

2026

Biennial Meeting Guidebook



 **CONVERGE**
START. STRENGTHEN. SEND.



BETHEL
UNIVERSITY

Welcome

Greetings, Converge Family!

I pray this message finds you, your families and your ministries well. You are receiving this guidebook because you have been selected to serve as a delegate, and I want to personally thank you for your willingness to do so. Whether you are representing Converge or Bethel University, your participation is both valued and important.

It is a privilege to serve alongside you in a movement that God continues to use to impact lives across the United States and around the world.

I am encouraged by the clarity of who God has called us to be. **We are a spiritually dynamic movement**, seeking to glorify God in all we do while trusting His Word, His Son and the power of the Holy Spirit through prayer. **We are missionally driven**, committed to multiplying transformational churches and developing disciples and leaders worldwide. **Together, we are relationally devoted and culturally diverse**, reflecting Christ's love and the beauty of His Church among all people. Our mission remains clear. **We exist to help people meet, know and follow Jesus by starting and strengthening churches together worldwide.**

Early voting will open on June 18, and I encourage you to engage prayerfully in this important responsibility as you represent your church, your university, your community and our broader movement. **Please be sure to submit your vote before June 24 at 6 p.m. Eastern time, when voting closes.** Our Biennial process will take place online through this voting period. We will also gather for the Converge Together Conference, June 23-25, where we will celebrate 170 years of mission as a movement and bring leaders, church planters, a rising generation and more than 160 global workers together as one family.

As you engage with this guidebook, I pray you are encouraged by the progress we have made together. What unites us is greater than our shared work. It is the finished work of Christ on the cross, which compels us forward and gives us the privilege of sharing His love with the world. Thank you for your faithful partnership.

With love and care,
President John K. Jenkins, Sr.

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Directory of Board Members

Executive Committee

Chairperson: Darryn Scheske
Fishers, Indiana

Vice Chair: Paul Johnson
Hamel, Minnesota

Members: Craig Dunn
Fishers, Indiana
Bernard Emerson
Oakland, California

Bruce Sumner
San Marcos, California

President: John K. Jenkins, Sr.
Orlando, Florida

Recording Secretary: Richard J. Nogel
Burr Ridge, Illinois (ex officio, non-voting)

Chief of Staff/COO: Tim Ponzani
Orlando, Florida (ex officio, non-voting)

Chief Financial Officer: Rodney Williams
Orlando, Florida (ex officio, non-voting)

Members

Class of 2028

Mark Albrecht
Antioch, Illinois
Esther Gordon
Upper Marlboro, Maryland
Mullery Jean-Pierre
Brooklyn, New York
Paul Johnson
Hamel, Minnesota
Carolene Mays
Fishers, Indiana
Brad Wilkerson
Prosper, Texas
Lisa Winters
Chandler, Arizona

Bernard Emerson (PacWest)
Patterson, California
Nate Hettinga (Northwest)
Monroe, Washington
Paul Mitton (Rock Mountain)
Littleton Colorado
Ken Nabi (Great Lakes)
Fond du Lac, Wisconsin
Jamie Sipsma (Northeast)
Westport Connecticut
Danny Parmalee (MSC)
Hendersonville, Tennessee
Bruce Sumner (Southwest)
San Marcos, California
Brian Weber (MidAtlantic)
Berlin, Maryland

Class of 2030

Craig Dunn
Fishers, Indiana
Gregg Heinsch
Celebration, Florida
Drew Johnson
Medina, Minnesota
Darryn Scheske (chair)
Fishers, Indiana
Charles Whitaker
Temple Hills, Maryland

Ex-Officio Overseer Members (with voting privileges)

John K. Jenkins (President – Converge)
Orlando, Florida
Norwood Davis (President – Wesleyan
Investment Foundation)
Fishers, Indiana
Ross Allen (President – Bethel University)
St. Paul, Minnesota

Ex-Officio Overseer members (without voting privileges)

Richard J. Nogal, Esq. (Recording Secretary)
Burr Ridge, Illinois
Timothy J. Ponzani (Converge - Chief of Staff & COO)
Orlando, Florida
Rodney Williams (Converge – CFO)
Orlando Florida

Regional Presidents

Andy Kumpel (North Central)
Andover Minnesota
Steve Krier (Heartland)
Sioux Falls, South Dakota

Board Chair Report

Dear Converge family,

I want to begin by simply saying: God has been faithful.

He has sustained us, guided us, corrected us, provided for us and continued to call us forward. As we gather for this Biennial Meeting, it is right for us to pause and give thanks. Not only for what God has done in the past, but for what He is doing among us right now.

The past two years have been marked by both building trust and restoring resources for the mission that unites us: helping people meet, know and follow Jesus by starting and strengthening churches together worldwide.

I want to express my deep gratitude for our president, Pastor John K. Jenkins, Sr. His steady leadership, spiritual wisdom and pastoral heart have served Converge well in this important season. I have personally watched him lead with courage, patience, humility and faith. Alongside the Board of Overseers and our executive team, he has helped cultivate greater unity, clarity and renewed confidence across our movement.

Over these past several years, we have been intentionally moving toward a posture of servant leadership. The Converge national office does not exist above our regions and churches. It exists to serve them. I am grateful to report that this shift is taking deeper root. We are seeing a growing spirit of collaboration, a greater willingness to listen and renewed trust across our movement.

From my vantage point as Board Chair, I believe God is strengthening our ability to function together at a higher level. Together, we are learning again what it means to align around the mission, inspire one another toward gospel impact and mobilize the resources necessary to serve our regions, pastors, congregations and global workers.

There is much still to do. But there is also much to thank God for.

One of the clearest signs of progress has been the strengthening of our financial foundation. Through disciplined stewardship, wise management and the generosity of God's people, Converge has experienced increasing stability. Income has exceeded expectations, and organizational assets have grown to more than \$84 million. At the same time, the Converge retirement plans continue to

grow and strengthen, with assets now exceeding \$305 million.

We also continue to take our responsibility for financial integrity seriously. I am grateful to report that Converge has received four consecutive clean audit opinions from our independent audit firm. That matters. It is one visible expression of our desire to steward well what God has entrusted to us.

As part of our ongoing commitment to focus resources on mission, the Board of Overseers approved the sale of the Orlando headquarters building to Cru for \$8 million. We also returned to Cru the land underneath the building, which it originally donated. That sale was completed in February and has become an important part of our plan to strengthen the national office's financial position.

In addition, the Board of Overseers and executive team have begun implementing a three-year plan to balance the national office budget. This includes the sale of the Orlando headquarters, along with organizational restructuring designed to better support International Ministries while also bringing that budget into greater long-term balance.

We have also continued to mature the Converge Ministry Investment Fund. This fund was originally established with \$50 million from the sale of the Cornerstone Fund, and its assets now exceed \$58 million. During this biennium, the Board reaffirmed an important principle: This fund exists to fuel ministry, not simply to sustain operations. As a result, millions of dollars have been directed outward to support church planting, strengthen pastors and advance ministry across Converge.

Since 2022, Converge has increased direct investment into our regions, providing more than \$7 million in funding, along with targeted resources for church planting and leadership development. In many ways, this represents one of the most significant investments Converge has made into our regions and local churches in decades.

These are not merely financial decisions. They are mission decisions. They reflect our desire to be faithful, focused and generous with the resources God has placed in our hands.

And those investments are bearing fruit. Regions are expanding their capacity. Pastors are being strengthened. Churches are being encouraged. New opportunities for gospel impact are emerging.

Let me express my deep gratitude for our regional presidents and regional leaders. They serve on the front lines of our movement. They pastor pastors. They strengthen churches. They carry the weight of ministry in their own contexts while also helping Converge remain connected as a national and global family.

Let me also express my gratitude for our continued partnership with the Wesleyan Investment Foundation. This relationship has expanded access to financial tools and capital for our churches, helping them pursue ministry with greater confidence. We thank God for partners who share our desire to see churches strengthened and the gospel advanced.

I also want to honor Bethel University President Ross Allen and our friends at Bethel University, one of Converge's most historic and important ministry partners. Bethel will celebrate its 170th anniversary next year; 155 of those years have come as part of the Converge family. What began as a seminary serving the Swedish Baptist Conference continues today as a university where students are being formed academically, spiritually and missionally.

Under Allen's leadership, Bethel has moved from financial crisis to financial health, is experiencing record enrollment, has received a \$1 million grant from Lilly, and is seeing renewed spiritual vitality through increased chapel attendance and the integration of faith in the classroom. We are grateful for Bethel, Allen and the enduring partnership between Bethel University and Converge.

At the center of all of this is the mission.

Churches are being started. Existing churches are being strengthened. Pastors are being encouraged through networks, coaching and regional care. Global workers are faithfully extending the reach of the gospel in places near and far. And the next generation is being trained to serve the Kingdom.

These outcomes do not happen because of one office, one board, one president, one region or one church. They happen when a movement chooses to work together.

And that has always been the heart of Converge.

We are better together.

As we look ahead, I do so with humility and hope. The work of restoring trust is not finished. The work of strengthening systems is not finished. The work of aligning a diverse and autonomous movement around a shared mission requires ongoing patience, courage and love.

I am encouraged because I see evidence of God's grace. I see leaders choosing collaboration over isolation. I see regions leaning in. I see churches continuing to serve faithfully. I see pastors being strengthened. I see financial resources being redirected toward mission. I see a movement that has walked through difficulty and is, by God's grace, learning, how to become healthier, stronger and more united.

Thank you for your prayers. Thank you for your partnership. Thank you for your faithfulness to the mission we share. It is a privilege to serve alongside you.

Respectfully,

Rev. Darryn Scheske, DMin.

Chair, Converge Board of Overseers
Senior Pastor, Heartland Church

President's Report

As I reflect on the past two years of service as President of Converge, I am deeply grateful for God's faithfulness and for the shared commitment of our leaders, churches and regions. Converge continues to live out its calling as a movement of churches and is committed to helping people meet, know and follow Jesus by starting and strengthening churches worldwide.

Central to this calling is our commitment to church planting. The vision of planting 312 new churches is not merely a numerical goal; it is a gospel ambition rooted in obedience to Christ's Great Commission and in our historic identity as a church-planting movement.

Throughout this season, my leadership has been shaped by three primary responsibilities:

1. Providing clear and faithful vision to the Board of Overseers.
2. Strengthening partnership with our 10 Regional Presidents.
3. Leading a renewed focus on evangelism that fuels both church planting and church strengthening.

Providing Vision to the Board of Overseers

A central responsibility of the presidency is to help the Board discern God's direction for Converge and to provide clarity as we steward the mission entrusted to us. Over the past two years, we have worked closely as a Board to reinforce our identity as a covenantal movement of churches, not a centralized denomination.

Within this context, the Board has consistently reaffirmed the importance of starting churches worldwide, including the disciplined pursuit of our 312 church-planting goal.

We have also emphasized the importance of long-term spiritual and organizational health, ensuring that our strategies serve the mission and support the work of our regions and local churches. I am grateful for the Board's support to our regions and churches.

Strengthening Partnership with Regional Presidents

Equally important has been strengthening our partnership with the 10 Regional Presidents.

Over the past two years, we have worked to listen carefully, collaborate more closely and support the leadership entrusted to each region. While methods may differ, our mission remains the same.

Our Regional Presidents continue to play a vital role in advancing the church planting vision by developing leaders, strengthening assessment and coaching processes and integrating church planting into the life of their regions. I thank God for their faithfulness and their perseverance in the work.

Renewing Our Focus on Evangelism

At the heart of this season has been a renewed focus on evangelism. Scripture reminds us in Acts 13:47 that we are called to be a light, bringing the message of salvation to the ends of the earth. Evangelism is central to our calling and essential to the work of both starting and strengthening churches.

Through our partnership with the Wheaton College Billy Graham Center Church Evangelism Institute, pastors are being equipped to guide their congregations in making evangelism a natural part of everyday ministry and life. Since our last Biennial, 104 Converge churches have been engaged in this work or are currently being equipped.

We are encouraged by the fruit we see. In 2025 alone, there have been 611 adult salvations connected to this cohort effort. In addition, 95 percent of participating leaders report a rise in an evangelistic mindset within their ministries and 81 percent report that their churches are actively discipling people to share the gospel in their everyday lives.

It has been especially encouraging to see this work embraced within the regions, reflecting our commitment to ministry that is locally led and supported at the national level.

Looking Ahead

As we look ahead, I am encouraged by what God is doing among us. We are seeing greater clarity of mission, stronger partnerships and a renewed focus on evangelism.

I am grateful for the Board of Overseers, for our Regional Presidents and for our pastors and churches who continue to labor faithfully.

May the Lord continue to guide us and bless our efforts as we move forward together.

With love and care,

President John K. Jenkins, Sr.

Chief Operating Officer's Report

It is a privilege to serve Converge and to reflect on the Lord's faithfulness over the past two years. This season has been marked by thoughtful change, careful stewardship and a renewed focus on aligning our structures and resources with our shared mission—to **start and strengthen churches together worldwide.**

In my role as Chief of Staff and Chief Operating Officer, I serve President John K. Jenkins, Sr. and the Board of Overseers to steward the operational life of Converge, ensuring that our systems, teams and decisions support the work God has entrusted to us.

Strengthening the Foundation for Mission

Over the past two years, Converge has advanced a comprehensive strategic review and framework that clarified priorities across our movement. This work has helped align our National and International Ministries, Development and shared services around clear strategic pillars—deepening our identity, fostering unity, advancing church planting, evangelism and discipleship and expanding our global missions.

These efforts were not merely structural. They were prayerful acts of stewardship, seeking wisdom, unity and faithfulness as we discern how best to serve our churches, regions and global workers.

Faithful Stewardship of Resources

One of the most significant decisions this year was the sale of Converge's Orlando facility, finalized in February 2026. After careful discernment and direction from the Board of Overseers, Converge completed the transaction while securing a multi-year, rent-free lease to ensure continuity of operations.

This decision reflects our long-standing commitment to "money for mission"—releasing resources so they may be more fully deployed toward gospel impact. We are grateful for God's provision throughout this process and for the diligence of those who led it with wisdom and care.

Investing in People and Leadership

Converge continued to strengthen its people systems, recognizing that healthy ministry flows from healthy leadership. This year included

the rollout of a new performance management process, increased alignment between evaluation and compensation, and ongoing attention to staff development and care.

These efforts are helping cultivate a culture of accountability, encouragement and growth so that those serving across Converge may do so with clarity, support and joy.

Global Alignment and Governance

Working in collaboration with Ivan Veldhuizen, International Ministries remained a key focus. For the past 14 months, a strategic and structural review has been underway to strengthen leadership alignment and operational clarity for our global work. By the time this report is published, a new global structure will be in place, better positioning Converge to advance the gospel among the nations.

In parallel, the office of the COO continued supporting the Board of Overseers through governance work, policy development and preparation for Biennial decision-making. Together, these efforts are helping ensure that Converge remains well-governed, mission-focused and positioned to serve a growing, global movement.

Looking Ahead with Gratitude

As we look to the future, I am deeply grateful for the partnership of our staff, regional leaders, Board of Overseers and churches. These past two years required disciplined decisions and thoughtful change, but they have strengthened the foundation upon which Converge stands.

We move forward, trusting that the Lord, who has been faithful in every season, will continue to guide and sustain this movement for His glory.

"Now to him who is able to do far more abundantly than all that we ask or think...to him be glory in the church and in Christ Jesus throughout all generations."

Ephesians 3:20–21

Better together,

Rev. Dr. Timothy J. Ponzani

Executive Vice President & Chief of Staff / Chief Operating Officer

International Ministries Report

The future looks good for Converge International Ministries. We have gone through a significant season of intentional redesign to ensure our mission remains sustainable, healthy and effective for years to come. Some of these primary adjustments demonstrate that:

- ◆ We are intentionally a two-focused division of Converge.
 - ◆ A service entity, to assist U.S. Regions and churches in accomplishing their God-given vision for missions
 - ◆ A sending agency, to deploy global workers to the least-reached people and places in the world.
- ◆ We are integrating mobilization efforts with Converge Regions and churches and streamlining our deployment process for greater effectiveness and efficiency.
- ◆ We have flattened the global structure so our best mission practitioners make key decisions and shape the culture of International Ministries.
- ◆ We have prioritized leader development, providing intentional opportunities for growth and greater ministry effectiveness.
- ◆ We are committed to team ministry in all the places we serve.
- ◆ We are functioning with a much leaner financial budget into the future.

Our vision remains unchanged: **We are asking God for a gospel movement among every least-reached people group in our generation.** This highlights four realities:

- ◆ We are God-dependent. We are trusting God to do what only he can do as we faithfully carry out our calling and tasks.
- ◆ We are movement oriented. We implement strategies of multiplication in all our global work. We don't plant churches but raise up indigenous church planters. We build deep into disciples and leaders to do the work of ministry in their culture and context.
- ◆ We are least-reached focused. We are committed to bringing the gospel of Christ to the people and places it is needed most. We are pursuing gospel saturation so that the knowledge of the glory of God will cover the earth as the waters cover the sea.

- ◆ We steward the mission with calculated urgency. We want to reflect the heart of God to see worshipers from every people, nation, tribe and language stand before the throne of God.

We have 170 global workers deployed and 51 appointees in the process. Our fastest-growing team is in Japan, engaged in a fresh and promising strategy there. The most church planters are being deployed in Togo (6 Degree Initiative), intending to reach 1000 unreached villages in the next 5-8 years. Significant gospel spread is taking place in Thailand, and the beginnings of hopeful influence are being experienced in Indonesia (Spice Islands Initiative). A fresh wave of nationals is bringing the gospel to Estonia's least-reached regions. Solid ministry relationships are being formed in Poland to see the national church influence vast regions of lost people. Mobile global workers help catalyze high-capacity indigenous leaders to see the gospel take root in the world's hardest places. Our global workers everywhere are intensely committed to bringing the gospel of Christ to those who need it most.

