



## Church Profile

Royal Lane Baptist Church  
Dallas, Texas

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



## **Introduction**

This Church Profile provides a rich summary of Royal Lane's history, as well as its programs, ministries, missions, leadership structure, and finances. Perhaps most importantly, the document describes our congregation and the signature elements of our church culture.

We hope that through these pages you will see that Royal Lane Baptist Church is a small but vital congregation of independent, progressive-leaning Baptists who embrace historic Baptist principles. In accordance with these principles, we open our doors wide to all people looking for a supportive Christian community that is sustained by the assurance of God's grace. We are an open and affirming congregation located in the heart of Dallas, Texas. Our members are widely dispersed across a 60-mile radius of the metropolitan area. Clearly, we are not a church defined by a zip code; rather we are defined by a piece of God's kingdom that we faithfully support with our time, resources, and participation. As our Demographic Profile also illustrates, our congregation is a multi-generational mosaic of highly educated, ethnically diverse individuals who come from a variety of denominational backgrounds.

Thank you for your interest in our church. It is our prayer that you will sense the genuine welcome that awaits you at Royal Lane Baptist Church.

### **The 2022 Church Profile Task Force:**

Scott Bryant  
Margaret Darden  
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## Our Culture



*We are a warm and compassionate community. We care about one another.*

*We believe that persons of every ethnicity, gender, sexual orientation, race, age, and cognitive and physical ability are created and loved by God just as they are. Each person in our congregation matters to us because they matter to Jesus Christ.*



*We represent a broad theological and political spectrum; we are committed to finding ways to dialogue and learn from one another with respect.*



*We are comfortable in complexity and hunger for deeper spirituality and learning; we are an authentically questioning community of diverse people who walk in faith and support each other even when we stumble and fall.*





*We are historically Baptist in our identity, polity, and practice.*



*We cherish the hard work of Royal Lane's history, a legacy of radical grace.*



*"Our consensus was there's nothing more important than being truthful about who you are as a church and what you value," she said. "If any organization has a problem with that, that's their problem."  
Dallas Morning News 3-6-10*



*We are sustained by high quality worship that is anchored in the liturgical year and distinguished by inspiring music and excellent preaching.*



*We are committed to community outreach, social justice, and ministry beyond our church walls.*



*We treasure our children and embrace all kinds of families. Our Children's and Youth ministries are strong, and **we believe** they need to stay strong.*



*We have a long-standing tradition of lay leadership working in collaboration with a pastor who stands with us, not over us.*



*Royal Lane Baptist Church  
Mission and Vision Statement*



*Diverse People United in Christ*

Royal Lane Baptist Church is an inclusive, multi-generational community of believers in God as revealed in Jesus Christ. We believe in the inspiration of scripture, the equality of all persons, the unity in diversity, and the priesthood of all believers. In communion with and through the power of the Holy Spirit, we follow the way of Christ and share the good news through worship, education, missions, and ministries.

We are a vibrant welcoming and affirming mosaic of ethnicities, racial identities, sexual orientations, gender identities, and socio-economics. We affirm the sacredness, dignity, and equality of every person.

Royal Lane is a progressive and autonomous Baptist church valuing the freedom to minister alongside other groups, both Christian and non-Christian.

**We commit ourselves to:**

- Worship that challenges the mind, stirs the heart, and lifts the spirit within the context of music, art, and liturgy.
- Christian education that is relevant, innovative, and based on thoughtful biblical information.
- Love one another as God loves us. We put this love into action through missions and ministries in our church, our community, and our world.
- A proclamation of the Christian faith that is responsible and free, socially concerned, and relevant to our needs as a caring and inclusive fellowship in today's society.

## Our History

### Our Place

Our church started as a small group led by the Reverend Thomas E. Jackson on October 5, 1952. The congregation was initially guided by a Board of Trustees rather than by deacons and met for Sunday School and worship services at the Greenhill School. After purchasing land at Royal Lane and Hillcrest in May of 1953, the church became known as Royal Lane Baptist Church and formally called Reverend Jackson as its first pastor. Programs then expanded to include Training Union, the Woman's Missionary Union (WMU) and "Brotherhood" groups, and the new Royal Lane Baptist became a member of the Dallas Baptist Association, the Texas Baptist Association (later the Baptist General Convention of Texas - BGCT), and the Southern Baptist Convention.

On June 27, 1954, a ground-breaking ceremony was held for a chapel and a small education building. Membership at the time was approximately 130. The buildings were completed, and the former "trustees" were replaced by a 10-member Deacon Board in January 1955. A few months later, a small frame house was purchased and moved to the property to serve as the pastor's study and the church offices. In July of 1957, a small cottage was purchased and moved to the rear of the property and re-bricked to match the church. The cottage served as a residence for the Minister of Education. An additional educational facility was completed at the end of 1959.

In the mid-1960s, the number of deacons increased to 24, and in 1965 a fire did considerable damage to the chapel, fellowship hall, and some of the classrooms. During the reconstruction period, the church returned to its "school" beginnings and held services in the Dealey Elementary School and also used the facilities of our neighboring congregations, St. Luke's Episcopal, and Tiferet Israel Synagogue.

### Royal Lane Expands

In March of 1965, additional land was purchased via a land swap with the Dallas Independent School District, enlarging the grounds to include property all the way to the corner of Royal Lane and Hillcrest. Construction then began on a new sanctuary, the administration building, and the arcade designed to connect the chapel and education building to the new sanctuary. During this construction, the chapel was converted into our current family hall and a kitchen. Space was needed for children and a nursery, so the cottage that had been purchased for the Minister of Education was converted into "The Children's Cottage".

Completion of the arcade, the interior of the administration building, and the balcony in the sanctuary was postponed until additional funds were raised. In 1967, the small frame house that had been used for offices was donated to Tabernacle Baptist Church, and in 1968, the arcade was finally constructed, and the administration building, including the library, was finished out. With the buildings complete, the congregation turned its attention to landscaping, and many members generously donated funds to purchase the grand live oaks that still adorn our beautiful campus. A plaque that displayed the name(s) of its donor(s) was placed on each tree.

Maybe you've noticed the back wall of the church office facing the interior parking lot is not brick like the rest of the building. It was originally pink to try to match the brick, but the west sun faded it to a different color. The reason for that wall not being brick is because an early church "Wish List" had been to attach a wing from that wall to the children's building to be used for Sunday School classrooms with an interior garden.

### Renovations

During 1975-1976, all of the windows in the sanctuary were replaced, the Children's cottage and youth center were completely refurbished, and the office and education building were repainted and carpeted. The steeple

also had to be reset and repainted due to water damage, and the parking area was resurfaced. Most of the work and materials were donated by members with the parking lot and steeple renovations requiring a loan.

Over the past 30 years, there have been routine renovations to our campus. A new parking lot with lighting was added bordering Hillcrest Road in 2007, and new carpeting and wood floors on the chancel were installed in the sanctuary in 2010. Finally, new tiling for the floors and walls in the hallway of the sanctuary building was completed in 2011.

### **Dan Garland Pipe Organ, Opus 50**



When our church began in the early 1950s, the congregation used a borrowed Hammond organ in the chapel. During this period, the pastor was able to purchase some used pipes, which were stored until donations were secured for a console and installation. The console and some of the pipework survived the fire of 1965 and were eventually installed in the new sanctuary along with additional pipes to enlarge the organ by the John T. Fort Organ Company.

In February of 2010, a Sanctuary Task Force was formed to consider renovations of the sanctuary and the organ. The committee recommended that the church hire the Garland Pipe Organ Company

to build a three manual, 48-rank organ. In May of 2018, members of Royal Lane Baptist Church, along with Dan Garland and his staff, debuted the new Garland Pipe Organ, Opus 50. This dream of over 60 years was made possible by a dedicated and discerning team of 20 members, professionals and staff who worked for nearly seven years previewing organs throughout the Metroplex and selecting an instrument fitting for the space, design, and acoustics of our sanctuary.

Components of the Three Manual Pipe Organ include the following: 4 Divisions – Great, Choir, Swell and Pedal, 42 Stops, 51 Ranks, 3,113 pipes and 7 Digital Voices.

### **Disaster Strikes**

On the night of Oct. 20, 2019, an EF-3 tornado touched down and did an estimated \$1.5 billion in damage to the area immediately surrounding the church, making it the costliest tornado event in Texas history. As of the writing of this profile document there is still evidence of the damage that was done scattered along the tornado's 15-mile path. Surprisingly, there was very little damage done to the church campus, but our Pumpkin Patch was decimated, and we had debris from the Tom Thumb grocery store from nearly a mile away.

In February 2021, the state of Texas suffered a major power crisis due to three severe winter storms that swept across the United States during Valentine's Week. The storms triggered the worst energy infrastructure failure in Texas history, which led to shortages of water, food, and heat. More than 4.5 million homes and businesses were left without power, including Royal Lane Baptist Church, for several days. As with the tornado outbreak of 2019, the church was not spared in this storm. Extensive damage was done to the Children and Youth Building due to frozen and burst pipes. As of June, 2022, assessments were still underway to determine the best course of action to restore or to rebuild the building. Fortunately, the rest of the campus was spared any further major damage.

### **Royal Lane Baptist Church Columbarium**

Royal Lane Baptist Church is blessed to have a Columbarium available to its members and loved ones. The RLBC Columbarium is nestled in a lovely Garden between the Cunningham Arcade, the sanctuary, and the library. It is a Spiritual Site that affords Church members, their families, and their loved ones the opportunity to have their final resting place surrounded by their faith community, which has been a central part of their lives.



### **Library**

Need a book? Or would you like to find some scriptural interpretations or readings to give you an inspirational boost but don't know where to look? We have two libraries at Royal Lane, the Pastor's Library and the "parlor" library. As of May, 2022, there is a committee tasked with updating and organizing these libraries and making them more user-friendly. To accomplish this may take a fair amount of time and work, but it has begun. We will keep the congregation posted as the work is completed.

## Our People

Royal Lane has been known for decades as a church of independent thinkers. The progressive Baptists who came before us were role models of radical grace rather than followers of society's status quo, particularly when decisions were made to open their doors or lift their glass ceilings to make wider spaces of welcome for anyone wishing to worship and to serve in lay leadership positions at Royal Lane. We are so grateful that our first African American member, who joined RLBC in 1979, is still an active, beloved member of Royal Lane and that our first bi-racial wedding in 1980 was no more controversial for us as a congregation than our first same-sex wedding in 2015 shortly after the Supreme Court ruled states' bans on same-sex marriage to be unconstitutional.

*Laurence and Janet Schultz*

1980

2013



*Steve Dolloff and Harry  
Hunter with the Rev. Harry  
Wooten*



We began ordaining women to serve on our Deacon Board in the mid-1970s, starting with Jerry Moore, who is still living in Austin and is a member of First Baptist Church - Austin. Cookie Stokes was the first woman to serve as Chair of our Deacon Board in 1986, and she is still very much alive!



Second row (left to right): Jim Caldwell, Claude Dodgen, Joyce Comstock, David Wilson, Cookie Stokes, Odus Kerley, Ray Vickrey, Gayle Brown, George Jones, Jack Morton, John Roark, Calvin James. First row: Dennis Waters, Bill Ferguson, Sydney Thompson, Jim Baxter, Everett Nelson, James Allen, Kay Baird, Mariam Moreau, Nancy Ellett Allison.

In 1981, Nancy Ellett Allison was the first woman we ordained to the ministry. Nancy now serves as Senior Pastor of Holy Covenant United Church of Christ in Charlotte, North Carolina.

Nancy's ministry at Royal Lane began as Nancy Ellett with a part-time summer youth program under Jerry Barnes and was extended and established during the interim period with her ordination in 1981. During Ray Vickrey's pastorate, she became the full time Associate Pastor, marrying a member, Dale Allison, in 1985. In short order they welcomed their daughter, Carole, and were commissioned by the Foreign Mission Board to serve in Liberia. Nancy has gone on to serve as a missionary, a seminary professor, a chaplain, a founding pastor in Baptist life, and a Senior Pastor in the United Church of Christ.

