



MINISTRY PLAN

2024-2025

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Our Vision



Perry Garrett
Senior Pastor

Church Family,

What you hold in your hand is a summary of what we desire to accomplish in the upcoming year and beyond at First Baptist Powell. In this pamphlet you will discover our proposed budget for 2024-2025, updated information regarding the Main Worship Center remodel, statements regarding some of the ministries of First Baptist Powell, and other items we thought would be beneficial to you. Our ambition is to produce something comparable to this annually. Remember, “the heart of man plans his ways but the LORD establishes his steps” (Prov 16:9 ESV). As we submit these plans to you, we offer to the Father in prayerful dependence, “Your kingdom come, your will be done, on earth as it is in heaven” (Matt 6:10).

As your senior pastor, I am humbled and eager to be a part of what our Lord has planned for First Baptist Powell in the months and years ahead. Perhaps an appropriate passage of Scripture with which to begin this pamphlet is Ephesians chapter 4. In this chapter, the Apostle Paul exhorts the church in Ephesus “to be eager to maintain the unity of the Spirit in the bond of peace” (v. 3). Moreover, he unpacks Christian unity by reminding believers that there is “one body...one Spirit...one hope...one Lord, one faith, one baptism, one God and Father of all, who is over all and through all and in all” (vv. 4-6). Brothers and sisters, our unity is not the product of our efforts. Rather, it is the result of the work of the triune God and has become the gift of God to us. Additionally, this unity is the basis for our commitment to one another and our shared cause. As Paul goes on to exhort in v. 7, “But grace was given to each one of us according to the measure of Christ’s gift.” God provides grace to each one of us so that each member might in turn contribute to the maturity and health of the body of Christ (v. 15-16).

The plans you hold in your hand will not be accomplished by a few pastors, elders, or staff members. These plans (and/or others according to the Spirit’s direction) must be accomplished by each one of us eagerly doing our part. As your pastor, I exhort you to prayerfully consider how it is that you may contribute over the next year to the health of Christ’s body at First Baptist Powell.

Mission, Pillars & Aims

First Baptist Powell is a gospel-centered community who loves God and others.

Pillars and Aims



GOSPEL-CENTERED WORSHIP

- We aim to prioritize worship on the Lord's Day while encouraging worship within smaller communities and among individuals.
- We aim to accentuate the beauty of God revealed supremely in the gospel both in our worship services and in the spaces in which we gather.
- We aim to see the affections of our members (toward God and others) raised by the Holy Spirit through worship that is according to Scripture and shaped by the gospel.
- We aim to be made a house of prayer for all nations.

GOSPEL-CENTERED PROCLAMATION

- We aim to preach Scripture expositively while addressing culturally relevant issues from Scripture topically and thematically.
- We aim to declare God's Word both in our larger and smaller gatherings.
- We aim to reach all generations and peoples through the proclamation of the gospel beginning in Powell, TN and extending to the nations.

GOSPEL-CENTERED DISCIPLESHIP

- We aim to present every member mature in Christ.
- We aim to consistently develop leaders.
- We aim to intentionally equip the next generation to shine as lights in the world.
- We aim to encourage every member to be in a discipling relationship.
- We aim to assist each member in identifying, developing, and employing their spiritual gifts to edify the body of Christ.

GOSPEL-CENTERED MERCY

- We aim to consciously remember the poor among us and around us.
- We aim to provide loving counsel for the hurting.
- We aim to identify those in need within FBP and the broader community in order to extend tangible mercy to all beginning with the members of FBP.

Annual Budget Summary



The First Baptist Powell 2024-25 Operating Budget is presented in summary below and detailed on the following pages for the congregation's approval. The budget is developed by our Finance Committee, First Baptist Academy School Board, and the Elders. Our goal is to faithfully steward our projected revenue and create a ministry investment plan that fuels the gospel-centered ministries, outreach, and operating expenses of First Baptist Powell.

As you review the proposed 2024-2025 budget, please do not hesitate to contact me with any questions that you have.

2024-2025 OPERATING BUDGET

Gospel-Centered Worship	\$55,260
Gospel-Centered Proclamation	\$186,450
Gospel-Centered Mercy	\$33,400
Gospel-Centered Discipleship	\$231,163
Operations & Administration	\$1,235,616
Personnel	\$3,874,102
Total	\$5,615,991

GOSPEL-CENTERED WORSHIP

Sunday AM Worship	\$35,508
Weekday Worship	\$8,100
AVL Support	\$11,652
Total	\$55,260

At FBP, we are passionate about worshipping our great and almighty God. All of life for the Christian should be lived as an expression of worship to God. Gathering for worship is one of the primary responsibilities of the church according to God's Word (Heb 10:24-25, Col 3:16). Our desire is to emphasize worship in the life of our church and academy; corporately and individually. We continue to invite our church members to volunteer and participate in a growing and changing Worship Ministry.