International Ministries has experienced God's favor. We anticipate more significant breakthroughs in the years ahead.

It is an honor to serve Converge in leading International Ministries.

Respectfully Submitted,

Ivan Veldhuizen

Sr. Vice President of International Ministries

National Ministries Report

Submitted by Dr. Michael Henderson,
Executive Vice President National Ministries

National Ministries continues to work hard in Church Strengthening, Church Planting, Evangelism and Discipleship, Chaplaincy and Biblical Diversity.

Stats: Church Systems/Leadership Trainings/Strat Ops; Church Planting couples

Districts/Other Partnerships: Wheaton College African American Church Evangelism Institute

- ◆ I continue to serve as an ambassador for the Converge movement by networking with churches and pastors at the national and international levels. This is accomplished by forming new relationships through networking opportunities, participating in and facilitating conferences and workshops and coaching pastors and churches on implementing and maintaining sustainable systems and processes for church growth and church health.
- ◆ I am overseeing the process of the partnership with Converge and the Church of Christ Holiness U.S.A. (COCHUSA), denomination, which has come on board to undergo training of their new pastors in church planting. This is a result of the Church Planting presentation I led with them this past May.
- ◆ I continue to promote the Wheaton College Church Evangelism Institute Cohorts and use this platform to educate, promote and recruit pastors for Converge.
- ◆ The Evangelism and Discipleship department is making significant progress with the Church Evangelism Institute cohorts. We've trained coaches throughout the various regions and the program is progressing.

Church Strengthening — Dr. Bruce Hopler

I. Strengthening Pastors

- ◆ **Compass:** 23 retreats since 2018, serving 138 couples across eight regions.
- ◆ **Leadership & Coaching:** Expanded focus across nine regions, building healthier leaders and teams.

II. Strengthening Churches

- ◆ **Healthy Systems:** Partnering with all 10 regions using tools like NCD, Clarity House, Church Unique, TrueWiring and in-house assessments for strategic growth.
- ◆ **Engagement:** Most regions are actively collaborating with the national team for biblical health and effectiveness.

III. Strengthening Church Leaders

- ◆ **Board Development:** 36 online training topics, 295 registered churches, 5,478 registered users, 7,519 steps completed and 5,335 discussion posts.
- ◆ Six onsite board events held across four regions.

IV. Strengthening as a Movement

- ◆ **Regional Champions:** Two gatherings annually with monthly contact across all regions.
- ◆ **2026 Conference:** Collaboration of all 10 regions, four presidents and six strategic teams (Vision, Mainstage, Breakouts, Storytelling, Marketing, Event Planning). Goal: 1,500–2,000 attendees.
- ◆ **Legacy book:** Development is complete (materials selected, stories/multiple topics are written).
- ◆ **Site Planning:** Three site visits completed; breakout rooms, pre-conference spaces and key meeting areas mapped out.
- ◆ **Breakouts:** 30 topics confirmed; speakers confirmed.
- ◆ **Mainstage:** Speakers confirmed; schedule finalized.
- ◆ Communications / Marketing team has finalized the marketing timeline; promotion plan focused on breakout topics and conference engagement.

Evangelism & Discipleship — Jonathan Dahl

Converge continues to build a strong culture of evangelism and discipleship through a partnership with the Wheaton College Billy Graham Center’s Church Evangelism Institute (CEI). A Converge-wide coaching infrastructure now supports churches nationwide.

- ◆ Second-generation cohorts are active as of March 2026. We now have 104 Converge churches representing all 10 Converge regions.

Converge Evangelism Cohort Participation

| Churches | Region |
|----------|--------------------------------------|
| 10 | Great Lakes |
| 10 | Heartland |
| 21 | MidAmerica/Southeast/Caribbean (MSC) |
| 18 | MidAtlantic |
| 14 | North Central |
| 2 | Northeast |
| 10 | Northwest |
| 8 | PacWest |
| 5 | Rocky Mountain |
| 6 | Southwest |

- ◆ Survey results from a quarter of participating churches reported 611 adult conversions (during just the 2025 calendar year). The lead pastors who reported these numbers cited participation in the Evangelism Cohort as the impetus for those salvations.

- ◆ Fall/Winter 2027 Goal: Continue to launch additional cohorts.
- ◆ A few current Converge “beta churches” are being impacted, self-defining and multiplying disciple-making efforts in the local church through the equipping of “Clarity House.” These Disciple-making equipping tools will be made available to regional leadership (staff or trusted multipliers) in 2026 and early 2027, enabling them to equip and train regional churches.

Church Planting — Marlan Mincks

Church-planting momentum continues to increase across the movement.

- ◆ **Church Planting Strat-Op Updates:**
 - ◆ Eight districts are currently engaged in the Strat-Ops development process.
 - ◆ I am reviewing Leader Portrait testing across districts to help strengthen pre-assessment decisions for potential church planters.
 - ◆ We have reached our goal of 50 new church planter coaches this year.
 - ◆ A new, updated Spanish Church Planting 101 has been recorded and is currently being edited. It will be available online soon.
 - ◆ Currently, 307 churches planted toward our goal of 312.
 - ◆ Planters assessed: 45 in 2025; 33 year-to-date in 2026. Remaining 2026 assessments are scheduled for Minnesota, St. Louis and Texas.
- ◆ **Lilly Church Planting Grant Update:**
 - ◆ Our \$50,000 planning grant proposal has been approved. It will be used to develop the full proposal for a potential grant of up to \$5 million.
- ◆ We have scheduled two in-person planning sessions at Converge Headquarters in Orlando: (Session 1: May 4–5; Session 2: June 15–16).
- ◆ The Zambia Assessment Center led to a successful assessment in March, with 10 candidates.

Chaplains — Rev. Carleton Birch

The Chaplaincy Ministry continues to expand its influence through both military and institutional service.

- ◆ **Endorsement Stats:** 60 federal military chaplains, 24 board-certified healthcare chaplains and six chaplain candidates.
- ◆ **Partnerships:** All Converge regions, plus the Army, Navy, Air Force, Veterans Administration, Bureau of Prisons, National Conference on Ministry to the Armed Forces (NCMAF), Board of Chaplaincy Certification, INC (BCCI), Military Chaplains Association (MCA), Association of Professional Chaplains (APC), Fellowship of Christian Military Ministries (FCMM).
- ◆ **Innovation:**
 - ◆ Launching an automated application system to streamline the endorsement process while adding a more robust, qualitative assessment component.
 - ◆ Issued policy guidance to the Federal Bureau of Prisons prohibiting the use of Converge-endorsed chaplains as guard augmentees during staffing shortages.
 - ◆ Collaborated with Converge military chaplains to successfully adapt to recent policy changes in the Department of Defense.
 - ◆ Prioritized ethics-focused training to equip Converge chaplains to provide clear, principled ethical guidance to military and institutional leadership.
 - ◆ Completed five years of department self-funding.

Biblical Diversity — Pastors Jim Eaton & Rod Hairston

The Biblical Diversity team has created and advanced its strategic plan for cultivating Biblical Diversity, using a baseball diamond as a visual metaphor for progress — First Base: empathic listening; Second Base: cultural intelligence; Third Base: racial healing; and Home Plate: flourishing intercultural communities.

- ◆ **Workshops & Conferences:** Presented the framework at multiple national and regional gatherings, including S2 East/West, Converge MidAtlantic and Converge Northwest conferences. Sessions were strongly attended, with growing demand for coaching to move through the tensions into flourishing. Additionally, engaged in recent (2026) relationship-building through speaking opportunities in Converge MidAtlantic churches and participation in a two-day seminar on overcoming racism sponsored by the Racial Equity Institute (Youngstown, Ohio).
- ◆ **Educational Resources & Content:** Produced 20 videos for Converge's YouTube page and authored articles such as "A Call for Right Now" and "Who Are We, America?" Implemented a structured content distribution approach, sharing resources simultaneously with Regional Presidents and Ethnic Ministry Leaders prior to publication and inviting engagement and questions. Developing a forward-looking content calendar to ensure timely, relevant and edifying insights for Converge leaders.
- ◆ **Listening Sessions & Strategic Implementation:** Completed all but one initial listening session with regional, ethnic, international and chaplaincy leaders, gathering perspectives to inform ministry priorities. Submitted 2026 strategic goals to leadership and continue to integrate insights into ongoing strategy and execution.

Development Department 2025 Summary Report

The Development Department's activities are centered on supporting the **Converge Strategic Pillar: "Funding the Mission,"** which seeks to broaden and deepen Converge's level of generosity through partnerships with local congregations, Converge Regions, the National Office and Global Workers. Its overarching goal is to create a **sustainable ministry culture** where the ability to give is recognized as a blessing, directly supporting the vision of starting more churches, multiplying disciples and sending missionaries.

Objectives:

Regional and Congregational Support: In partnership with the Regional President, the team seeks to engage local congregations to increase their stewardship profile, creating and celebrating a Culture of Generosity at the local congregation level, resulting in increased funding for the local church and the regions.

As direct support and success are realized at the congregational level, we desire to see a willingness on the part of the regions to provide a proportional increase in funds to support national-level services.

National Ministries Support and Reciprocity:

The Development Team will seek to advance the values and direction of the Board of Overseers, celebrating and leveraging churches' generosity so that more churches are planted, resulting in more people coming to meet, know and follow Jesus. The National Development Team provides value and funding to the regions. In response, the regions contribute back to national, which continues to strengthen its commitment to serving and supporting the Regions.

International Ministries Support: Converge International Ministries has an existing contribution model to the national office. The Development Team will continue to support global workers' donors through cultivation, gratitude and consultation. This includes strategies such as planned giving, major gifts, qualified charitable distributions, and others. These efforts aim to increase both the depth and breadth of donor contributions to global workers and International Ministries. As a result, the national office will see a corresponding increase in funding.

Organizational Structure

In early 2025, a dedicated **Development Department** was established, featuring **two fundraisers** specifically focused on cultivating regional relationships, **Donor Care** and **Planned Giving**.

- ◆ **Regional Partnerships:** Fundraisers work as "Visionary Connectors," using active listening and mutual respect to (re)build trust across the movement. Using a **Collaborative Development Agreement (CDA) Framework**, these fundraisers "covenant together" with Regional Presidents to implement customized funding strategies that serve each region's unique mission. This is achieved through consulting, coaching and sharing best practices from successful churches. In 2025, three of 10 regions signed a CDA, and four Regions are using the Donor Management System.
- ◆ **Donor Care** is our donor-facing care center designed to assist donors and their donation needs. In June 2025, Converge launched a new Donor Management System, Online Giving and the new Donor Portal on its new website, seamlessly transitioning more than 2,500 monthly recurring donations without disruption. Now in its "data health phase," Donor Care is preparing the system and data to enable the execution of segmented donor management plans to individual and church donors (2026 goal). In 2026, the Donor Care and IT Departments will deploy Donor Dashboards to provide timely information to Converge leadership.
- ◆ **Planned Giving** has conducted information sessions at four regional meetings in 2025, sharing the culture of generosity with pastors and congregants using the Four Pockets of Giving Approach. Partnered with Jonathan Wicklund, founder of WWITM (Who will inherit the mess?), and Generous Giving Workshops to provide education to congregants and churches on Planned Giving and Generosity. Goals for 2026 include cultivating existing donors who give via their appreciated assets as Qualified Charitable Distributions through IRAs and facilitating the discussion on Planned Giving. Planned Giving allows donors to leave a lasting impact on the "Start, Strengthen & Send" mission.

Performance (CY 2024–2025)

- ◆ **Broadening the Base:** Total donors increased from **7,734 in 2024 to 8,614 in 2025** (an 11.4% increase).
- ◆ **New Donor Acquisition:** The movement experienced a **51.7% growth in new donors**, rising from 1,886 in 2024 to 2,861 in 2025.
- ◆ **Revenue Stability:** Annual donation revenue remains stable at approximately **\$16M**, providing a baseline for the target of a **10% increase in total donor revenue**. This 10% increase has not yet been achieved.
- ◆ **Depth of Partnership:** The average donation stands at **\$214 per month**, indicating a healthy level of sustained engagement even as the base expands.
- ◆ **Create and maintain positive relationships with Regional Presidents and staff**, ensuring that national development efforts bring tangible value to the regions.

Kent Adcock

Vice President of Development

Converge Retirement Plan Report

The Converge Retirement Plan was started in 1967 and offers two retirement plans to Converge pastors, missionaries, district leaders and staff, national staff and full-time church staff. Most participate in both plans. The Defined Benefit Plan offers lifetime monthly pension payments to a participant and their spouse during their retirement years. The Defined Contribution Plan offers retirement savings that grow with participant contributions and investment earnings. All payments from both Plans may be treated as housing allowance for ordained or licensed clergy and for commissioned missionaries, meaning ministry workers can avoid taxes on the benefit payments they receive from the Plans, up to the maximum amount eligible for housing allowance treatment under IRS rules.

Effective January 1, 2024, Guidestone Financial became the third-party administrator for the Plans. GuideStone has been dedicated to providing and administering retirement plans for the Christian community since 1918 and serves more than 200,000 members and 38,000 churches. As a faith-based organization, GuideStone shares our **Christian values** and is highly recognized for its **compassionate, competent service**. As a result of this change, participants in the Defined Contribution Plan can select from more than two dozen investment options for their Plan savings. As of December 31, 2025, the Converge Retirement Plan had combined assets exceeding \$309 million and an investment return of 12% for the year. This exceptional return is attributable to dedicated financial professionals on the Defined Benefit Plan investment oversight committee, as well as participant-directed investments in Guidestone Target Date Funds available in the Defined Contribution Plan.

There are currently 1,033 retirees receiving monthly pension benefits of over \$835,000 from the Defined Benefit Plan, and 2,257 participants entitled to future benefits. In 2025, the Plan paid out nearly \$10 million in pension benefits.

Periodically, we have an independent actuarial valuation of the Plan performed. As part of this

valuation, they calculate the Plan's estimated outstanding pension liabilities and determine what percentage of those are currently funded. The most recent assessment was performed on December 31, 2024. This assessment reflected that the plan was 92% funded.

Finally, contributing to the Converge Retirement Plan is one of the most effective ways for our churches to provide for their pastors and staff members in retirement. For this reason, we continue to see growth in both the assets of the Plan and the number of participants.

Rodney Williams
Plan Administrator

Converge Ministry Investment Fund Report

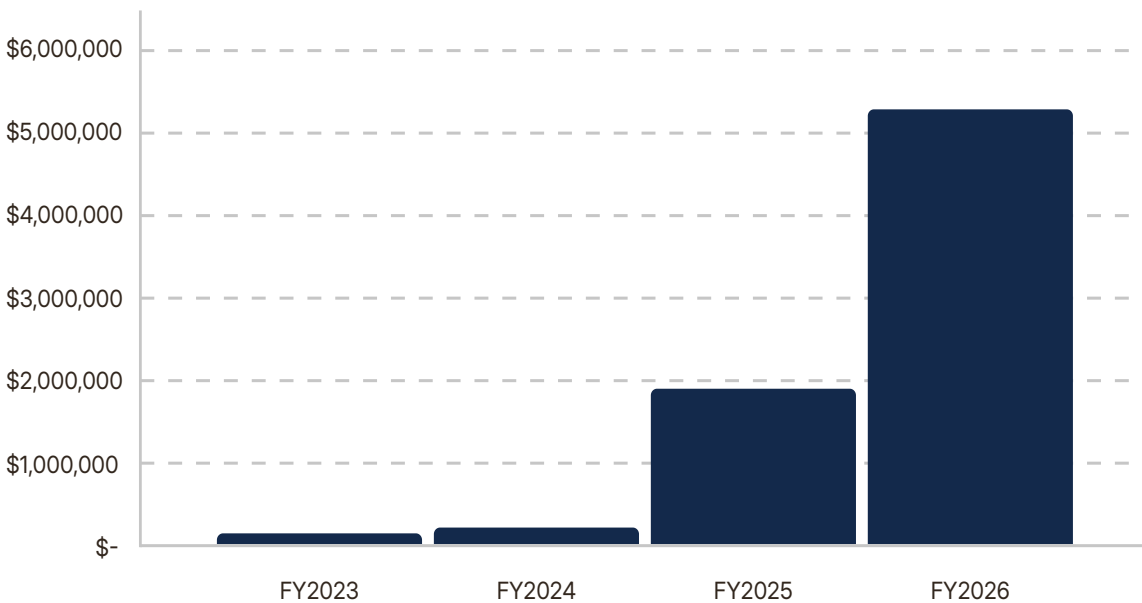
In November 2021, Converge consummated the sale of its Cornerstone Fund to Wesleyan Investment Foundation, Inc. (WIF) for more than \$60 million. Similar to Cornerstone, WIF partners with pastors and churches across multiple denominations that have a vision for reaching their communities for Christ and for providing funding for the spaces and places that make that vision real.

\$50 million of the proceeds received from the sale of Cornerstone were used to establish the Converge Ministry Investment Fund. The purpose of the Converge Ministry Investment Fund is to grow assets that can be used in ministry, such as strengthening and growing churches. Since its inception, the Converge Ministry Investment Fund has invested \$7.6 million in ministry, and on March 31, 2026, the fund totaled \$58.2 million.