*Nancy, 2022*



*Nancy in Dallas 1982*



A watershed moment in our recent history occurred in May of 2010 when the Baptist General Convention of Texas (BGCT) severed our long-term relationship because our congregation refused to comply with BGCT's mandate to remove our gay and lesbian members from positions of leadership in our church, specifically from serving on our Deacon Board. The conflict with the BGCT was triggered by an updated description "About Us" that we posted on our website in February 2010, which read in part:

*We are a vibrant mosaic of varied racial identities, ethnicities, sexual orientations, and denominational backgrounds. We affirm the sacredness, dignity, and equality of every man, woman, and child and honor each individual's freedom to worship God and to respond to his or her unique call to ministry and service.*

In October of 2011, we partnered with the Alliance of Baptists and reaffirmed our affiliation with the Cooperative Baptist Fellowship (CBF). We have been members of CBF since 1991 when we left the Southern Baptist Convention.

### **Ministers and Staff**

We have had nine pastors in 70 years. Our longest serving pastor, Dr. Ray Vickery, served as our pastor for nearly 26 years. Dr. David Matthews served as Minister of Education at Royal Lane in the 1970s and came back as our pastor in 2009. Dr. Layne Smith, who served as Youth and Associate Pastor in the late 1970s, was ordained as a minister at Royal Lane in 1979. On June 30, 2016, Layne completed a year with us at RLBC as our Intentional Interim Minister, leading to the calling of Dr. Mike Gregg. In late 2021, Rev. Steve Graham joined our congregation as our interim minister.

**Pastors:**

- Rev. Thomas E. Jackson 10-5-1952 to 10-1-1962
- Dr. James P. Flamming 6-1-1963 to 12-1-1966
- Dr. James H. Slatton 6-1-1967 to 10-13-1971
- Rev. Brooks Ramsey 5-15-1972 to 7-30-1973
- Rev. Gary West 1-1-1974 to 10-3-1976
- Dr. Jerry L. Barnes 1-1-1978 to 4-6-1981
- Dr. Raymond L. Vickery 11-20-1981 to 6-1-2008
- Dr. David Matthews 10-1-2009 to 2-1-2015
- Dr. Mike Gregg 9-18-2016 to 5-9-2021

**Rev. Harry Wooten, Minister of Music and Worship**



Minister of Music, Harry Wooten, is a native of Arkansas and began his ministry at Royal Lane in 1998. Mr. Wooten holds degrees from William Jewell College, Vienna International Music Conservatory, and Southwestern Baptist Theological Seminary. He has served churches in Tennessee and Alabama as Minister of Music and appeared as guest soloist, conductor, and presenter for numerous workshops and music events. He has been the Artistic Director & Conductor of the Irving Chorale for the past seventeen years. His choirs have participated in the International Church Music Festival (Coventry Cathedral 1994 and 2000 and Bern, Switzerland 1997) and the Manhattan Festival of Sacred Music 2001, 2008 and numerous tours of Europe. His wife Debi is a retired music educator. They are the parents of Brittany (Nathan) Jones, Barrett ((Jacquie) & Blair and grandparents to Harper, Turner & Harrison.



**Barbara Merry**  
Administrative Assistant



**Janet Schultz**  
Administrative Assistant  
and Wedding Assistant



**David Weigle**  
Organist



**Blake Vickrey**  
Audio Technician



**Ellen Miers**  
Housekeeping

## Our Membership

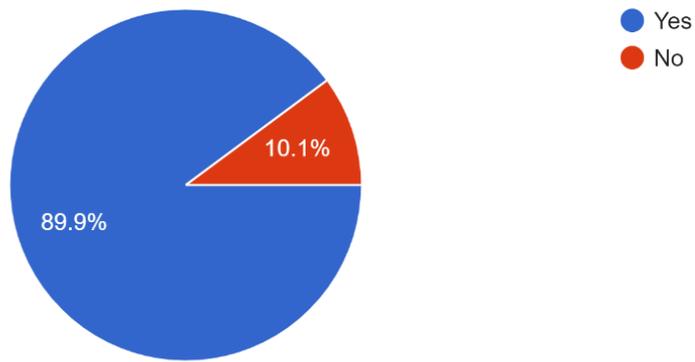
We have many members who have transferred to other parts of the country but who still identify Royal Lane Baptist Church as “their church.” Counting these members, as of June, 2022, our current membership is 254 people, of which there are approximately 150 members who are active in the vibrant church life of Royal Lane.

A comprehensive survey was conducted in May of 2022 to capture a representative “snapshot” of our congregation. A total of 138 respondents provided demographic information. Based on the high response rate for the survey, we consider the demographic profile derived from the data to be an accurate representation of our congregation.

124 of the 138 individuals are members of Royal Lane and 14 are non-member/visitors. This non-member category also includes children who have yet to decide that they are ready to make a public profession of their faith and/or request baptism, which is typically when children become members. Detailed descriptions of the demographic characteristics are presented in charts that follow. In the cases where totals do not add up to 138 it is because some questions were left blank by a small number of respondents.

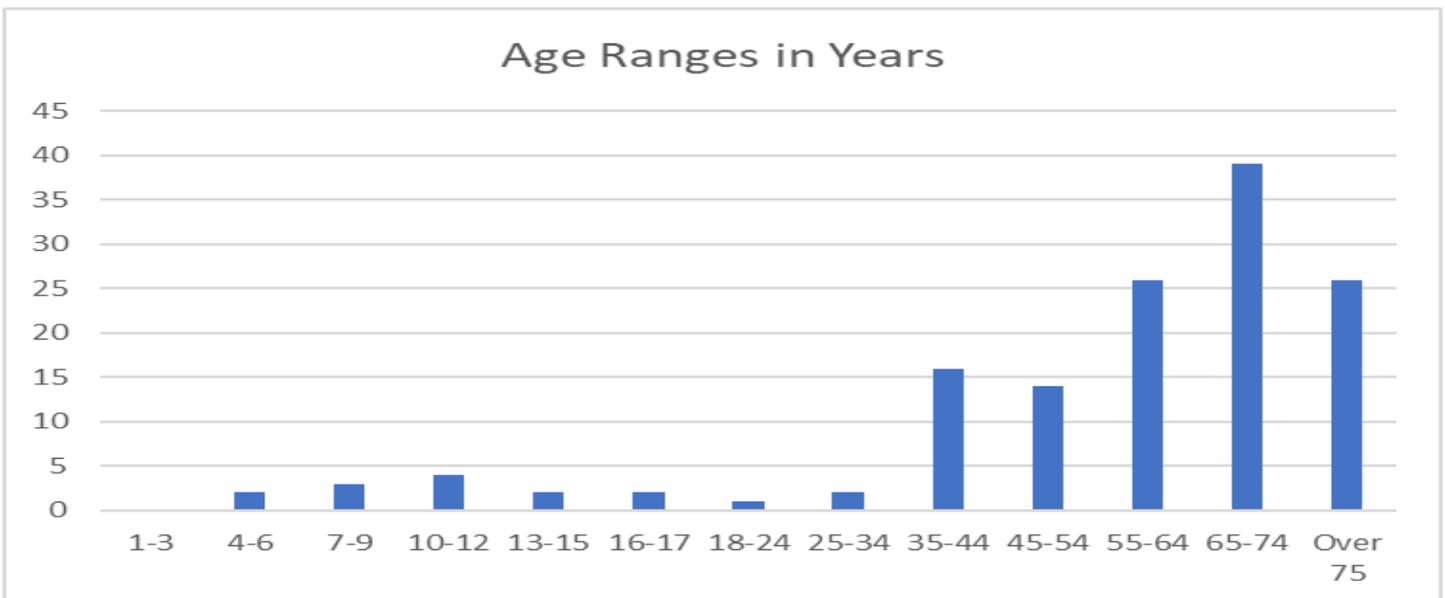
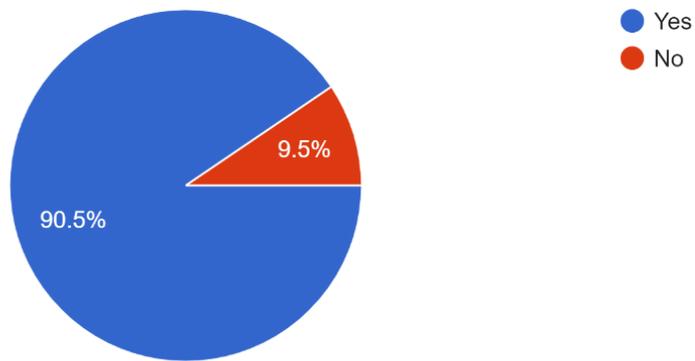
### Are you a current member of Royal Lane Baptist Church?

138 responses



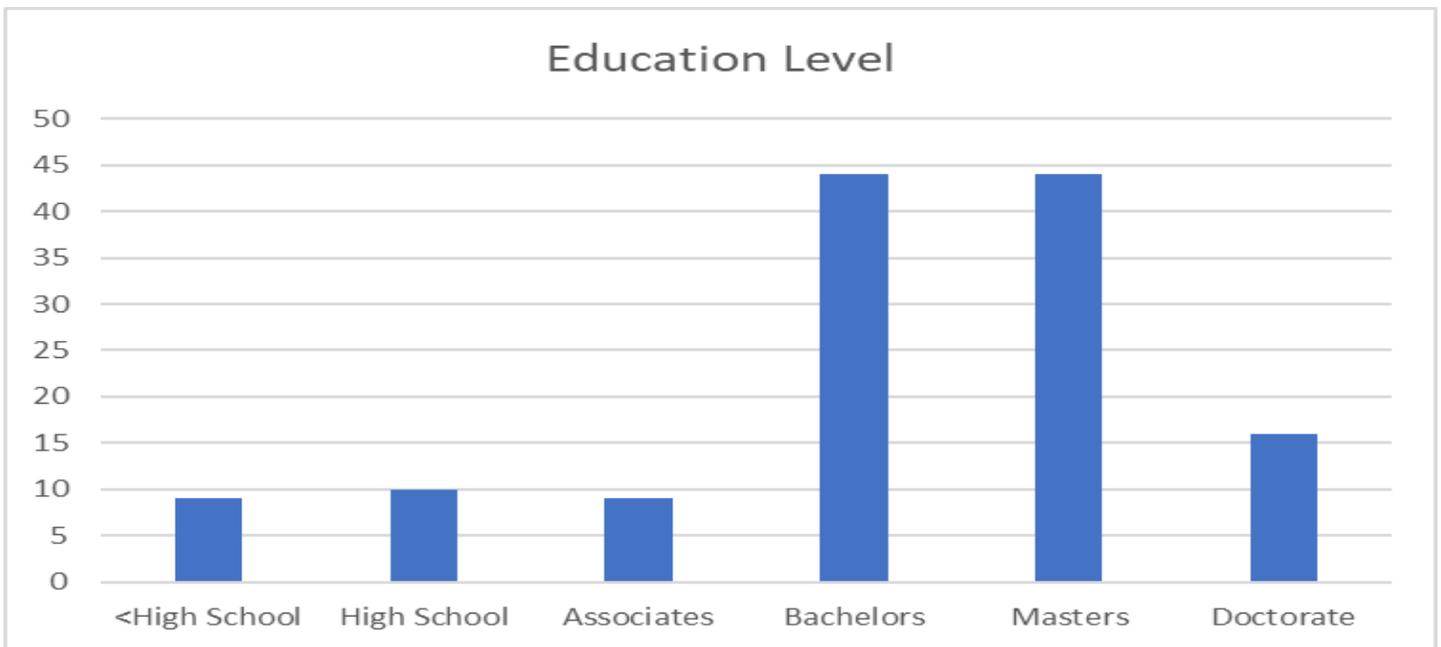
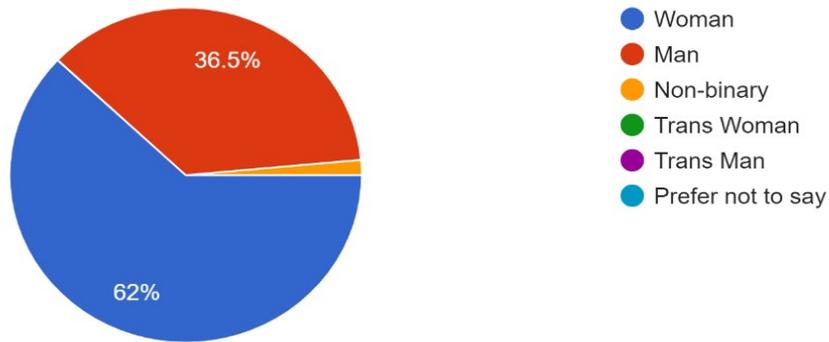
### Are you an adult 18 and older?

