Like the shepherds and the wise men on that first Christmas night, join us as we bring ourselves and all that we are as gifts to honor the King of Kings!

Your River City Faith Network / Richmond Baptist Association staff wishes you a very Merry Christmas and a Happy New Year!
Allow me to begin this conversation with you by expressing sincere thanks to the 26 churches represented at our most recent Annual Fall Meeting—our 63rd—of the Richmond Baptist Association known as the River City Faith Network. The meeting held at historic First Baptist Church on Sunday afternoon, October 19th, was marked by thoughtful discussion that resulted in several landmark decisions that will allow us to move forward with the mission and ministries that we hold dear. The commitment to our three Baptist Community Centers and Camp Alkulana is clear and fervent.

After a season of very excellent reports from several of our partners, the Virginia Baptist Mission Board and Central Virginia Baptist Ministries, as well as from our network’s Woman’s Missionary Union director, the 2014 Proposed Budget of $518,550 was received and approved for the coming year. In addition, several key leadership roles were filled as a result of a recommendation from our Nominating Team.

Three recommendations were placed before the body for vote once it was established that we had a quorum for our meeting. Recommendation 1 stated the following:
The Writing Team/Bylaws Committee recommends the adoption of the newly proposed Bylaws as printed in the Fall Annual Meeting packet. These proposed Bylaws have been reviewed by the Executive Council and distributed to member churches three weeks in advance of the Fall Annual Meeting. Because the recommendation rescinded the original Constitution and Bylaws created in 1951 and last amended in 2003, a two-thirds majority was required for passage. The recommendation passed by more than a 70% margin.

The second recommendation from the Writing Team/Bylaws Committee read as follows:
The Writing Team/Bylaws Committee of the Visioning and Priorities Task Force recommends the adoption of the proposed Policies and Procedures in order to supplement the Bylaws. The adoption of the Policies and Procedures is intended to allow the River City Faith Network to move forward with churches, organizations and individuals of goodwill to minister to the underserved of the Richmond area in the name of Christ and for the glory of God under a streamlined structure that acknowledges their genuine involvement and investment while allowing access to governance, direction and service in the Network. This recommendation passed by a large majority voting by a show of hands. It only needed a simple majority for passage.

allow time for transition, the third recommendation offered by the Writing Team asked that the network extend the current terms of any Sub-group and Team leaders and members as well as the Officers of the Association until the next meeting of the body. Network leadership will begin immediately to move toward governance by a Board of Directors as outlined in the new Bylaws and described in the Policies and Procedures. These documents, which are now the governing documents of the River City Faith Network, can be found on our website at www.richmondbaptist.org. Any documents that are a variation of those found there are not valid. We are painfully aware that there are a number of versions of these documents in circulation due to the fact that we shared them with various groups prior to adoption to allow for input and thoughtful scrutiny before presenting the final version for vote. While there was no conscious attempt to foster confusion, I am fully aware that some confusion is inevitable when the process involves the kind of transparency that does not sequester information until the very last moment. Thank you in advance for your understanding!

Please know that the creation of new Bylaws, which replaces the old Constitution and Bylaws, does not in any way end the existence of the Richmond Baptist Association. We will still be incorporated under our old articles of incorporation with the State Corporation Commission.
The River City Faith Network is a trade name by which we can be identified so that Christians from our city may partner with us in efforts that emphasize our shared Christian faith and calling but do not require a particular denominational branding. As I have frequently emphasized, the work that we do to assist and witness to the under-resourced of our city is greater in scope than ANY one denomination can address effectively. We must find ways to partner more effectively with other churches and organizations to maximize our Christian impact upon the needs of this city.