Rodney Williams

Converge Senior Vice President of Financial Operations

Annual Ministry Investments



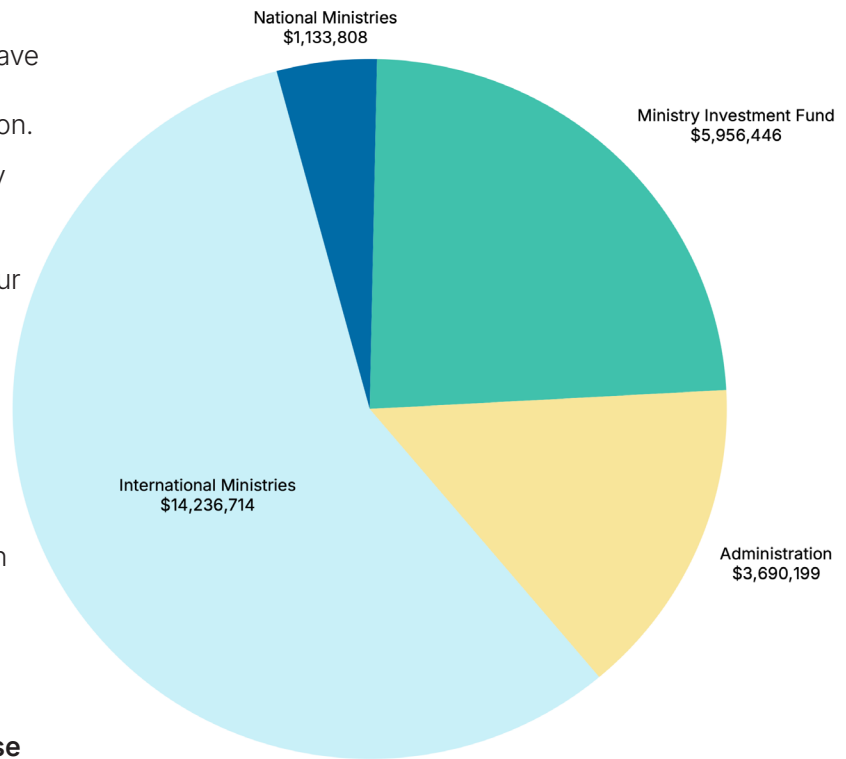
Financial Summary

2025-2026 Financial Results

In 2025-2026, giving totaled more than \$15 million, up 5.5% from the prior year, and income from investments exceeded \$8.5 million. This growth reflects the ongoing commitment of donors who have maintained or increased giving over the years. We are thankful for the continued support of our mission.

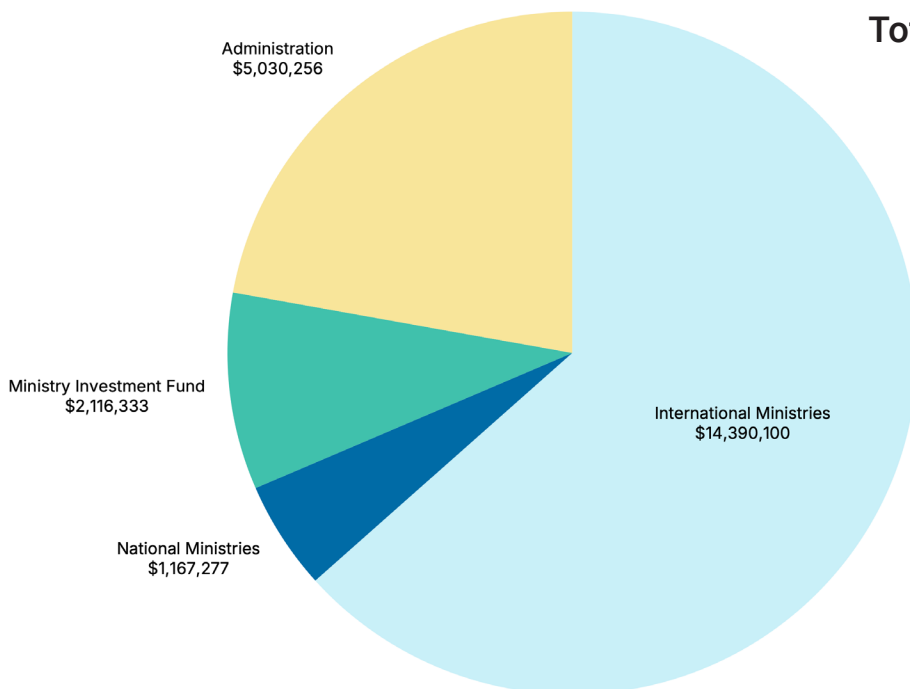
As a result of increased contributions and extremely strong investment performance, total income exceeded expenditures by more than \$2 million for the most recent fiscal year. To remain focused on our mission, the Board of Overseers approved the sale of our Orlando headquarters building to CRU and returned the land underneath the building, which had originally donated by CRU. This sale was completed in February. Next, over the past two years, investments directly into church plants and regional ministry have exceeded \$3 million. Finally, we continue to receive unqualified audit opinions on our financial statements as Converge management and the Audit Committee of the Board of Overseers ensure maintenance of an appropriate system of internal controls in our Accounting department.

2025-2026 Income



Total income: \$25,017,167

2025-2026 expense



Total expenses: \$22,703,966

Voting Matters

Converge Bylaw Amendments

For Action by the 2026 Biennial Delegates

Background and Authority

- ◆ Pursuant to Article XV of the Converge Bylaws, amendments may be adopted by a two-thirds ($\frac{2}{3}$) vote of the delegates present and voting at a Biennial Meeting, provided that:
- ◆ The proposed amendments are presented to the Board of Overseers at least three (3) months prior to the Biennial Meeting, and

Notice of the proposed amendments is delivered to member churches at least one (1) month prior to the Biennial Meeting.

In fulfillment of these requirements, on April 13, 2026, the Converge Board of Overseers met and unanimously approved the following proposed amendments for recommendation to the Biennial delegates.

Proposed Bylaw Amendments

Amendment 1: Article II — Identity Statement

Current Language

“Converge is a voluntary fellowship or association of Baptist churches in the United States and Islands of the Caribbean and Bahamas.”

Proposed Language

“Converge is a voluntary fellowship or association of Baptist churches.”

Rationale

Affiliation with Converge is rightly overseen by Converge Regions, which govern the affiliation of new and existing churches. Once affiliated with a Region, a church is thereby affiliated with Converge. This amendment removes unnecessary geographic limitation from the Identity Statement and clarifies that Converge is not territorially restricted, reflecting the current and future reality of the fellowship.

Motion for Delegate Action

Motion: That the Converge Biennial delegates approve the proposed amendment to the Converge Bylaws, Article II - Identity Statement to read, *“Converge is a voluntary fellowship or association of Baptist churches.”*

Amendment 2: Article IX, Section C — Terms of At-Large Board Members

Current Language

“At-large members of the Board of Overseers shall be confirmed at biennial meetings of Converge to serve for four-year terms. Upon renomination by the Board of Overseers, a board member may be reconfirmed for up to one additional four-year term.”

Proposed Language

“At-large members of the Board of Overseers shall be confirmed at biennial meetings of Converge to serve four-year terms. Upon renomination by the Board of Overseers, a board member may be reconfirmed for additional four-year terms.”

Rationale

This amendment provides the Board of Overseers and the delegates with additional flexibility to retain experienced board members when their continued service is deemed beneficial to the mission, governance, and stability of Converge.

Motion for Delegate Action

Motion: That the Converge Biennial delegates adopt the proposed amendment to the Converge Bylaws, Article IX, Section C to read, *“At-large members of the Board of Overseers shall be confirmed at biennial meetings of Converge to serve four-year terms. Upon renomination by the Board of Overseers, a board member may be reconfirmed for additional four-year terms.”*

New Overseers – Class of 2030 Biographies

Pastor Charles Whitaker

Pastor Charles Whitaker serves as **Senior Pastor of River of Life Church in Temple Hills, Maryland**, where he has faithfully led a vibrant, multigenerational congregation with a clear mission of reaching the lost, developing disciples and impacting the world. With a deep commitment to evangelism, leadership development and community engagement, Pastor Whitaker brings decades of pastoral experience and a strong gospel-centered vision to his ministry.

Pastor Drew Johnson

Pastor Drew Johnson serves as **Lead Pastor of the Aspen Grove Network**. Aspen Grove is a multisite church that emphasizes the distinctiveness of its locations as well as their interconnectedness. Aspen Grove is committed to multiplying leaders, congregations and gospel impact through shared mission and mutual accountability. In addition to overseeing the network, Pastor Johnson also serves as the **Lead Pastor of one of its sites, Mercy Hill Church in Minnetonka, Minnesota**, where he provides thoughtful, gospel-centered leadership with a strong emphasis on discipleship, healthy community and mission.

Voting Matters

Confirmation of Board Members

The ballot of Converge overseer board members is presented by the board for confirmation.

Re-Affirm for a new 4-year term

Darryn Scheske
Gregg Heinsch
Craig Dunn

New Overseers – Class of 2030

Charles Whitaker
Drew Johnson

Churches Added

It is recommended that the following churches, having been received into membership by their respective districts, be duly recognized and welcomed as member churches of Converge:

Great Lakes

Alive In The Spirit Church, Sparta, Wisconsin
Faith Church, Marinette, Wisconsin
Hope Community Church, Clintonville, Wisconsin
Hub Life Church, Marshfield, Wisconsin
Micro Church Network, La Crosse, Wisconsin
Restoration Church, Milwaukee, Wisconsin
Vida Fellowship Church, Milwaukee, Wisconsin

Heartland

First Baptist Church, Hawarden, Iowa
Harbor Church, Wichita, Kansas
Ignite Church, Moorhead, Minnesota
Mandan Baptist Church, Mandan, North Dakota
New Hope Community Church, Aurora, Nebraska

MidAmerica, Southeast, Caribbean

Dream Church Jacksonville. Jacksonville, Florida
Real Life Church, Springfield, Missouri
Salem Baptist Church of Chicago, Chicago, Illinois
Show Nashville *new name* Journey Church, Nashville, Tennessee

Exodus Harvest Church, Orange Park, Florida
Here Church, Orlando, Florida
Hope Family Church, Riverview, Florida
Kairos Church, Winter Haven, Florida
New Berlin Road Church, Jacksonville, Florida
Sonshine Baptist Church, Port Charlotte, Florida
The Crossings Church, Winter Garden, Florida
The Oasis Church, Chicago, Illinois

MidAtlantic

Agape Church, Havre de Grace, Maryland
Christ Culture Church, Woodbridge, Virginia
Compass Church, Raliegh, North Carolina
Forest Park Community Church, Baltimore, Maryland
Found Church, Gahanna, Ohio
Grace Pointe Fellowship Church, Millsboro, Delaware
Missional Transformation Church, Falls Church, Virginia
Mount Calvary Missionary Baptist Church, Temple Hills, Maryland
Nehemiah Family Worship Center, Upper Marlboro, Maryland
Real God York, York, Pennsylvania
True Life Worship, Bowie, Maryland
Unique Church, Charlotte, North Carolina
Victory Grace Center, Landover, Maryland

North Central

Cities Cop Church, St Paul, Minnesota
Harvest Church, Big Lake, Minnesota
Harvest City Church, Carver, Minnesota
Hope Fellowship Church, Zimmerman, Minnesota
Living Stones Church, Cokato, Minnesota
Silver Creek Bible Church, DeWitt, Iowa
Transform Church, Andover, Minnesota

Northeast

Iglesia Bautista Nazareth, Middletown, New York
Pathway Church, Simsbury, Connecticut
Petersburg Baptist Church, Petersburg, New York

Northwest

Anthem Church, Bellevue, Washington
 Connection Point Church, Mead, Washington
 Foundation Bible Church, Prosser, Washington
 Iglesia Bautista Esperanza, Edmonds, Washington
 Imprint Church-Bothell, Bothell, Washington
 Imprint Church-Kenmore, Kenmore, Washington
 Imprint Church, Woodinville, Washington
 Kendall Chapel, Maple Falls, Washington
 Lilac City Church, Spokane, Washington
 Montage Bible Church, Bothell, Washington
 Nations Church, Federal Way, Washington
 North Creek Church Bothell, Bothell, Washington
 Rally Point Church, Puyallup, Washington
 Restoration Church, Meridian, Idaho
 Trellis Church, Kirkland, Washington
 Way Point Church-North, Gig Harbor, Washington
 Way Point Church-South, Lakebay, Washington
 Wild Fyre Church, Kennewick, Washington

PacWest

Centro Cristiano Obras de Gracia, Richmond, California
 El Bunker, Las Vegas, Nevada
 Hillside Church, Antioch, California
 Iglesia de Cristo Betesda, Livingston, California
 Living Hope Church of the East Bay, Union City, California

Rocky Mountain

Oasis St. George, St George, Utah
 Valley Fellowship Church, Buena Vista, Colorado
 First Baptist Church, Shoshoni, Wyoming
 Battle Mountain Community Church, Baggs, Wyoming
 Kittredge Community Bible Church, Kittredge, Colorado
 True Light Baptist Church, Denver, Colorado
 Iglesia Cristiana El Refugio De La Oveja, Murray, Utah

Southwest

180 Church, Phoenix, Arizona
 Arise Church, Queen Creek, Arizona
 Awaken Church, Gilbert, Arizona
 Branches Church, Tucson, Arizona
 Elements City Church, Tucson, Arizona
 Gospel Life Church, Decatur, Texas
 Harvest Ministries, Aubrey, Texas
 Love Cathedral Christian Center, Mesa, Arizona
 Saint City Chapel, Tempe, Arizona
 Social Church, Buckeye, Arizona
 The Carpenters House of Worship, Avondale, Arizona
 Valley Church, Phoenix, Arizona
 Vietnamese Warner Baptist Fellowship, Huntington Beach, California
 Westrock Church, West Valley, Arizona

Church Mergers

It is recommended upon action taken by the respective districts to recognize the church mergers listed below:

MidAmerica, Southeast, Caribbean

Crosswinds Church, Chicago, Illinois and Imago Dei Church, Chicago, Illinois merged to become The Oasis Church, Chicago, Illinois

MidAtlantic

Press Church, Powell, Ohio merged with an unaffiliated church

Northwest

Ballard Baptist Church, Seattle, Washington merged with an unaffiliated church
 Kenmore Community Church, Kenmore, Washington merged with Imprint Church, Woodinville, Washington
 Sand Lake Baptist Church, Anchorage, Alaska merged with an unaffiliated church
 The Ridge Community Church, Redmond, Washington merged with an unaffiliated church

Churches Removed

It is recommended that the following churches be removed from the records as member churches of Converge. Note: These records have already been deleted from their respective districts. This action has been considered and agreed to by each district and church. Specific questions about these actions may be directed to the appropriate district office.

(c) - closed (d) - disaffiliated

Great Lakes

Faith Fellowship, Luck, Wisconsin (d)
 First Baptist Church, Norway, Michigan (d)
 Grace Baptist Church, Iron River, Wisconsin (d)
 Real Hope Community Church, Lake Mills, Wisconsin (d)
 Waukesha City Church, Waukesha, Wisconsin (d)

Heartland

Ramsey Baptist Church, Montrose, South Dakota (c)
 The Fount, Kansas City, Missouri (c)

MidAmerica, Southeast, Caribbean

Calvary Baptist Church, South Bend, Indiana (d)
 Christian Life Center of Titusville, Titusville, Florida (c)
 Cornerstone Baptist Church, Ludington, Michigan (d)
 CrossWinds Community Church-Godwin Heights, Wyoming, Michigan (d)
 Disciples Life Center (DLC), St Cloud, Florida (c)
 God's Kingdom Church Florida, Kissimmee, Florida (c)
 Grace Memorial Baptist Church, Muskegon, Michigan (c)
 Here and Now Church, Valparaiso, Indiana (c)
 Iglesia Ciudad-Orlando, Kissimmee, Florida (c)
 Immanuel Baptist Church, Monmouth, Illinois (d)
 Inside Out Church, Dayton, Tennessee (c)
 New Heights Church, Indianapolis, Indiana (c)
 River Valley Community Church, Aurora, Illinois (c)
 Stone Hill Bible Church, Joliet, Illinois (c)
 The Bridge Bible Church, Orland Park, Illinois (c)

TWLV2 Church, Detroit, Michigan (c)
 Veritas Church, Arlington, Tennessee (c)
 Village Baptist Church, Alexis, Illinois (d)

MidAtlantic

Anastasis Fellowship Church, Reading, Pennsylvania (c)
 Berean Baptist Church, Mansfield, Ohio (d)
 CrossRoad Ministries, Salem, Ohio (c)
 Free People Church, Mount Orab, Ohio (d)
 Millennium Bible Fellowship, Capitol Heights, Maryland (c)
 Press Church, Powell, Ohio (c)
 Source Connection, Rock Hill, South Carolina (c)
 The Community Mission, Minersville, Pennsylvania (c)

North Central

Cornerstone Community Church, Redwing, Minnesota (c)
 Cornerstone Church of Alexandria, Alexandria, Minnesota (c)
 Ignite Church, Moorhead, Minnesota (d)
 Mosaic Church, Osseo, Minnesota (c)

Northeast

Terra Nova Church-North Adams, North Adams, Massachusetts (c)
 The Table, Dorchester, Massachusetts (c)

Northwest

Graham Emmanuel Baptist Church, Graham, Washington (d)
 New Day Church, Federal Way, Washington (c)

PacWest

Aloha Christian Fellowship, Kapolei, Hawaii (c)
 Coastside Baptist Church, Half Moon Bay, California (c)
 CrossWinds Church, Livermore, California (d)

Grace Bible Fellowship, Strathmore, California (c)
Journey Community Church, Milpitas, California (c)
New City Church, Burlingame, California (c)
Revive Tracy, Tracy, California (d)
The Way Christian Church, Stockton, California (c)
The Word en Español, Fresno, California (d)

Rocky Mountain

Filipino Christian Fellowship, Westminster,
Colorado (c)
Iglesia Nueva Esperanza, Grand Junction,
Colorado (d)
South Valley Community Church, West Jordan,
Utah (d)

Southwest

Conexion Church, McKinney, Texas (c)
Filipino-American Church of Irvine, Irvine,
California (c)
Living Faith Gospel Fellowship, Sunland,
California (c)
West Oaks Community Church, Houston, Texas (c)

New Church Plants and Campuses

Converge celebrates the following churches and church campuses that have been started since July 1, 2024.