137 responses



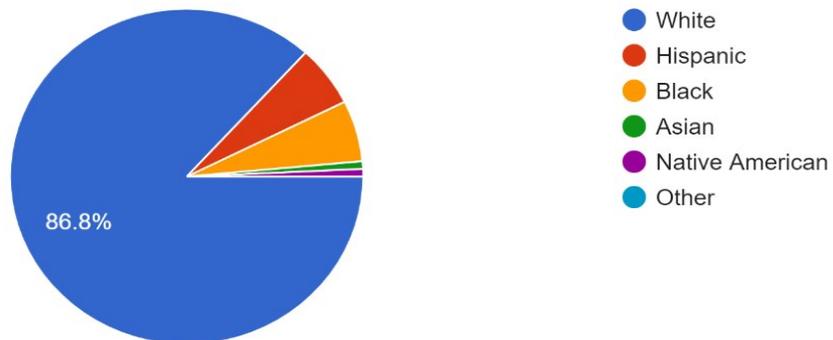
Select the following gender identity for which you identify.

137 responses



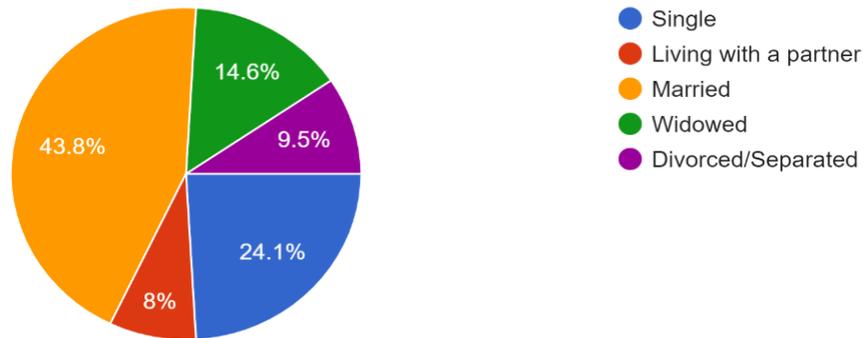
Select the race for which you identify.

136 responses



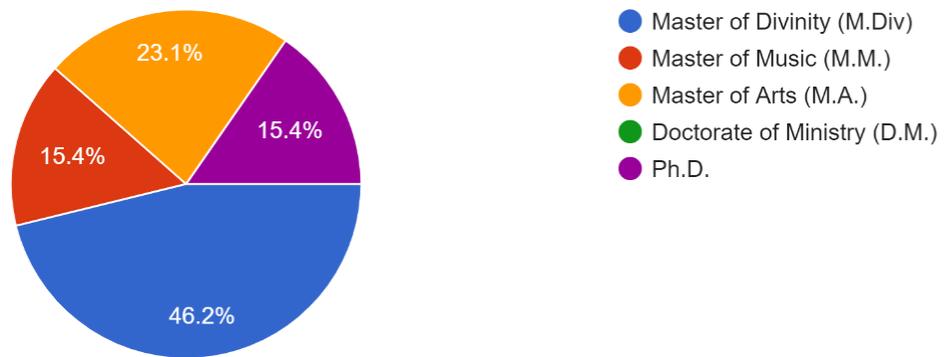
### Select your marital status

137 responses



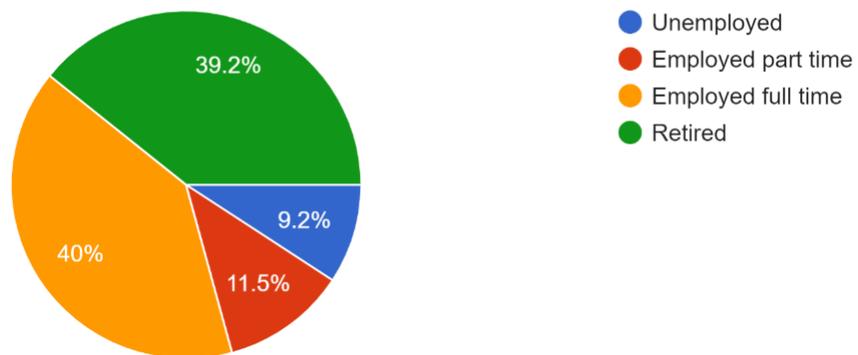
### Answer if you have an advanced degree in Theology or Religious Studies

13 responses



### Employment status of adults and older teens

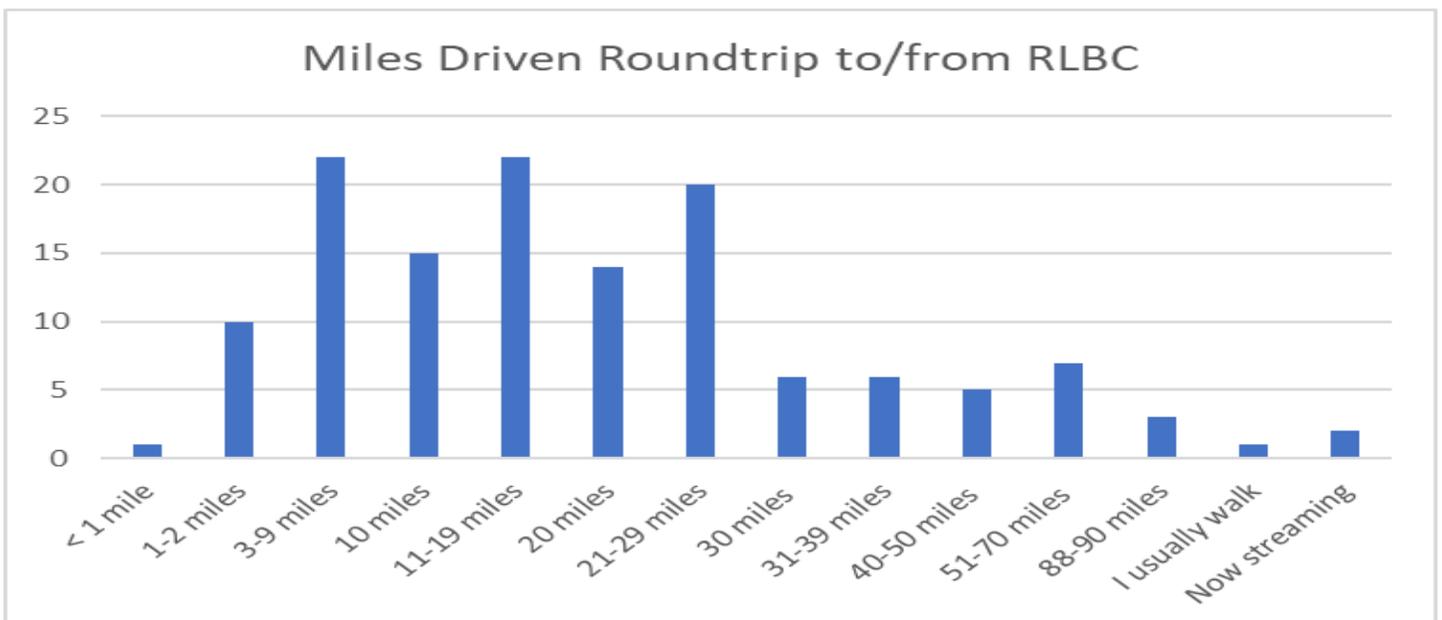
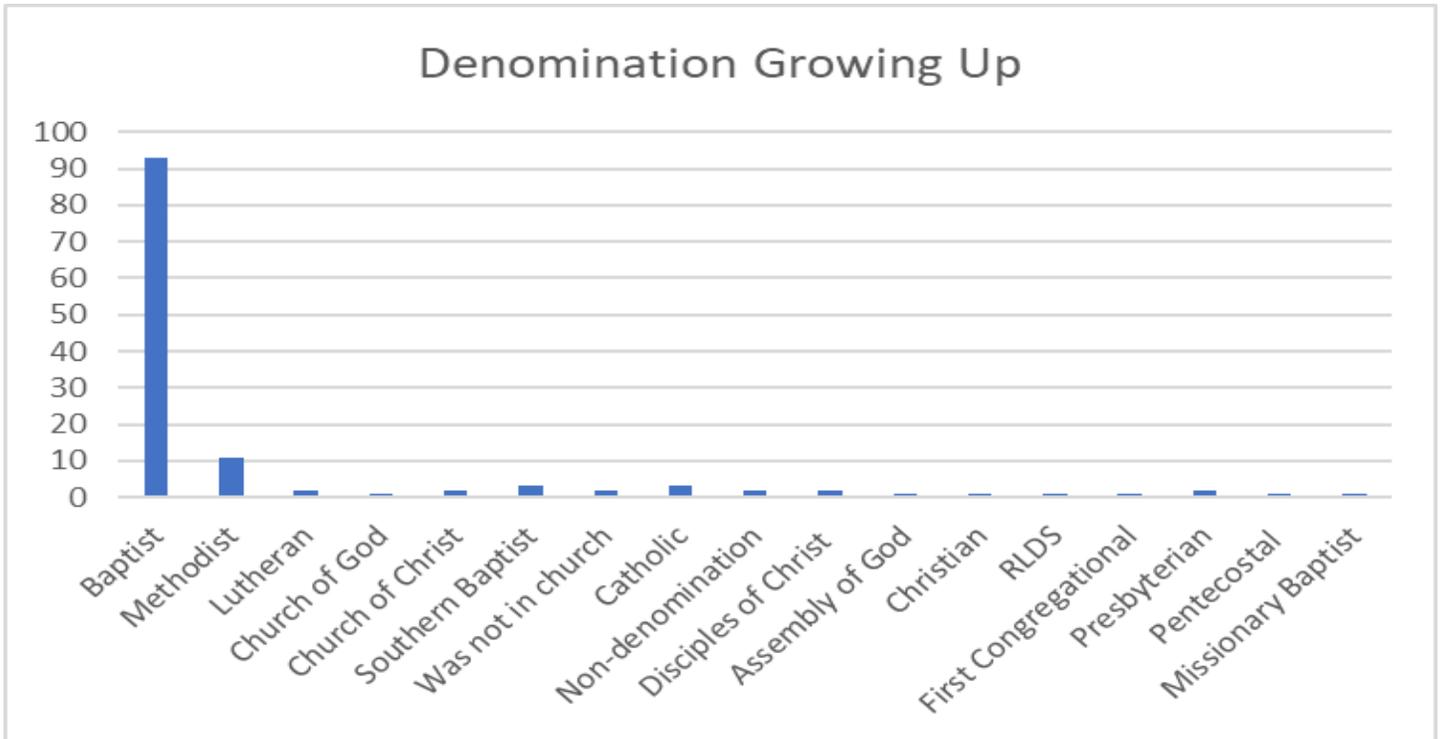
130 responses



## Occupations of 109 individuals – Full and Part time

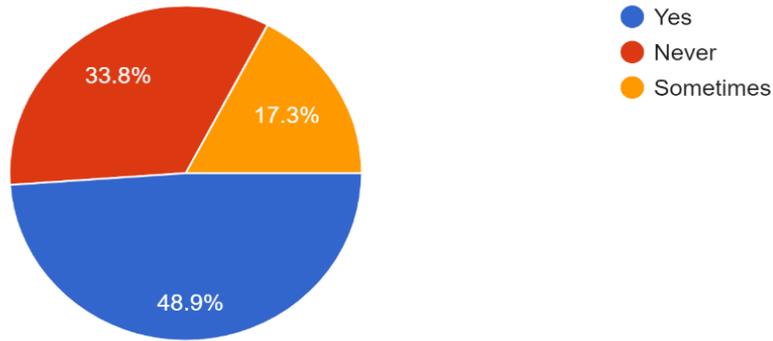
<b>Occupation</b>	<b>Count</b>
Actor and Singer	1
Administrative Assistant	1
Administrator	2
Architect	1
Attorney	2
Audio Video Executive	1
Auditor	1
Banking	2
Chaplain	3
Child Welfare Field	1
Designer	1
Eyewear Wholesaler	1
Farmer	2
Financial Management	1
Homemaker	4
Human Resource Consultant	1
Library circulation clerk	1
Lifeguard	1
Marketing	1
Mediator	2
Mortgage Lending	4
Pet Industry	2
Porter dining hall SMU	1
Project Manager	2
Property insurance surveyor	1
Raising children	1
Recruiter	1
Retired	10
Sales	7
Social Worker	4
Student	5
Teacher	14
Career Counselor/ Publisher	1
Consultant	1
Educational Administrator	2
Entrepreneur	1
Flight Attendant	1
Information Technology	2
Insurance Sales	1
Ministry	3
Musician	1
Professor	3

