



FIRST BAPTIST ARLINGTON

2024-25 Fiscal Year

MINISTRY PLAN

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A Word from *Your Pastor*



At First Baptist Arlington, our church year begins on April 1 and continues through March 31 of the next year. The beginning of April is when newly staffed committees and councils begin their work for the new year. It also signals the beginning of our new fiscal year as a church.

Obviously, the beginning of a new fiscal year requires a new financial plan that is an expression of the ministry plan for the year ahead. What follows on these pages is exactly that --- a plan for ministry, expressed through a financial lens.

Represented on these pages is the culmination of hours of prayer and planning. Staff members and lay leaders have worked together to bring this to you in this form. What an appropriate process for us! Our theme this year is . . . Together! We are exploring various aspects of what it means to share life together in community as God's people.

We live in a complex world today. Our immediate ministry community in Arlington has become one of the most diverse places in America. We have people here from across the world. God has placed us in the heart of this community in Downtown Arlington. We are the original church in Arlington! We have grown up alongside our city and surrounding area.

As we have grown, we have embraced the challenges of the complexity of our immediate community and our world. Consequently, our ministry offerings are broad and diverse as we seek to share the message of Jesus Christ with our generation. This Ministry Plan reflects that diversity and expresses examples of the complexity required to make a difference.

On the one hand, our ministries are holistic and broad. Our mission investments reflect a maturing missiology that allows us to focus on our three Global Centers while also participating with key partners as we seek to take the Gospel to the far reaches of the world. We have ministries that provide something for just about anyone. On the other hand, this year we are giving particular focus to: reaching new people who have never been a part of our church, reaching and forming Young Adults, and embracing a vibrant utilization of our Downtown campus through creative strategies.

As you invest yourself in ministry here at First Baptist Arlington, you are making a real difference. Your support and involvement allow us to have a ministry footprint that provides real and effective ministry here in Arlington and across the world.

I am praying for us all as we continue to Glorify God by Following The Jesus Way . . . together!

Your Pastor,

Dennis R. Wiles



Budget Development Team

Kyle O'Neal
Nathan Stearns
Sheryl Smith
Andrew Rhodes
Wayne Burgdorf

Robin Bishop
Steven Leist
Barry Rock
Curt Grice

Brad Echols
Katy Reed-Hodges
Andy Milliorn
Phyllis Lisby
Dennis Wiles



What is

The

Ministry

Plan?

What is The Ministry Plan?

The Ministry Plan is our plan for ministry to our congregation and beyond for the 2024-25 year. We are looking forward to the many opportunities God will give us to encourage, care for, and challenge each other and those we have not yet met to follow The Jesus Way in every part of life. The Ministry Plan provides the thought behind and intentions for the ministry we have planned for the coming year.

Our Priorities

We have considered our unique position to minister to Arlington and beyond, and have evaluated our current ministry depth and areas of dedication over the years. We have many strong ministry areas that have grown in the fertile soil of our focus and resourcing. Our Worship expressions, our Spiritual Formation focus, our Bible Study structure, and Missions are all areas that we have dedicated significant time and resources to establishing and growing.

We have chosen the following areas for intentional focus for 2024-25 and beyond. We are excited to see how God will make our church what He wants us to be for this time and place in His world.

Young Families

Increasingly, young adults in North America are leaving faith behind. We recognize the pressing need to be a church that serves, equips, and comes alongside young adults as they try to follow The Jesus Way. We want to be a church that loves young adults well, across all of



the phases of young adult life. A church family who loves and supports one another through job challenges and successes, events like marriage and welcoming children, and life disappointments can make all of the difference. God draws us together to grow and minister to one another within His church in order to navigate life in ways that honor and glorify Him!



Reaching New People

One indication that something is alive is that it grows! As individuals we want to grow spiritually and in other healthy ways. We want our children to grow and become all that God created them to be. Growth requires risk, trying new things, and sometimes leaving the comfort we have known. As a church, God calls us to be in relationships with people who don't yet know Him, to invite them into His family, and to love them as He does. We know how important our church family is to us. The support and love we provide would be such a gift to new members of the family of God and to fellow Christians who are new to Arlington. We have space to add many new people to our church. Do we have a place in our hearts to share our beloved church family with others, and include them in the great things happening at FBCA? Let's pray and ask God to bring people to First Baptist Arlington. Let's invite people we know who need Jesus and who need a church home. Let's look forward together to how God may grow our church and grow us as we receive those He draws to His church.

Opening Our Campus

Our campus provide opportunities for ministry throughout the week to our community, in addition to our strong ministry activities and offerings to our church family. We want to encourage and maximize life on campus! The Good Day Café, The Suite Spot co-working space, the FLX, The Gathering Table catering service, and Purpose Print Shop are all designed to give us day to day interaction with people who don't already have a relationship with FBCA. We pray that many in our community will use these amenities throughout our campus to meet their needs for connection, good food and drinks, affordable printing and catering, and achieving their fitness goals! There are so many people who are our downtown neighbors living, working or going to school around our campus. As they engage with these offerings on our campus, we look forward to the opportunity to talk with them and encourage them, pointing them to God who loves and has located them near us by His design and for His purposes.

Ministry Plan Care



Katy Reed-Hodges
Minister of Congregational Care



The Congregational Life Ministry exists to provide care and support for our congregation and staff through programming, support ministry, visitations, 1-on-1 companionship and more. Through the ministries of our office, we shepherd our people as they encounter the more difficult parts of life – from grief and illness to financial hardship and isolation. We also provide care, connection and alignment for our staff through scheduled meetings, retreats, check-ins and more. This ministry also includes support of our deacons in their varied ministries across the life of our church: Lord’s Supper and Baptism support, deacon training materials, meeting supplies and more.

In the coming year, we anticipate hosting upwards of 25 funerals, serving our families with the highest level of competence and compassion. We also will continue to provide grief, divorce, and cancer support, while exploring other ways to support our members in deeper need. We will continue the vital work of visiting and caring for our people in hospitals, rehabs, and residential centers through our Lay Care Team.

On the staff side, we are striving to keep our staff healthy, holy and effective! We have plans for a Staff Retreat at Riverbend in the fall. We also have a full slate of staff meetings for development and collaboration, and we have professional development opportunities for conferences, conventions and other growth moments. We also offer staff support in the way of professional counseling through our partnership with The Center for Integrative Counseling and Psychology.

