weddings. Weddings and/or wedding receptions may be held at Camp Kehukee if the request is made by one of our member churches with the pastor's endorsement (or the chairman of deacons if no pastor is serving at the time of the request). Wedding reservations may not be made until after member churches have had the opportunity to request their second reservation for the year. The member church will be responsible for following the Regulations for use of Camp Kehukee.

The couple must meet with a representative of Camp Kehukee to discuss the regulations/equipment usage.

Wedding Regulations for Kehukee:

1. Reservation and Fees –

The request must be made by one of our member churches with the pastor's endorsement (or) the chairman of deacons if no pastor is serving at the time of request)
The one-day fees are as follows: \$100.00 non-refundable Reservation Fee, \$200.00 Usage Fee, and \$50.00 custodial fee, totaling \$350.00 will be required.

If the facility is used the day prior to wedding for rehearsal, rehearsal dinner, decorating at Camp Kehukee an additional \$50.00 non-refundable Reservation Fee and \$100.00 Usage Fee totaling \$150.00 will be required.

2. Security deposit –

A \$250.00 Security Deposit is required and shall be paid at the time the reservation is made. The security deposit will be refunded if the area is acceptable at check out.

3. Usage and/or removal of property –

In the event Kehukee equipment and/or furnishings are used or moved, they are to be returned to their proper place and in the same condition as before use. In the event pictures or other items are removed from the walls for decoration purposes, they are to be replaced in the same areas and in the same condition as before removal.

4. Except for the fire pit – there will be **NO** open fires. Candles may be used during the wedding Ceremony only.

5. No firearms, guns, or fireworks.

6. No alcoholic beverages are permitted under any circumstance.

7. No smoking is permitted within any of the facilities.

8. Use of pool is not included nor permitted.

9. Cleaning Fee –

At check-in, a Kehukee Council member or a Kehukee Caretaker and the church representative will check the facility for cleanliness. Upon departure, a Kehukee Council member or the Kehukee Caretaker will return to facilitate the church's checkout process, using the Kehukee Clean-Up Checklist. If cleaning is not up to the Kehukee committee standards, the security deposit will be forfeited and a cleaning service will be brought in to properly clean the facilities. If the cleaning charge cost more than the \$250.00 Security Deposit, the church will be billed and responsible to cover this cost.

10. Damage Fee -

When damages occur, the Kehukee committee will replace damaged or missing equipment and/or property. The responsible church will be billed for the cost of damage repair.

Guidelines For Outside Groups

The following information will guide eventual use of Kehukee by Outside Groups... and has been previously passed by the PBA Executive Council:

1. The PBA Trustees have the complete and final authority to validate and approve written plans, regulations and guidelines for Outside Religious Group usage of Camp Kehukee. Any additions, changes or deviation from these must be approved by the PBA Trustees prior to implementation, and do not need to go to the PBA Executive Council for any action. (A quorum of three will be required).
2. A committee of five, including one PBA Trustee, will validate Outside Religious Groups.....makeup as follows: (A quorum of three will be required).
 - a. Trustee
 - b. DOM
 - c. Moderator or Moderator-Elect
 - d. Mission Chairman or Representative
 - e. Evangelism Chairman or Representative
 - f. Someone from Kehukee Council
3. Insurance coverage must be the responsibility of the requester and validated through written documentation from the carrier/insurance provider.
4. Groups must follow all written guidelines.
5. Weddings or wedding functions are not included.
6. A PBA or Kehukee Council designee will check groups while on site.
7. There will be careful check-in and check-out of Outside Religious Groups by a Kehukee Team Member or Kehukee Caretaker(s) to assure any need for damage assessments. Check-in/out person will be paid \$50.00 from the cleaning fee.
8. Open dates will not be available to Outside Religious Groups until after the 1st and 2nd choice dates by PBA churches, as well as 30 days after the open date selection for PBA churches (Fourth Monday in July) and will be for calendar years.
9. Fees will be considerably higher for Outside Religious Groups using Kehukee.