Real Estate/ Development	1
Telecommunications	1
Psychology/ Counseling	2
Healthcare	7



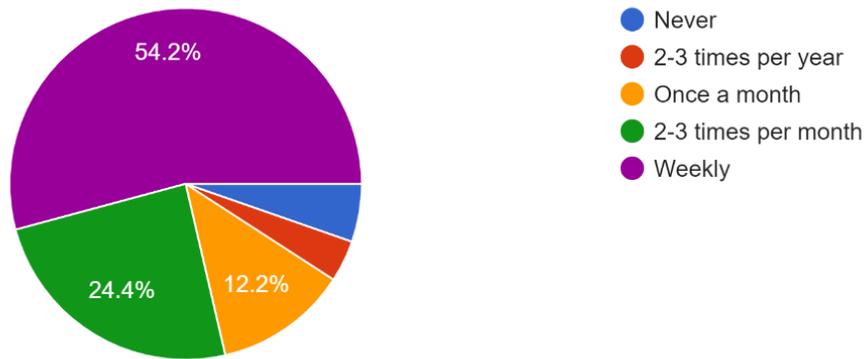
### In the past four months, have you watched worship online?

133 responses



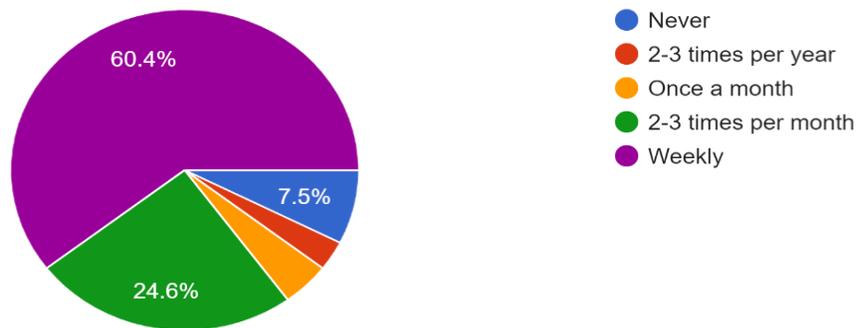
### How often do you attend Sunday morning worship?

131 responses



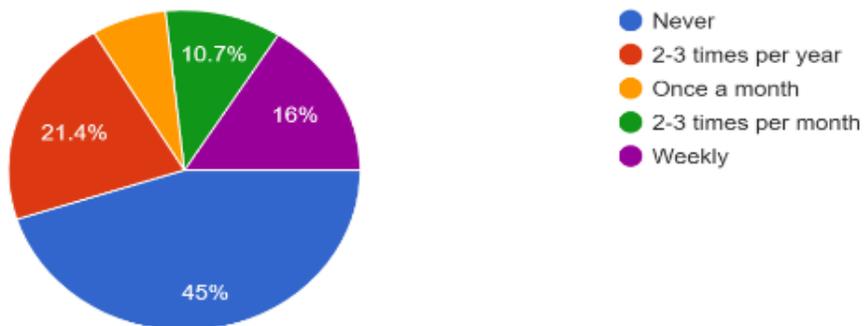
### How often did you attend Sunday morning worship before COVID?

134 responses



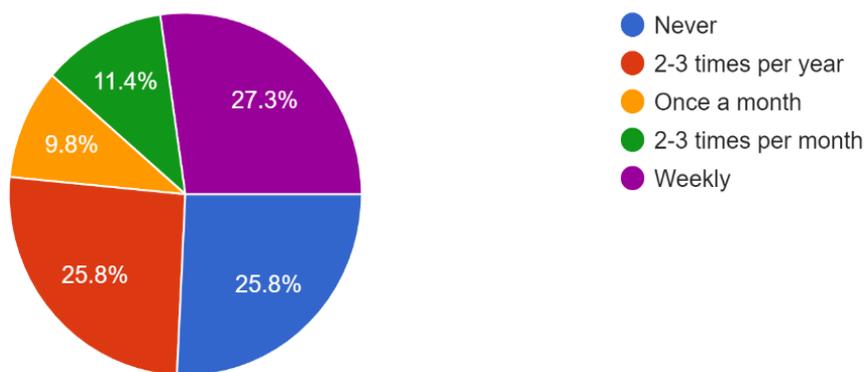
### How often do you attend Wednesday night activities?

131 responses



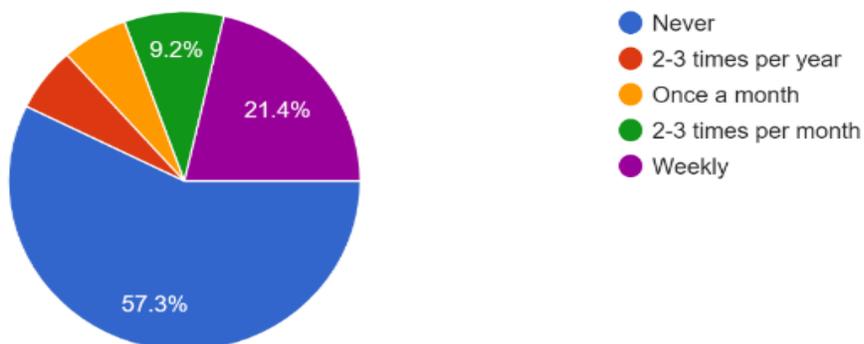
### How often did you attend Wednesday night activities before COVID?

132 responses



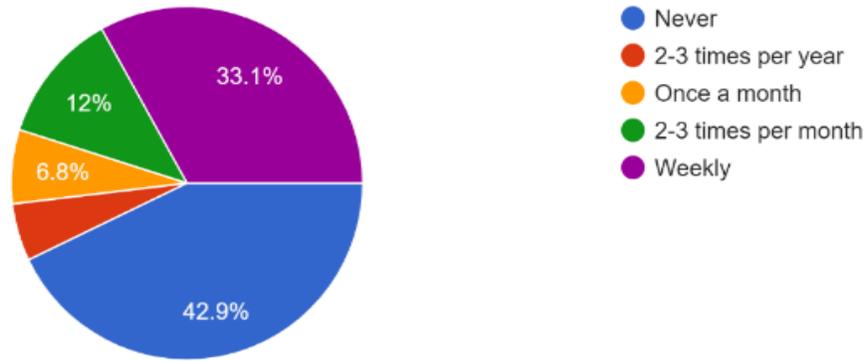
### How often do you attend Sunday School?

131 responses



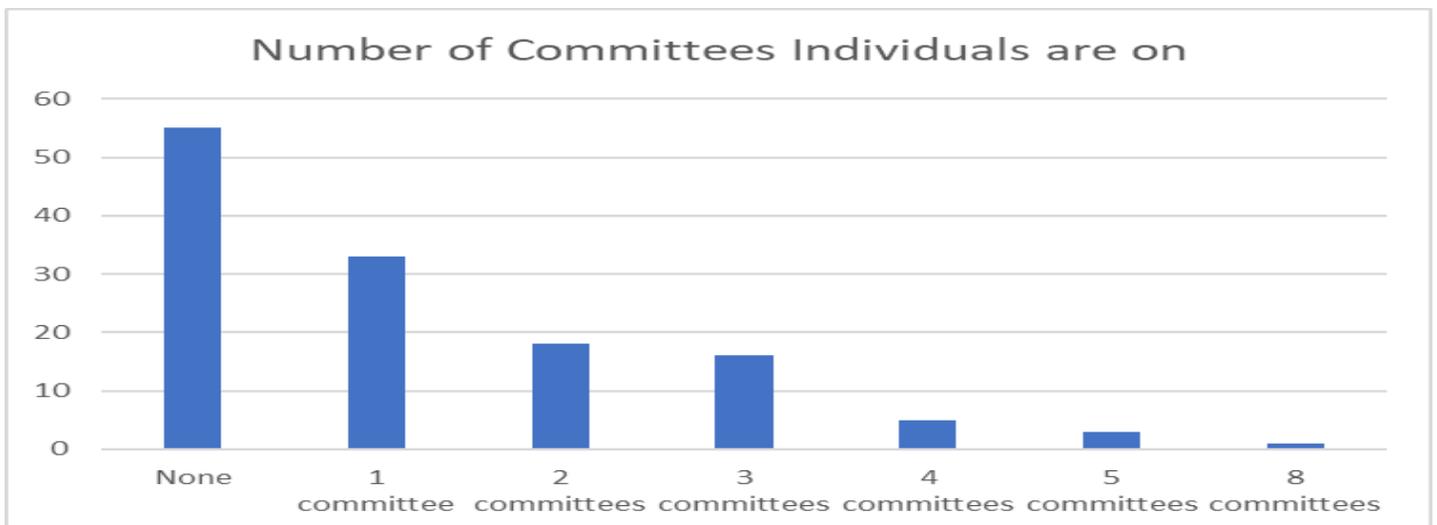
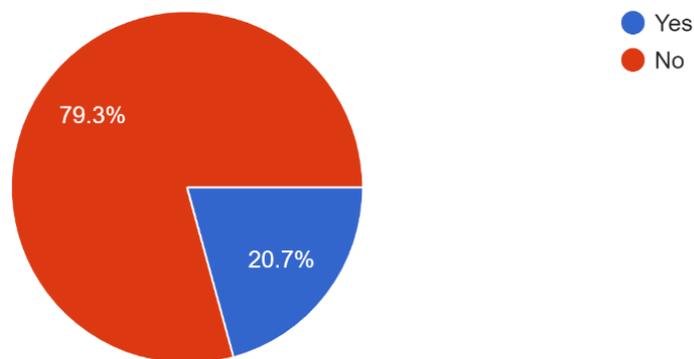
### How often did you attend Sunday School before COVID?

133 responses



### Are you in the church choir?

135 responses



**Seeking Membership at Royal Lane**

Royal Lane Baptist church is open to all persons who affirm the loving presence of God and the life of Jesus Christ as revealed in the New Testament. During each Sunday morning worship service, there is the opportunity to join the church during the hymn of commitment; this can be done by either coming forward and meeting the pastor at the front of the sanctuary or by filling out a new member card and placing it in the offering plate. New membership is also possible during Wednesday evening services by handing a new member card to the pastor present. After officially joining our congregation, each new member will be contacted about the many opportunities available to be involved in the life of the church.

## Our Commitment to Worship and Ministry

Worship at Royal Lane Baptist Church challenges the mind, stirs the heart, and lifts the spirit within the context of music, art, and liturgy. Worship ministry categories include Sanctuary Choir, children's choirs, altar guild, baptism committee, communion committee, Faith and Arts Fund, stewardship, and ushers. This dedicated group of volunteers and ministers creates experiences allowing our congregation to seek God in an atmosphere of beauty and radical hospitality. Worship at Royal Lane is lectionary based and "warm liturgical" in style. A typical service is highly participatory with worship leaders and congregation alike. The liturgy is thematically integrated so that each element of worship equally carries the "weight and freight" of the Gospel.



Some of the featured services during the year include: The Mourning Light service of healing and wholeness for those who mourn and have experienced loss. It is observed late in the Advent season, as near to the date of the winter solstice, (the longest night of the year) as possible. During the Mourning Light service, worshipers are encouraged to speak the name(s) of or the situation they mourn, light a candle of remembrance, and receive communion. They also place an ornament on the Chrismon tree bearing the name of those they mourn as a reminder of them for the balance of the Advent season.