This vibrant ministry is vital to the health of our church and we could not do it without the relentless work of our laypeople and the generous support of our church budget. We’re grateful for the resources to do it – and to do it together!

Ministry Plan

Content



Curt Grice
Assoc. Pastor of Spiritual Formation

At First Baptist Arlington, “Content” refers to everything we do to cultivate spiritual formation. That includes all aspects of Education, Worship, and Engagement.

Our mission at FBCA is to glorify God by following The Jesus Way. We are on a journey of becoming fruitful believers, influencing our world for Christ. This ministry plan is designed to help us do that by supporting our various age-group programs, our Child Development Center, our classic and contemporary worship ministries, and our local and global engagement efforts.

Over this next season, we will focus more intentionally on reaching young adults and families, engaging new attenders, and maximizing the use of our facilities. We believe this is crucial for our church’s future growth and vitality. At the same time, we will continue to provide programs and activities for each stage of life.

FBCA is a diverse, blessed, multigenerational congregation with unique God-given opportunities. We are committed to adapting to the changing needs and challenges of our community. We pray that as you read through this booklet, you will be inspired to become more personally invested with us.

The Engagement Ministry

This year, we look forward to the official launch of our church’s Engagement Ministry, which brings together Ashley Berryhill, Director of Global Engagement, and Luke Stehr, Director of Local Engagement into an official partnership. The Engagement Ministry strives to create a dynamic movement of disciple-makers equipped to influence their respective spheres for Christ. It is an identity-shaping emphasis that comes alongside all the ministries at FBCA to assist in developing strategy for outreach, equipping God’s people to make disciples, and providing resources and opportunities for growth and practice on The Jesus Way.





Young Family Ministries



Ryan Chandler
Young Adults Minister



Kasey Fagan
Preschool Minister



David Butts
Children's Minister

Young Families

Our Young Families Ministry aims to give parents or guardians the tools and resources they need to disciple their children. Here is a snapshot of just some of the ministries and programs we are hosting to accomplish this goal.

At the end of April, we will host Faith at Home Weekend, an opportunity for families to engage in kid-friendly worship and to equip parents with valuable parenting resources. While parents receive training from our Young Families Team, dedicated volunteers pour into our children through discipleship classes. This past December, our church hosted Family Christmas ADVENTure, where nearly 500 people gathered on our campus to experience the Christmas story through song, interactive activities, games, and a message from our Pastor. Family Getaway falls every Labor Day weekend. Hosted at the beautiful Riverbend Retreat Center, this retreat allows our young families to connect through a variety of recreational activities.

It's hard to disciple someone else if you are not growing. Our Sunday morning Bible study groups are led by knowledgeable and caring teachers who help our adults engage and apply the Word of God to their daily lives. We currently offer five Sunday School groups for young families and/or young adults. An additional class is starting August 2024 for nearly and newly married couples. Throughout the year, we also offer opportunities for our adults to connect through young adult breakfasts, social nights, and date nights.





Preschool Ministry

There are many fun and exciting things happening for our preschool families. Last Fall, we launched our new Midweek programming, which includes Masterpiece Electives for PreK - 4th grade. Each week, children come to learn from a talented master craftsman who teaches them a skill. More importantly, we remind them that they are God's Masterpiece, each created to be creative and glorify God through those giftings (Eph. 2:10). We have 65 family units (over 100 kids) registered who participate on Wednesday nights. We anticipate continued growth and momentum as we look forward to continuing Midweek in Fall 2024.

Kinder Bible School is taking on a new look this summer with a first-century theme called **"Hometown Nazareth: Where Jesus Was a Kid."** Entering kindergarten and first graders will gather not only to engage the word of God but to learn about what it was like to live in Jesus' time. We encourage children and parents to invite their friends, neighbors, and other family members as an opportunity to introduce them to Jesus.

Sunday mornings are our best opportunity to engage new families and consistently teach children about Jesus. We are thankful for faithful volunteers who commit to share the love of Jesus week in and week out. Other events, like Open Play and Story in the Park, are great outreach opportunities for moms to connect with other moms as well as invite other families to an organized play time where we can introduce them to our church.



Children's Ministry

The goal of the Children's Ministry is to meet the needs of our children by helping every child follow Jesus, make friends, and have fun. We do this by providing weekly age-graded Sunday morning group experiences, The Bridge, and Masterpiece Elective classes that engage children at their developmental level.

Recognizing that parents are the spiritual leaders for their families, the Children's Ministry provides resources and classes to equip them as we partner to lead their children's spiritual journey.

Children are motivated by fun. Therefore, we offer activities throughout the year that allow children to make friends and learn how to grow in their relationship with Jesus. We provide monthly Family Movie Nights and Game Nights to bring families together. These nights engage families in our broader community, opening the door to a fun experience at church. Additionally, we offer parent and child connection events like the mother-daughter, mother-son, father-son, and daddy-daughter experiences that build family relationships.

Our summer is full of fun activities, camps, and events that create opportunities for us to reach new families and provide a focus on building our relationship with Jesus. These events include Connect Camp, WOW Camps, and Gaga and Games days.

Our Children's Ministry collaborates with the Preschool and Young Adult Ministries to form the Young Families Team. We desire to provide events that strengthen and bring families closer together, like Faith at Home and the Family Getaway.



Youth Ministry



Kurt Krodle
Youth Minister

Along with our church, the Youth Ministry is focused on the theme of Together! We are intentionally cultivating a place of belonging for every student who walks through our door. Belonging is vitally important and lays the foundation for growth and serving.

Over the next year, we will continue to focus on outreach, follow-up, and encouragement alongside our deeply committed adult volunteers. We've seen over 75 documented guests this school year! We will continue to empower our students to invite their friends and process their faith together.

We'll continue to offer students next steps, whether that's baptism, serving throughout the church, or taking leadership as a Family Leader or Big Brother/Sister.

We will partner with campus ministries to be more present in our local schools and develop relationships beyond our four walls.

