

**BIRCHMAN BAPTIST CHURCH**

2024-2025

# REACH

**OUR COMMUNITY**



**THE NEXT GENERATION**



**THE WORLD**



BIRCHMAN BAPTIST CHURCH'S MISSION IS CLEAR:  
**WE'RE STANDING FOR TRUTH.**

We are a church built on the Bible. As we step into 2024-2025, our focus is to **REACH** deeper, broader, and higher than ever before. We believe that God is calling us to extend our influence, not only within the walls of our church but throughout our community, across our nation, and around the world. This year, our vision is centered on **REACH—REACHING** our community with the love of Christ, **REACHING** the next generation with the truth of God's Word, and **REACHING** the world with the hope of the gospel.

**REACH** is more than just a theme; it is a calling to be the hands and feet of Jesus in every aspect of our lives. We are committed to **REACHING** into our neighborhoods and workplaces, sharing the good news of salvation with those who desperately need to hear it. Through initiatives like Reach The Fort and our continued missions work in Peru, we are equipping our members to be bold in their witness, intentional in their relationships, and relentless in their pursuit of the lost. We believe that as we **REACH** out, God will bring a harvest of souls into His kingdom.

As a multi-generational church, Birchman is uniquely positioned to **REACH** every age group with the life-transforming power of the gospel. From our youngest preschoolers to our most seasoned adults, we are dedicated to teaching a biblical worldview that prepares each individual to stand firm in their faith. We are investing in discipleship at every level, ensuring that each generation is equipped to live out the truths of Scripture and to lead others to do the same. Our church is a place where families grow together, relationships are strengthened, and faith is deepened.

In this next season of ministry, we stand on the unshakable foundation of God's Word, confident that as we **REACH** out in faith, God will do immeasurably more than we can ask or imagine. Together, we are building a church that is not only rooted in truth but also ready to **REACH** the world with the message of Jesus Christ. As we move forward into 2024-2025, let us commit ourselves anew to this great mission, trusting that the God who has called us is faithful to bring it to completion.

# FROM OUR PASTOR

The Lord is doing a great work through the people of Birchman Baptist Church. Each year, the fall is a time to renew and refocus our vision and mission. This year's emphasis is REACH. As a church, we are commanded to reach our community, reach our nation, and reach the world with the gospel of Jesus Christ. We must grow in our own faith and disciple the local people of God known as Birchman.

As you know, we are a growing church. The ministry plan and budget are more than just numbers on a page; it is a guide. Through vision and prayer, it is assembled to channel ministry to meet needs; through wisdom, it is constructed to maximize the resources God gives us.

Ministry is two-fold: it is the sacrifice of praise to God and the sharing of our resources to impact others. "Therefore by Him let us continually offer the sacrifice of praise to God, that is, the fruit of our lips, giving thanks to His name. But do not forget to do good and to share, for with such sacrifices God is well pleased." (Hebrews 13:15-16).

Join with us in prayer to fulfill this ministry plan going forward into the new church year. Let us unite our hearts in our service to God by sharing our resources that His Name be proclaimed from our church to the ends of the earth.

*Bob Gracie*



OUR COMMUNITY — THE NEXT GENERATION — THE WORLD

REACH

# PRESCHOOL MINISTRY

At Birchman Baptist Church, we believe that even the youngest among us can begin to understand the profound truths of God's love. Our Preschool Ministry is dedicated to introducing foundational biblical truths to our little ones, ensuring they know that God made them, loves them, and has a wonderful plan for their lives. As we **REACH** into the hearts of our preschoolers, we focus on creating an environment where they feel safe, loved, and cherished. Through engaging Bible stories, songs, and hands-on activities, we help our preschoolers grasp the essential truths of who God is and how much He cares for them.