Great Lakes

Crossroads Church – Campus, Sheboygan, Wisconsin
Faith Church, Marinette, Wisconsin
LaCrosse House Church Network, LaCrosse Wisconsin
Vida Fellowship, Milwaukee, Wisconsin

Heartland

Risen Hope Baptist Church, Sioux Falls, South Dakota
Dayspring Church, Pleasant Hill, Missouri
Harbor Church, Wichita, Kansas
Hew Hope Community Church, Aurora, Nebraska
Antioch church, Rapid City, South Dakota
WayPoint, Wichita, Kansas

MidAmerica/Southeast/Caribbean

Genesis Church, Charlevoix, Michigan
Disciple Life Center, Florida
Seeds of Faith Ministries, Miami, Florida
Be Strong Church, Nashville, Tennessee
We Church Miami, Miami, Florida
Cross and Crown Church, Tampa, Florida
Embassy Church, Memphis, Tennessee
Hub Church, Loganville, Georgia
Enjoy Church, Tampa, Florida
Freedom City Church, Douglasville, Georgia
The Road Church, Fenton, Michigan

MidAtlantic

TBD, Norfolk, Virginia
Found Church, Gahanna, Ohio
Unique Church, Charolette, North Carolina
Missional Transformational Church, Metro Area, District Of Columbia
The Well, New Market, Minnesota

Righteous Living Baptist Church, Alexandria, Virginia

North Central

Connections Church – Ramsey Campus, Ramsey, Minnesota
Eagle Brook – Brainerd Lakes Campus, Brainerd Lake, Minnesota
Harvest City, Carver, Minnesota
Harvest Fellowship, Big Lake, Minnesota
Hope Fellowship, Zimmerman, Minnesota
Eagle Brook – Red Wing Campus, Red Wing, Minnesota
Silver Creek Bible Church, DeWitt, Iowa
Cities Cop Church – 2nd Location, Eagan, Minnesota
Hope Community Church – North Lakes Campus, Shoreview, Minnesota
Renovation Church – Shoreview Campus, Shoreview, Minnesota

Northeast

Christ Transformation Church, South Burlington, Vermont
Faith Community Church, Martha's Vineyard, Massachusetts
Grace Christian Fellowship, Dryden, New York
Renaissance Church, Great Barrington, Massachusetts
Vox Church – Seymour Campus, Seymour, Connecticut
Vox Church – Cheshire Campus, Cheshire, Connecticut
Vox Church – South Windsor Campus, South Windsor, Connecticut

Northwest

Anthem Church, Bellevue, Washington
 Iglesia Bautista Esperanza, Edmonds, Washington
 Imprint Church-Kenmore, Kenmore, Washington
 Lilac City Church, Spokane, Washington
 Nations Church, Federal Way, Washington
 Rally Point Church, Puyallup, Washington
 Refiner's Church, Gold Bar, Washington
 Restoration Church, Meridian, Idaho
 Wild Fyre Church, Kennewick, Washington
 Northshore Church – Mill Creek Campus, Mill
 Creek, Washington
 TBD, Meridian, Idaho

Saint City Chapel, Tempe, Arizona
 Social Church, Buckeye, Arizona
 The Carpenters House of Worship, Avondale,
 Arizona
 Valley Church, Phoenix, Arizona
 Vietnamese Warner Baptist Fellowship,
 Huntington Beach, California
 Westrock Church, West Valley, Arizona

PacWest

Centro Cristiano Obras de Gracia, Richmond,
 California
 El Bunker, Las Vegas, Nevada
 Iglesia de Cristo Betesda, Livingston, California
 Living Hope Church of the East Bay, Union City,
 California
 New Covenant Community Church – Sanger
 Campus, Sanger, California
 Rise Church – North Campus, Visalia, California

Rocky Mountain

Newland Church, Westminster, California
 Battle Mountain Community Church, Baggs,
 Wyoming
 The Refuge Church, West Jordan, Utah
 Purpose Church, Longmont, Colorado

Southwest

180 Church, Phoenix, Arizona
 Arise Church, Queen Creek, Arizona
 Awaken Church, Gilbert, Arizona
 Branches Church, Tucson, Arizona
 Elements City Church, Tucson, Arizona
 Gospel Life Church, Decatur, Texas
 Harvest Ministries, Aubrey, Texas
 Love Cathedral Christian Center, Mesa, Arizona

Articles of Incorporation

Articles of Incorporation of Converge

An Illinois Not-for-Profit Corporation
(as amended July 18, 2018)

I. The name of the corporation is Converge (formerly known as the Baptist General Conference).

II. The objects and purposes of Converge will be as follows:

To advance the teaching of the gospel of Jesus Christ our Lord and Savior, and to institute and maintain missionary work at home and abroad.

To cause to be published and distribute denominational periodicals and general literature and such books as are in harmony with the objects and purposes of the Conference.

To establish new churches and encourage growth in existing churches by providing support services, financial and otherwise, for churches to accomplish their ministry at home and abroad.

To provide avenues and agencies that will give its churches and constituents an opportunity to minister to others, through cooperative service for Christ, both inside and outside the church.

III. The management of the corporation shall be cared for as follows:

The responsibility for the ministry and other corporate affairs of Converge shall be vested in its board of directors, which shall be known as the "board of overseers."

IV. The location of the principal office is in the City of Orlando in the County of Orange, State of Florida.

V. Other items relating to the corporation as follows:

Converge is a voluntary fellowship or association of regularly organized Baptist churches in the United States and islands of the Caribbean and Bahamas. Its membership shall consist of those Baptist churches which meet the requirements for membership defined in the bylaws of Converge.

This corporation is organized exclusively for religious purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding section of any

future United States Internal Revenue Law).

Notwithstanding any other provision of these articles, this corporation shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of this corporation, and the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue Law, or (b) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue Law.

1. No substantial part of the activities of this corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation, except as provided in Section 501(h) of the Internal Revenue Code of 1986, and this corporation shall not participate in or intervene in (including publishing or distributing statements) any political campaign on behalf of any candidate for public office except as otherwise provided in Section 501(h) of the Internal Revenue Code of 1986.
2. The property of this corporation is irrevocably dedicated to religious purposes, as set forth in Article III above. No part of the net earnings of this corporation shall inure to the benefit of its directors, trustees, officers, or members, or to any individual.
3. On the winding up and dissolution of this corporation, after paying or adequately providing for the debts and obligations of the corporation, the remaining assets of this corporation shall be distributed to an organization (or organizations) organized and operated exclusively for religious purposes and that is tax exempt under Section 501(c)(3) of the Internal Revenue Code of 1986.

The period of duration of corporate existence of this corporation shall be perpetual.

There shall be no personal liability of members for corporation obligations.

This corporation shall have no capital stock and shall declare no dividends.

Bylaws may be adopted by Converge, and such bylaws may define the responsibilities of the board of overseers and Converge's various ministry divisions, officers of the biennial meeting, relationship with district conferences, procedures for elections and such other matters not inconsistent with these Articles of Incorporation, as may be required to carry out the

ministries and business affairs of Converge.

These Articles of Incorporation may be amended by the biennial meeting of Converge by a two-thirds majority vote of the delegates present, provided that the proposed amendment has been approved by the board of overseers and that written notice setting forth the proposed amendment has been delivered to all member churches at least one month prior to the biennial meeting.

Bylaws of Converge

(as amended June 23, 2022)

ARTICLE I

NAME

The name of this organization shall be Converge (formerly known as the Baptist General Conference).

ARTICLE II

IDENTITY STATEMENT

Converge is a voluntary fellowship or association of Baptist churches in the United States and Islands of the Caribbean and Bahamas. Converge is a fellowship of churches whose theology is biblically evangelical; whose character is multiethnic; whose spirit is positive and affirmative; whose purpose is to fulfill the Great Commission through evangelism, discipleship, and church planting; and whose people celebrate openness and freedom in the context of Christ's Lordship.

ARTICLE III

AFFIRMATION OF FAITH

1. THE WORD OF GOD

We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct.

2. THE TRINITY

We believe that there is one living and true God, eternally existing in three persons; that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence and redemption.

3. GOD THE FATHER

We believe in God the Father, an infinite, personal spirit, perfect in holiness, wisdom, power and love. We believe that He concerns Himself mercifully in the affairs of all people, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ.

4. JESUS CHRIST

We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal visible return to earth.

5. THE HOLY SPIRIT

We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ, and that He is an abiding helper, teacher and guide.

6. REGENERATION

We believe that all people are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit.

7. THE CHURCH

We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the gospel of Jesus Christ to a lost world.

8. CHRISTIAN CONDUCT

We believe that Christians should live for the glory of God and the well-being of others; that their conduct should be blameless before the world; that they should be faithful stewards of their possessions; and that they should seek to realize for themselves and others the full stature of maturity in Christ.

9. THE ORDINANCES

We believe that the Lord Jesus Christ has committed two ordinances to the local church—baptism and the Lord's Supper. We believe that Christian baptism is the immersion of a believer in water into the name of the triune God. We believe that the Lord's Supper was instituted by Christ for commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ.

10. RELIGIOUS LIBERTY

We believe that every human being has direct relations with God, and is responsible to God alone in all matters of faith; that each church is independent and must be free from interference by any ecclesiastical or political authority; that therefore Church and State must be kept separate as having different functions, each fulfilling its duties free from dictation or patronage of the other.

11. CHURCH COOPERATION

We believe that local churches can best promote the cause of Jesus Christ by cooperating with one another in a denominational organization. Such an organization, whether it is Converge or a district,

exists and functions by the will of the churches. Cooperation in Converge is voluntary and may be terminated at any time. Churches may likewise cooperate with interdenominational fellowships on a voluntary independent basis.

12. THE LAST THINGS

We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His Kingdom. We believe in the resurrection of the body, the final judgment, the eternal felicity of the righteous, and the endless suffering of the wicked.

ARTICLE IV

PURPOSE AND MISSION STATEMENT

SECTION A. PURPOSE

The purpose of Converge is to glorify God by making disciples of all peoples, as stated in Matthew 28:18-20: "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I will be with you always, to the very end of the age" (NIV).

SECTION B. MISSION

The mission of Converge is to glorify God by helping member churches fulfill Christ's mission for his church in all the communities God calls them to serve.

ARTICLE V

ADMISSION AND DELETION OF MEMBER CHURCHES

SECTION A. REQUIREMENTS FOR MEMBERSHIP

Churches are eligible for membership in Converge, upon the following conditions:

1. The church shall subscribe without reservation to the Affirmation of Faith found in Article III of these bylaws;
2. The church shall subscribe without reservation to the doctrinal distinctives;
3. The church shall practice only believer's baptism by immersion;

4. The church shall affirm Converge's mission and purpose statements as found in Article IV of these bylaws, and shall affirm the mission statement of the region with which it is affiliated;
5. The church shall practice Baptist polity, having some form of congregational government; and
6. The church shall participate through prayer, financial, and personal involvement in the mission and ministries of Converge and its particular regional districts.

SECTION B. ADMISSION INTO CONVERGE MEMBERSHIP

Upon vote of the membership thereof at a duly announced business meeting, and following written request, any church may be accepted into the fellowship of a duly recognized region and Converge, provided that the status of said church has been reviewed and approved by a committee from the region. In conducting this review, the committee shall follow policies and procedures established by the Converge Leadership Team in conjunction with the board of overseers of Converge to determine that the church fully meets the prerequisites set forth in Section A of this Article. A church accepted into the fellowship of a duly recognized region becomes a member of Converge.

SECTION C. DELETION FROM CONVERGE MEMBERSHIP

1. Voluntary Withdrawal. Upon vote of the membership thereof at a duly announced business meeting, and following written notice, any church may withdraw from the fellowship of a duly recognized regional district and Converge.
2. Removal Upon Cause. A church may be removed or deleted from Converge membership based upon its willful and consistent failure to adhere to prerequisites for membership set forth in Section A of this Article. The determination to remove a church from Converge membership shall be made by the regional district with which such church is affiliated or by the board of overseers. In determining whether to remove a church from Converge membership under this section, a regional district or the board of overseers shall follow procedures and policies established by the Converge Leadership Team in conjunction with the board of overseers.

**ARTICLE VI
RELATIONSHIP WITH REGIONAL
DISTRICTS AND BETHEL UNIVERSITY**

SECTION A. MINISTRY PARTNERS

To best serve its member churches, Converge will work in cooperative and coordinated ways with other ministry organizations that have been established by, and are accountable to, the member churches of Converge. Converge's ministry partners are:

1. Regions. It is acknowledged that churches that have met the prerequisites of membership in Converge have also joined together in fellowships of churches based on state or other geographic boundaries. These fellowships of churches are known as "Regions."
2. Bethel University. The member churches of Converge have established Bethel University, a Christian university comprised of colleges, schools, and a seminary offering a combination of baccalaureate and/or graduate professional curricula and degree programs.

SECTION B. CONVERGE LEADERSHIP TEAM

The primary leadership of Converge is the national president and the regional presidents.

The national office incorporates a bottom-up, servant-leader model of ministry that aligns vision, inspires leaders at the church, regional, national and international levels and multiplies resources to accomplish our mission. The regional presidents are key leaders in the implementation of our agreed upon vision and mission.

To foster cooperative and coordinated ministry approaches of Converge, the regions, and Bethel, the executive leadership of these ministry partners shall meet periodically as the "Leadership Team." The Leadership Team shall consist of Converge's president, vice presidents and designated representatives, the regional president of each region, and the Bethel president's designated representatives. The Leadership Team shall seek to coordinate and strengthen the unified efforts of the ministry partners and to increase the mutual accountability of these ministry partners.

SECTION C. REGIONS

1. Region and Converge Relationship. While Converge and the regions are separately

incorporated, they have been created by and are responsible to the local churches. Converge national and the regions are also involved in a mutual purpose and mission, as described in Article IV of these bylaws, with an accompanying obligation for cooperation and communication. Cooperation shall be encouraged by the following guidelines and procedures:

- a. In general, services, ministries, and programs shall be implemented as close to the local church level as possible.
 - b. In sharing stewardship and promotional information with the churches, mutual concern shall be expressed for both region and Converge budgets, observing the spirit of a cooperative ministry for Christ.
 - c. Should differences of viewpoint arise between a region and Converge regarding the assumption or assignment of responsibility, the parties involved are encouraged to amicably discuss and prayerfully seek agreement. In the event that such agreement cannot be reached, the following sequential steps should be used, if necessary: 1) consultation between representatives of the appropriate Converge ministry and region; 2) recommendation by regional presidents and the vice president of the ministry acting jointly; 3) recommendation of the board of overseers or the regional governing board; 4) action of the biennial meeting of Converge. However, nothing in this section should be construed to curtail, abridge, or violate the powers, duties, authority, or autonomy of either Converge or the regions.
2. Regional Presidents Council. The regional presidents council shall be comprised of the regional presidents of each region conference. The general purpose of the regional presidents council shall be to serve as a liaison between the various regions and between the regions and Converge.
 3. Recognition of New Regional Districts. New regions may be recognized by Converge after the board of overseers and the governing board of a sponsoring region have reviewed and approved the proposed region, based on the prerequisites for establishing new region as determined by the Converge

Leadership Team in conjunction with the board of overseers. A new region shall be duly recognized upon a majority vote of delegates at Converge's biennial meeting.

ARTICLE VII BIENNIAL MEETING

SECTION A. TIME AND PLACE OF BIENNIAL MEETING

The biennial meeting of Converge shall convene at a time and place to be determined by its board of overseers. Notices of the time and place of the biennial meeting shall be delivered to each member church in ways that will encourage attendance and participation as well as comply with Illinois law.

SECTION B. REPRESENTATION AT BIENNIAL MEETING

1. Representation of Churches.
 - a. Member churches shall be represented at the biennial meeting of Converge by delegates selected by each church. Each church shall be entitled to two delegates for the first 50 members or fewer, one additional delegate for from 51 to 100 members thereafter, and one additional delegate for the major fraction of each 100 members thereafter. However, the maximum number of delegates that any church may send to a biennial meeting shall be ten delegates.
 - b. A church plant that has not yet been admitted as a member church of Converge, but has been established with the support or endorsement of a region or member church, shall be represented at the biennial meeting by its pastor and the pastor's spouse as its delegates.
2. Questions Regarding Representation. Any question involving the representation of a church at the biennial meeting of Converge for failure to cooperate in the objectives and purposes of Converge, or for departure from the life and historic teachings of Baptist churches, shall be acted upon at the biennial meeting upon the recommendation of the board of overseers.
3. Ex Officio Delegates. Members of the board of overseers, the president of Converge,

the president of Bethel University, the vice presidents/executive directors of Converge, the officers of the biennial meeting, the regional president of each region, and duly confirmed full-time faculty members of Bethel Seminary, shall serve as delegates to the biennial meeting of Converge with voice and vote.