We have amazing programs and events planned, but this is the heart behind what we do. In 2024-2025, we aim to:

- Provide training and support for our incredible adult volunteers.
- Host intentional times of connection for students and their parents as the primary disciples in their lives.
- Cultivate a youth ministry culture where students want to invite their friends.
- Equip students to have faith conversations within their spheres of influence.
- Offer opportunities for cross-cultural engagement through our ministry partners.
- Develop student leaders through opportunities like Lead Teams, Family Leaders, Big Brother/Sister, and more.





College Ministry



Connor Torrealba
College Director

Our mission statement at FBCA College is, “We want God’s best for college students and take action to see it happen.” More than providing fun events, hang-out spaces, and Bible studies (though we do have all of those), we strive to create a culture of disciple-makers. This call to make disciples is for all Christians, and we believe college students can set the pace for this at FBCA.

With that in mind, we’re looking ahead to 2024-25 with eager expectations for how God will keep blowing our minds. Our goal for our students is that they would be the godly friends their friends need. To that end, our discipleship plan for students connects them with a mentor, holds them accountable to make disciples, and invests in their spiritual growth. Our college students are living this out, and we’re seeing them grow, transform, and invite their friends to know Jesus.

As students become disciple-makers, we provide spaces to invite and invest. From our fun events like Dollar Steak Night and the Scavenger Hunt to our weekly Thursday night worship, students can dive deeper into their faith and invite their friends to join them. We’ve been developing this culture and strategy over the last two years and are excited to continue it in this coming year.

In recent years, we’ve seen several students turn their lives over to Christ at the College Ministry. I pray that through meaningful friendship and consistent elevation of the Gospel, we’ll see many more in 2024 and beyond. God is at work, and we want to be faithful disciple-makers for His glory.

We regularly prayer walk the campus and listen for God’s leading to those He is drawing to Himself. Weekly there are 5 active small group Bible studies.

God is doing exciting things in the lives of our students! Some are exploring calls to missions and ministry. Some are finding faith for the first time. Some are

diving deeper than ever. It is our prayer that we would be a community that provides a space for the next generation to take hold of their faith, run with it, and see God move. By his blessing, we are seeing that happen!



W O R S H I P

Young Adults Ministry



Ryan Chandler
Young Adults Minister

Worship 817

Our Young Adults Ministry seeks to help emerging adults (20-35-year-olds) in our area connect with each other, the church, and Jesus. We primarily accomplish this through a new ministry called 817. 817 has several branches of ministry. There's Worship **817**, a night of music and message that occurs on the third Tuesday of every month. We also have Party 817, a series of fellowship events that occur between our worship nights. In the future, we will create new opportunities for missional engagement and young adult outreach through Serve **817**.

Parents

Parenting is hard. It takes more patience, love, care, and organization than we can muster most days. Our Young Adults Ministry endeavors to strengthen and disciple our young parents so that they can disciple their children. The foundation of the Young Adults Ministry is our Bible study groups. We currently offer five classes (Yellow Submarine, Foundation, Rooted, Career, and Launch) that meet every Sunday morning to study God's word together. Our Wednesday night programming also offers classes focused on parenting.

Our ministry to young parents extends into our blossoming marriage ministry. As we build, this ministry will include premarital counseling for engaged couples utilizing material from Saving Your Marriage Before It Starts (SYMBIS), a nearly and newly married class (beginning in August 2024), date night opportunities, quarterly marriage enriching seminars, and eventually a couple's retreat.

Lastly, our ministry offers opportunities for young adults to connect and socialize. We do this through regular events, like Young Adult Breakfasts and Class Social Night. We also encourage our young adults to connect with other ministries in the church, like the Women's or Men's Ministry.





Adult Ministry



Brad Echols
Minister to Adults

At FBCA, our Adult Ministry includes engaging Sunday morning Bible studies and vibrant men’s and women’s ministries. Our dedicated volunteers lead impactful Bible studies, delving into studies like 9 Foundational Truths and equipping us with resources like the FBCA Catechism. There are countless opportunities for fellowship and community building, from weekly game days and Pastor’s Bible Study to special events like square dancing and chili cook-offs. To help prepare adults for all stages of life, seminars explored topics such as parenting, aging faithfully, and spiritual practices for families. Through retreats like FORGED at the River for men and the IF Gathering for women, we’ve been challenged and inspired in our faith journeys. As we reflect on the past year, we’re grateful for the generosity that has enabled these ministries to flourish, providing avenues for spiritual growth, community, and sharing the gospel. Looking ahead, we’re committed to providing opportunities for individuals to deepen their understanding of God’s word and live out their faith authentically, following The Jesus Way!



This next year of ministry will be built on doing life Together... Whether it is Together for God’s Glory, for the Gospel, for the Future, or to the Nations, the ministry for adults will be focused on helping them live out Ephesians 4 and the idea of togetherness as the people of God. Together, we will take the truth of God’s love to young adults and families searching for answers in a troubled world. Together, we will intentionally invite our friends, neighbors, and coworkers to know Jesus’s great love for them. Together, we will use the wonderful resources we are blessed to have as a church to love our community. God has given us a great opportunity to reach our community, and I am excited to partner with you and use this ministry plan to spread the gospel *Together*.





Traditionals Ministry



Brian Sepulveda
Minister of Traditionals Care

The Traditionals Care Ministry is committed to providing Care and Connection for both our church members as well as friends in the community who need a church family. Everything we do, from fellowships like our weekly games, to our monthly Magnificent Mondays fellowships, to our Senior seminars, classes, and more are all designed to be opportunities for our members to invite guests to come and to provide points of connection and ministry with and among our church family.

Additionally, we are intentionally connecting with multiple residential living communities where our church members live. We have identified nearly 80 church members who live in 18 different communities in the area. This includes every type of residential community... from independent living to skilled nursing units to residential rehab units. We make regular visits, phone calls, and contacts with them. We recently began a pilot ministry at one community where several church members live.

Each Sunday evening at Pantego Morada, we have between 15 and 20 residents, both church members and non-members, gather in their community room to watch that morning's worship service. Community is being built there. They pray for one another, visit one another in the hospital, attend funerals for one another, encourage one another, and participate in the Lord's Supper together. One resident, who isn't a FBCA member and faithfully attends each week, shared that it had been 8 years since she was able to be in worship and is grateful our church has begun this ministry. Lives are being impacted!