We begin Lent each year with a traditional Ash Wednesday service bearing the sign of the cross on our foreheads as we consider our frailty and finiteness with the words, "Remember that you are dust, and to dust you shall return."

In mid-spring we often have a Blessing of the Guide Dogs as part of our Sunday morning service. Local "raisers" of the Southeastern Guide Dog organization join us in worship before they return to Tampa, Florida to leave their beloved puppies which they have socialized for the past year. There these puppies enter formal training as Seeing Eye Dogs to eventually be given to persons who need the assistance of a guide dog. We

offer a word of blessing for the dogs, the raiser families, and for the ones to whom the dogs will go. We find comfort in knowing that the raiser families return with a new puppy and begin this meaningful cycle once more. Leslie Cechan, longtime member of Royal Lane, has been a raiser of puppies for the blind for 26 years.

We love having guest worship leaders. In the past some been Paula D'Arcy, Ken Medema, Cynthia Clawson, Ovid Young, Terry York, Warren Carter, Cody Sanders, Paula Dempsey, and Suzi Paynter. Each February we participate in the *Martha Stearns Marshall Month of Preaching* to encourage and support women in pastoral ministry. The worship ministry also designs and creates the worship experiences for Wednesday evening's midweek prayer service, Sunday morning worship services, and seasonal worship events throughout the church year.

## **Children and Youth Ministries**

The cornerstone of our Children and Youth Ministries is the overwhelming and all-encompassing love of God. We see that love in each child and seek to share that love with each child. We recognize the amazing spiritual expression and capacity of our children and youth; consequently, we work hard to make each child feel welcomed, accepted, loved by God and church family, and celebrated for the unique gifts and contributions they offer to our congregation. We value curiosity and wonder and know the mystery of God is broad enough to envelop all the questions children and teens ask. Since the ministry of Jesus was relational, we value relationships with our children and create plans that allow for deep conversation, creative expression, and celebrating together.

### **Children's Ministry**

Our children and families participate in Wacky Wednesdays each week of the summer @ 6:15. Each family sponsors a different activity that allows folks to build community through having fun together. We enjoy each other's company so much. Each summer we also host Vacation Bible School and participate in the Southwest Baptist Children's Camp Association's Children's Camp in Athens, TX.

On Sunday morning our time together is shaped by Godly Play. Godly Play is an educational enrichment program for children ages three through fifth grade. Children attend the opening portion of the worship service with their families and then transition to Vickrey Hall after our time for Young Disciples. Godly Play is Biblical storytelling designed to encounter each child where they are developmentally and invite them to experience theological language and truth.

<https://www.godlyplayfoundation.org/>

### **Walk Through Holy Week, Fall Festival, Eventful Advent, Posada y Pinata**

Each Easter we enjoy Walk through Holy Week with adults dressed in costume telling the story of Christ's journey to the cross and His resurrection, which culminates in an Easter egg hunt on Easter Saturday.

In October, Royal Lane throws a large Fall Festival in which the children are invited to wear costumes, play games, eat snacks and have fun. The Children's Ministry also sponsors Eventful Advent. It is a Sunday afternoon with lunch and many activities. The children make presentations of various Advent and Christmas traditions around the world and there is also singing, storytelling, and Santa Lucia delivering ginger cookies.

In early December, the children are invited to the annual *Posada Y Piñata*. It is an evening posada – which is a costumed journey following in the footsteps of Mary and Joseph with carol singing. We also serve dinner and have a story with Christmas crafts and a piñata finale. Parents are welcome to stay – but it is scheduled so they can go out to dinner or do some Christmas shopping.



Each year, right before the Season of Lent, we host a Mardi Gras celebration with karaoke, pancakes, games, and a great time of inter-generational fellowship. This also serves as a fund raiser for our children and youth ministries; we have been known to actually pay people NOT to sing!

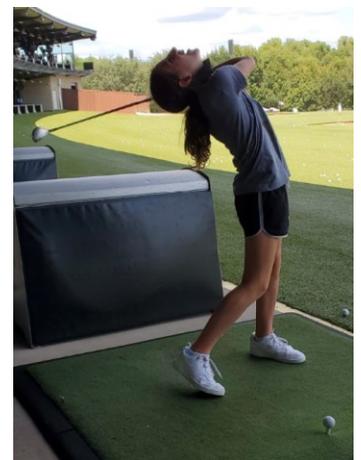
The last activities of note for our Children’s Ministry are our opportunities to participate in worship. Our fourth and fifth graders serve as acolytes throughout the church year and process to the altar with the cross, Bible, and holy light. We also participate in the Palm Sunday, Easter, and Pentecost processions. Our older children are assigned the task of reading Scripture or providing the offertory prayer the third Sunday of every other month, alternating with the Youth. Our Scripture presentation can be traditional, but it has also taken the form of dramatic reading or a play. The children also prepare and perform music several times a year as a choir or join the adult choir in a soloist role.

## Youth Ministry

Our Youth have their own Sunday School class each Sunday during the Sunday School Hour. It is a time to create a faith connection with each other, with the Living Word, and with the needs of the world. Our Youth also gather each Wednesday evening for a time to build relationships through checking in with each other, discussing current events and relevant topics, and enjoying fun activities.

Our Youth eat lunch together the first Sunday of each month and gather for an off-campus activity the 3<sup>rd</sup> Saturday of each month. Past activities have included ice skating, church lock-ins, trips to Six Flags, Fall Retreat at Sister Grove Farm, biking and roller blading, bowling, and Top Golf.

Each year the youth participate in a week-long summer youth camp and three-day mid-winter retreat along with the youth groups from about 20 other progressive Baptist churches. This is an important time of renewal during which we learn and worship. The youth play an integral part in many of our yearly church-wide events, such as Vacation Bible School, Pumpkin Patch, and Fall Festival.



The youth also actively participate in our worship through prayers, scripture readings, and musical accompaniment. Each year, we plan a youth-led worship service. The contents of the service, from beginning to end, are thoughtfully written and prepared by the youth. Everything from the music to the sermon(s) is led by members of our youth group.

### **Bruce and Anna Marie Lowe Scholarship**

The Bruce and Anna Marie Lowe Scholarship fund was established in 2012 to honor these long time Royal Lane Baptist Church members. Bruce was a Southern Baptist minister for 70 years, a civil rights activist, and author of "A Letter to Louise: A Biblical Affirmation of Homosexuality." Anna Marie was a musician and ESL educator. Through the generosity of RLBC members, the Lowe scholarship has provided 28 scholarships to children of Royal Lane totaling more than \$30,000.

### **Adult Education Ministry**



Royal Lane is blessed with many gifted teachers and facilitators who lead our adult education offerings on Sunday mornings. A variety of classes are scheduled including studies on books of the Bible, reviews of contemporary topics in society, and spiritual development centered on books, films and/or guest lecturers. Classes continually change themes and are open to all members and visitors. In fact, it is common for people to "float" among different classes as their interests and needs change over time.

- **Foundation Stones** – Teacher: Scott Bryant  
Study designed to move you from "head" knowledge to "heart" knowledge and understanding of the principles which form the foundation of the Christian faith
- **Faith Formations** – Teachers: Jack Mullinax & John Helms  
4-week study of "The Beginning of the Gospel," exploring Gospel texts that reveal how the story of Jesus begins.
- **Questers** – Teacher: Nancy Ferrell  
Studies books chosen by teacher and class.
- **Alternative Gathering** – Teacher: Tex Quesada  
Studies of lectionary texts & service projects.
- **A Woman's Prayer and Share** – Facilitator: Christine Nicolette-Gonzalez  
Meets virtually on the 2<sup>nd</sup> Saturday of each month. Women share prayer requests and joys.

### **Racial Justice Ministry**

Royal Lane has committed to the sacred, intentional work of anti-racism. In line with The Alliance of Baptists: Churches That THRIVE For Racial Justice, the goal is to eradicate the presence and address the harm of white supremacy and examine white-dominant congregational life and systems that privilege some while excluding and oppressing others. Our objective is to answer our pledge to do racial justice work bringing equity for God's beloved in our congregation, the community, and the world.

## Social Justice Ministry

Historically and in theory, the idea of social justice is that all people should have equal access to wealth, health, well-being, justice, privileges, and opportunity, regardless of their legal, political, economic, or other circumstances.

As Christians we recognize that our society is filled with numerous groups and communities facing individual and systemic oppression. We believe that Jesus truly loves everyone. He went out of His way to intentionally help specific groups of people--the alienated, mistreated, and those facing injustice. We have a unique cultural identity and upbringing and are called to recognize the marginalized, help the oppressed, and avoid rejecting their significance by denying their identity or ignoring their light. We are called to acknowledge and address racism, immigration, gender equality, health care, and a litany of other issues. The Social Justice Team actively participates in movements seeking justice, positive systemic reform, and empowerment, which is one of the most Christ-like things we can do.

## Our Special Events

**The Women of the Church (WOC)** is a fellowship organization that meets monthly and hosts various events throughout the calendar year, including two annual retreats, one in the spring and one in the fall. Events range from holiday and Passover dinners, to book studies and guest speakers. Programs often include an activity or special drive for a local charitable organization. The WOC officers work diligently to ensure there is something that will be of interest to everyone who attends.



**The Men of the Church (MOC)** generally meets on the third Thursday evening or third Saturday morning of each month to share a meal or an event and enjoy conversation. As with the WOC, anyone is invited to attend. Past activities have included fishing at Lake Texoma, Texas Rangers baseball games, cookouts, and numerous ministry and service opportunities.

## Other church-wide events and traditions include:

The scrumptious annual Easter Morning Brunch is held after the early service ends and the dark cross of Christ's passion is brought to new life on the front lawn facing Royal Lane. Worshippers bring fresh flowers from their yards at home to adorn the resurrection cross in beautiful colors.



To celebrate Independence Day, we hold an annual 4<sup>th</sup> of July Picnic. This family-friendly event boasts red, white, and blue along with many outdoor activities for children and adults.



The Pumpkin Patch is an annual outreach event which culminates in the Fall Festival. Each year semi-truck loads of pumpkins are delivered and sold by volunteers. The Fall Festival is the annual church-community-wide celebration typically the Wednesday prior to Halloween. Each year the event has grown and includes family friendly games, a free meal, and raffle prizes for visitors.

As a welcome relief to parents, Posada y Piñata is a signature event in the life of our Children's Ministry, but it is also very popular with the youth and adults who help direct the "organized chaos". The evening begins with a shared meal for all attending, the story of the Posada is read, songs are rehearsed, and finally, the time comes to dress up as your favorite Posada character for the walk. Generally, children go door-to-door in the neighborhood, just as Mary and Joseph would have done looking for a room. While the children and youth are dressed up and the procession continues, there is finally "room at the inn" when all arrive back at Family Hall for the breaking of the piñata and hot chocolate.

## Our Commitment to Missions

Missions has always been one of Royal Lane's main focuses of ministry, if not the central focus. Whether it's our annual summer mission trip, local community opportunities, or rummage sale workdays, members and visitors alike show up in droves to pitch in and be the "hands and feet of Christ" to all whose paths we cross.

### Summer Mission Trips

Royal Lane has a rich tradition of engaging in all-church mission trips. Our trips have been focused both locally and out-of-state. Activities include a mix of offerings such as running neighborhood Vacation Bible School and sports camps for children; construction and repair projects for community facilities, churches, and homes; and outreach to senior retirement centers. Our mission trips seek to provide missionaries exposure to the stark realities of a socio-economic milieu different than they are typically used to seeing in North Dallas and surrounding suburbs. These trips are eye-opening in terms of experience and heart-growing in the connections we make with the people and organizations we serve.



## Local Ministry Connections

Throughout the year, Royal Lane is involved in providing financial assistance and a physical presence for many local ministries that provide relief and services to our fellow city neighbors. All the local organizations listed below are funded in our annual church operating budget, along with the national and global ministry partners that we support financially. The members of our Mission Division/Committees make a recommendation to the congregation for allocating Royal Lane's total mission dollars among our ministry connections as part of our annual budgeting process.