ARTICLE VIII BOARD OF OVERSEERS

SECTION A. GENERAL RESPONSIBILITY

The affairs of Converge shall be managed by or under the direction of its board of overseers. The board of overseers shall constitute the policy-making board of Converge, and shall be responsible for the administration of all mission activities and business affairs of Converge and shall be responsible to ensure that the spiritual and charitable objectives of Converge are fulfilled. The board of overseers shall have the responsibilities and the authority normally granted to the board of directors of like corporations organized under the laws of the State of Illinois.

SECTION B. COMPOSITION OF BOARD

The board of overseers shall be comprised of 22 to 30 persons, who shall be selected as follows:

1. The regional president of each region;
2. Persons nominated by the board of overseers to serve as "at-large" members;
3. The president of Converge; and
4. The president of Bethel University; and
5. The president of the Wesleyan Investment Foundation

The members of the board of overseers shall be confirmed by vote of the delegates at Converge's biennial meeting as described in the provisions of Article IX of these bylaws.

SECTION C. OFFICERS AND EXECUTIVE COMMITTEE

1. Officers. The board of overseers shall elect from among its members a chair and a vice chair. The chair shall preside at all meetings of the board of overseers, shall have a right to vote on all questions, shall appoint to all committees the

members who are not appointed by the board of overseers, and shall have such other duties and authority as may be prescribed by the board from time to time. In the absence of the chair, the vice chair shall perform the duties of the chair.

2. Executive Committee. The chair, vice chair, president of Converge, and three or more other board members elected by the board of overseers, shall serve as an executive committee. The executive committee shall have such duties and authority between board meetings as may be delegated to it by the board of overseers.

SECTION D. SPECIFIC DUTIES AND AUTHORITY

Specifically, the duties and authority of the board of overseers shall include the following:

1. To receive reports and review objectives from Converge leadership. Such reports shall include the investments, financial obligations, pledges of contributions, indebtedness, encumbrances on properties and contracts, pending, in process, or about to be negotiated.
2. To be responsible for each Converge ministry, its objectives, operations, and policies in light of previously approved goals and policies in the best interests of Converge.
3. To review and approve the administration and management of funds budgeted and designated to Converge ministries.
4. To approve and monitor the annual Converge budget.
5. To review all fund-raising efforts of Converge.
6. To issue official calls to those who have been elected by Converge to positions listed in these bylaws.
7. To fill on an interim basis vacancies in the elective positions listed in these bylaws, which vacancies may occur between biennial meetings of Converge.
8. To see that adequate facilities are provided for all Converge ministries.
9. To recommend to the biennial meeting, in accordance with Article I of these bylaws, the recognition of new regions.

10. To officially welcome, on behalf of Converge, all churches after they have become members of a regions.
11. To give the authoritative interpretation of the Articles of Incorporation and the bylaws and of all action of Converge in its biennial meeting.

ARTICLE IX SELECTION AND CONFIRMATION OF BOARD MEMBERS

SECTION A. SELECTION OF AT-LARGE BOARD MEMBERS

The board of overseers shall work with the president and the Regional Presidents Council with the goal of securing highly qualified nominees who will assure a balanced representation of pastors from and lay persons, men and women, and ethnic individuals from rural, urban, and suburban churches across the regions.

SECTION B. ELIGIBILITY TO SERVE ON BOARDS

Any person who is an active member in good standing of a member church of Converge shall be eligible to serve Converge as an at-large member of the board of overseers.

SECTION C. TERM OF OFFICE

At-large members of the board of overseers shall be confirmed at biennial meetings of Converge to serve for four-year terms. Upon renomination by the board of overseers, a board member may be reconfirmed for up to one additional four-year terms.

SECTION D. VACANCIES

Vacancies on the board of overseers that occur between biennial assemblies shall be filled by the board of overseers, but persons thus elected shall serve only until the expiration of the original board member's term of office.

SECTION E. REMOVAL OF BOARD MEMBERS

A board member may be removed for cause, in accordance with policies adopted by the board of overseers and in accordance with Illinois law.

ARTICLE X COMMITTEES OF THE BOARD OF OVERSEERS

SECTION A. STANDING COMMITTEES OF THE BOARD OF OVERSEERS

1. Names of Committees. There shall be the following standing committees, which shall have such duties and responsibilities as assigned by the board of overseers:
 - a. The executive committee;
 - b. The personnel and compensation committee; and
 - c. The audit committee.
2. Composition of Committees. Except for the executive committee, which is elected by the board of overseers, members of the standing committees shall be appointed by the board of overseers, after consultation with the president of Converge. Each standing committee shall elect a chair and vice chair and shall report to the executive committee of the board of overseers.

SECTION B. OTHER COMMITTEES OR COMMISSIONS

The board of overseers may appoint other committees or commissions to aid in its work or the work of any department. Members of appointed committees or commissions may be from within or without the board of overseers.

ARTICLE XI OFFICERS AND PERSONNEL

SECTION A. OFFICERS

The officers of Converge shall be a president, one or more vice presidents, a treasurer, a secretary, and such other officers as may be appointed by the board of overseers. Officers whose authority and duties are not prescribed in these bylaws shall have the authority and perform the duties prescribed, from time to time, by the board of overseers. Any two or more offices may not be held by the same person.

SECTION B. PRESIDENT

The president shall be the chief executive officer of the board of overseers to which he shall be responsible for his duties and activities. The president shall also be the chief executive officer

of Converge. The president shall be elected at a biennial assembly of Converge upon nomination of the board of overseers, pursuant to the provisions of these bylaws. The president shall represent Converge or provide representation at all events or occasions where a representative spokesman is expected from our total Converge fellowship, whether within the fellowship or in external relationships. The president will coordinate and direct the administration of the program, promotion, and activities of the total Converge work. The president shall give leadership to the planning process for Converge and shall challenge Converge leaders to identify opportunities for ministry and develop ways and means for their participation in Converge plans. The president will provide information about the total Converge program for pastors and churches. The president will encourage spiritual fellowship among pastors, and will, upon the request of a pastor, local church or region, provide for representation of the total Converge fellowship to local churches seeking information toward possible affiliation. As the chief administrative officer, the president will ensure effective implementation of the decisions of Converge and of the board of overseers as defined in these bylaws. The president will be an ex officio member of all boards and standing committees of Converge with full voting rights and will provide liaison between the boards and committees.

SECTION C. VICE PRESIDENTS AND EXECUTIVE DIRECTORS

Vice presidents and executive directors may be appointed to administer programs such as (but not limited to) development and financial administration and other ministries that support organization objectives. These vice presidents and executive directors shall also perform such other duties and have the powers and restrictions as from time to time may be assigned to them by the president or the board of overseers. These vice presidents and executive directors will be appointed as provided for in these bylaws.

SECTION D. TREASURER

The treasurer shall be the principal accounting and financial officer of Converge. The treasurer shall (a) have charge of and be responsible for the maintenance of adequate books of account for Converge; (b) have charge and custody of all funds and securities of Converge, and be responsible therefore, and for the receipt and disbursement thereof; and (c) perform all the duties incident to the office of treasurer and such other duties as from

time to time may be assigned by the president or the board of overseers. If required by the board of overseers, the treasurer shall give a bond for the faithful discharge of duties in such sum and with such surety or sureties as the board of overseers shall determine. The treasurer shall be appointed by the board of overseers upon recommendation of the president.

SECTION E. SECRETARY

The secretary shall (a) record the minutes of the board of overseers in the board's official record books; (b) see that all notices are duly given in accordance with the provisions of these bylaws or as required by law; (c) be a custodian of the corporate records and of the corporate seal of Converge; (d) keep a register of the addresses and other pertinent information of member churches and regions; and (e) perform all duties incident to the office of secretary and such other duties as from time to time may be assigned by the president or by the board of overseers. The secretary shall be appointed by the board of overseers upon recommendation of the president.

SECTION F. Assistant Treasurers and Assistant Secretaries

Assistant treasurers and assistant secretaries may be appointed by the board of overseers, and shall perform such duties as shall be assigned to them by the treasurer or the secretary, respectively, or by the president or board of overseers.

SECTION G. SELECTION OF CONVERGE OFFICERS AND PERSONNEL

1. Elected Officers.
 - a. President.
 - b. Procedures of election.
 - i. Nominations for president shall be presented by the board of overseers to the biennial meeting of Converge for election.
 - ii. All elections shall be by ballot.
 - iii. Nominees as defined in this bylaw provision must receive a majority vote for election. In the event of a ballot consisting of more than two nominees for a position, and in which none receives a majority, the two with the highest number of votes shall appear on a subsequent ballot for election.

2. Approved Officers and Personnel. All vice presidents and executive directors shall be approved by the board of overseers.
3. Character of Personnel. All elected and approved personnel shall be avowedly Christian men and women who are in agreement with the Affirmation of Faith set forth in Article III of these bylaws.
4. Multiethnic Diversity of Personnel. It shall also be the policy of Converge to employ leadership and staff who represent the multiethnic character of Converge.

SECTION H. TERM OF OFFICE AND TENURE FOR CONVERGE OFFICERS AND PERSONNEL

1. The president shall serve for a specific period of time but not to exceed six years, at which time the president may stand for reelection if recommended by the board of overseers.
2. Evaluation and Termination of Converge Personnel.
 - a. The board of overseers shall approve policies and procedures in connection with the annual performance evaluation of all staff positions, for the updating of job descriptions, and the termination and renewal of non-elected personnel.
 - b. The executive committee of the board of overseers shall review the performance of the president prior to the expiration of the terms of office. Based on the recommendation of this committee, the president may be recommended by the board of overseers to the biennial meeting to be reelected for another term.
 - c. If at any time the vice president or executive director is not performing up to job expectations or for other reasons becomes ineffective, the president shall take appropriate action up to and including termination. In the case of the president, the board of overseers shall take appropriate action, up to and including termination.

**ARTICLE XII
CARE AND INVESTMENT OF FUNDS**

SECTION A. GENERAL PROVISIONS

The utmost care shall be exercised in the handling and depositing of funds. Books of account shall be maintained, which books shall at all times be open for inspection by the board of overseers or its authorized representatives, or to authorized representatives of Converge.

SECTION B. CONTRACTS

The board of overseers may authorize any officer or officers, agent, or agents of Converge, in addition to the officers so authorized by these bylaws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of Converge and such authority may be general or confined to specific instances.

SECTION C. CHECKS, DRAFTS, ETC.

All checks, drafts, or other orders for the payment of money, notes, or other evidences of indebtedness issued in the name of Converge shall be signed by such officer or officers, agent, or agents of Converge and in such manner as shall from time to time be determined by resolution of the board of overseers. In the absence of such determination by the board of overseers, such instruments shall be signed by the treasurer or an assistant treasurer and countersigned by the president or a vice president of Converge.

SECTION D. DEPOSITS

All funds of Converge shall be deposited from time to time to the credit of Converge in such banks, trust companies, or other depositories as the board of overseers may select.

SECTION E. GIFTS

The board of overseers may accept on behalf of Converge any contribution, gift, bequest, or devise for the general purposes or for any special purpose of Converge.

SECTION F. AUDIT OF ACCOUNTS

The Audit Committee, appointed by the Board of Overseers, will approve the auditors used by Converge. The acceptance of the financial statements of Converge by the Audit Committee and Board of Overseers shall be upon the basis of such audit reports.

SECTION G. BONDING OF CONVERGE OFFICERS

All Converge officers, as well as employees of Converge entrusted with cash or securities, or having access to safety deposit boxes, may be required to execute fidelity bonds in favor of Converge and for such amounts as the board of overseers shall determine. The expense of such bonds shall be borne by Converge. It shall be the responsibility of the board of overseers to provide adequate insurance against all financial losses.

motion embodying such amendment has been presented, discussed, and provisionally adopted (by a simple majority) at the previous biennial meeting of Converge.

ARTICLE XIII DEFINITIONS

As used in these bylaws where appropriate, the masculine includes the feminine, the singular includes the plural, and vice versa.

ARTICLE XIV INDEMNIFICATION

Each member of a Converge board, committee, or commission, and each executive officer of any of such boards, departments, or divisions shall be indemnified by Converge against all expenses actually and necessarily incurred by such member or officer in connection with the defense of any action, suit, or proceedings to which he/she has been made a party by reason of his/her being or having been such member or officer except as to matters as to which such member or officer shall be adjudicated in such action, suit, or proceeding to be liable for gross negligence or willful misconduct in the performance of duty.

ARTICLE XV AMENDMENT

Except for Article III, Affirmation of Faith, these bylaws may be amended at the biennial meeting of Converge by a two-thirds majority vote of the delegates present, provided that a copy of the proposed amendment has been presented to the board of overseers at least three months prior to the biennial meeting and notice has been delivered to all member churches at least one month prior to the biennial meeting. With regard to Article III, Affirmation of Faith, amendments may be effected at any biennial meeting of Converge by a two-thirds majority vote of the delegates present, provided that a proper

Welcome

Welcome to the 2026 Biennial Meeting of Converge.

It is a gift to gather together as ministry partners. Bethel University and Bethel Seminary, and Converge share a calling to raise up men and women who know Jesus Christ, who are grounded in Scripture, and who are prepared to serve faithfully in a complex and changing world.

At Bethel, we are seeing that calling lived out every day. Students across all of our programs and schools are growing not only in knowledge, but in faith that calls them to action. They are asking meaningful questions, engaging deeply with Scripture, and stepping forward to serve their neighbors with humility and conviction. It is encouraging to see a generation of students who want their faith to shape how they live and lead.

We are also seeing the strength of community. Students, faculty, and staff are walking alongside one another with care, creating spaces for worship, conversation, and service. These are the moments that form people for a lifetime of faithful leadership.

Over the past two years, we have been emphasizing what it means to practice stewardship in every aspect of Bethel. This includes how we care for our students, how we support our employees, and how we faithfully manage the resources God has entrusted to us. This focus is helping bring clarity to our decisions and strengthening our ability to serve our mission well.

Our partnership with Converge churches remains central to this work. You are helping shape students long before they arrive on campus, and many of them will return to serve in your congregations and communities. We are grateful for the trust you place in us and for the shared commitment we have to the gospel.

Thank you for the opportunity to serve alongside you. We are expectant for what God will continue to do through this partnership.

In Him,
Ross Allen

President's Report

Bethel University is deeply committed to carrying out its mission as a Christ-centered institution, shaped by a deeply rooted Pietist heritage and an irenic spirit that calls us to pursue truth with humility and a commitment to unity in the midst of difference.

At Bethel, we are honored to help students develop a faith that is grounded in confidence but lived out with humility. That posture matters in this cultural moment. We are forming students in a time marked by division and uncertainty. Every member of our community is learning how to engage complex issues with conviction, while also listening well and extending grace to others.

We are seeing encouraging signs of rich faith formation across campus. Our new weekly model of having both chapel and small groups has resonated with our traditional undergraduates. Integration of faith for our graduate students is a distinctive of ours. Regardless of age or area of study, our students are engaging in meaningful conversations, investing in practices that deepen their faith, and stepping into leadership with a desire to serve. Faith integration in learning remains central in every program, and our faculty and staff are creating environments where rigorous learning and spiritual growth are held together in purposeful ways. This remains central to who we are.

We challenge our students to pursue excellence as a form of worship in every endeavor. We see this in our athletic programs which are competing at the highest levels, and our student-athletes represent Bethel with discipline and Christ/like character. Their experience reflects our commitment to developing the whole person and contributes to the vitality of our campus community.

While we see this happening, we also recognize the higher education landscape is experiencing real challenges. The most pressing are affordability and value. We have boldly stepped into both and offer solutions and clarity, consistent with our faith and beliefs. We are prioritizing student success initiatives to better equip those who may be the first in their family to attend college or otherwise struggle.

We are also engaging thoughtfully with the rapid development of artificial intelligence and its implications for teaching and learning. These tools are already influencing how students approach their work. Our focus is on helping them use technology with discernment and integrity, while ensuring that formation, critical thinking, and meaningful human interaction remain at the center of a Bethel education.

Over the past two years, we have emphasized stewardship across all aspects of the university. This has strengthened our financial foundation and clarified our priorities as we look ahead. As we plan for a fourth year of financial breakeven - we recognize this puts us in an unusual and blessed category in higher education. We also see God's tremendous generosity through donors passionate to support our work with both transformational and monthly meaningful tithes.

One of our most important efforts right now is developing our next strategic plan as we seek God's leading for His mission at Bethel. We have a clearer sense of direction to measurable progress in key areas, including advancing our mission - ensuring that Bethel stays committed to our mission and faith until Christ returns.

In the midst of the broader pressures across higher education, we are addressing these directly and with God's guidance and confidence in as we steward with focus and accountability.

We see evidence of God's hand and blessing as our strategic direction takes shape, and as He has provided growth - our incoming class this past year increased by 20% - praise God!

God has been at work in the world through Bethel for 155 years! Our commitment to our mission and to the One who holds it remains steadfast. We are honored to be called to educate and equip students to follow Jesus Christ and to serve with wisdom and humility. This kind of formation is needed now more than ever.

We move forward with gratitude for God's faithfulness and confidence in Him. Thank you for your continued support and prayers for Bethel University. We cannot do this work alone, and we are honored to share it with you.

Thank you for your continued support and prayers for Bethel University.