At another community, Town Village, one of our FBCA members living there began a conversation with a new resident and found that she wanted to find a church home to join. During one of our visits there, we were able to accept her into our fellowship. Even though she will not be able to physically attend our church, she will be ministered to and cared for by our homebound ministry and she will have a church home to give her tithe.

We will be collaborating with our Young Adult Ministry to find points of connection between our Trads and our Young Families. Many in each ministry don't have family living close by and our desire is to connect the two and find ways to mentor, bless, encourage, pray for, and fellowship together into the future.

We want every member in our ministry to be genuinely loved, cared for, prayed over, and ministered to no matter what stage of life or health they find themselves in. We are blessed to have an incredible wealth of spiritually mature Christ followers who desire to continue growing in their relationship with our God and serving Him every day!





Classic Worship



Aaron Tomes
Minister of Classic Worship

The Classic Worship Ministry will strategically engage every demographic within our church community during the 2024-25 season! Members and unique attendees in every stage of life are drawn into the fellowship of our worship and music-related ministry teams. We will sharpen musical abilities, forge lasting relationships, and deepen friendships through purposeful gatherings dedicated to worship preparation, rehearsals, service leadership, and social events.

From the earliest ages of our FBCA family, our Psalm 1 Kids “Jesus And Music” (JAM) program ignites a passion for praising God through music in our youngest members. JAM will offer children an engaging platform to cultivate their musical talents through singing, creativity through small groups, and deepen their spiritual connection with Christ from the earliest stages of development. Our Chi Alpha Youth Choir is a transformative journey encompassing both music and missions for our Junior High and High School students. This year, Chi Alpha will embark on a mission adventure to Atlanta, Georgia, partnering with the Good News Centre Bible translators. They will present gospel concerts and actively participate in ministry activities. Both JAM and Chi Alpha will provide a consistent nurturing opportunity for young families and their children to be empowered for a lifetime of creative expression through musical training and a worship lifestyle.

Week by week, our Sanctuary Choir and Orchestra continue to grow and flourish, delivering impactful worship experiences that resonate with our congregation on campus and our online worshippers. This unique affinity team attracts talented worshipping musicians united in their desire to honor God with their gifts and enjoy the teamwork and camaraderie of presenting excellent musical offerings for His glory. As

the cornerstone of the worship ministry, our choir and orchestra draw gifted people from many nationalities and backgrounds to create beautiful expressions of praise.

Our TMS (“The Master’s Singers”) choir engages the senior adult community of our church in meaningful and rewarding experiences through rehearsals and worship leadership. Always on the go, this energetic team will participate and perform in concerts and conferences in other churches and community centers throughout the year, giving glory to God through beautiful music and meaningful ministry!

Music and worship are powerful expressions for people of all ages to offer heartfelt praise to God. Throughout the upcoming year of 2024-25, the Classic Worship Ministry is committed to providing avenues for children, young people, adults, and senior adults alike to find fulfillment and meaningful expression through music training and worship leadership!



Contemporary Worship

“Worship begins in holy expectancy. It ends in holy obedience.

Richard Foster

“Sing to the LORD a new song; sing to the LORD, all the earth. Sing to the LORD, praise his name, proclaim his salvation day after day. For great is the LORD and most worthy of praise. Splendor and majesty are before him; strength and glory are in his sanctuary. Ascribe to the LORD the glory due his name; bring an offering and come into his courts. Worship the LORD in the splendor of his holiness; tremble before him, all the earth.” Psalm 96

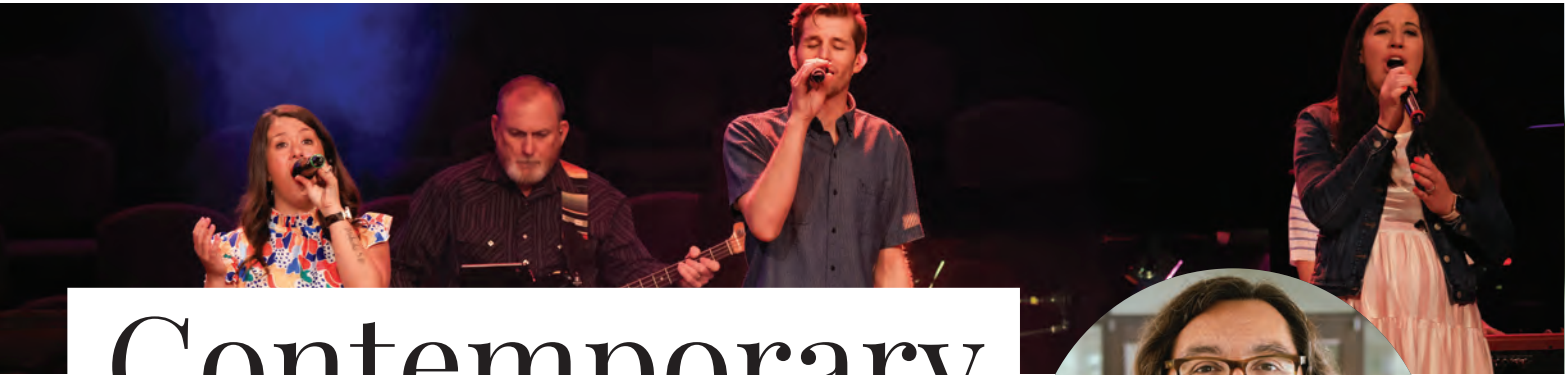
Worship is the natural expression of an awed and appreciative heart. We recognize that our words and music are inadequate. Our best efforts are sadly insufficient. The LORD is eternally present, incomprehensibly holy, outrageously good, staggeringly gracious, overwhelmingly kind, exceedingly wise, embarrassingly forgiving, and abundantly generous. We must worship him!

Our Contemporary Worship Ministry seeks to lead our church each week in a humble, joyous response to the surpassing majesty of Almighty God. We prayerfully plan our services to resonate with faithful believers as well as first-time guests. We celebrate significant events in the Christian calendar and support our various age-group ministries. We cultivate a caring community among our worship team and welcome new leaders into our group.

Please pray for our Contemporary Worship Search Committee as they seek the individual God is preparing to lead us in the next season of life.



Joey Rodriguez
Interim Minister of Contemporary Worship



Child Development Center



Zoe Riner
CDC Director

Our Child Development Center continues to provide quality Christian childcare to our congregation and community. Monday through Friday our Director, Zoe Riner, and her team offer full-day learning in a safe and secure environment.