The definitions that our Policies and Procedure contain describing the Levels of Affiliation open to those of like mind, heart, spirit and calling are not meant to eliminate anyone from partnership except those who are half-hearted or marginally committed to the mission and ministries that we recognize as God’s calling for us. Admittedly, for some it will require more intentional prioritization of resources to be sure. For others, it will require a more serious consideration of their calling. It is a “raising of the bar” that honors genuine partnership, investment and participation with a fair expectation for accountability and intentionality. I firmly believe that is the approach that God expects of all of us both in our personal lives as well as in the way that we do church and the way that we partner to do mission and ministry. We have for far too long acquiesced to half-heartedness and the result has nearly destroyed us. The words of our Lord to the church at Laodicea in Revelation 3:16 are quite clear in depicting God’s attitude toward half-heartedness and the result has nearly destroyed us. The words of our Lord to the church at Laodicea in Revelation 3:16 are quite clear in depicting God’s attitude toward half-heartedness. The word picture created by the imagery of this verse, it would be well worth your time to read it! A calling for serious commitment and the flexibility to partner with other like-minded persons, churches and organizations offers considerable hope for the future of the demanding work to which we have been distinctly called.

As we transition to leadership by a new Board of Directors pray for them for wisdom and insight as well as sensitivity and flexibility to adapt the Policies and Procedures with which you have entrusted us so that these new documents serve our calling well.

Thank you again for trusting us to move forward together with new guidance and new possibilities!
Joyously,
Mike
It’s NOT too LATE to help!!

Thanksgiving Requests from our Baptist Centers

“The Well” Needs Gift Cards, Gift Cards, Gift Cards”

Glinda Ford, Church Hill Christian Wellness Center, plans to include grocery store gift cards with the regular food bags she will be distributing. Glinda needs donations of **80 Martin’s or Walmart $10 Gift Cards to be delivered no later than Tuesday, November 18.** The more cards received, the more folks who will be blessed. Glinda always appreciates food bag donations. If you have any questions, contact Glinda Ford at 780-0053.

Oregon Hill Baptist Center Needs “Thanksgiving-like” Food

Oregon Hill Baptist Center is in need of “Thanksgiving-like” food to be given away on Monday, November 24 at 9:00 a.m. until 11:00 a.m. **Food should be delivered to the Center by Thursday, November 20.** Please call ahead to set up a delivery time. Call Jennifer Turner, Community Missionary for Oregon Hill, at 648-1353 to help. **Thanks in advance for your contributions.—Jennifer**

Food Items Requested for each bag are:

- $10 Kroger gift cards (1 per family), Canned Ham (small, non-refrigerated), Gravy (turkey or brown), Boxes of Instant Stuffing or Potatoes or Rice, Flavored Rice (Rice a Roni, etc.), Macaroni & Cheese (family-sized box or 2 smaller boxes), Family-sized cans Sweet Potatoes/Yams (no large #10 cans), Family-sized cans Green Beans (no large #10 cans), Family-sized cans Corn (no large #10 cans), Cream of Mushroom or Cream of Chicken Soup, Cans of Fried Onions, Cranberry Sauce or Apple Sauce, Muffin Mix, Cornbread Mix, etc., Graham Cracker pie shells in pan, Large boxes of Instant Pudding Mixes for Pies, Small jar of Instant Coffee, Small box of Tea Bags

South Richmond Baptist Center Also Needs Gift Cards

Community Missionary, Wesley Garrett, is requesting **100 Walmart, Martin’s or Save A Lot $10 Gift Cards.** These gift cards will be distributed to individuals and families as needed surrounding the week of Thanksgiving. **Please call Wesley at 232-0174 to arrange a time for delivery** or take your Gift Cards to the Associational Offices at 3111 Moss Side Ave. Your help is greatly appreciated!

Just a Few Weeks Left to Stock the 2014 Christmas Stores at the Three Baptist Centers!

**Toys and clothing are needed!** As in years past, parents and children will be counting on our Baptist Centers to find the things they need for Christmas. Each family is charged a very, very small amount—$5.00—for each child, entitling the parent(s) to select toys and several pieces of clothing. All donations are placed in a neighborhood fuel assistance fund for the winter months. Our stores are a ministry to the whole person where relationships are of utmost importance. Parents retain their dignity as they carefully select gifts for which they have “paid” a price.

Gifts are needed for children ages through age 12. Shortages have been reported for the 7 to 10 year olds. Please refer to the next page of the “Transformed!” for suggestions for appropriate clothing and toy items, delivery times and volunteer opportunities related to this important annual ministry that means so much to under resourced Richmonders!

Please purchase gifts that you would want your own children or grandchildren to receive. Please do not wrap anything; parents need to see what they are selecting. Please leave price tags in place so that items can be categorized by value!