### Cornerstone Baptist Community Development

One of our local ministry partners, Cornerstone Baptist Church, and their Community Development programs have also been a summer mission trip destination/partner for many years. Cornerstone has brought about the revitalization of one of the most economically depressed areas in south Dallas by acquiring a number of properties in neighborhoods that border the southern edge of downtown Dallas. Sites that were once community nuisances have been transformed into facilities that contribute to impressive growth and development. A rundown apartment building has been restored into the Cornerstone Care Center, which provides many outreach ministries in the community. Additionally, the ministry has partnered with the City of Dallas to purchase several abandoned lots to build affordable housing for residents.

### **Dallas Christian Women’s Job Corps**

For over 18 years, the Dallas Christian Women’s Job Corps has ministered to more than 400 women, many of whom are now employed and self-sufficient. DCWJC is open to any woman, regardless of her religious background, who needs the necessary skills and encouragement to become self-sufficient. The organization offers life skills and job-readiness classes, mentoring, and networking through a partnership with many Dallas-area churches and other nonprofits. These partnerships help DCWJC address their client’s crucial needs in areas such as childcare, housing, health care, transportation, and specific job training. Several of our members are active volunteers throughout the year at DCWJC.

### **North Dallas Shared Ministries (NDSM)**

Royal Lane supports this city-focused organization whose four main goals are to help low-income people assume as much responsibility for their lives as they are able. Modes of assistance include helping clients:

- Acquire appropriate emergency assistance
- Gain access to entitlement, health care, and community resources
- Promote their own wellness and financial independence
- Locate resource materials that can lead them to additional services and support

NDSM’s mission is to deliver aid as efficiently and effectively as possible. The ministry relies heavily on volunteers – over 500 at present – to fulfill its mission. This is one organization in which Royal Lane provides mostly funding. However, there is a real opportunity to explore new and continued hands-on involvement by members in assisting NDSM with daily operations.

## **National and Global Partners**

### **Alliance of Baptists**

The Alliance of Baptists began in 1987 as a prophetic voice in Baptist life. Today, it is a faith community comprised of both male and female laity and clergy, diverse in their sexual orientations, gender identities, theological positions, and ministry practices. The Alliance knits together Christians by love for one another and God, and combines progressive inquiry, contemplative prayer, and prophetic action to bring about justice and healing in a changing world.

### **Baptist Joint Committee for Religious Liberty (BJC)**

Primarily an education and advocacy organization, the Baptist Joint Committee for Religious Liberty is a leading voice in Washington, D.C., fighting to uphold the historic Baptist principle of religious freedom. It stands guard at the intersection of church and state, defending the first freedom of the First Amendment by protecting both the free exercise of religion and defending against its establishment by government.

Composed of representatives of [15 national, state, and regional Baptist bodies](#) in the United States and supported by thousands of churches and individuals across the country, the BJC is the only faith-based agency devoted solely to religious liberty and the institutional separation of church and state. The BJC works “across the aisle” with other Christian groups as well as with representatives from Jewish, Muslim, Hindu, and other religious and secular perspectives.

### **Baptist Peace Fellowship of North America (BPFNA)**

BPFNA is the largest network of Baptist peacemakers in the world. Members celebrate and support the peacemaking work done by Baptist churches in four countries/territories – Canada, the United States, Puerto Rico, and Mexico – by raising the visibility of peacemaking initiatives, bringing peacemakers together in regional and international gatherings, and providing resources, speakers, and training to members. BPFNA collaborates with peacemakers from other traditions, faith-based and secular, to build alliances and work together toward our common goal of a more just and peaceful world.

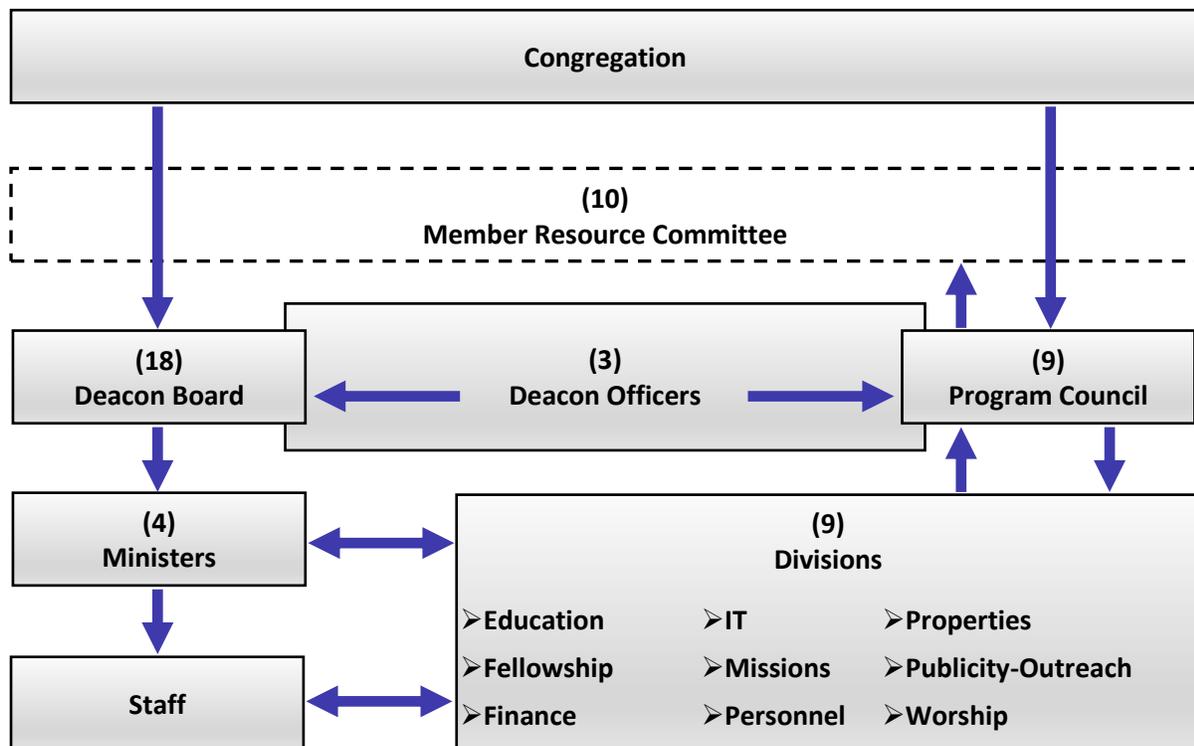
**Fellowship Southwest**

Fellowship Southwest is a multicultural network of faith communities that improves lives and shares the love of God with people whom others often discount and overlook. Fellowship Southwest launched from the Cooperative Baptist Fellowship's effort to strengthen ecumenical collaboration and to produce positive change in Oklahoma, Texas, New Mexico, Arizona, and Southern California. The organization provides avenues for people of faith to take action on issues affecting our communities.

## Our Organizational/Leadership Structure

Royal Lane’s organizational/leadership structure is grounded in an authentically Baptist, democratic model of governance by the congregation. Transparency and open discussions are highly valued by our members, and no one is timid (or discouraged) about voicing her or his opinion on matters of importance to the congregation. We deliberate important questions and proposals thoughtfully and prayerfully, and our lay leaders are conscientious in following our By-Laws on all matters of process and polity.

The organizational chart below depicts the authority of the congregation to nominate and elect six deacons per year, in accordance with the process outlined in our By-Laws which is coordinated by the Member Resource Committee (MRC). The MRC is chaired by the Vice-Chair of Deacons. Deacons serve three-year terms, so there are always 18 deacons serving on our board at any point in time. The deacons select their own officers each year – a Chair, a Vice-Chair and a Secretary – and the Chair of Deacons fulfills the role of “President” of the church during his/her one-year term because we are organized as a 501(c)(3) non-profit entity.



The three Deacon Officers also serve as the leaders of the Program Council, which is comprised of the Division Directors of our nine operating divisions, the Youth Council President, the Church Treasurer, the Church Clerk, and our Webmaster (see table below). The Deacon Board is the spiritual/ministry-focused leadership body of the church that is obligated to faithfully consider the diverse spectrum of opinions among our members in their deliberations. The Deacons are, in essence, the congregation’s elected representatives entrusted to make important decisions on behalf of the church, except in certain cases where the By-Laws require a congregational vote (e.g., calling a new pastor). This framework of elected representation is a quintessential feature of our *authentically Baptist* approach to church governance.

Our Ministers, including our Pastor, report directly to the Deacon Board, and the Ministers are responsible for directing our staff daily. The Program Council is the hands-on, operational leadership group that is responsible for implementing and managing church programs, events, and operational functions essential for fulfilling our mission and vision via worship, education, missions, ministries, and fellowship within our congregation and beyond our church walls. All our ministers serve as ad-hoc members of the Program Council (PC) and attend all meetings. They also attend all monthly Deacon Board meetings.

As shown in the following tables, there are numerous committees or individual designees for owning specific tasks or events that fall under each of our nine operating divisions. The Member Resource Committee (MRC) leads an annual recruitment campaign for volunteers to fill open positions on committees, typically for three-year terms. Individuals who serve as Division Directors on the Program Council must have been a member of the church for at least six months.

**Royal Lane Baptist Church**  
LEADERSHIP ROSTER  
2021 – 2022  
**Updated 3/15/2022**

<b>PROGRAM COUNCIL</b>		
<u>TITLE</u>	<u>PERSON</u>	<u>SERVICE DATES</u>
Deacon Chair <sup>1</sup>	Terry Berrier	Annually
Deacon Vice Chair <sup>1</sup>	Nate Green	Annually
Deacon Secretary <sup>1</sup>	Alan Greider	Annually
Education Director	Sandy Washington	11/21 – 10/24
Fellowship Director	Wayne Meachum	11/21 – 10/24
Finance Director	Elwanda Edwards	11/19 – 10/22
Information Technology Director	Ray Cox	05/21 – 10/22
Missions Director	Charlotte Sewell	11/19 – 10/22
Personnel Director	Doug Washington	11/20 – 10/23
Properties Director	Percy Parrish	11/21 – 10/24
Publicity/Outreach Director	Linda Cross	11/21 – 11/24
Worship Director	Cathy Walling	11/21 – 10/24
Youth Royal Ministry Council President <sup>3</sup>		<b>Annually</b>
Treasurer	Patricia McNutt	11/21 – 10/24
Assistant Treasurer	Jack Mullinax	11/21 – 10/24
Web Master	Mike Gill	Annually
Parliamentarian	Sandy Washington	Annually

1. Nominated by Deacon Officer Nominating Committee, Elected by Deacon Board
  2. Nominated by Deacon Board, Elected by Church
  3. Elected by Organization
  4. Elected by Deacon Board
- All other positions – Nominated by Member Resources Committee, Elected by Church

<b>EDUCATION DIVISION</b>		
<u>TITLE</u>	<u>PERSON</u>	<u>SERVICE DATES</u>
<b>Director</b>	<b>Sandy Washington</b>	11/21 – 10/24
Staff Liaison		
Finance Committee Liaison	Bill Elliott	11/20 – 10/23
Adult Steering Committee Chair	Mike Keith	11/19 – 10/22
Adult Steering Members	Linda Cross	11/21 – 10/24
Young Adult Steering Sub-Committee Chair	Blake Miller	11/19 – 10/22
Youth Steering Committee Chair	Janina Washington	11/21 – 10/24
Youth Steering Members	Scott Bryant Blake Vickrey Rodney Macias	11/20 – 10/23 11/21 – 10/24 11/21 – 10/24
Children Steering Committee Chair	Sarah King	11/20 – 10/23
Children’s Steering Members	Phil Keith Sarah Plunk	11/20 – 10/23 11/21 – 10/24
Education Resources/ Child Protection Policy	Becky Fuller	11/21 – 10/24
Congregational Affiliation Committee Chair	Sarah Macias	11/21 – 10/24
Congregational Affiliation Committee Members	Jan Quesada Joey Belgard Kelley Keith Sarah Fuller Phillips	11/21 – 10/24 11/21 – 10/24 11/21 – 10/24 11/21 – 10/24
College Scholarship Fund Chair	Patricia McNutt	11/20 – 10/23
College Scholarship Fund Members	Garey Wisdom Barrett Wooten Melissa Orwig	11/20 – 10/23 11/20 – 10/23 08/21 – 10/23
<b>EDUCATION DIVISION Continued</b>		
<u>TITLE</u>	<u>PERSON</u>	<u>SERVICE DATES</u>
Racial Justice Co-Chairs	Jennifer Maddox and Sandy Washington	11/21 – 10/24 11/21 – 10/24
Staff Liaison to Thrive Grant	Harry Wooten	
Racial Justice Members	JJ Berrier Christin Lavery Barbara Gunnin Cheryl Robinson Garland Hamic Nate Green Sarah King Wayne Meachum Austen Maddox Brodie Keller Sarah Fuller Phillips Patsy Meier	11/21 – 10/24 11/21 – 10/24