Some of the things that make our CDC special include:

- the Abeka curriculum (Spanish language offered to Pre-K in the Fall),
- lunch provided daily by our kitchen,
- weekly Stretch & Grow classes,
- recent improvements to our playground.

Currently, over 100 families are involved in the Child Development Center. Please pray that we will locate and hire more great teachers in the coming months so we can expand to bless even more families.



Global Engagement



Ashley Berryhill
Director of Global Engagement

Through our 3 Global Centers, we are witnessing a movement of disciple-makers, empowered to radiate Christ's love and truth in diverse spheres. In the coming months we will prepare to commission Jacob & Kayla for long-term ministry in Western Europe, while welcoming Lillie as she completes her time of service at this Global Center. Meanwhile, in Central Europe, Ryan and Sarah are transitioning their church-plant to national leadership within the year. In West Africa, we witness the transformative touch of God through healthcare initiatives, church-planting endeavors, and orphan care ministries, impacting thousands of lives and raising up hundreds of new believers each year. As we strive to deepen our engagement with these established Global Centers, our focus remains on congregational connection, mobilization of volunteer trips and interns, and support for our cross-cultural workers and the apostolic vision of the Great Commission.

As we look on the horizon, we note that our interconnected world is navigating various challenges and economic uncertainties urge us to reassess our priorities. Rather than solely emphasizing traditional cross-cultural sending endeavors, our goal at FBCA is to empower individuals to spread Christ's message and make disciples everywhere, amplifying our global impact. With Gen-Z showing declining religious identification and our city hosting diverse populations, we recognize the need for adaptation. By equipping leaders to effectively share the gospel and lead ministries, we are prepared to meet present and future challenges while advancing the message of Jesus in innovative ways. This next season we will plan, develop, and implement ways to help our congregation be effective witnesses who embody the teachings of Jesus within their spheres of influence.



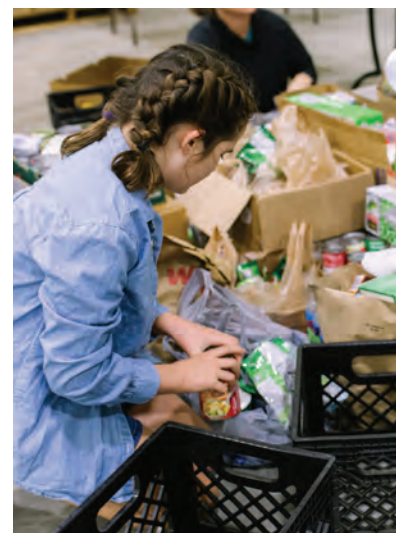


Local Engagement



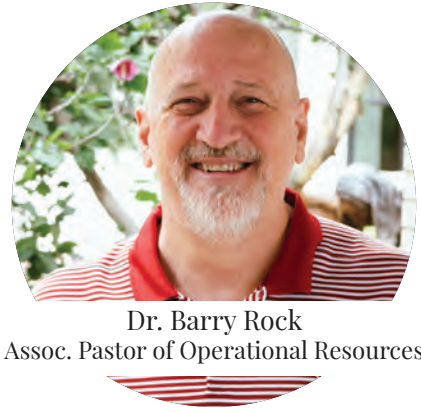
Luke Stehr
Director of Local Engagement

This year saw the launch of Table Groups: small, missional communities that come together to learn and practice missional skills and create opportunities to build relationships with people outside the church. Our Table Groups have thrown parties in neighborhoods, connected with stay-at-home parents in parks and public libraries, and had intentional conversations about Jesus with the people in the places where they live, work, and play. Local Engagement has continued to offer opportunities for our church to grow in its evangelistic sensitivity by providing training opportunities on the first Sunday of the month at Equipping Nights. We continue to develop the ways that we connect with and follow up with guests who visit us on Sundays. We have adopted a robust system of follow up that includes text messaging, e-mail, and a hand written card for every family. We look forward to the launch of Connect Points in the Center Street lobby and in the lobby of the PCB. At these points, volunteers will be ready to welcome guests, learn more about them, provide them with a gift, and help them get connected in Bible Study or worship. We have connected with roughly 185 adult guests on Sunday mornings since April 2023.



Ministry Plan

Coordination



Dr. Barry Rock
Assoc. Pastor of Operational Resources

When you think of Coordination, what are the first things that come to mind? Chances are grounds, finance, buildings, HVAC, parking lots, and maintenance crews are among those things. Correct! Those are certainly within the operational scope. But there is so much more. Coordination is designed to provide much of the support, the RESOURCES, for ministry and ministry opportunities at FBCA.

In 2024-25 we are tasked with the three goals of growing and encouraging young family attendance and care, engaging with new people, and opening our campus as a hub of sharing life and faith. Our plans for this next year will absolutely include the care of our physical plant and environment. AND...

We now have the Good Day Café, the FLX, Purpose Print Shop... All of these are designed to enhance the life of our church and add opportunities for engagement with Arlington. The Good Day Café will continue to open more hours and provide space for college ministry, meetings, spiritual conversation, and a welcoming space for anyone. The FLX will increase opportunities for all to be fit and to find faith. Purpose Print Shop is launching a website that will be available to the public as we grow our support of our own ministries and other businesses and non-profits. We want even more people to see us as a place to work, play, and grow. Look for the opening of our shared workspace, The Suite Spot, and our catering services, The Gathering Table. Ask Erica Salyer, our Chief Experience Officer to give you a tour and tell you the great stories.

Did you realize that systems and data are within the scope of this ministry? Andy Milliorn, our Chief Systems Officer, helps us to understand data derived from the attendance and activity of our church. He has led us to understand the demographics of our community as well. This supplies our staff and leadership greater understanding of our membership and our changing context. Phyllis Lisby, our Executive Financial Officer, gives guidance to understanding our generosity and charting a fiscally responsible plan that is also built on faith in God's provision.

Communications of all kinds are ours, too. Kyle Judkins oversees a team of creatives that do everything from printed materials to AV. This is a world that demands relevance and relationship. We are increasing our understanding and consequent activity to engage the world more fully. Clear and creative communication is essential for people to interact with our church and, more importantly, with our Savior.