CHILD AND YOUTH ABUSE PREVENTION PROGRAM FOR PETERSBURG BAPTIST ASSOCIATION

Adopted October 14, 2013

Introduction

To help protect children, **PBA** has adopted the following Child and Youth Abuse Prevention Program. It is important that all **PBA** paid staff and volunteers understand and implement these guidelines to help prevent sexual abuse against children. The following includes the Purpose and Definitions for these guidelines, the outlines of Protection and Prevention, and an Acknowledgement to be signed by those people working with children.

Purpose

These procedures are designed to reduce the risk of child sexual abuse in order to:

1. Provide a safe and secure environment for children, youth, adults, members, volunteers, visitors, and paid staff.
2. Assist **PBA** in evaluating a person's suitability to supervise, oversee, and/or exert control over the activities of children and youth.
3. Satisfy the concerns of parents and staff members with a screening process for paid staff and volunteers.
4. Provide a system to respond to alleged victims of sexual abuse and their families, as well as the alleged perpetrator.
5. Reduce the possibility of false accusations of sexual abuse made against volunteers and paid staff.

Definitions

The following terms used herein and are defined as follows:

1. *Paid Staff*: Any pastor, minister, preacher, cleric, or employee who is paid.
2. *Children/Youth/Minor*: Any person who has not reached his/her 18th birthday or the age of majority as defined by state law.
3. *Adult*: Any person who has reached his/her 18th birthday or as defined by state law.
4. *Volunteer*: Means any unpaid person engaged in or involved in activities and who is entrusted with the care and supervision of minors or a person who directly oversees and/or exerts control or oversight over minors or adults.
5. *Risk Management Team*: A *committee of five selected by the PBA Executive Council, that will address/decide any concerns that arise relative to background checks, training and will evaluate the program annually. The RMT will be responsible for making any necessary

changes to the program as they deem necessary following PBA guidelines.

**Moderator-Elect, member of the Personnel Committee, Kehukee Coordinator and two members at large (one could be a trustee), with the DOM as a consultant, not a true member.*

6. *Sexual Abuse:* The employment, use, persuasion, inducement, enticement, or coercion of any minor or adult to engage in, or assist any other person to engage in, any sexually explicit conduct or any simulation of such conduct for the purpose of producing any visual depiction of such conduct or rape, and in cases of caretaker or inter-familial relationships, statutory rape, molestation, prostitution, or other form of sexual exploitation of minor or adult, or incest with a minor or adult, or as defined by federal and state law. This includes and is not limited to unwelcome sexual remarks, jokes, advances, leering, whistling, or sexual gestures; sexual touching, fondling, molestation, assault, or other intimate physical contact; compelling another person to engage in a sexual act by threats or fear or undue influence; and providing or displaying pornographic materials to another person.
7. *Child Emotional Abuse:* Verbal or nonverbal conduct including mental exploitation, degrading communication, or humiliating or threatening conduct that may or may not include bullying or as defined by state law.

Protection and Prevention Volunteer and Employee Screening Procedures

The following screening procedures are to be used with paid staff and volunteers who are entrusted with the care and supervision of minors or a person who directly oversees and/or exerts control or oversight over minors. All information collected should be maintained in confidence.

1. *Employment Application and Volunteer Application:* Any paid staff and volunteers who will work with a minor must complete the Employment Application and/or the Volunteer Application. The release statement attached to the Application must be signed by the individual completing the Application to apply for and qualify for service.
 - a. Not included in this packet

Our Employment Application includes questions regarding:

- Current and previous residence addresses.
- Current and previous employment, including addresses, dates, duties, titles, and reasons for leaving.
- Names and addresses of schools attended and degree(s) earned.
- References from previous employers and organizations that serve children.
- Pending criminal charges (where not prohibited by state law).
- Criminal history information.

- b. Included pages 5 - 7

Our Volunteer Application includes questions regarding:

- Current address.
- Volunteer experience.
- Criminal history information.
- Personal references.

Applications include a statement, which the applicant should acknowledge in writing, certifying that statements provided in the application are true and complete, and any misrepresentation or omission may be grounds for rejection of the applicant or for dismissal if he or she is employed. This statement authorizes PBA to contact any individual or organization listed in the application.