In 2013 our Christmas Stores blessed 457 children from 205 families. Items that were not used at the South Richmond—Oregon Hill Store were taken to the Church Hill Christian Wellness Center. From there a number of items were taken to the African Christian Community Church to help our Liberian friends! Nothing went to waste! Let’s do as well this year!!!
THE 2014 CHRISTMAS STORES AT THE THREE BAPTIST CENTERS

Gifts are needed for children ages birth through 12 years old (Shortages reported for the 7 to 10 year olds). Suggestions: Clothing (jeans, sweaters, sweatshirts, sleepwear, socks, underwear, coats, hats, and gloves in regular and large sizes); Games; Toys; Books; Bicycles (and helmets). Please go easy on stuffed animals, Barbie dolls, Candy Land and Chutes and Ladders Board Games. Please purchase gifts that you would want your own children to receive. Please do not wrap anything; parents need to see what they are selecting. (Donations of small amounts of wrapping paper will be appreciated.) Please leave price tags on items so that less expensive items can be distinguished from more expensive ones.

Refer to the lists below to see where it is suggested that your church take its gifts. Questions? Contact WMU Mission Involvement Consultants, Barbara Swann, swann91@verizon.net (804-272-5150); Kathleen Coxon, mkcbgly1@verizon.net (804-262-1667) or Wyatt Heisler, wyattsweeds@aol.com, (804-741-9320)

SOUTH RICHMOND AND OREGON HILL BAPTIST CENTERS

Christmas Store @ South Richmond Baptist Center, Saint Paul’s Belt Campus, 700 East Belt Blvd.
Thursday & Friday, December 4 & 5
10:00 a.m. to 2:00 p.m.

Deliver your gifts: December 1 & 2 (Monday and Tuesday), between 9:00 a.m. and 2:00 p.m. and on Wednesday, December 3, between 9:00 a.m. and 12:00 noon. Bring gifts to the rear of the gymnasium on the Saint Paul’s Belt Campus. Volunteers are needed to help sort and set up each delivery day; help as shopping assistants on Store Days; to be interpreters for Spanish-speaking shoppers, and to help pack up leftover items on Friday, December 5. If you can volunteer, call Jennifer Turner, OHBC, at 648-1353 or Wesley Garrett, SRBC, at 232-0174.

Bon Air First Union Grace Korean of Richmond New Canaan Rising Liberty Southampton Trinity Community of Grace Friendship Memorial Gravel Hill Lakeside New Life Saint Paul’s Stockton Memorial United for Christ Westover Derbyshire Gayton Hatcher Memorial Lighthouse of Hope Patterson Avenue Shalom Fellowship The Light Community Weatherford Missions Group Woodland Heights First Ginter Park Huguenot Road Morning Star Pine Street Skipwith Swift Creek Westhampton

THE CHURCH HILL CHRISTIAN WELLNESS CENTER

Christmas Store @ Bethlehem Baptist Church
1920 Fairmount Ave. (on the opposite side of Fairmount Ave. from the Wellness Center in Mount Tabor Church)

Saturday, December 6
8:00 a.m. to 3:00 p.m.

Deliver your gifts: to Bethlehem Baptist Church, 1920 Fairmount Ave, across from Mount Tabor; December 2, 3 & 4 (Tuesday, Wednesday and Thursday), between 10:00 a.m. and 12:00 noon and 1:00 and 3:00 p.m. Volunteers are needed to help with set up on Friday, December 5, starting at 10:00 a.m.; as shopping assistants on December 6; and to assist with cleanup on December 6 from 4:00 to 5:00 p.m.. If you can volunteer, call Glinda Ford at 780-0053.

Bethlehem (Fairmount) Bethlehem (Penick) Carlisle Avenue Chamberlayne Community Mission Disciples for Christ Life Line for Jesus Leighlayne Mount Carmel Mount Sinai Mount Tabor River Road Second Tabernacle
RIVER ROAD welcomes Billy Burford as their Intentional Interim Church Administrator and their Financial Secretary, LeAnne Lane, has been named Office Manager.