Directory of Board Members

Board of Trustees

Appointed

Andy Kumpel, Andover, MN
Regional President, Converge North Central

Ken Nabi, Fon Du Lac, WI
Regional President, Converge Great Lakes

Ex Officio

*Ross Allen, White Bear Lake, MN
President, Bethel University

John Jenkins, Landover, MD
President, Converge

Term Expires 2026

Troy Kopischke, Minneapolis, MN
Managing Director, Ivenshure, LLC

*Joel Lawrence, St. Paul, MN
Executive Director, Center for Pastor Theologians

*Stephanie O'Brien, Minneapolis, MN
Lead Pastor, Mill City Church

*Ann Tschetter, Harrisburg, SD
Vice-President/Co-Owner, Thermo King of Sioux Falls, Inc

*Steve Wilhite, Louisville, KY
President, Schneider Electric

Term Expires 2027

Gasby Brown, Atlanta, GA
Founder & CEO, The Gasby Group

*Wayne Johnson, Forest City, IA
President, Riverbend Farms

Term Expires 2028

Leslie Chapman, Bloomington, MN
Retired Senior Vice President, Securian Financial Group

*Randy Dorn, San Antonio, TX
Retired President Central Region, Allied Universal

*Andrea Schilling, Bloomington, MN
Head of the Multiplier Program, MPowered Capital

Term Expires 2029

Sergio Amezcua, Burnsville, MN
Senior Pastor, Dios Habla Hoy Ministries

*Jim Green, Chanhassen, MN
Retired President, Kemps

*Alan Johnson, Big Sky, MT
Retired Senior Vice President, Wells Fargo Bank

Lamarr Lark, Green Oaks, IL
Business Owner & Pastor, GEMC, LLC & Connection Church

Chris Meidt, Becker, MN
President/CEO, North Risk Partners

Term Expires 2030

*Linda Goodwin, Stillwater, MN
Retired Senior Vice President, Treasury Management, Wells Fargo

Dawn Marcus, Willmar, MN
Event Planning and Sales

Stacie Stanley, Little Canada, MN
Superintendent of St. Paul Public Schools

Wendy Ulfrets, Medina, MN
Vice President of Patient Care and Chief Nursing Officer

Term Expires 2031

Jody Kobbervig, Eagan, MN

*Vice President of Capabilities & Growth
Controllershship, Best Buy*

Ronn Kreps, Minneapolis, MN

Retired Partner, Law Firm Norton Rose Fulbright

Geoff Roise, The Colony, TX

President, Lindsay Windows, LLC

Wiley Scott, Minneapolis, MN

*Senior Vice President of the Eastern Division,
Young Life*

Term Expires 2032

*Dan Lindh, Arden Hills, MN

Retired CEO, Presbyterian Homes

*Kristi Piehl, Medina, MN

Founder/CEO, Media Minefield

George Soltero, Tucson, AZ

Attorney, Law Offices of George H. Soltero

*Executive Committee

President's Cabinet

Ross Allen

President

Joel Costa

*Chief Financial Officer and Vice President of
Operations*

Jessica Daniels

*Vice President of Strategy, Innovation, and
Partnerships*

Rahn Franklin

Vice President of Inclusive Excellence

Michael Freer

Chief Human Resources Officer

Paul McGinnis

Vice President of Marketing and Enrollment

Jeanne Osgood

Vice President of Advancement

Miranda Powers

Vice President of Student Experience

Robin Rylaarsdam

University Provost

Seminary Faculty

Jeannine Brown

*The David Price Professor Biblical & Theological
Foundations; Director of Online Programs*

Joshua Carroll

Assistant Pastor of Pastoral Care

John A. Dunne

*Program Director and Associate Professor of
New Testament*

Herbert Grant

*Professor of Marriage & Family Studies; MFT
Program Director*

Kazuyuki Hayashi

Associate Professor of Old Testament

DesAnne J. Hippe

Professor of Biblical Theology

Peter J. Jankowski

Associate Professor of Marriage and Family Therapy

Andrew D. Rowell

Associate Professor of Ministry Leadership

Sara-Jane H. Sosa

Assistant Professor of Children's & Family Ministry

Peter Vogt

Seminary Dean

Committee on Business

Purpose

The purpose of the Committee on Business is to study any proposals brought to it by a delegate or referred to it by the assembly in order to clarify the language or the procedures for considering such proposals and to resubmit them to the assembly as part of its report. Proposals must be submitted to the Bethel Committee on Business by 5 p.m., Friday, May 22 via email to e-beres@bethel.edu.

Responsibilities

The responsibilities of the Committee on Business are to determine the objective sought by the sponsor of the proposal and to implement a procedure for handling the proposed action.

Among available courses of action, the committee may recommend:

1. Referral to the Board of Trustees or an appropriate committee.
2. The appointment of a study committee by the chairperson, a designated board, or committee.
3. That the assembly considers the proposal for action at the present biennial meeting.
4. That, in addition to the proposal, the assembly consider an alternate proposal.

Items referred to the Committee on Business are not to take precedence over the agenda proposed by the trustees for the session. The scheduling of these items is to be at the direction of the moderator and the parliamentarian.

The committee does not have the privilege of changing the intent of any proposal. The committee is to report to the present biennial meeting assembly.

Committee on Business

Chair: Alan Johnson - Chair, Board of Trustees

Vice Chair: Andrea Schilling - Vice Chair, Board of Trustees

Member-at-large: Andy Kumpel - Regional President, Converge North Central, Board of Trustees

Member-at-large: Ken Nabi - Regional President, Converge Great Lakes, Board of Trustees

Nominating Procedure

Bethel's trustees serve with the approval of the delegates to the Bethel Corporation meeting. This approval takes two forms. Twenty trustees are elected by the delegates upon nomination by the Board of Trustees, although a provision is made for nomination by the delegates as described below. Persons in this category must be members of Converge churches. Up to 15 of Bethel's trustees are elected by the board and submitted to the delegates for confirmation. Persons in this category are often, but not exclusively, members of Converge churches; persons must be members of evangelical churches and in agreement with Bethel's Affirmation of Faith.

The Membership Committee of the Bethel Board of Trustees develops a pool of highly qualified candidates for service as Bethel board members. Strong commitment to the ministry and mission of Bethel University, geographical and cultural representation, and laity and clergy perspectives are some of the important considerations used when potential trustees are identified and recruited. After further scrutiny the trustees nominate some candidates and recommend them to the delegates for election. A second group of candidates is elected by the board and submitted to the delegates for confirmation at the next biennial meeting. If delegates should choose to make additional nominations for election to the position of trustee, they must submit the nomination in writing to the chair of the Committee on Business, Alan Johnson, together with accompanying biographical information and the agreement of the nominated party, no later than 7 p.m., Friday, June 10. Nominations should be submitted via email to e-beres@bethel.edu.

The names of qualified persons nominated according to the above procedure will be placed on the "election" portion of the ballot. The ballot will be presented and electronic voting will take place on Wednesday, June 24. Biographical sketches for any delegate-nominated persons will be distributed at the beginning of the business session. Additional members of the Board of Trustees include the president of Converge and the president of Bethel University, who serve by virtue of their elected offices. Further, two district executive ministers of Converge serve as Bethel trustees upon appointment by the District Executive Ministers Council.

Biographical Information

Trustees

For election by the delegates

Jody Kobbervig (election six-year term)

Jody is a Vice President of Finance at Best Buy, with extensive experience in accounting and controllership. She previously worked in public accounting at Ernst & Young within the audit practice. Jody holds a B.A. In Finance and Accounting from Bethel University and is a licensed CPA (inactive). She has served on the Bethel University Foundation Board of Governors since 2017. Church: Eagle Brook Church, Apple Valley, Minnesota.

Geoff Roise (election six-year term)

Geoff is a Bethel University graduate who later earned an MBA from the University of Minnesota. He started his career in consulting before joining the family business at Lindsay Windows. In this role, he oversees company growth, strategy, and several operating locations. He is grateful for the opportunity to work with his father and a great team at Lindsay. Geoff remains an involved Bethel alum serving on the Board and appreciates opportunities to support students, young leaders, and the broader Bethel community. Geoff and his wife, Rebecca, live in Dallas, Texas, and have three adult children.

Outside of work, Geoff enjoys surfing, skiing, efoiling, and sports events. He values time with family and close friends and is known for showing up for great dinners and meaningful conversations. Living with gratitude and guided by his faith, Geoff invests his time, talent, and treasure in his church and faith-focused ministries. He's energized by growth; whether that's organizational progress, people development, or finding new ways to make a positive impact. Church: Rock Creek, Prosper, TX.

Wiley Scott (election six-year term)

Wiley serves as Executive Senior Vice President, overseeing Young Life's U.S. Field, focusing on developing strong leaders and building healthy and sustainable ministries, while strategically supporting outreach to middle school, high school, and college students, as well as ministries for kids with special needs and teen parents. Wiley has extensive leadership experience in the for-profit and nonprofit sectors. He began his Young Life ministry in 1990 as an area director and has since held multiple leadership roles in the mission. In addition to his ministry experience, Wiley has served in leadership roles with United Way, World Servants U.S., Marshall Field's/Target, and Red Line Marketing. Wiley is actively involved in Sanctuary Covenant Church and serves on their elder board. He lives in Plymouth, Minnesota. Church: Sanctuary Covenant Church. Minneapolis, MN.

President

For reaffirmation by the delegates

Ross Allen

Ross Allen serves as president of Bethel University in St. Paul, Minnesota, where he leads a Christ-centered institution committed to educating and equipping students to lead lives of impact. Under his leadership, Bethel has strengthened its focus on spiritual formation, academic excellence, and meaningful engagement with the Church. He has also led a university-wide emphasis on stewardship, guiding efforts to align resources, investments, and operations with Bethel's mission and long-term sustainability.

Allen emphasizes developing students who are prepared to think deeply, live faithfully, and respond to the world around them with conviction and compassion. He works closely with Converge and its network of churches, recognizing Bethel's role as a ministry partner in preparing future leaders for service in congregations, communities, and vocations across the globe.

His leadership reflects a commitment to theological clarity, thoughtful engagement with the challenges facing Christian higher education, and a steady focus on mission-centered decision-making. He is known for his emphasis on transparency, stewardship, and organizational alignment. A proud Bethel graduate, he believes that faith-based education is transformative because it has proven so in his own life.

Prior to becoming president, Allen held leadership roles in both higher education and the private sector. He brings a strategic perspective to his work, grounded in a deep commitment to the mission of Christian education.

Ross and his wife, Annie, are actively engaged in the Bethel community and are committed to supporting students as they grow in faith, character, and leadership. Church: Eagle Brook Church, Lino Lakes, MN

University Provost

For reaffirmation by the delegates

Robin Rylaarsdam

Dr. Robin Rylaarsdam became Bethel University's provost in 2021. With more than 20 years of experience in higher education, Robin has a proven track record of academic development, student success, and meaningful integration of faith and learning.

After earning a bachelor's degree in biology from Northwestern College in Iowa, Robin went on to earn a Ph.D. in molecular biology and genetics at Northwestern University. She served as a professor and administrator at several Christian colleges before accepting a position as dean of the College of Arts & Sciences at Saint Xavier University in Chicago, Illinois, where she advocated for program development and expansion in graduate programs, improved undergraduate retention, and advanced diversity and inclusion efforts among both students and faculty.

Robin was drawn to Bethel because of her own transformative experience as a student at a Christian liberal arts school and her passion for Christ-centered education. Having grown up in the Reformed tradition, Robin has long believed in the importance of lifelong learning and service to God in every discipline and endeavor. In her free time, Rylaarsdam enjoys playing piano, cheering on the Chicago Cubs, and spending time outdoors with her husband, Doug, son, Todd, and Siberian husky, Colby. Church: Community of Nations Church, Roseville

Seminary Faculty

For confirmation/reaffirmation by the delegates

Jeannine Brown (reaffirmation)

Jeannine Brown has focused much of her research and writing on the Gospels, hermeneutics, and interdisciplinary integration. In addition to a book on biblical hermeneutics (Scripture as Communication), two books on integration, and a Gospels textbook (Gospels as Stories) she has published three commentaries on Matthew's Gospel and a commentary on Philippians. She and Dr. John Dunne have just published a book on the Gospels and Jesus films, entitled *The Greatest Story Ever Retold*. Jeannine is a member of the NIV translation team and was a part of the revision project for the NIV Study Bible, celebrating its 35th year in 2020. Her current writing projects include a commentary on 1 Peter (NICNT) and a book on the themes of 1 Peter. Dr. Brown has taught at Bethel Seminary for over 25 years, at both the St. Paul and San Diego campuses. Jeannine teaches in churches and ministries on the topics of Bible interpretation and the New Testament. She is married to Tim Brown and has two adult daughters, two sons-in-law, and four delightful grandchildren.

Joshua O. Carroll (confirmation)

Dr. Carroll serves as Program Director of the Doctor of Ministry (DMin) and has been appointed to a full-time, tenure-track Assistant Professor of Pastoral Care and Formation position. He completed his PhD in New Testament at the University of Aberdeen (UK) and teaches in pastoral care, personal and spiritual formation, and spiritual theology. He also holds an M.A. in Spiritual Formation from the Institute for Spiritual Formation and an M.A. in Theology from Talbot School of Theology. With over 20 years of ministry experience that includes local church pastoral roles, non-profit leadership, global missions partnerships, and spiritual life coaching, Dr. Carroll is deeply engaged in his calling to serve as a bridge between the local church and academia. His eclectic set of experiences has led to a heart for integrating Spiritual Theology and intentional practice across all the areas God has directed him to relationally engage, as he continues to learn, lead, and teach.

John Dunne (reaffirmation)

Dr. John Dunne was born and raised in Las Vegas, NV. John graduated from Biola University with a Bachelor of Arts in Biblical and Theological Studies. While there, he also enrolled at Brigham Young University during the summers to dialogue about matters of faith and doctrine with members of the Latter-day Saints. From there, he continued on at Talbot School of Theology, and graduated with his master's in both the New and Old Testaments. After graduation, John went to the east coast of Scotland to work with Prof. N. T. Wright at the University of St. Andrews. During his doctoral studies, in which he earned a Ph.D. in New Testament, he had opportunities to teach and lecture in various contexts throughout the UK, Europe, India, and Australia, which he says has shaped him tremendously as a Christian, a teacher, and as a global citizen.

Sara Sosa (confirmation)

Dr. Sosa has been appointed Assistant Professor and Program Director of Children, Youth, and Family Ministry, a full-time tenure-track role. She holds a B.A. from the University of Wisconsin-Madison, an M.A. in Christian Education from North Park Theological Seminary, and a D.Min. in Church Leadership from Bethel Seminary. An ordained pastor in the Evangelical Covenant Church, Dr. Sosa brings over three decades of leadership experience spanning local, regional, and denominational contexts. Since 2017, she has served as an adjunct instructor at Evangelical Theological College in Addis Ababa, North Park Theological Seminary, and Bethel Seminary. Her extensive background in multi-level ministry uniquely positions her to equip the next generation of leaders. She remains intellectually curious about the transformative power of faith in rising generations and is dedicated to maximizing that potential.

Peter Vogt (reaffirmation)

Dr. Vogt is the Dean of the School of Theology and Bethel Seminary. Peter is passionate about striving to be a radically counter-cultural follower of Jesus and helping others grow in their capacity in this area as well. His responsibilities include casting a vision for robust online education, partnership with local churches and denominations, identifying ways of serving alumni and local pastors, maintaining all aspects of accreditation for degree programs, representing the seminary to internal and external partners, and supervising faculty.

Dr. Vogt graduated from Bethel Seminary in 1997 with an M.Div, and returned in 2001 to serve as a full-time faculty member in Old Testament. In between, he earned a Ph.D. in Old Testament at the University of Gloucestershire in Cheltenham, England, writing his dissertation on Deuteronomy. During his tenure as a faculty member, he published two books and numerous papers, and developed a hermeneutics curriculum incorporating speech-act theory. In 2014, Dr. Vogt was called to the senior pastorate at Trinity Baptist Church, a Converge church more than 140 years old in Maplewood, Minnesota. As pastor of this established church in a changing neighborhood, Vogt led a process of surveying local community needs and responding in a strategic way, including a name change to LifePoint Church. He served at LifePoint until his return to Bethel as the Dean in 2019.

Bylaws of Bethel University

AMENDED AND RESTATED BYLAWS OF BETHEL UNIVERSITY

ARTICLE I. NAME

The name of this corporation shall be Bethel University, hereinafter referred to as the "Corporation."

ARTICLE II. MEMBERSHIP AND REPRESENTATION

1. This Corporation, as a corporate body, shall be constituted of regularly organized evangelical churches which are members in good standing of Converge, an Illinois corporation, also known as Converge Worldwide NFP ("Converge"). The Affirmation of Faith of Converge in the form set forth in attached Appendix A (the "Affirmation of Faith") is hereby incorporated by reference into these Bylaws.
2. This Corporation shall convene a biennial assembly comprised of the regularly elected delegates of such Converge churches as are referred to in Section 1 of this Article II.
3. Delegates representing churches at the biennial assembly of Converge shall also be qualified to serve as delegates to the biennial assembly of this Corporation.
4. Regularly elected members of the Converge board, the President of Converge, the officers of the biennial assembly of Converge, the chief administrative officer of each Converge district, the President, University Provost, and chief academic officers of the Seminary, College of Arts & Sciences, College of Adult & Professional Studies and Graduate School of Bethel University, the members of the Board of Trustees of this Corporation, and the duly confirmed full time faculty members of Bethel Seminary shall also serve as delegates to the biennial assembly of the Corporation with voice and vote.

ARTICLE III. BIENNIAL ASSEMBLIES

1. The biennial assembly of the Corporation shall convene in conjunction with the meeting of the biennial assembly of Converge taking place in such biennial year.
2. In the event of the inability to convene a quorum preventing a meeting of the biennial assembly, the business of the Corporation shall be conducted by its Board of Trustees and the decisions of such board shall be binding as if they had been made by the delegates in biennial assembly.