2. Review all statements made in the application, paying specific attention to any gaps in time and irregular employment patterns or unexplained absence. Pursue these gaps with employers listed and in a subsequent interview.
3. Conduct interviews with qualified applicants.

If detrimental information is uncovered but the applicant remains desirable, discuss this information with the applicant. In the event the applicant is ultimately hired or accepted as a volunteer, document the reasons for overriding the prior information.

Whenever possible, PBA will have an associate participate in the interview.

4. Contact all listed references for volunteers. Contact each of the volunteer applicant's references and ask for any information that might help determine the applicant's suitability for the position. If a response is not received within a reasonable period of time, follow up and keep notes if possible.
5. Contact all listed references and employers for paid staff. Inquire as to the reason the applicant left and ask for any information that might help determine the applicant's suitability for the position. If a response is not received within a reasonable period of time, follow up and keep notes if possible.
6. *Criminal Background Check*: PBA will conduct a criminal background check on all paid staff and volunteers who are entrusted with the care and supervision of minors or a person who directly oversees and/or exerts control or oversight over minors. All criminal background checks will be updated periodically.
7. *Six-Month Rule*: All volunteers will be required to have been a member of PBA for six months and have reviewed and signed the Child and Youth Abuse Prevention Program.
8. **All paid staff members or volunteers must have participated in a PBA sponsored or PBA sanctioned training program before participation in a PBA sponsored child/youth activity.**

Confidentiality

Information obtained through the screening, application, reference check, interview, and criminal background check will be kept in confidence, unless otherwise required by law. All information discovered or obtained through the above-referenced means will be kept in a secure location and access to it will be restricted if possible. These materials will be archived.

AUTO SAFETY FORM

Petersburg Baptist Association

This form is for workers who have the responsibility to transport children or youth by personal automobile. Only persons with a valid Virginia driver's license and valid personal auto insurance may transport others as part of PBA activities. Youth age drivers may not transport non-family members.

Please answer all questions. The information you provide is confidential and the PBA will not disclose this form to unauthorized persons.

Are you now a licensed driver? YES NO
Please present your license to the supervising staff person so we may make a copy of it for PBA records.

Do you currently have personal auto insurance? YES NO
Please present your proof of insurance card so we may make a copy of it for church records.

Have you been ticketed for driving violations (parking tickets not included) within the past five years? *If yes, explain on back.* YES NO

Agreement to notify of driving event – If in the future my driver's license becomes suspended or revoked, if I am ticketed for reckless driving, if I have alcohol or drug related charges pending, or if my personal auto insurance is canceled or not renewed, I agree to notify PBA.
NOTE: Receiving a ticket for a *minor* offense does not automatically disqualify a worker from transporting children and youth.

Seat belt usage – I agree to transport persons only in passenger seats equipped with appropriate seat belts and child safety seats. I agree to require seat belt usage at all times.

Safe vehicle – I agree to transport persons only in vehicles that are in safe operating condition.

I have responded truthfully and accurately to the above questions. I agree to notify the church if any of the driving events listed above occurs.

Signature

Date

Please Print Name _____

(PLEASE FORWARD ORIGINAL FORM TO THE PBA OFFICE.)

APPLICATION FOR CHILDREN AND YOUTH WORKERS PETERSBURG BAPTIST ASSOCIATION

CONFIDENTIAL

This form is for any adult position involving the supervision or custody of children and youth in any PBA sponsored activity. This screening form helps the PBA provide a physically safe, emotionally secure and spiritually nurturing environment for children, youth, and adults who participate in our ministries and use our facilities.

NAME: _____ PHONE: _____

ADDRESS: _____

CURRENT DRIVER'S LICENSE NUMBER: _____

STATE LICENSE ISSUED: _____

1. Please indicate previous experience working with minors in a church, include places & dates.

2. Please list previous non-church work involving minors (organization, type of work, and dates).

3. If you prefer, you may wish to discuss the following questions in confidence with the Director of Missions or other members of the PBA Leadership Team.

A. Have you ever been charged with a criminal offense (parking and speeding tickets not included), including sexual abuse?