BON AIR (BUFORD ROAD) has developed a Pastor Profile for their new Senior Pastor which can be viewed at this link: http://www.bonairbaptist.org/files/uploads/PastorProfile9-22-14-2.pdf

GRACE also has a link for potential applicants for their Senior Pastor Search: http://gbcpastor.net
**POSITIONS AVAILABLE**

**HATCHER MEMORIAL** seeking part-time Financial Secretary/Bookkeeper to maintain accounting and payroll systems for church and assist the Hatcher Child Development Center. Experience in church-related bookkeeping and payroll required. Knowledge of ACS church software a plus. Approx. 30 flexible hrs. Pay based on experience. Employment beginning early December.

Send letter of interest and resume to HATCHER-CHURCH@COMCAST.NET or to 2300 Dumbarton Rd., Henrico, VA 23228

**SKIPWITH** seeking part-time Director of Children and Student Ministries to assist in worship, Bible studies, mission ministries and event coordination for youth and students, and to be resource for parents and youth on issues related to spiritual formation. Call 804-282-2234 for more info. or go to skipwithbaptistchurch.org.

Send resume or inquiries to Skipwith Baptist Church, 1900 Skipwith Rd., Henrico, VA 23229

**Hatcher Memorial** has a full-time Senior Pastor position open with salary plus benefits in the $55,000 to $75,000 range per year. The church is located in the Lakeside area of Henrico County in the suburbs of Richmond, VA.

The Pastor Search Committee is accepting resumes at this email address: pastorhmbc@yahoo.com.

---

**WHO WILL BE THE RCFN BOARD OF DIRECTORS?**

Great question! While there are numerous slots to be filled, here is who by virtue of position is on the Board of Directors currently:

**Chairman (Moderator)** Dr. Cecil Chambers Skipwith

**Vice-chairman (Vice Moderator)** Mr. Don Sage Derbyshire

**Clerk/ Historian** Mrs. Joyce Clemmons First

**Treasurer** Mr. Richard Martin Huguenot Road

Chairpersons of **Standing Committees:**

- **Affiliations Committee** TBD
- **Endowment Committee** TBD
- **Facilities Committee** TBD
- **Ministry Placement Committee** Mrs. Ruth Guill Huguenot Road

**Personnel Committee** Dr. Jim Peak River Road

**Stewardship Committee** Mr. Richard Martin

Chairpersons of **Support Teams:**

- **CAST (Camp Alkulana Support Team)** Mr. Chris Neal Pine Street
- **CHST (Church Hill Support Team)** TBD
- **OHST (Oregon Hill Support Team)** TBD
- **SRST (South Richmond Support Team)** TBD
- **CVBMST (CVBM Support Team)** TBD

**Director of Woman’s Missionary Union** Mrs. Mary Palmer First

Not more than nine (9) duly elected persons from qualifying churches and organizations as specified in Network Policies and Procedures.

---

**MORE THAN NETS UPDATE**

You will be happy to know that more than 36,000 nets have been purchased and 80% of them have been distributed. Two Ghanian sub-districts have been completely netted and two more have experienced a good start. More than 147 communities have been netted, 112 churches planted with approximately 3,600 members. There have been more than 3,000 persons who have responded visibly to the proclamation of the Good News of Jesus Christ in a culture that is predominantly Muslim. More than 200 Ghana volunteers have been trained by Emmanuel Mustapha and his team for the More Than Nets project.

Among the best news is that there has been a dramatic decline in the Abido sub-district where the villages have all been completely netted. In 2013 from January through May there were 2,273 reported cases of malaria. In 2014 during the same period there were 1,304 reported cases, a reduction of 969 cases or a reduction of almost 43% in malaria cases.

As far as can be determined there has been no other change to the Abido sub-district over the previous 12 months other than the distribution of nets to the entire district to account for the reduction.