<b>FELLOWSHIP DIVISION</b>		
<u>TITLE</u>	<u>PERSON</u>	<u>SERVICE DATES</u>
<b>Director</b>	<b>Wayne Meachum</b>	11/21 – 10/24
Staff Liaison	Harry Wooten	
Finance Committee Liaison	Melissa Orwig	11/19 – 10/22
Abundant Lifers	Cheryl Robinson	11/20 – 10/23
Bereavement Chair	Anne Sewell	11/19 – 10/22
Bereavement Committee Members	Betty Garrett	11/19 – 10/22
	DeeDee Young	11/19 – 10/22
	Sharon Vickrey	11/20 – 10/23
	Patsy Meier	11/20 – 10/23
	Margaret Darden	11/21 – 10/24
	Garey Wisdom	11/21 – 10/24
	Connie Bechtol	11/21 – 10/24
<b>Care Group Coordinator</b>		<b>11/21 – 10/24</b>
Homebound Ministries	Patsy Meier	11/20 – 10/23
Kitchen Cashiers Chair	Anne Sewell	11/20 – 10/23
Kitchen Cashiers	Shirley James	11/20 – 10/23
	Anna Lou Brown	11/20 – 10/23
	Martha Hatcher	11/20 – 10/23
	Shirley Bohannan	11/20 – 10/23
	Sheila Bright	11/20 – 10/23
	Patsy Meier	11/20 – 10/23
	Melissa Orwig (sub)	11/20 – 10/23
<b>Kitchen Manager</b>		<b>11/21 – 10/24</b>

<b>FELLOWSHIP DIVISION continued</b>		
<u>TITLE</u>	<u>PERSON</u>	<u>SERVICE DATES</u>
Special Receptions Chair	Margaret Darden	11/20 – 10/23
Special Receptions Members	Martha Hatcher	11/19 – 10/22
	Melissa Orwig	11/19 – 10/22
	Theresa Helms	11/20 – 10/23
	Stephen Lewis	11/21 – 10/24
	Larry Forth	11/21 – 10/24
	Ann Sewell	11/21 – 10/24
	Karen Simmons	11/21 – 10/24
Women of the Church <sup>3</sup>	Karen Miller	Annually
Men of the Church <sup>3</sup>	Scott Bryant	Annually
<b>Event Coordinators:</b>		
Easter Breakfast	Bill Ferguson	Annually
	Harry Hunter	Annually
July 4 <sup>th</sup> Picnic	Janina Washington	Annually
	Charlotte Sewell	Annually
Fall Festival Co-Chairs	Kelley Keith	Annually
	Lisa Chastain	Annually
Fall Festival Members	Anna Lou Brown	Annually
	Christin Lavery	Annually
Royal Rides Chair	Karen Simmons	11/21 – 10/24
Royal Rides Members	Janina Washington	11/21 – 10/24

	Cathy Walling	11/21 – 10/24
	Rick Crutcher	11/21 – 10/24

<b>FINANCE DIVISION</b>		
<u>TITLE</u>	<u>PERSON</u>	<u>SERVICE DATES</u>
<b>Director</b>	<b>Elwanda Edwards</b>	11/19 – 10/22
<b>Vice Chair</b>	<b>Melissa Orwig</b>	07/21 – 10/22
Staff Liaison	Steve Graham	
Finance Division Members	Melissa Orwig	11/19 – 10/22
	Cynthia Kupres	11/19 – 10/22
	Bill Elliott	11/20 – 10/23
	Bettie Meachum	11/21 – 10/24
	Andy Cavins	11/21 – 10/24
Designated Risk Manager	Tex Quesada	11/20 – 10/23
Tabulating Committee	Kirsten Fleenor	11/19 – 10/22
Co-Chairs	Daryl Willey	11/19 – 10/22
Tabulating Committee Members	Lisa Gill	11/19 – 10/22
	Angela Hanes	11/19 – 10/22
	Leslie McKinney	11/19 – 10/22
	Dan Thompson	11/20 – 10/23
	Brett Washburn	11/20 – 10/23
	Rick Crutcher	11/21 – 10/24
	Larry Forth	11/21 – 10/24
	Stephen Lewis	11/21 – 10/24

<b>Information Technologies Division</b>		
<u>TITLE</u>	<u>PERSON</u>	<u>SERVICE DATES</u>
<b>Director</b>	<b>Ray Cox</b>	05/21 – 10/22
Staff Liaison	Harry Wooten	
Finance Committee Liaison	Cynthia Kupres	11/19 – 10/22
Web Master	Mike Gill	11/20 – 10/23
Information Technologies Members	Ray Cox	11/20 – 10/23
	Blake Vickrey	11/20 – 10/23
	Dottie Brashear	11/20 – 10/23
		11/21 – 10/24
		11/21 – 10/24
Archivist/Historian	Cookie Stokes	11/21 – 10/24
	Rosa Belgard	11/21 – 10/24
	Anna Lou Brown	11/21 – 10/24

<b>MISSION DIVISION</b>		
<u>TITLE</u>	<u>PERSON</u>	<u>SERVICE DATES</u>
<b>Director</b>	<b>Charlotte Sewell</b>	11/19 – 10/22
Staff Liaison		
Finance Committee Liaison	Bettie Meachum	11/21 – 10/24
Missions Division Members	Christin Lavery	11/19 – 10/22
	Anna Lou Brown	11/19 – 10/22
	Lauren Miller	11/20 – 10/23
	Karen Miller	11/20 – 10/23
	Barbara Gunnin	11/20 – 10/23

	Sandy Washington Paulette Harrison DeeDee Young JJ Berrier Sam Turpen Danny Ray Karen Simmons Sarah Macias	11/20 – 10/23 11/20 – 10/23 11/20 – 10/23 11/20 – 10/23 11/20 – 10/23 11/21 – 10/24 11/21 – 10/24 11/21 – 10/24
Meals on Wheels	Melissa Orwig Karen Simmons	11/21 – 10/24 11/21 – 10/24
Summer Missions Trip	Committee Chooses	Annually
Mission Trip Fundraiser	Committee Chooses	Annually
Harris Cottage Committee	Percy Parrish Martha Hatcher Kathy Hatcher JJ Berrier Richard Lavery Becky Fuller	11/19 – 10/22 11/19 – 10/22 11/19 – 10/22 11/20 – 10/23 11/21 – 10/24 11/21 – 10/24

<b>MISSIONS DIVISION continued</b>		
Social Justice Team Chair		11/21 – 10/24
Social Justice Team Members	Barbara Gunnin Wayne Meachum Jennifer Maddox Marilyn Munro Carol Barger Rosa Belgard Chelsea Turpen Sarah King Shannon Miller Kenna Curry Joey Belgard Sarah Macias	11/20 – 10/23 11/19 – 10/22 11/19 – 10/22 11/20 – 10/23 11/20 – 10/23 11/20 – 10/23 11/20 – 10/23 11/20 – 10/23 11/20 – 10/23 11/21 – 10/24 11/21 – 10/24 11/21 – 10/24

<b>PERSONNEL DIVISION</b>		
<u>TITLE</u>	<u>PERSON</u>	<u>SERVICE DATES</u>
<b>Director/Chair</b>	<b>Doug Washington</b>	11/20 – 10/23
<b>Vice Chair</b>	<b>Jan Quesada</b>	11/21 – 10/24
Staff Liaison	Steve Graham	
Finance Committee Liaison	Tex Quesada	11/20 – 10/23
Personnel Division Members	Nate Green Sharon Vickrey Nancy Ferrell Margaret Darden Mike Carter	11/20 – 10/23 11/20 – 10/23 11/21 – 10/24 11/20 – 10/24 11/21 – 10/24

<b>PROPERTIES DIVISION</b>		
<u>TITLE</u>	<u>PERSON</u>	<u>SERVICE DATES</u>
<b>Director</b>	<b>Percy Parrish</b>	07/21 – 10/22

Staff Liaison	Harry Wooten	
Finance Committee Liaison	Tex Quesada	11/20 – 10/23
Properties Committee Members	Rodney Macias Karen Simmons Paulette Harrison Richard Lavery Nancy Ferrell John Helms JJ Berrier	11/19 – 10/22 11/19 – 10/22 11/20 – 10/23 11/20 – 10/23 11/20 – 10/23 11/20 – 10/23 11/21 – 10/24

<b>PUBLICITY/OUTREACH DIVISION</b>		
<u>TITLE</u>	<u>PERSON</u>	<u>SERVICE DATES</u>
<b>Director</b>	<b>Linda Cross</b>	11/21 – 10/24
Staff Liaison	Steve Graham	
Finance Committee Liaison	Elwanda Edwards	11/19 – 10/22
Publicity/Outreach Division Members	Elwanda Edwards Marcia Parrish Alan Greider Joey Belgard Wayne Meachum Steven Rhodes – Social Media	11/19 – 10/22 11/20 – 10/23 11/21 – 10/24 11/21 – 10/24 11/21 – 10/24 11/21 – 10/24
Pumpkin Patch Project Co-Managers		<b>Annually</b> <b>Annually</b>

<b>WORSHIP DIVISION</b>		
<u>TITLE</u>	<u>PERSON</u>	<u>SERVICE DATES</u>
<b>Director</b>	<b>Cathy Walling</b>	11/21 – 10/24
Staff Liaison	Harry Wooten	
Finance Committee Liaison	Andy Cavins	11/21 – 10/24
Adult Choir President <sup>3</sup>	Rick Crutcher	Annually
Alter Guild	Garey Wisdom	11/21 – 10/24
<b>Baptism Preparation<sup>4</sup></b>	<b>Men: TBA</b> <b>TBA</b> <b>Women: TBA</b> <b>TBA</b>	<b>Annually</b> <b>Annually</b> <b>Annually</b> <b>Annually</b>
<b>Communion Preparation<sup>4</sup></b>	<b>TBA</b> <b>TBA</b> <b>Sub</b> <b>Sub</b>	<b>Annually</b> <b>Annually</b> <b>Annually</b> <b>Annually</b>
Stewardship Chairs	Sarah and Greg King	10/20 – 10/23
Stewardship Members	Theresa Helms Pam Keith Paulette Harrison	11/21 – 10/24 11/21 – 10/24 11/21 – 10/24
Ushering Committee Chair	Nate Green	11/20 – 10/23
Ushering Committee Members	Angela Hanes Melissa Orwig Mike Gill Charlotte Sewell Paulette Harrison	11/20 – 10/23 11/20 – 10/23 11/20 – 10/23 11/20 – 10/23 11/21 – 10/24

	Karen Simmons	11/21 – 10/24
	Betty Garrett	11/21 – 10/24
	JJ Berrier	11/21 – 10/24
	Margaret Darden	11/21 – 10/24
	Emma Watson	11/21 – 10/24
Worship Leader Coordinator	Sharon Vickrey	11/19 – 10/22

<b>BOARD OF TRUSTEES FOR FAITH AND ARTS</b>		
<u>TITLE</u>	<u>PERSON</u>	<u>SERVICE DATES</u>
<b>Chair</b>	<b>Nancy Ferrell</b>	11/20 – 10/23
Staff Liaison	Harry Wooten	
Board of Trustees for Faith and Arts Members	Melanie Ferguson	11/20 – 10/23
	Bruce Luedke	11/20 – 10/23
	Theresa Helms	11/20 – 10/23
	Garey Wisdom	11/20 – 10/23
	Kenna Curry	11/21 – 10/24
	Harry Hunter	11/21 – 10/24