ARTICLE IV. PRINCIPAL OFFICE AND REGISTERED AGENT

1. The principal and registered office of this Corporation shall be located in the County of Ramsey in the State of Minnesota and the registered agent of the Corporation shall be the President of the Corporation.
2. The primary location of the activities of the Corporation shall be 3900 Bethel Drive, St. Paul, Minnesota, 55112.

ARTICLE V. BOARD OF TRUSTEES

SECTION A. General Responsibility. The affairs of the Corporation shall be managed by or under the direction of its Board of Trustees. The Board of Trustees shall constitute the policy-making board of the Corporation and shall maintain and supervise the work of the institutions of higher education or equivalent thereof operated by the Corporation as hereinafter set forth. The Board of Trustees shall be responsible to the Corporation for maintaining the integrity of both instruction and spiritual quality within the University such that traditional, biblical and historic baptistic principles and doctrine observed by the churches affiliated with the Corporation are not compromised. The Board of Trustees shall have the responsibilities and the

authority normally granted to the board of directors of like corporations organized under the laws of the State of Minnesota.

SECTION B. Composition. The Board of Trustees shall be comprised of at least 24 and no more than 39 persons who shall be elected, appointed or otherwise designated, all as hereinafter set forth.

1. Elected members: Elected board members shall be elected by the delegates at the biennial assembly of the Corporation pursuant to the provisions of Article VI, Section A. All elected members shall be members of Converge churches.
2. Appointed members: Board members may be appointed by the Board of Trustees subject to confirmation by the delegates at the biennial assembly. Each appointed trustee shall be a member of a member church or other evangelical Christian church and shall declare a personal Christian faith that is in harmony with the objectives of the Corporation and the Affirmation of Faith.
3. District Executive Council members: Two (2) representatives of the District Executive Ministers Council (the "DEM Council") of Converge shall be appointed to the board by the DEM Council. DEM members have voting rights.
4. The President of Converge and the President of the Corporation shall be ex officio members of the Board with voting rights. The majority of the board, based on a count of elected, appointed, DEM, and ex officio members, shall be members of Converge churches.

SECTION C. Officers and Executive Committee. The Board of Trustees shall elect from its members a chairperson, a vice chairperson, a secretary, and a treasurer. These officers shall serve on the Executive Committee of the Board. The Board shall also appoint an assistant secretary when such an officer is necessary or desirable in the Board's judgment. An assistant secretary may be either a Board member or an employee of Bethel University. If an assistant secretary is a University employee, such officer may attend Board and Executive Committee meetings but shall not have voting rights. In addition to these officers, the Executive Committee shall include such other members of the Board as may be appointed by the Board. The Executive Committee shall have such power and

authority between meetings as shall be delegated to it by the Board.

SECTION D. Duties. The duties of the Board of Trustees shall include the following:

1. Appoint or remove the President and other officers and administrative officials of the Corporation in accordance with these Bylaws. To cause the appointment of administration and faculty personnel as required for the effective operation of the educational institutions and to assure that the teaching staff is composed of avowedly Christian men and women whose lifestyle comports with the standards of this Corporation and who are doctrinally sound and whose position is consistent with the Affirmation of Faith.
2. To assure that the instruction given is of such quality as to meet the requirements of accredited schools, and that the teaching is, in word and spirit, in harmony with the Holy Scriptures.
3. To approve degrees upon recommendation of the faculty.
4. To approve annual budgets.
5. To administer and invest its funds and other property for the furtherance of the work of the Corporation.
6. To establish ways and means for securing funds as required for the operation of the educational purposes of the Corporation and to authorize officers and agents of the Corporation to accept gifts for the Corporation.
7. To submit to each biennial assembly of the Corporation a statement of income and expense and assets and liabilities.
8. To authorize the construction of new buildings and major renovations of existing buildings.
9. To authorize the sale and purchase of land, buildings or major equipment for the use of the Corporation.
10. To authorize the incurring of debts by the Corporation and securing thereof by mortgage and pledge of real and personal property tangible and intangible.

11. To nominate to the biennial assembly of the Corporation a candidate for election to the position of President and to submit to the biennial assembly candidates for confirmation as the University Provost and full time teachers in the Seminary. Vacancies in any of the above named positions may be filled temporarily by the Board of Trustees.
12. To authorize the creation of new, or discontinuance of existing schools within the University.
13. Such other duties as may appropriately be performed by the board or submitted for board action by the President.

SECTION E. Meeting. A regular meeting of the Board of Trustees shall be held within 60 days prior to the biennial meeting of the Corporation and otherwise as provided in Article X of these Bylaws.

SECTION F. Resignation. Any trustee may resign at any time by delivering written notice to the Board of Trustees, its chairperson, or secretary. Such resignation shall take effect when such notice is delivered unless the notice specifies a later effective date. Once effective, a resignation may not be rescinded by the resigning trustee.

ARTICLE VI.

ELECTION AND CONFIRMATION OF BOARD MEMBERS

SECTION A. Procedure for Elections. The election of those Board members designated to be elected by the biennial assembly pursuant to the provisions of Article V, Section B, Subsection 1 of these Bylaws shall be held at the biennial assembly of the Corporation at such time or times as determined by the Board of Trustees. Candidates for such Board positions shall be nominated by the "Committee on Trustees", as hereinafter defined. Delegates may make further nominations by submitting the nomination pursuant to policies and procedures established by the Board of Trustees. Election of Board members shall be by closed ballot.

SECTION B. Confirmation of Board Appointments. Members of the Board who have been appointed by the Board in accordance with Article V, Section B, Subsection 2 of these Bylaws shall be presented to the delegates at the biennial assembly for confirmation.

SECTION C. Eligibility to Serve on Board. Any person who is an active member in good standing of a Converge church listed in the most recent officially published report of Converge shall be eligible to serve the Corporation as a member of its Board elected pursuant to Article V, Section B Subsection 1 of these Bylaws. In addition, any person satisfying the requirements of Article V, Section B, Subsection 2 of these Bylaws shall be eligible to be appointed to the Board pursuant to said Subsection. Provided, however, no paid employee of Converge or any district of Converge other than the President and the two Board members elected by the DEM Council pursuant to Article V, Section B, Subsection 3 hereof, shall be eligible to serve as a member of the Board.

Whenever a member of the Board elected pursuant to Article V., Section B, Subsection 1, transfers membership to a church not listed in the latest officially published report of Converge, nor certified by the Board of Overseers of Converge, that position shall be considered vacant and shall be filled in accordance with the provisions of these Bylaws.

SECTION D. Committee on Trustees. The "Committee on Trustees" (a standing committee of the Corporation created pursuant to Article XII of these Bylaws), shall seek out and nominate to the Board of Trustees candidates for Board membership who are eligible (in accordance with Section C of this Article) for election or appointment.

SECTION E. Term of Office. Regular members of the Board of Trustees shall be elected or confirmed at biennial assemblies of the Corporation to serve for six-year terms. The terms of approximately one-third of the Board members will expire at each biennial assembly of the Corporation. Their successors shall be elected or confirmed for six-year terms as provided in these Bylaws. No person shall be elected to more than two (2) consecutive six-year terms, except that a Board member who is elected to the office of Chair of the Board may be elected to one (1) additional term of up to two (2) years as a Board member in order to serve out his or her term as Chair of the Board. Service for a partial term (such as in the case of a person filling a Board vacancy mid-term, or in the case of initial classes of the Board having terms of less than six years) shall not be counted when determining whether a person has served two (2) consecutive terms. A Trustee who has served the maximum allowable consecutive terms may once again be elected as a Trustee two (2) years after such Trustee's last term expires.

SECTION F. Removal. Any member of the Board of Trustees may be removed from the Board, for cause, at any meeting of the Board or at the biennial assembly of the Corporation, by the affirmative vote of two-thirds of all persons eligible to vote. In the case of an inactive member, it shall be the responsibility of the Board to secure that person's resignation or to remove such member for cause.

SECTION G. Vacancies. Vacancies in the assembly-elected positions to the Board (Article V, Section B, Subsection 1 of these Bylaws) that occur between biennial assemblies may be filled by appointment by the Board for immediate service, subject to election at the next biennial assembly of the Corporation upon nomination of the Committee on Trustees. A vacancy in an assembly-elected position may only be filled with a person eligible pursuant to Article VI, Section C for members elected pursuant to Article V, Section B, Subsection 1. Vacancies in the Board-appointed positions of the Board (Article V, Section B, Subsection 2 of these Bylaws) that occur between biennial assemblies may be filled by appointment by the Board for immediate service, subject to confirmation at the next biennial assembly. The term of office for purposes of Section E is deemed to begin upon election or confirmation.

It shall be the responsibility of the Board of Trustees to notify the Committee on Trustees of such vacancies.

ARTICLE VII.

CORPORATE OFFICERS AND PERSONNEL

SECTION A. Officers. The officers of the Corporation shall be a president, treasurer, and such other officers, as may be appointed by the Board of Trustees from time to time. The President shall also be the Chief Executive Officer or "CEO" of the Corporation and may use either or both titles interchangeably. The Treasurer shall also be the Chief Financial Officer or "CFO" of the Corporation and may use either or both titles interchangeably.

SECTION B. President and Treasurer. The President and Treasurer shall have the powers and duties as set forth in Article IX of these Bylaws. The President will be an ex officio member of the Board of Trustees with voting rights.

SECTION C. Other Officers. The Board of Trustees shall, upon the recommendation of the President, create such offices and appoint such officers as may be necessary to carry on the educational, religious, business and charitable purposes of the Corporation. An officer whose authority and duties are not prescribed in these Bylaws shall have the authority and perform the duties normally ascribed to the office named or as prescribed from time to time by the Board.

SECTION D. Election of Officers.

1. The President of the Corporation shall be nominated by the Board of Trustees subject to election by the delegates at the next biennial assembly of the delegates of the Corporation.
2. The appointments of the University Provost and all full time teachers in the Seminary shall be presented by the Board of Trustees to the biennial assembly of the Corporation for confirmation.
3. All other officers serve at the discretion of the Board of Trustees or its Executive Committee only.

SECTION E. Term of Office.

1. Terms. The President and other personnel whose nomination is subject to confirmation shall be called for a specific period of time not to exceed six years.
2. Evaluation and Termination of Corporate Personnel. The Board of Trustees shall develop and maintain a job description and policies and procedures in connection with the annual performance evaluation of the President.

SECTION F. Presidential Search Committee. In the event of a vacancy in the office of the President, the Board shall appoint a special Presidential Search Committee to submit to the Trustees candidates for nomination to that office.

ARTICLE VIII.

POWERS AND DUTIES OF THE CHAIRPERSON AND VICE CHAIRPERSON OF THE BOARD OF TRUSTEES

The Chairperson shall preside at all meetings of the Board of Trustees, shall have a right to vote on all questions, shall appoint to all committees the members who are not appointed by the Board of Trustees, and shall have such other powers and duties as the Board may from time to time prescribe. In the absence of the Chairperson, the Vice Chairperson shall perform the duties of the office of the Chairperson. The Chairperson shall serve as moderator of the biennial assembly of the delegates.

ARTICLE IX. POWERS AND DUTIES OF THE PRESIDENT AND TREASURER OF THE CORPORATION

1. The President of the Corporation shall be the official adviser to and executive agent of the Board of Trustees and its Executive Committee. As educational and administrative head of the Corporation, the President shall exercise a general superintendence over all of the affairs of the institution, and bring such matters to the attention of the Board as are appropriate to keep the Board fully informed to meet its policy-making responsibilities. The President shall have power, on behalf of the Trustees, to perform all acts and execute all documents to make effective the actions of the Board or its Executive Committee.
2. The Treasurer shall be in charge of the Corporation's financial affairs, books of account, accounting records and procedures, funds, securities and valuable papers, and shall keep full and accurate records thereof. The Treasurer shall also prepare or oversee all reports and filings required by the State of Minnesota, the Internal Revenue Service, and other governmental agencies. The Treasurer shall have such other duties and powers as designated by the Trustees or the President.

ARTICLE X. MEETINGS

1. There shall be three regular meetings of the Board of Trustees annually, which shall be held three times a year on such date and at such place as may be designated either by the Board

or by any two of the Chairperson, the President and the Secretary. One of the Board's regular meetings shall be held within 60 days prior to the biennial assembly of the delegates of the Corporation in the years when the delegates of the Corporation convene.

2. Special meetings may be held at the call of the President and the Secretary; and it shall be the duty of the Secretary to call such special meetings on the request of five (5) Trustees, setting forth the objects of the meeting.
3. Notice of all meetings of the Board of Trustees shall be given by an officer of the Board to each Board member at least five (5) days before the date of the meeting. In the case of special meetings, the notice shall state the purposes of the meeting, and no business shall be transacted at such meeting that does not relate to the purposes stated.
4. Whenever notice is required to be given under the provisions of statutes or of the Articles of Incorporation or of these Bylaws, a waiver thereof in writing signed by the persons entitled to said notice, whether before or after the time stated therein, shall be deemed equivalent thereto. Participation in any meeting by a Trustee shall be conclusively deemed a waiver of notice of that meeting unless objection be made thereto at such meeting.
5. A majority of the Trustees shall be necessary and sufficient to constitute a quorum for the transaction of business, and the act of a majority of the Trustees present and voting at a duly called meeting of the Board or any committee at which a quorum is present shall be the act of the Board of Trustees or that committee, except as may be provided by statute or by the Articles of Incorporation of the Corporation or these Bylaws.
6. Any meeting of the Board of Trustees, or any committee designated by the Board, may be conducted solely, or with the participation of one or more Trustees, by one or more means of remote communication, including electronic communication, conference telephone, video conference, the Internet, or such other means by which persons not physically present in the same location may communicate with each other on a substantially simultaneous basis,

through which all of the Trustees may participate in the meeting, if the same notice is given of the meeting as would be required for a meeting, and if the number of Trustees participating in the meeting is sufficient to constitute a quorum at a meeting. Participation in a meeting in this manner constitutes presence at a meeting.

ARTICLE XI.

ACTION WITHOUT FORMAL MEETING

Any action, other than an action requiring member approval, required or permitted to be taken at a meeting of the Board or a committee thereof may be taken by written action signed, or consented to by authenticated electronic communication, by the number of Trustees or committee members that would be required to take the same action at a meeting of the Board or committee at which all members were present; provided, however, that a Board of Trustees' action requiring member approval may be taken by written action only if signed by all of the Trustees then in office and approved by the members.

ARTICLE XII. COMMITTEES

1. In addition to the Executive Committee established by Article V, Section C of these Bylaws, there may be such special or ad hoc committees as the Board of Trustees may from time to time establish for the discharge of particular duties.
2. There shall also be the standing committees specified in this Article together with such other standing committees as may be established from time to time by the Board. Members of standing committees shall be appointed annually by the Chairperson, after consultation with the President. Except as otherwise provided in these Bylaws, the Chairperson of the Board and the President of the Corporation shall be ex officio members of all standing committees. The President shall not be a member of the Audit Committee. Each standing committee shall include at least five additional Trustees. Except where otherwise provided in this Article, additional members, including persons who are not on the Board of Trustees, may be appointed.

The chairperson of each standing committee and a majority of its members shall be Trustees.

3. The Board of Trustees may at any time discontinue any of its standing committees for such time as may be determined, and the duties of any committee so discontinued shall be performed during such discontinuance by the Executive Committee.
4. Subject to approval by the Board, the President of the Corporation may also appoint an Officer of the Corporation or a member of the administrative staff to serve as a liaison between the committee and the office of the President. Such liaison person shall assist the committee in the carrying out of its duties.
5. Except as provided in this Section, all standing committees shall meet in conjunction with each regular meeting of the Board of Trustees. In the absence of a contrary provision by the Board of Trustees, a majority of the entire authorized number of members of each committee shall constitute a quorum for the transaction of business, the vote of a majority of the members present at a meeting at the time of such vote if a quorum is then present shall be the act of such committee, and each committee shall otherwise conduct its business in the same manner as the Board of Trustees conducts its business under Article X of these Bylaws.
6. The standing committees shall be:
 - (a) The Audit Committee; and
 - (b) The Committee on Trustees.

The standing committees shall have such duties and responsibilities as are assigned to them by the Board.

ARTICLE XIII.

CARE AND INVESTMENT OF FUNDS

SECTION A. General Provisions. The utmost care shall be exercised in the handling and depositing of funds. Books of account shall be maintained, which books shall at all times be open for inspection by the Board of Trustees or its authorized representatives of the Corporation.

SECTION B. Contracts. The Board of Trustees may authorize any officer or officers, agent or agents of the Corporation, in addition to the officers so authorized by these Bylaws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Corporation and such authority may be general or confined to specific instances. This includes authority to execute deeds of conveyance or mortgage deeds on behalf of the Corporation.

SECTION C. Checks, Drafts, Etc. All checks, drafts or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the Corporation shall be signed by such officer or officers, agent or agents of the Corporation and in such manner as shall from time to time be determined by resolution of the Board of Trustees. In the absence of such determination by the Board of Trustees, such instruments shall be signed by the Treasurer and countersigned by the President.

SECTION D. Deposits. All funds of the Corporation shall be deposited from time to time to the credit of the Corporation in such banks, trust companies, or other depositories as the Board of Trustees or its designee may select.

SECTION E. Gifts. The Board of Trustees may accept on behalf of the Corporation any contribution, gift, bequest or devise for the general purposes or for any special purpose of the Corporation.

SECTION F. Audit of Accounts. Accounts of all departments of the Corporation shall be audited annually by certified public accountants appointed or approved by the Board of Trustees, and the acceptance of the financial statements of the Corporation by the biennial assemblies of the Corporation shall be upon the basis of such audit reports.