**WE ARE MAKING A DIFFERENCE!!**

Imagine for a moment if 50 persons from 30 of our Richmond churches agreed to set aside $1 a day for 180 days in 2015 to contribute to More Than Nets!!! Do you know how many nets we could send to the Yendi province of Ghana to protect people from malaria infested mosquitoes and to be catalysts for new church plants?!?!?!?! If you know, text 1-804-356-9663 with the answer!!!!!!!....YES! That’s my cell number! I’ll be watching and waiting for YOUR text! I will do this if YOU will! As a matter of fact, I will do it even if you don’t. But....NEITHER OF US will want to miss the blessing of completing the challenge!
**October 2014 RBA/RCFN Budget Report**

<table>
<thead>
<tr>
<th>Budget Amount:</th>
<th>$44,748</th>
</tr>
</thead>
<tbody>
<tr>
<td>Budget Receipts:</td>
<td>$26,447</td>
</tr>
<tr>
<td>Budget Expenses:</td>
<td>$44,806</td>
</tr>
<tr>
<td>YTD Budget Amount:</td>
<td>$443,480</td>
</tr>
<tr>
<td>YTD Budget Receipts:</td>
<td>$329,847</td>
</tr>
<tr>
<td>YTD Budget Expenses:</td>
<td>$480,836</td>
</tr>
</tbody>
</table>

**2014 Camp Alkulana Offering**

As of 10/31/2014

<table>
<thead>
<tr>
<th>Offering Goal:</th>
<th>$148,335</th>
</tr>
</thead>
<tbody>
<tr>
<td>YTD Receipts:</td>
<td>$99,831</td>
</tr>
</tbody>
</table>

---

**Entrust... in the City**

Entrust Financial Credit Union values its members, its city, and loves serving its Christian community. So, let us highlight a few ways that Entrust will continue to be active in the community this Fall.

- Join Entrust and more than 2,000 other Christians in the area for the **Bless Richmond** event on November 23, 2014. Pray and worship with other believers in the community as we lift up our leaders, churches, and community in prayer.

- Consider contributing in the Bless Richmond community Food Drive by dropping off your nonperishable food items at the Entrust Financial Credit Union office on Dabney Road. We'll be accepting donations from November 3 to December 19. All donations support FEEDMORE.

- Entrust is partnering with Positive Hits Radio to give away gift cards in the weeks leading up to Christmas. Tune in to 89.9/90.5 during the holidays to be a winner.

If you have any questions or would like to share with us what you are doing in your community this Fall, we would love to hear more! Entrust would be happy to also include your event on our community events calendar to assist you in getting the word out! Our collective voice can have a greater impact. Contact Josh Karrer, Director of Outreach, at jkarrer@entrust.org or call 804-353-8012.

---

**RBA/RCFN OFFICES CLOSED**

December 23 thru 31 and January 1 and 2 for the Christmas and New Year’s Holidays!

**BOARD OF DIRECTORS MEETING**

Thursday, January 16, 2015

RBA Building

3111 Moss Side Avenue

Time to be Announced!

**Pray for the RBA Church of the Week**

December 7— Bon Air, Buford Road
December 14— Bon Air, Bon Air @ Village
December 21— Bon Air, James River
December 28— Bon Air, Robious Hall
January 4— Bon Air, Northstar Community

**Needed: Completed 2014 Annual Church Profiles (ACP)!**

A number of our churches have already completed their 2014 ACP’s! Thank you so much!

**ACP Contact Persons** for all RBA churches should have already received the 2014 Annual Church Profile (ACP) survey forms in the mail in mid-September. The survey provides much needed information that is vital to the ministries of the River City Faith Network.

Though the deadline has passed, **Friday, October 10, 2014**, completing the ACP’s is still important and can still be done. If you have questions, contact Amy Sowder at the RBA Office at 329-1701 ext. 208 or at amy.sowder@rbaonline.org.

Keep in mind that the ACP surveys will be used to determine eligibility for the Levels of Affiliation for River City Faith Network churches.

**Thank you again** to all who have already completed and returned the ACP’s quickly! Your help is greatly appreciated!
Making a Delivery to the RBA/RCFN Office?
Please call before you plan to arrive to make sure that someone will be at the office. There are times during the day when everyone may be away, so it will save time and gas to call ahead. The RBA Office is open from 9:00 am to 4:30 pm, Monday through Thursday.

PRAY FOR
RBA CHURCHES SEEKING A PASTOR

Bethlehem (Penick)  Bon Air
Disciples of Christ  First Union
Grace  Hatcher Memorial
Huguenot Road  Westover
Woodland Heights

2014 Financial Books Closing
We will be closing the 2014 financial books on [Friday, January 16, 2015]. Any contributions that you desire to be included in 2014 need to be sent in and postmarked by December 31, 2014.

Thanks so much!