GOSPEL-CENTERED PROCLAMATION

Cooperative Support	\$64,000
International Missions	\$53,800
Domestic Missions	\$14,000
Local Missions	\$32,400
Other Expenses	\$22,250
Total	\$186,450

FBP is committed to fulfilling our role in the Great Commission given by Jesus before his ascension (Matt 28:18-20). Our Missions profile is developed and facilitated by Pastor Tim McGhee and the Great Commission Leadership Team. They seek to build relationships and support missionary entities locally, across North America, and to the ends of the earth. Other avenues of support include our Missions By Faith program, Lottie Moon, and Annie Armstrong offerings. We also continue our involvement and support of SBC Cooperative programs at the national, state, and local level.

GOSPEL-CENTERED MERCY

Mercy Ministries	\$31,000
Counseling Ministries	\$2,400
Total	\$33,400

FBP is dedicated to ministries that serve those in our church family and local community who are in need. This is completed through a combination of supporting ministry agencies (ie. Street Hope, Choices Resource Center, Men of Valor), our own FBP support groups (DivorceCare, Griefshare), along with benevolence, bereavement, and kitchen ministries (coming in 2025).

GOSPEL-CENTERED DISCIPLESHIP

Children's & Student Ministry	\$67,670
Adult & College Ministry	\$44,033
Academy Ministry	\$119,460
Total	\$231,163

At FBP, we are very focused on making disciples through ministry in our church and in the local community. We are committed to being followers of Christ who help others follow Christ – and that is accomplished through various educational and community building ministries, including First Baptist Academy.

OPERATIONS & ADMINISTRATION

Facilities & Grounds	\$603,320
Administration	\$186,760
Equipment & Supplies	\$174,976

Promotion & Development	\$36,000
Leadership Development	\$49,560
Capital Investment	\$185,000
Total	\$1,235,616

From utilities to maintenance, IT support to security, and all sorts of finance and administrative expenses, our Operations & Administration budget provides a safe, comfortable, and clean environment and equipment that supports all our church and academy ministries, utilizing our 14-acre campus and 135,000 square feet of building facilities.

PERSONNEL

Pastoral & Ministry Director Salaries	\$632,214
Academy Administration Salaries	\$321,238
Academy Teacher Salaries	\$1,416,562
Administrative Support Salaries	\$557,640
Operational Support Salaries	\$228,311
PDO & After School Care	\$83,786
Benefits (Group Health, Retirement)	\$412,392
Payroll Taxes & Fees	\$221,960
Total	\$3,874,102

As we would expect, our biggest investment is our FBP church and academy staff. The Kingdom of God is grown through people investing their lives into other people through leading, teaching, and serving. From our pastoral staff to our academy teachers, to operational & administrative staff, we exist to serve our FBP church and FBA academy families in making disciples and equipping them to do ministry.

Disciple- Making Vision



*A healthy disciple is one who **gathers** with the body of Christ, **grows** in the grace of Christ, and **goes** with the Gospel of Christ.*



GATHERS
with the body of Christ



GROWS
in the grace of Christ



GOES
with the Gospel of Christ

To be a spiritually healthy disciple of Christ, one needs to gather weekly with the body of Christ. At First Baptist Powell, we are committed to providing opportunities for corporate worship, gathering every Sunday morning, fourth Sunday evening, and on many other special occasions throughout the year.

Spiritual growth is produced through both knowledge of God and community with God's people. To help facilitate both of these needs, we think in terms of learning and community spaces. Learning spaces include Sunday School classes, Core Classes, and Support Groups. Community spaces include Community Groups, Discipleship Groups (D-Groups), Senior Adult Fellowship, Women on Mission, and Men's and Women's Ministry events.

In order to be a healthy, growing disciple of Christ, one must be consistently seeking to bring unbelievers into a saving relationship with Christ. In order to encourage and facilitate broad involvement in going, First Baptist Powell will offer a variety of both near-culture and cross-culture missional opportunities.



Tim McGhee
Associate Pastor of
Disciple-Making



FIRST BAPTIST
POWELL

First Baptist Academy Vision



First Baptist Academy exists to assist parents by providing an excellent classical education that fosters a biblical worldview, striving to equip students to impact the world for Christ.

CHRIST-CENTERED

FBA holds the deep conviction that the Lord Jesus Christ is to be preeminent in everything (Colossians 1:13-23). We seek to establish a foundation which ultimately results in a firm commitment to Christ and His Kingdom.

EXCELLENCE-DRIVEN

Excellence is a distinctive quality that marks every Christian who takes seriously the command: “and whatever you do, do it heartily, as to the Lord and not to men” (Colossians 3:23).

TRUTH-BASED

FBA’s conviction is that all truth is God’s truth and that there is no contradiction between God’s truth that is made known to us in Scripture (special revelation) and that which is known through creation (general revelation).

MISSIONS-FOCUSED

We are committed to providing FBA faculty, staff, and students the skills and opportunities to personally participate in the fulfillment of that command.