SECTION G. Bonding of Corporate Officers. All corporate officers as well as employees of the Corporation entrusted with cash or securities, or having access to safety deposit boxes, may be required to execute fidelity bonds in favor of the Corporation and for such amounts as the Board shall determine. The expense of such bonds shall be borne by the Corporation. It shall be the responsibility of the Board to make all reasonable efforts to provide adequate insurance against all insurable financial losses.

ARTICLE XIV. DEFINITIONS

As used in these Bylaws where appropriate, the masculine includes the feminine, and the singular includes the plural and vice versa.

ARTICLE XV. INDEMNIFICATION

Each member of the Board and each officer of the Corporation shall be indemnified by the Corporation against all expenses, settlements, and adjudicated damages actually and necessarily incurred by such member or officer in connection with the defense of any action, suit or proceedings to which the member has been made a party by reason of his or her being or having been such member or officer except as to matters as to which such member or officer shall be adjudicated in such action, suit or proceeding to be liable for gross negligence or willful misconduct in the performance of duty.

ARTICLE XVI. CONFLICT OF INTEREST

SECTION A. Conflict Defined. A conflict of interest may exist when the interests or activities of any trustee, officer or staff member may be seen as competing with the interests or activities of this corporation, or the trustee, officer or staff member derives a financial or other material gain as a result of a direct or indirect relationship.

SECTION B. Disclosure Required. Any possible conflict of interest shall be disclosed to the Board of Trustees by the person concerned, if that person is a trustee or the President of the corporation; or to the President, or to such person or persons as he or she may designate, if the person is a member of the staff.

SECTION C. Abstinance from Vote. When any conflict of interest is relevant to a matter requiring action by the Board of Trustees, the interested person shall call it to the attention of the Board of Trustees or its appropriate committee and such person shall not vote on the matter; provided however, any trustee disclosing a possible conflict of interest may be counted in determining the

presence of a quorum at a meeting of the Board of Trustees or a committee thereof.

SECTION D. Absence from Discussion. Unless requested to remain present during the meeting, the person having the conflict shall retire from the room in which the Board or its committee is meeting and shall not participate in the final deliberation or decision regarding the matter under consideration. However, that person shall provide the Board or committee with any and all relevant information.

SECTION E. Minutes. The minutes of the meeting of the Board or committee shall reflect that the conflict of interest was disclosed and that the interested person was not present during the final discussion or vote and did not vote. When there is doubt as to whether a conflict of interest exists, the matter shall be resolved by a vote of the Board of Trustees or its committee, excluding the person concerning whose situation the doubt has arisen.

SECTION F. Annual Review. A copy of this conflict of interest Bylaw shall be furnished each trustee, officer and senior staff member who is presently serving the corporation, or who may hereafter become associated with the corporation. This policy shall be reviewed annually for the information and guidance of trustees, officers and staff members. Any new trustees, officers or staff members shall be advised of this policy upon undertaking the duties of such office.

ARTICLE XVII.

MEETING OF THE BIENNIAL ASSEMBLY

The format and procedure of the biennial assembly of the Corporation shall be established by the Board of Trustees. The Board of Trustees shall appoint a parliamentarian and a Committee on Business. The responsibilities of the parliamentarian and the Committee on Business shall be defined by the Board of Trustees and printed in the biennial

meeting materials of the Corporation.

ARTICLE XVIII. AMENDMENT

- (A) The following provisions of these Bylaws may be amended by the biennial assembly of the Corporation: Article I, Article II, Article III, Article IV, Article V (A), Article V (B) Article XVIII. Amendment shall be by a majority vote of the delegates present, provided that written notice and a copy of the proposed amendment has been mailed to the Board of Trustees and to all member churches at least 30 days prior to the biennial assembly.
- (B) All provisions of these Bylaws, except those reserved in Paragraph A of this Article for amendment by the biennial assembly of the Corporation, may be amended by the Board of Trustees by a majority vote of the Trustees.

As amended, effective May 15, 2024

Signed by Linda Goodwin (Board Secretary) on May 15, 2024

Affirmation Of Faith

The Word of God.

We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct.

The Trinity.

We believe that there is one living and true God, eternally existing in three persons, that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence, and redemption.

God the Father.

We believe in God the Father, an infinite personal spirit, perfect in holiness, wisdom, power, and love. We believe that He concerns Himself mercifully in the affairs of each person, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ.

Jesus Christ.

We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles, and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal visible return to earth.

The Holy Spirit.

We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ, and that He is an abiding helper, teacher, and guide.

Regeneration.

We believe that all people are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit.

The Church.

We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work, and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the gospel of Jesus Christ to a lost world.

Christian Conduct.

We believe that Christians should live for the glory of God and the well-being of others; that their conduct should be blameless before the world; that they should be faithful stewards of their possessions; and that they should seek to realize for themselves and others the full stature of maturity in Christ.

The Ordinances.

We believe that the Lord Jesus Christ has committed two ordinances to the local church: baptism and the Lord's Supper. We believe that Christian baptism is the immersion of a believer in water into the name of the triune God. We believe that the Lord's Supper was instituted by Christ for commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ.

Becoming Whole and Holy Persons:

Covenant for Life Together at Bethel

The Covenant for Life Together reflects Bethel's commitment to living as a Christ-centered learning community. Rooted in biblical truth and shaped by our pietistic heritage and irenic spirit, it outlines how we seek truth, grow as whole and holy persons, live well in community, and steward life as image bearers of God. Therefore, we make the following commitments, rooted in Bethel's understanding of the Bible and its authority for faith and life, and in our goals for education at Bethel and within our community.

We Commit to:

Seek Truth

As followers of Jesus, we view the pursuit of truth as a special calling. We commit ourselves to excellence, integrity, and humility in the work that lies at the heart of our life together: learning, teaching, and scholarship. We value study that advances our understanding of God and His creation, and that equip us with particular expertise to serve others. We seek to integrate faith and learning in all types of study as we live out the call to be God's representatives in this world, exercising creativity and intellect in advancing His purposes for all creation¹.

Grow as Whole and Holy Persons

Because Jesus commands his followers to love God with their hearts, souls, minds, and strength², the goal of a Bethel education is the transformation of the whole person. We strive to grow in knowledge and wisdom— learning to live carefully rather than thoughtlessly conforming to the patterns of this world³. We yearn to become whole and holy, persons of integrity whose character resembles that of Jesus. We cultivate the fruit of the Spirit: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control⁴ and seek to fix our eyes on Jesus, throwing off sins that so easily entangle. We strive to live out the renewal of our minds by loving what is good and hating what is evil⁵. And we recognize that worship, fellowship, spiritual nurture, and service are all essential to our growth in holiness.

Live Well in Community

Like the larger body of Christ, our community depends on the interdependence of its diverse members⁶. We commit to learn with and from one another, to share our gifts and talents, seeking to understand each other's perspectives, and to offer mutual encouragement and support. We commit to mutual respect and promise keeping. We reject behaviors that are destructive of community, and where relationships are broken, we commit to the accountability, forgiveness, and grace required for healing. At times, we must follow the biblical mandate to sacrifice our individual liberty for the good of the community⁷. When differences arise, we will choose the course that demands greater personal restraint and self-discipline, and strive to resolve those differences graciously and justly.

Value Life and Steward God's Creation (living as image bearers)

We believe that God made men and women in His image to care for His good creation⁸, and that God redeems and restores a world that fell into sin⁹. We strive to do justice and love kindness in a fallen world that too often erodes people's inherent worth and dignity¹⁰. Thus, we value all human beings, as fellow image bearers, worthy of respect, honor, and dignity. We further recognize that in the new creation for which we strive, people from every nation, tribe, people, and language will be united in worship of Christ¹¹, so we endeavor to reflect that unity in our community. We commit to being good stewards of God's creation—entrusted to our care¹²; to use natural resources wisely, to make choices that promote the physical, emotional, and mental health of ourselves and others¹³; to care for the marginalized both locally and globally¹⁴; and to use our time, abilities, and resources for God's glory and our neighbor's good.

1 Gen. 1:26-28

2 Luke 10:27-28

3 Rom 12:2

4 Gal 5:19-23

5 Amos 5:15; Isa. 5:20

6 1 Cor. 12:12-31

7 Rom. 14:1-23; 1Cor. 6:12, 10:23-24 8 Gen. 1:26- 28, 2:15

9 Rom. 8:19-22

10 Ps. 139:13-16

11 Rev. 7:9-10

12 Gen 1:28, 2:15

13 1 Cor 6:19

14 Exo. 22:22; Deut. 10:18; James 1:27

Key Employee Policies

Bethel's employee community plays a central role in our educational mission of developing whole and holy persons. Employees teach and mentor students, and help one another uphold our Community Covenant commitments. Employees come from varied Christian traditions and may maintain differences in beliefs that are not the theological core beliefs of the institution. In matters of Christian conduct or things not directly addressed in Scripture, employees are asked to uphold responsible freedom and thoughtfulness in their choices (Philippians 4:8, 1 Cor 6:12).

All employees are expected to abide by Bethel's policies. Employees should support Bethel's positions and policies as responsible, Biblical, and thoughtful approaches for a Christian university. Employees agree to avoid divisiveness and dissension. Christians can live in communion with one another despite differences in beliefs that are not theologically core to the institution.

Key Policies Employees Should Uphold:

- ◆ Continuing to grow in knowledge and likeness of Jesus and actively participating in Christian community, spiritual practices, and other growth opportunities (Col 3: 15-17).
- ◆ Renouncing discrimination based on race, ethnicity, gender, age, and disability. Abstaining from gossip, deliberate divisiveness, and malicious humor (Genesis 1:27; Ephesians 4:1-7, 15-16; James 2:1-13).

- ◆ Making choices in leisure, entertainment, and recreation consistent with a pursuit of whole and holy living. This includes thinking carefully about forms of media, including film and television. Actively practicing respect and kindness in engagement on social media. (Romans 14:1-23; 1 Cor 6:12; 10:23-24).
- ◆ Caring for God's creation, including rejecting materialism and exploiting natural resources (Gen 1: 28-31).
- ◆ Living free of sexually impure, sexually exploitive, or abusive behavior in any form. This includes viewing pornography and sexual misconduct of any kind (1 Cor 6:18-20).
- ◆ Stewarding one's sexuality through fidelity in marriage and abstinence in singleness. Bethel holds a historical interpretation of Scripture that marriage is between one man and one woman, and forms of intimate sexual expression are reserved for monogamous marriage relationships. This includes prohibiting cohabitation relationships. Employee marriage relationships are expected to reflect the University's definition of marriage. (Gen 1:27-28, Gen 2: 22-25, Exodus 20:14, Matt 5:27-30, Mark 10:6-9, 1 Cor 7:3-5).
- ◆ Not consuming alcohol in the presence of students in the College of Arts & Sciences or on campus, and not consuming tobacco or illegal or non-medicinal drugs. Employees should be mindful of supporting the university policy as well as student policies related to the use of alcohol, tobacco, and illegal or non-medicinal drugs. (Ephesians 5:18, 1 Cor 6:19-20).

Employees are expected to abide by all policies listed in our handbook.

BETHEL UNIVERSITY AND AFFILIATES
CONSOLIDATED STATEMENTS OF FINANCIAL POSITION
YEARS ENDED MAY 31, 2025 AND 2024

| | 2025 | 2024 |
|--|----------------|----------------|
| ASSETS | | |
| CURRENT ASSETS | | |
| Cash and Cash Equivalents | \$ 5,620,623 | \$ 10,686,373 |
| Accounts Receivable, Net of Allowance for Credit Losses | 10,031,557 | 4,412,488 |
| Contributions Receivable, Net | 1,964,500 | 626,500 |
| Student Loans Receivable | 5,910 | 1,053 |
| Inventories | 433,157 | 821,774 |
| Prepays and Other Assets | 1,174,943 | 1,034,400 |
| Total Current Assets | 19,230,690 | 17,582,588 |
| OTHER ASSETS | | |
| Investments, at Market | 128,549,006 | 116,946,018 |
| Trust Assets | 13,131,026 | 16,742,723 |
| Other Real Estate Investments | 500 | 500 |
| Contributions Receivable, Net of Allowance and Current Portion | 3,026,675 | 794,954 |
| Property and Equipment, Net | 107,829,139 | 108,714,440 |
| Right of Use Assets | 808,663 | - |
| Total Other Assets | 253,345,009 | 243,198,635 |
| Total Assets | \$ 272,575,699 | \$ 260,781,223 |
| LIABILITIES AND NET ASSETS | | |
| CURRENT LIABILITIES | | |
| Accounts Payable | \$ 2,734,328 | \$ 2,300,597 |
| Accrued Interest | 185,563 | 185,563 |
| Accrued Salaries and Vacation | 1,189,992 | 1,261,523 |
| Line of Credit | 2,800,000 | - |
| Student Deposits and Advance Registration Fees | 254,968 | 277,688 |
| Deferred Tuition Revenue | 2,041,393 | 2,154,558 |
| Liability for Self-Insurance | 155,024 | 456,556 |
| Short-Term Lease Liabilities | 569,631 | - |
| Total Current Liabilities | 9,930,899 | 6,636,485 |
| LONG-TERM LIABILITIES | | |
| Gift Annuity Contracts | 1,216,048 | 1,373,169 |
| Obligations Under Trust Liabilities | 7,863,782 | 8,820,972 |
| Long-Term Debt, Net of Current Maturities | 47,384,530 | 47,513,177 |
| Perkins Loan Refundable | 49,184 | 49,574 |
| Postretirement Benefits Liability | 19,276,483 | 19,264,755 |
| Other Liabilities | 514,516 | 514,516 |
| Long-Term Lease Liabilities | 610,342 | - |
| Total Long-Term Liabilities | 76,914,885 | 77,536,163 |
| Total Liabilities | 86,845,784 | 84,172,648 |
| NET ASSETS | | |
| Without Donor Restrictions: | | |
| Undesignated | 42,205,114 | 40,588,175 |
| Board-Designated Endowment | 10,101,476 | 9,805,754 |
| Noncontrolling Interest | 2,469,594 | 2,322,440 |
| Total Without Donor Restrictions | 54,776,184 | 52,716,369 |
| With Donor Restrictions | 130,953,731 | 123,892,206 |
| Total Net Assets | 185,729,915 | 176,608,575 |
| Total Liabilities and Net Assets | \$ 272,575,699 | \$ 260,781,223 |

BETHEL UNIVERSITY AND AFFILIATES
CONSOLIDATED STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED MAY 31, 2025

| | Without Donor Restrictions | With Donor Restrictions | Total |
|---|-------------------------------|----------------------------|-----------------------|
| REVENUES AND OTHER ADDITIONS | | | |
| Tuition and Instructional Fees, Net of | | | |
| Institutionally Funded Aid of \$37,188,818 | \$ 54,145,986 | \$ - | \$ 54,145,986 |
| Contributions, Gifts, and Bequests | 13,483,645 | 5,779,360 | 19,263,005 |
| Grants, Primarily Federal and State Financial Aid | 1,523,737 | - | 1,523,737 |
| Auxiliary Services | 15,053,161 | - | 15,053,161 |
| Endowment Income | 2,183,009 | 2,114,006 | 4,297,015 |
| Other Sources, Primarily Student Charges | 3,585,301 | 933 | 3,586,234 |
| Investment Income, Net | 280,288 | (843) | 279,445 |
| Net Assets Released from Restrictions | 6,530,469 | (6,530,469) | - |
| Total Revenues and Other Additions | <u>96,785,596</u> | <u>1,362,987</u> | <u>98,148,583</u> |
| EXPENDITURES AND OTHER DEDUCTIONS | | | |
| Instructional | 30,644,880 | - | 30,644,880 |
| General Operating: | | | |
| Academic Support | 12,023,975 | - | 12,023,975 |
| Institutional Support | 27,021,058 | - | 27,021,058 |
| Student Service | 9,737,053 | - | 9,737,053 |
| Auxiliary Services | 16,228,049 | - | 16,228,049 |
| Total Expenditures and Other Deductions | <u>95,655,015</u> | <u>-</u> | <u>95,655,015</u> |
| NET SURPLUS FROM OPERATING ACTIVITIES | 1,130,581 | 1,362,987 | 2,493,568 |
| NONOPERATING ACTIVITIES | | | |
| Contributions, Gifts, and Bequests | 800,000 | 2,411,908 | 3,211,908 |
| Change in Gift Annuity Contracts | - | 158,824 | 158,824 |
| Other Uses | (2,218,739) | 326,635 | (1,892,104) |
| Undistributed Endowment Earnings | 365,728 | 5,775,526 | 6,141,254 |
| Investment Income | 1,846,819 | - | 1,846,819 |
| Change in Present Value of Remainder | | | |
| Interests in Trusts | - | (2,974,355) | (2,974,355) |
| Net Surplus from Nonoperating Activities | <u>793,808</u> | <u>5,698,538</u> | <u>6,492,346</u> |
| INCREASE (DECREASE) IN NET ASSETS BEFORE CHANGE IN NONCONTROLLING INTEREST AND PENSION LIABILITY | 1,924,389 | 7,061,525 | 8,985,914 |
| CHANGE IN NONCONTROLLING INTEREST | 147,154 | - | 147,154 |
| CHANGE IN PENSION LIABILITY | <u>(11,728)</u> | <u>-</u> | <u>(11,728)</u> |
| INCREASE IN NET ASSETS | 2,059,815 | 7,061,525 | 9,121,340 |
| Net Assets - Beginning of Year | <u>52,716,369</u> | <u>123,892,206</u> | <u>176,608,575</u> |
| NET ASSETS - END OF YEAR | <u>\$ 54,776,184</u> | <u>\$ 130,953,731</u> | <u>\$ 185,729,915</u> |