Finally, we have plans to adapt and grow our resources. We are looking forward to the challenges and ministry goals of our staff and leadership. We want to answer the bell for new thoughts and different needs. With the addition of new staff come new ideas; those new ideas generate new ways for our Coordination to dive in and serve the needs of ministry at FBCA. Together, staff and congregation, have given us a rich history of service and a bright future of engagement. Your Operational Resources Ministry will continue to give our best efforts for the growth of the Kingdom through FBCA.



Ministry Plan

Opening our Campus



Erica Salyer
Campus Experience Officer

One of our declared priorities for 2024-25 is to open our campus to welcome the community and our congregation for connection opportunities in addition to our traditional ministry offerings.

Our **Good Day Café** serves as an informal gathering space to socialize, relax, and connect with others. Our target audience in 2024-25 is UTA college students. We are walking distance from campus, and we are not overcrowded like our sister coffee shops. We offer a relaxing environment with Wi-Fi, comfortable seating, and a variety of beverages, as well as delicious food, for times of interaction for social connection or productive work.

The Good Day Café donates \$1.23, the cost of caring for a Sierra Leone orphan for a day, of every premium product purchase. Last year our congregation and community provided over 7,000 GOOD DAYS through the Restore Hope Orphan Sponsorship Program!

The FLX (Family Life Experience) successfully rebranded last year. With the addition of new trainers, equipment, and partnership with Silver Sneakers, we will provide more than just a gym in the upcoming year. Our goal is to invite our nearby apartment community and downtown professionals to take advantage of our convenient location and low-cost memberships. Improved physical health is important but we hope to create recreational fellowship and a sense of belonging. Our pickleball and basketball participation is booming, with more fitness offerings to come!

The Gathering Table, our catering and food service ministry, is ready to provide delicious food for your gatherings as well as our church ministries. We look forward to our skilled chef and staff providing food for your guests to have the memorable experiences you desire as you host them. In addition to our expanded catering menu, we are adding an exciting new option of dinner for 4 to go, targeting young CDC families.

The Suite Spot is our new co-working space in Suite 120 of the Wade Building. Suites are available daily, weekly or monthly for modern professionals who do not



work in a traditional workplace building. This use of available space on our campus provides a cost effective and flexible option for the professional who desires nice office space and networking opportunities and gives us an opportunity to create relationships and have spiritual conversations with those who share our space.

The Purpose Print Shop continues to print for not only our ministries but for many other churches and ministries, supporting their Kingdom impact. The addition of website ordering this year will provide the opportunity to serve our current customers more efficiently and help us expand our reach to new customers.

God has blessed us with facilities and resources to reach out to our community. We are strategically located in downtown Arlington and look forward to opportunities from God to build authentic relationships and share the love of Christ in our day-to-day interactions.

Facilities Update



Andy Milliorn
Chief Systems Officer

Almost two years ago, the church embarked on a journey to modernize the HVAC systems in our main church buildings and Student Center. A combination of aging equipment and damage from the great winter freeze of 2021 necessitated a near-total overhaul of the HVAC equipment and computer controls. Working with our insurance provider and Polk Mechanical, we developed and presented a plan that the church voted to approve in May of 2022.

Polk has been busy installing new equipment, removing outdated infrastructure, implementing new controls, and optimizing our systems for maximum comfort and efficiency.

As of today, we are in the final stages of this project. All of the equipment is in place, and the new computer controls are installed and are being configured. The technicians are fine-tuning everything with the goal of being completely finished this Spring. We are already seeing improved consistency in our temperatures.

Our Facilities Team continues to care for our campus. In addition to the ongoing maintenance and cleaning of our facilities, our plans for the coming year include these projects:

- Additional safety measures for our Preschool and Children's building.
- Increased attention and care for our landscaping and flower beds.
- Refreshing our campus signage.
- Lastly, we are currently working with the City of Arlington and UTA to implement a permanent solution to our traffic safety concerns on the south side of our Children's Building.

Thank you for your faithful generosity. Our goal is to provide an environment for ministry that is clean, safe, and welcoming. We are looking forward to all that God has in store in the coming year.

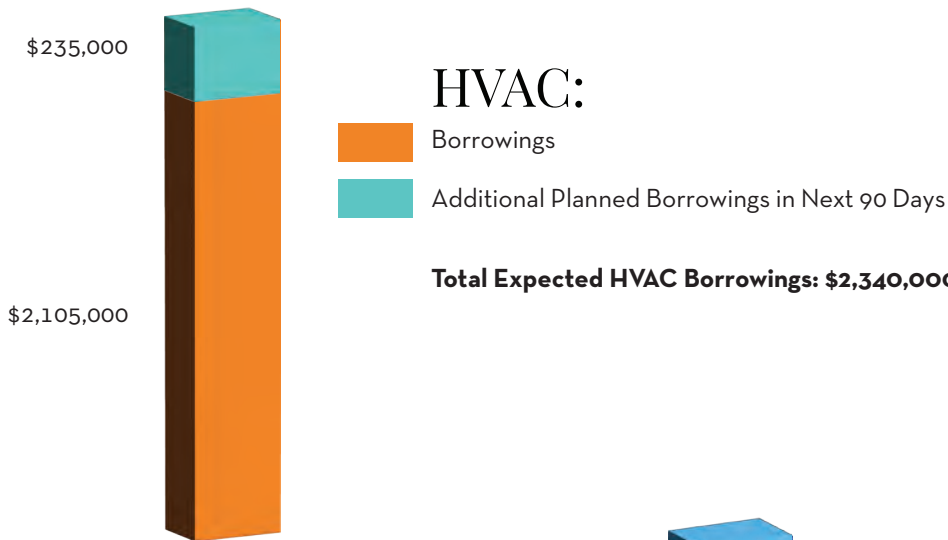
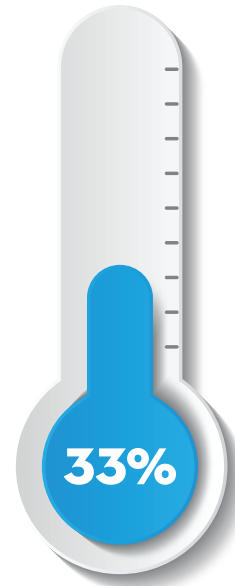


Debt Update

Blessing the Generations:

Original Borrowings \$9,397,670
 Outstanding Balance \$6,274,097

Payments As of March 31, 2024
 \$(3,123,573)

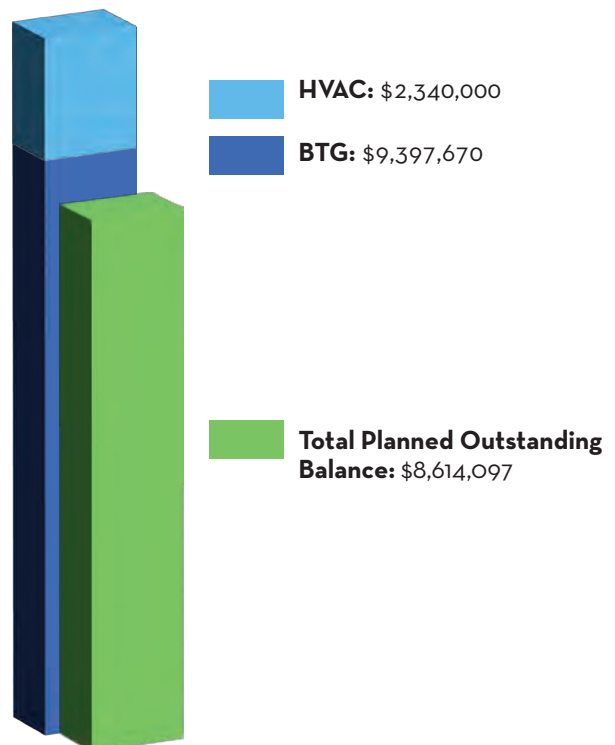


Total Debt:

Total Borrowings \$11,737,670

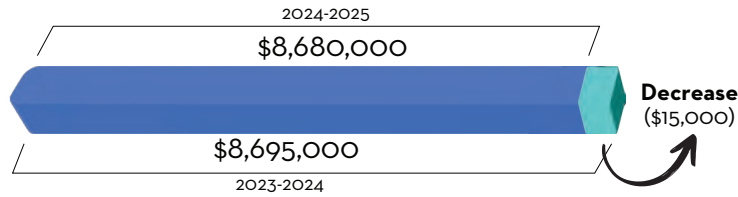
Payments To Date \$(3,123,573)

BTG Outstanding Balance \$6,274,097
 HVAC Planned Outstanding Balance \$2,340,000



Summary Information for Proposed '24-'25 Ministry Plan

Comparison of '24-'25 Budget and '23-'24 Budget

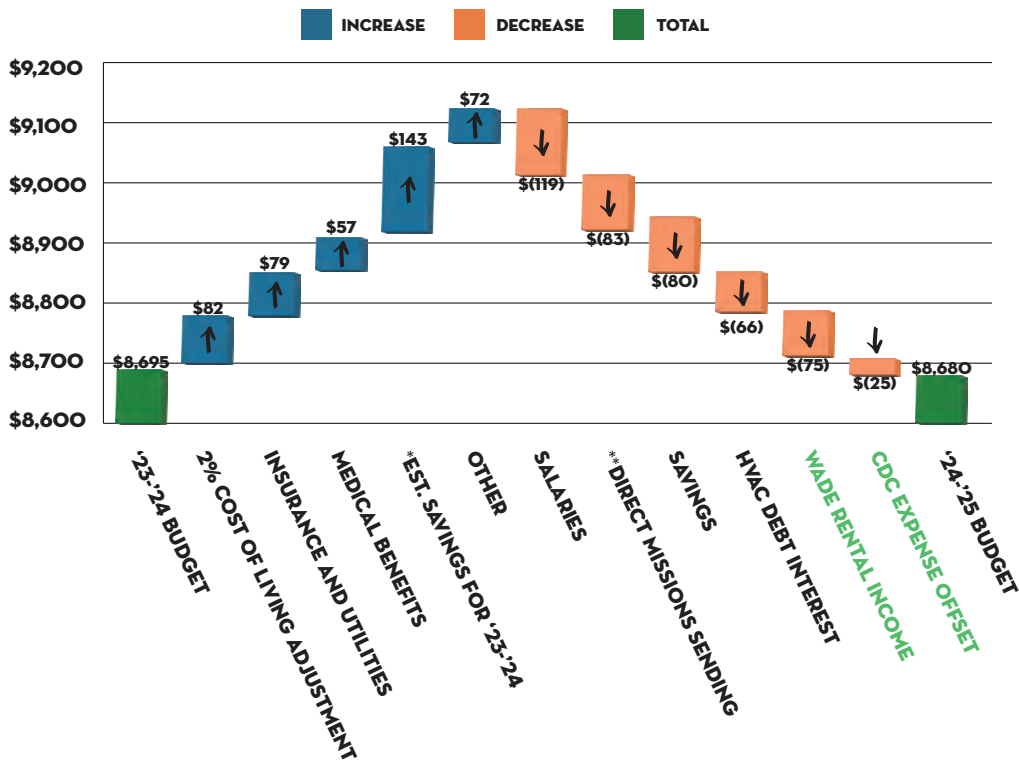


2023-2024 Projected Actual vs. Budget Comparison



The total *Proposed Budget*: **\$8,680,000**

Changes from '23-'24 Budget



*The Estimated Savings on Spending for '23-'24 is not expected for '24-'25, therefore is an increase in the budget.

** The decrease from '23-'24 can be accommodated in this year's budget due to the generous giving to WMO and the general budget in the past 3 years. This reduction does not negatively impact our direct mission sending commitments.