YES _____

NO _____

B. Did you receive a conviction?

YES _____

NO _____

C. Did you settle the matter “out of court”?

YES _____

NO _____

D. Did you settle the matter in some other way?

YES _____

NO _____

Please explain any YES answers above, giving dates of charge and/or conviction, dispositions, settlements and jurisdictions:

Please give two ministry-related references who are not relatives.

NAME: _____ **PHONE:** _____

ADDRESS: _____

RELATIONSHIP: _____

YEARS KNOWN: _____

NAME: _____ **PHONE:** _____

ADDRESS: _____

RELATIONSHIP: _____

YEARS KNOWN: _____

Supervision Procedures

At all times, PBA:

1. Will have an adequate number of screened and trained paid staff or volunteers present at events involving minors. Supervision will increase in proportion to the risk of the activity.
2. Will monitor facilities during activities involving children.
3. Will release minors only to a parent or guardian and utilize sign-in and sign-out sheets.
4. Will obtain written parental permission, including a signed medical treatment form and emergency contacts, before taking minors on trips and should provide information regarding the trip.
5. Will use two paid staff or volunteers when transporting minors in vehicles.
6. Will require that young children be accompanied to the restroom and the paid staff or volunteer wait outside the facility to escort the child back to the activity. Whenever possible, the escort will be the same sex as the minor.
7. Will encourage minors to use a "buddy system" whenever minors go on trips off of **PBA** property.
8. Will screen all paid staff and volunteers and approve those individuals in advance for any overnight activities.
9. Will designate a "confidential counselor" to whom any minor can go at any time, without special permission, to discuss any problems he or she is having.

Behavioral Guidelines for PBA Staff & Volunteers

All volunteers and paid staff will observe the following guidelines:

1. Do not provide alcoholic beverages, tobacco, drugs, contraband, or anything that is prohibited by law to minors.
2. To the extent possible, **PBA** events that are co-educational will have both male and female chaperones. Persons related by blood or marriage **will not** chaperone the same group.
3. At least two unrelated paid staff or volunteers will be in the room when minors are present. Doors will be left fully open if one adult needs to leave the room temporarily and during arrival to the class or event before both adults are present. Speaking to a minor or minors one-on-one should be done in public settings where paid staff or volunteers are in sight of other people.

4. Avoid all inappropriate touching with minors. All touching shall be based on the needs of the individual being touched, not on the needs of the volunteer or paid staff. In the event a minor initiates physical contact and/or inappropriate touching, it is appropriate to inform the minor that such touching is inappropriate.
5. Never engage in physical discipline of a minor. Volunteers and paid staff shall not abuse minors in any way, including but not limited to physical abuse, verbal/mental abuse, emotional abuse, and sexual abuse of any kind.
6. If you recognize an inappropriate relationship developing between a minor and adult, maintain clear professional boundaries and refer the minor to another individual with supervisory authority.
7. If one-on-one pastoral care is necessary, avoid meeting in isolated environments.
8. Anyone who observes abuse of a minor will take appropriate steps to immediately intervene and provide assistance. Report any inappropriate conduct to the person leading **PBA** sponsored activity; forward this information to the DOM, and subsequently the Risk Management Team.

Disqualification

No person may be entrusted with the care and supervision of minors or may directly oversee and/or exert control or oversight over minors who has been convicted of the offenses outlined below, been on a probated sentence or received deferred adjudication for any offense outlined below, or has presently pending any criminal charges for any offense outlined below until a determination of guilt or innocence has been made, including any person who is presently on deferred adjudication. The following offenses disqualify a person from care, supervision, control, or oversight of minors:

1. Any offense against minors as defined by state law.
2. A misdemeanor or felony offense as defined by state law that is classified as sexual assault, indecency with a minor or adult, assault of a minor or adult, injury to a minor or adult, abandoning or endangering a minor, sexual performance with a minor or adult, possession or promoting child pornography, enticing a minor, bigamy, incest, drug-related offenses, or family violence.
3. A prior criminal history of an offense against minors.

Sexual Offender at PBA

PBA will not allow a person known to be a sexual offender to remain or become a volunteer or staff member of the Association sponsored activities.