FAMILY-ENVIRONMENT

Family is an integral working part in the functionality of FBA. Not only does the school involve the family, but the students themselves function as a family.

SCHOLARSHIP-INTENSIVE

We desire for every student to achieve their greatest potential in the acquisition of the knowledge of truth (1 Timothy 2:3-4). We are committed to seeing every student grow in wisdom and stature and in favor with God and men (Luke 2:52).

Ecclesial

First Baptist Academy is an ecclesial school, meaning it operates under the headship and authority of First Baptist Powell. In every area, First Baptist Academy is wholly intertwined with First Baptist Powell, existing as the largest ministry of the church. As an ecclesial school, FBA affirms the following:

Confessional - FBA reflects the theological and doctrinal identity of FBP.

Covenantal - Christian education should be formative morally.

Classical - A classical model provides the rigor to systematically develop the student to understand the world from a biblical perspective.

Liturgical - The worship practices and rhythms of the church calendar frame the worship practices and rhythms of the school calendar.

Accessible - Just as the church is accessible to all, so should Christian Education be.

Pastoral - The pastoral care and accountability of the church is extended to the faculty and students.

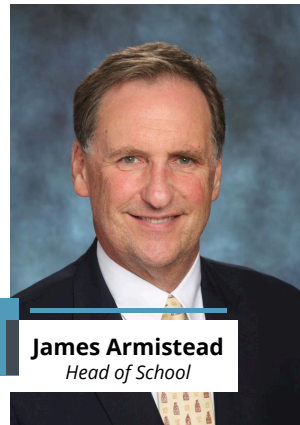
Classical

At First Baptist Academy, we offer a classical Christian education. This is a centuries-proven learning model that aims to develop students in a holistic way, focusing on three key stages: **grammar**, **logic**, and **rhetoric**.

Grammar (Lower School) - The lower school years at First Baptist Academy are spent absorbing facts, laying the foundations for advanced study.

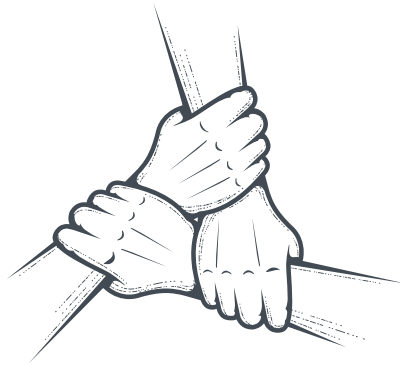
Logic (Middle School) - In the logic stage, the student begins to pay attention to cause and effect, the relationships between different fields of knowledge, and the way facts fit together.

Rhetoric (Upper School) - The student of rhetoric applies the rules of logic learned in middle school to the foundational information learned in lower school and expresses conclusions in clear, forceful, elegant language.



James Armistead
Head of School

Capital Campaign



TOGETHER

C A M P A I G N

TOGETHER is the theme of our new stewardship campaign that will financially support our campus master planning initiatives over the coming years. In 2022, our Elders commissioned a team of 10-church members to serve as our Master Planning Team. The primary purpose of this team is to identify where we believe the Lord is leading our ministries in terms of vision planning and develop a “material vision” that supports the “ministry vision”, in the near term (3-5 years) and the long term (7-10 years). We believe that the realization of the “material vision” will be the result of faithful financial “stewardship” that we will accomplish **TOGETHER** as a church family.

Capital Campaign



The proposed Master Plan for the entire FBP Campus will be finalized over the summer months and presented to the congregation in early Fall 2024. However, we're pleased to relaunch our Main Worship Center remodel project as Phase One of our Master Plan initiatives. At FBP, we believe that the most important and biblically sound thing that we do as a church family is gather for worship. This is primarily accomplished on Sunday mornings when our church family gathers. However, there are many worship services that occur in the space each week, especially during the school year, making this project our highest priority and the most immediate need.

"Let the word of Christ dwell in you richly, teaching and admonishing one another in all wisdom, singing psalms and hymns and spiritual songs, with thankfulness in your hearts to God." – Colossians 3:16

The design of the Main Worship Center Remodel project has undergone a few iterations since it was first proposed in 2021. Some of the AVL aspects of the project have already been completed (i.e. LED walls (2022), house/theatrical lighting (2023)), while a new sound system is scheduled for replacement in Fall 2024.

Earlier this year, we folded the Main Worship Center project into the Master Planning process and took a more comprehensive look at the architectural needs of the space across all FBP ministries. This led us to reduce the scope and cost of the remaining project significantly while still enhancing, updating, and beautifying our space for worship.

The amount that we need to raise to complete the Main Worship Center Remodel project is \$1,085,000. We are encouraging every church member to commit to this phase of the **TOGETHER** Campaign by financially supporting the completion of this project.

A design packet with architectural renderings revealing what the new Main Worship Center will look like is available for all our church members.

We look forward to presenting the FBP Campus Master Plan in September!