<b>BOARD OF TRUSTEES FOR THE COLUMBARIUM</b>		
<u>TITLE</u>	<u>PERSON</u>	<u>SERVICE DATES</u>
<b>Co-Chairs</b>	<b>Nancy Ferrell</b>	11/19 – 10/22
	<b>Jack Mullinax</b>	11/19 – 10/22
Board of Trustees for The Columbarium Members	Theresa Helms	11/19 – 10/22
	Dan Thompson	11/20 – 10/23
	Margaret Darden	11/20 – 10/23
	Percy Parrish	11/20 – 10/23
	Joey Belgard	11/21 – 10/24

<b>EQUITY IN ACCESS TASK FORCE</b>		
<u>TITLE</u>	<u>PERSON</u>	<u>SERVICE DATES</u>
<b>Chair</b>	<b>Karen Simmons</b>	11/17 – 10/22
Equity In Access Task Force Members	Matt Orwig	11/17 – 10/22
	Barbara Gunnin	11/17 – 10/22
	Melanie Ferguson	11/17 – 10/22
	Patsy Meier	11/18 – 10/22
	Don Meier	11/18 – 10/22
	Karen Miller	11/17 – 10/22
<b>MEMBER RESOURCE COMMITTEE<sup>2</sup></b> (maximum of two consecutive years)		
<u>TITLE</u>	<u>PERSON</u>	<u>SERVICE DATES</u>
<b>Chair<sup>1</sup></b>	<b>Nate Green</b>	First Year
Education Division	<b>TBA</b>	<b>First Year</b>
Fellowship Division	Margaret Darden	Second Year
Finance Division	Cheryl Robinson	Second Year
Information Technology Division	Mike Gill	Second Year

Missions Division	Paulette Harrison	First Year
Personnel Division	Doug Washington	First Year
Properties Division	Percy Parrish	Second Year
Publicity/Outreach Division	Linda Cross	First Year
Worship Division	Sharon Vickrey	Second Year

<b>BOARD OF DEACONS</b>	Previously elected by the church membership.	
<b>Service Dates 2019 – 2022</b>	<b>Service Dates 2020 – 2023</b>	<b>Service Dates 2021 – 2024</b>
Terry Berrier Alan Greider Blake Miller Sarah Fuller Phillips Cathy Walling Jamie Lockett	Nate Green John Helms Mike Keith Christin Lavery Sandy Washington Donna Wood-Martin	Sarah King Jennifer Maddox Tex Quesada Cheryl Robinson Garey Wisdom Barrett Wooten
<u>TITLE</u>	<u>PERSON</u>	<u>SERVICE DATES</u>
<b>Deacon Chair<sup>1</sup></b>	Terry Berrier	Annually
<b>Deacon Vice Chair<sup>1</sup></b>	Nate Green	Annually
<b>Deacon Secretary<sup>1</sup></b>	Alan Greider	Annually

## Our Finances

Royal Lane has a sound financial management system and a clear and transparent budgeting process that is administered by our Finance Committee in close collaboration with the Church Treasurer and an Administrative Assistant in the church office. We utilize an independent, third-party accountant/CPA to maintain our journals and to prepare monthly reconciliations of our cash accounts and designated funds as well as monthly financial statements showing YTD revenues and expenses vs. YTD budget.

The Finance Committee is responsible for developing an annual operating budget for the church in collaboration with the Treasurer and all nine Division Directors on the Program Council. This work begins in early November, shortly after all divisions have seated Directors and chairs/members of their respective committees for the church operating year beginning November 1. The proposed budget for the following year is presented to the congregation for approval at the January Quarterly Church Conference. The Finance Committee is responsible for monitoring the annual budget against actual expenses monthly and has oversight responsibilities for the Treasurer and the designated Administrative Assistant who handles all cash deposits, payments, member contribution records, and the delivery of documentation to our external accountant.

The table on the following page provides a 10-year financial history of the main revenue and expense accounts in our annual operating budget for 2011 through 2021.

**Royal Lane Baptist Church  
Ten Year Financial Summary**

OPERATIONS SUMMARY												
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Last 5 Year
	Actual	Average										
OFFERINGS & REVENUE												
<b>Number of Pledges (Units)</b>	104	107	92	88	100			114	102	103	90	
<b>Pledges</b>	529,782	530,100	498,084	548,582	540,662	575,695	587,276	649,147	596,185	645,695	575,695	610,800
<b>Uncollected or Overage</b>	-67,731	49,714	56,287	-18,570	4,363	-39,754	-19,674	-33,978	63,354	-1,665	-18,485	-2,090
<b>NET OFFERINGS</b>	462,051	579,814	554,371	530,012	545,025	549,571	587,276	615,169	659,539	644,030	557,210	612,645
<b>Plate Offerings</b>	90,925	61,043	67,331	62,075	61,055	62,529	78,034	87,796	81,774	66,936	58,726	74,653
<b>TOTAL OFFERINGS</b>	552,976	640,857	621,702	592,087	606,080	612,100	665,311	702,965	741,313	710,966	615,936	687,298
<b>Investment Income</b>	-2,006	1,002	2,446	4,202	1,739	1,544	2,319	5,172	3,983	2,706	1,757	3,187
<b>Other Contributions</b>	19,374	43,273	8,794	18,628	12,144	66,191	11,322	5,344	7,764	459	1,100	5,198
<b>Program Revenues</b>	41,099	38,942	42,006	50,170	25,604	33,957	15,272	15,040	13,863	2,833	1,187	9,639
<b>Pumpkin Patch</b>	13,695	13,358	17,523	16,462	18,799	17,547	25,723	16,962	17,515	50	17,523	15,554
<b>Church Rentals</b>	48,490	49,975	46,938	34,900	33,085	32,807	25,982	29,805	38,228	15,715	16,155	25,177
<b>Lease Payments</b>	9,000	6,000	12,000	12,000	12,000	14,000	14,000	15,000	15,000	16,000	16,800	15,360
<b>REVENUE</b>	129,653	152,550	129,706	136,362	103,371	166,046	94,617	87,323	96,352	37,762	54,521	74,115
<b>Reclassified Contributions</b>												
<b>TOTAL OFFERINGS &amp; REVENUE</b>	682,629	793,407	751,408	728,449	709,451	778,146	759,928	790,288	837,665	748,728	670,457	761,413
EXPENSE												
<b>Personnel</b>	400,589	401,416	396,200	399,684	386,768	426,314	451,087	445,968	419,388	391,724	345,261	410,686
<b>Missions</b>	65,224	61,713	59,769	66,005	44,673	57,253	35,402	28,103	31,880	35,696	23,956	31,007
<b>Worship</b>	15,351	17,915	12,156	20,396	36,294	24,238	16,937	16,766	15,681	8,896	29,134	17,483
<b>Properties</b>	177,104	167,032	177,128	189,071	176,401	221,152	180,045	194,190	177,273	192,612	206,924	190,209
<b>Technology</b>	23,788	28,431	33,141	30,733	28,979	30,879	27,723	47,407	34,118	35,506	39,211	36,793
<b>Education</b>	18,457	23,710	10,716	28,410	22,263	21,710	18,371	22,252	21,171	10,546	10,410	16,550
<b>Fellowship</b>	19,921	26,352	25,753	18,836	18,948	20,394	20,942	19,082	13,654	4,271	4,126	12,415
<b>Publicity</b>	809	861	80	725	453	952	1,356	8,488	5,056	4,685	-467	3,824
<b>Finance</b>						5,984	16,820	17,939	18,955	22,928	21,729	19,674
<b>Cash Reserve</b>										37,935	0	
<b>TOTAL EXPENSE</b>	721,242	727,431	714,945	753,860	714,779	808,875	768,684	800,196	737,177	744,798	680,285	746,228
<b>Variance</b>	-38,613	65,976	36,463	-25,411	-5,328	-30,729	-8,756	-9,908	100,488	3,930	-9,828	15,185

## Our Dallas Community

Dallas is the ninth largest city in the US and the third largest in Texas with a population of 1,281,047 located in the Central Time Zone in the North Central part of the state. Dallas is 35 miles east of Fort Worth, 245 miles north, northwest of Houston, and 300 miles north of the Gulf of Mexico with an elevation of 450-750 feet. We host some 24.9 million annual visitors to the City of Dallas. The city is centrally located and within a four-hour flight from most North American destinations. It is served by two airports; Dallas/Ft. Worth International and Dallas Love Field that combined provide more than 2,200 flights daily. AMTRAK also provides daily service to Dallas via Union Station.

In regard to LGBTQ issues, Royal Lane has been far out in front of most of the Dallas religious communities. The Southern Baptist Convention took exception to our open and affirming position and dismissed us from its ranks in 2010.

Immigrants play a crucial role in the vitality of our city; 42% of Dallas households speak a language other than English, and 31.6% of the labor force in the Dallas metro area are immigrants. The Welcoming Communities and Immigrant Affairs Division aspires to be a bridge connecting Dallas' diverse immigrant community with existing Dallas residents so that common ground and shared leadership can be realized. Royal Lane is concerned with ministering to this religious diversity, thus our next pastor will appreciate the opportunity to know Royal Lane's Muslim, Jewish, Buddhist, and Hindu neighbors.

Across all religious traditions, Dallas is one of the most religious parts of the United States; however, despite this Dallas is a city still haunted by racism and xenophobia, Islamophobia, and threats against Asian Americans. Royal Lane has stood in solidarity with other churches in defending their rights. Royal Lane's Racial Justice Committee is the largest and one of the most active of our committees working to develop ministry, ecumenical and interfaith partnerships, and cultivating relationships of mutual respect and accountability.

Poverty is a glaring problem in Dallas. The city has persistent gaps between residents of color and white residents across a wide spectrum of issues, including stable housing, health care employment, educational opportunities, incarceration and contact with the criminal justice system. If social justice is as the United Nations defines it--"the fair and compassionate distribution of the fruits of economic growth"--Dallas is far from meeting that call. "It's not to say that people aren't doing some good things", said Michael Sorrell, Paul Quinn College President. "But if you're not fighting the fight with everything you have, you're not fighting." Royal Lane is blessed to partner with Paul Quinn College in their annual gardening projects.

- (1) <http://d1gfx01qczpjb.cloudfront.net/wp-content/uploads/2016/03/01162619/People-Demographics.pdf>
- (2) <http://d1gfx01qczpjb.cloudfront.net/wp-content/uploads/2016/03/01162619/People-Demographics.pdf>
- (3) <http://www.dallasnews.com/news/state/headlines/20150104-in-texas-refugees-find-a-future.ece;>  
<http://www.star-telegram.com/news/local/community/fort-worth/article37128774.html>
- (4) <http://www.star-telegram.com/news/local/community/fort-worth/article37128774.html>
- (5) Per Dr. Clark-Soles' conversations with colleague at Perkins School of Theology at SMU.
- (6) Per Dr. Clark-Soles' conversations with colleague at Perkins School of Theology at SMU.

- (7) <http://thescoopblog.dallasnews.com/2015/12/a-weekend-of-angst-over-islam-guns-in-richardson-marchers-in-dallas-and-a-quiet-conversation-in-irving.html/>
- (8) <http://www.dallasnews.com/opinion/latest-columns/20140818-poverty-is-eating-at-dallas-core.ece>
- (9) <http://www.dallasnews.com/opinion/latest-columns/20140818-poverty-is-eating-at-dallas-core.ece>
- (10) <http://www.citysquare.org/povertytaskforce/>
- (11) <http://www.hrc.org/blog/47-top-u.s.-cities-for-lgbt-inclusivity;>
- (12) <http://thescoopblog.dallasnews.com/category/race-relations/>

Islam <http://thescoopblog.dallasnews.com/2015/12/a-weekend-of-angst-over-islam-guns-in-richardson-marchers-in-dallas-and-a-quiet-conversation-in-irving.html/>

Islam <http://thescoopblog.dallasnews.com/category/race-relations/>

LGBTQ <http://www.hrc.org/blog/47-top-u.s.-cities-for-lgbt-inclusivity>

Poverty: <http://www.dallasnews.com/opinion/latest-columns/20140818-poverty-is-eating-at-dallas-core.ece>

Demographics: <http://d1gfx01qczpjb.cloudfront.net/wp-content/uploads/2016/03/01162619/People-Demographics.pdf>

Refugees: <http://www.star-telegram.com/news/local/community/fort-worth/article37128774.html;>

<http://www.dallasnews.com/news/state/headlines/20150104-in-texas-refugees-find-a-future.ece>