Response to Sexual Abuse

PBA will respond promptly to investigate any accusation of sexual abuse. All accusations of sexual abuse will be taken seriously. It is important to be appropriately respectful to the needs and feelings of those who allege sexual abuse and those who have been accused of sexual abuse.

The Risk Management Team will decide the specifics as to who investigates the matter, which could be the DOM, a member of the RMT, or someone else.

When an allegation is made involving sexual abuse, the person reporting the complaint is to be told about the guidelines and the procedures to be followed. An appointed person will begin investigating the allegations and may use the assistance of legal counsel or other consultants. If the investigator is the individual accused of sexual abuse, then the next highest-ranking official will conduct the investigation. The investigation will be conducted as follows:

1. Report the incident to appropriate authorities in accordance with the state mandatory reporting laws.
2. Report the matter to **PBA's** insurance carrier.
3. Cooperate with authorities and the insurance carrier.
4. **PBA** may suspend (with pay for paid staff) the alleged offender while a confidential investigation is being conducted.
5. An official of **PBA** (and legal counsel or other consultants) will then meet with the governing body of **PBA** and present a report on their investigation, which will include findings and recommendations of actions.
6. An official of **PBA** may meet with the alleged perpetrator and notify him/her of the results of the investigation and recommendations for actions.
7. An official of **PBA** (and legal counsel or other consultants) may meet with the alleged perpetrator, the alleged victim, and any others with knowledge of relevant facts.
8. Communicate with criminal and civil legal counsel of **PBA**.
9. Communicate with those affected by the ministry of the alleged perpetrator.
10. Hire a consultant or assign a spokesperson to respond to media or prepare a statement for the media if the need shall arise, subject to the approval of **PBA's** attorney.

Child and Youth Abuse Prevention Program Acknowledgment

These guidelines have been designed to guide and assist you when working with minors. The information establishes general practices and guidelines and should not be construed in any way as a contract of employment or continued employment. PBA reserves the right to make changes in the content or application of this program and to implement those changes with or without notice.

The terms defined herein are defined for the purposes of the program and do not suppose or establish a legal relationship. These terms are not defined for the purposes of creating a legal relationship with the PBA or any related or associated entity and instead are to be used with this document.

I understand that the Petersburg Baptist Association may obtain a criminal background check and, if needed, my driving record as part of this screening process, and I hereby consent to such research. **I also understand that I must have participated in a PBA sponsored or PBA sanctioned training program before participation in a PBA sponsored child/youth activity as a volunteer.**

The information provided above is correct to the best of my knowledge. I authorize the PBA to contact the references, churches or organizations listed regarding my character, fitness and qualifications to work with children and/or youth.

I have received a copy of the PBA's Child and Youth Abuse Prevention Program. I understand it is my responsibility to become familiar with and adhere to the information contained herein. I understand that these policies are the property of the PBA.

Print Name

Signature

Date

(FOR OFFICE USE ONLY)

Verification of Information

Application reviewed and references checked:

BY: _____
(Print Name)