'24 -'25 Budget Includes Setting Aside the Following Amounts:

| | |
|--------------------------------|------------------|
| Reserves in Various Ministries | \$51,630 |
| Reserve for Contingency | \$172,000 |
| Total | \$223,630 |

| | 2024-2025 Proposed Budget | 2023-2024 Expected Actual | 2023-2024 Budget | Expected Budget Variance | Budget Increase (Decrease) '23-'24 to '24-'25 |
|--|---------------------------------|---------------------------------|---------------------|--------------------------------|---|
| TOTAL OPERATING BUDGET RECEIPTS | \$8,680,00 | \$8,890,000 | \$8,695,000 | \$195,000 | \$(15,000) |
| EXPENSES - CARE | | | | | |
| Office Of The Pastor | \$ 725,129 | \$ 641,562 | \$ 712,695 | \$ (71,133) | \$ 12,434 |
| Living Hope Ministries | 73,089 | 69,256 | 70,088 | (832) | 3,001 |
| Vacancy Allowance | (47,429) | - | (47,429) | 47,429 | - |
| Total Care Expenses | \$750,789 | \$710,819 | \$735,354 | \$(24,535) | \$15,435 |
| EXPENSES - CONTENT | | | | | |
| Assoc. Pastor - Spiritual Formation | \$ 429,722 | \$ 398,806 | \$ 408,307 | \$ (9,501) | \$ 21,415 |
| Young Adult Ministry | 158,211 | 109,012 | 158,728 | (49,716) | (517) |
| College Ministry | 99,335 | 88,466 | 97,574 | (9,108) | 1,761 |
| Youth Ministry | 242,587 | 236,377 | 236,955 | (578) | 5,632 |
| Children's Ministry | 171,844 | 167,333 | 181,084 | (13,751) | (9,240) |
| Preschool Ministry | 187,179 | 181,696 | 184,068 | (2,372) | 3,111 |
| Cross Cultural Ministries | 127,609 | 104,906 | 125,726 | (20,820) | 1,883 |
| Missions - FBCA Directed | 100,000 | 188,973 | 182,940 | 6,033 | (82,940) |
| Missions - Strategic Partnerships | 404,098 | 402,546 | 413,594 | (11,048) | (9,496) |
| Missions - Cooperative Missions | 350,635 | 362,198 | 350,635 | 11,563 | - |
| Worship Ministry | 514,122 | 368,473 | 456,047 | (87,574) | 58,075 |
| Vacancy Allowance | - | - | (28,299) | 28,299 | 28,299 |
| Total Content Expenses | \$2,785,342 | \$2,608,784 | \$2,767,359 | \$(158,575) | \$17,983 |
| EXPENSES - COORDINATION | | | | | |
| Assoc. Pastor - Operational Resources | \$ 318,362 | \$ 306,348 | \$ 357,174 | \$ (50,826) | \$ (38,812) |
| Business Services | 1,289,611 | 1,091,443 | 1,246,390 | (154,947) | 43,221 |
| Technology Services | 466,199 | 448,971 | 418,562 | 30,409 | 47,637 |
| Worship Tech and Media | 237,028 | 216,953 | 261,573 | (44,621) | (24,545) |
| Copy and Print Resource Ministry | 107,519 | 96,104 | 98,259 | (2,155) | 9,260 |
| Communications Services | 200,076 | 180,747 | 215,888 | (35,141) | (15,812) |
| Insurance | 259,214 | 215,337 | 221,817 | (6,480) | 37,397 |
| Hospitality and Amenistries | 209,969 | 218,394 | 220,274 | (1,880) | (10,305) |
| Facilities Services | 645,317 | 736,398 | 767,669 | (31,271) | (122,352) |
| Utilities | 462,240 | 434,381 | 429,880 | 4,501 | 32,360 |
| Debt Service, Reserves, & Estimated Savings on Spending | 1,004,500 | 1,222,499 | 1,009,300 | 213,199 | (4,800) |
| Vacancy Allowance - Coordination | (56,167) | - | (54,500) | 54,500 | (1,667) |
| Total Coordination Expenses | \$5,143,869 | \$5,167,575 | \$5,192,287 | \$(24,712) | \$(48,418) |
| TOTAL OPERATING BUDGET EXPENSES | \$8,680,000 | \$8,487,178 | \$8,695,000 | \$(207,822) | \$(15,000) |

Looking Forward

Your giving makes the following plans for the next few months possible. Thank you! Don't miss these ministry events and opportunities to invite a friend to spend time with you and others!

APRIL

APR 03

Masterpiece Elective

YOUNG FAMILIES

The Bridge

CHILDREN'S

The Break

YOUTH

APR 04

Men's 3-on-3 Basketball begins

ACTIVITIES

APR 10

Masterpiece Elective

YOUNG FAMILIES

The Bridge

CHILDREN'S

The Break

YOUTH

APR 12

Family Game Night

CHILDREN'S

APR 13

All Church Prayer Breakfast

PASTORAL

APR 15

Story in the Park

PRESCHOOL

APR 16

Worship 817

YOUNG ADULTS

APR 17

Masterpiece Elective

YOUNG FAMILIES

The Bridge

CHILDREN'S

The Break

YOUTH

APR 18

Square Dancing

FLIGHT 2024

APR 20

Daughters of the King Tea Party

WOMEN'S

APR 21

Global Sunday Luncheon - Spain

GLOBAL ENGAGEMENT

APR 22

Open Play

PRESCHOOL

APR 24

Family Fellowship Night

YOUNG FAMILIES

The Break

YOUTH

APR 26-27

Faith @ Home Weekend

YOUNG FAMILIES

APR 29

Magnificent Monday

TRADITIONALS



VISIT FBCA.ORG/EVENTS FOR A FULL LIST!



MAY

- The Break MAY 01
YOUTH
- Story in the Park MAY 06
PRESCHOOL
- The Break MAY 08
YOUTH
- Ladies' Night MAY 09
WOMEN'S
- Family Movie Night MAY 10
CHILDREN'S
- End of School Party MAY 15
YOUTH
- Senior Sunday MAY 19
YOUTH
- Summer Bible Study Starts MAY 26
COLLEGE
- Cross-Cultural Workers Meet & Greet Herreras MAY 30-03
GLOBAL ENGAGEMENT
- Connect Camp MAY 30-03
CHILDREN'S

JUNE

- Encounter Week JUN 03-07
YOUTH
- Summer Hymn Sing & Homemade Ice Cream Celebration JUN 13
TRADITIONALS
- Gaga and Games JUN 14
CHILDREN'S
- Movie Night JUN 18
CHILDREN'S
- Picnic JUN 20
PRESCHOOL
- Gaga and Games JUN 23
CHILDREN'S
- Global Sunday Luncheon - Sierra Leone JUN 24-26
GLOBAL ENGAGEMENT
- Kinder Bible School JUN 30
PRESCHOOL
- WOW Camp JUN 30
CHILDREN'S
- Family Waterpark Night JUN 30
YOUNG FAMILIES



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