POSITION HELD AT PBA: _____

APPROVED: YES _____ NO _____

Associational Calendar 2026

Jan 1		New Year's Day – OFFICE CLOSED
Jan 5	10:30 AM	Minister's Conference – First Baptist Church, Petersburg
Jan 6	11:45 AM	Kehukee Team Leaders Meeting – PBA Office
Jan 8	6:30 PM	Kehukee Council Meeting – PBA Office
Jan 13	2:00 PM	Missions Council Meeting – PBA Office
Jan 14	10:00 AM	Budget & Finance Meeting – PBA Office
Jan 18		Sanctity of Human Life Sunday
Jan 19	7:00 PM	Executive Council Meeting – Oakland Baptist Church
Feb 2	10:30 AM	Minister's Conference – Second Baptist Church, Petersburg
Feb 11	10:00 AM	Budget & Finance Meeting – PBA Office
Feb 16		President's Day – OFFICE CLOSED
Feb 23	7:00 PM	Leadership Council Meeting – Kehukee
Mar 1-8		Week of Prayer/North American Missions/Annie Armstrong
Mar 2	10:30 AM	Minister's Conference – West End Baptist Church
Mar 8		Daylight Savings Time Begins/Spring Forward
Mar 11	10:00 AM	Budget & Finance Meeting – PBA Office
Apr 5		Easter Sunday
Apr 6		Easter Monday – OFFICE CLOSED
Apr 7	11:45 AM	Kehukee Team Leader's Meeting – PBA Office
Apr 8	10:00 AM	Budget & Finance Meeting – PBA Office
Apr 9	6:30 PM	Kehukee Council Meeting – PBA Office
Apr 13	10:30 AM	Minister's Conference – PBA Office
Apr 14	2:00 PM	Missions Council Meeting – PBA Office
Apr 20	7:00 PM	Executive Council – Second Baptist Church Petersburg
May 4	10:30 AM	Minister's Conference – PBA Office
May 7		National Day of Prayer
May 10-17		Week of Prayer for Associational Missions
May 11		First Kehukee Reservation Day - 2027
May 13	10:00 AM	Budget & Finance Meeting – PBA Office
May 25		Memorial Day – OFFICE CLOSED
Jun 2	1:30 PM	Nominating Committee Meeting – PBA Office
Jun 7-10		Southern Baptist Convention Meeting – Orlando, Florida
Jun 10	10:00 AM	Budget & Finance Meeting – PBA Office
Jun 15		Second Kehukee Reservation Day – 2027
Jun 16	1:30 PM	Annual Program Committee Meeting – PBA Office
Jun 30	1:30 PM	Nominating Committee Meeting – PBA Office

Associational Calendar 2026

Jul 4		Fourth of July – OFFICE CLOSED
Jul 7	11:45 AM	Kehukee Team Leaders Meeting – PBA Office
Jul 8	10:00 AM	Budget & Finance Meeting – PBA Office
Jul 9	6:30 PM	Kehukee Council Meeting – PBA Office
Jul 14	2:00 PM	Missions Council Meeting – PBA Office
Jul 10	7:00 PM	Kehukee Council Meeting – PBA Office
Jul 15	6:30 PM	Missions Council Meeting – PBA Office
Jul 20		All Budget Request Forms Due for 2027 Budget
Jul 20		PBA – All Reservations for Camp Kehukee - 2027
Jul 20	7:00 PM	Executive Council Meeting – Newville Baptist Church, Waverly
Aug 12	10:00 AM	Budget & Finance Meeting – PBA Office
Sept 5	8:00 AM-4:00 PM	Special Olympics Outing – Camp Kehukee
Sept 6-13		Week of Prayer /Alma Hunt Offering for Virginia Missions
Sept 7		Labor Day – OFFICE CLOSED
Sept 9	10:00 AM	Budget & Finance Meeting – PBA Office
Sept 14	10:30 AM	Minister's Conference – PBA Office
Oct 5	10:30 AM	Minister's Conference – TBD
Oct 6	11:45 AM	Kehukee Team Leaders Meeting – PBA Office
Oct 8	6:30 PM	Kehukee Council Meeting – PBA Office
Oct 12		Columbus Day – OFFICE CLOSED
Oct 13	2:00 PM	Missions Council Meeting – PBA Office
Oct 14	10:00 AM	Budget & Finance Meeting – PBA Office
Oct 14		Deadline for ACP Reports
Oct 19	7:00 PM	Executive Council – Central Baptist Church, Church Road
Oct 20	11:30 AM	Minister Appreciation Luncheon – Nanny's Restaurant
Oct 25	3:00 PM	120 th Annual PBA Fall Meeting – Antioch Baptist Church, Yale
Nov 1		Daylight Saving Ends/Fall Back
Nov 2	10:30 AM	Minister's Conference - TBD
Nov 5	10:00 AM	Budget & Finance Meeting – PBA Office
Nov 11		Veteran's Day – OFFICE CLOSED
Nov 26		HAPPY THANKSGIVING
Dec 7	10:30 AM	Minister's Conference - TBD
Dec 9	10:00 AM	Budget & Finance Meeting – PBA Office
Dec 23-Jan 1		ASSOCIATIONAL OFFICE CLOSED