This year, our vision is to deepen these connections, not just with the children, but with their families. We are committed to partnering with parents as the primary spiritual leaders of their children, equipping them with the tools and encouragement they need to lead their families in faith. Together, we will foster a strong, biblically based foundation that will guide these children as they grow, ensuring that they are grounded in the truth of God's Word from the very beginning



# CHILDREN'S MINISTRY (ELEMENTARY)

Our Children's Ministry at Birchman is all about building upon the foundational truths introduced in preschool, guiding elementary-aged children as they begin to explore and understand the depth of God's Word. We are passionate about helping our children **REACH** a deeper knowledge of the Bible and develop a personal relationship with Jesus. Through engaging lessons, memorable Bible stories, and interactive discussions, we aim to make God's Word come alive, showing our children how its truths apply to their everyday lives.

This year, our focus is on building strong, lasting relationships—not only between our children and their Savior but also within our church family. We are excited to offer a variety of activities and events that encourage fellowship and mutual support among our children, their families, and the broader church community. As we continue to equip our children with a biblical worldview, we are also empowering them to share the gospel with their friends and neighbors, ensuring that the next generation is bold in their faith and ready to make an impact for Christ.



# STUDENT MINISTRY

In our Student Ministry, we are committed to guiding our teenagers through the critical years of middle and high school, helping them transition from the foundational truths of their childhood into a deep, personal faith in Christ. As we **REACH** into the hearts and minds of our students, we focus on equipping them to navigate life's challenges with a biblical worldview. Through deep Bible study, mentorship, and opportunities for leadership, we encourage our students to ask tough questions, seek biblical answers, and grow in their personal relationship with Jesus.

This year, we are placing a renewed emphasis on discipleship and evangelism, helping our students take ownership of their faith and live it out boldly in their schools, communities, and beyond. We are excited to offer new opportunities for students to serve within the church and in the broader community, fostering a spirit of leadership and responsibility. As our students grow in their faith, we are committed to walking alongside them, supporting them as they discover God's plan for their lives and empowering them to be a light in a dark world.



# COLLEGE & YOUNG ADULT MINISTRY

At Birchman Baptist, we recognize that the college years and young adulthood are crucial times for spiritual growth and discovery. Our College & Young Adult Ministry is designed to **REACH** this generation where they are, offering relevant and engaging opportunities for worship, fellowship, and service. We are committed to helping young adults deepen their faith, form meaningful connections within the church community, and navigate the challenges of life with a biblical perspective.

This year, we are excited to continue expanding our outreach efforts, particularly through our College Night gatherings and the introduction of a new mid-week Young Adult Worship night. These initiatives are not only drawing young people closer to Christ but also providing them with the tools to share their faith with others. As we focus on **REACHING** the next generation, we are dedicated to creating spaces where young adults can explore their faith, build strong relationships, and find their place within the body of Christ.



# WORSHIP & MUSIC MINISTRY

Worship at Birchman Baptist is more than just music; it's a lifestyle of presenting ourselves as living sacrifices, holy and pleasing to God. Our Worship & Music Ministry is committed to **REACH** hearts through the power of praise, equipping our congregation to lift their voices and instruments in worship that is both excellent and heartfelt. Whether through vocal or instrumental music, we seek to proclaim the beauty and truth of the gospel, drawing our church family and community into a deeper relationship with God.

This year, our focus is on developing quality worship leaders and musicians who are passionate about their craft and dedicated to leading others in worship. We are also committed to expanding our reach through special worship events and mission opportunities, including our Christmas at Birchman production and worship-focused trips to Peru. As we continue to invest in the talent and dedication of our worship teams, we are excited to see how God will use our music ministry to **REACH** more people with His love and truth.



# LOCAL & INTERNATIONAL MISSIONS

At Birchman Baptist, our commitment to the Great Commission is unwavering. Our Local & International Missions Ministry is focused on **REACHING** the lost both in our backyard and across the globe. This year, we are excited to build on the momentum of our existing partnerships, including our ongoing work in Peru, where we have seen lives transformed by the gospel. Through evangelism, church planting, and leadership training, we are equipping believers in Peru to continue the work of the gospel long after we have returned home.

Locally, our **REACH The Fort** initiative continues to inspire and mobilize our church members to share the gospel with their friends, family, and neighbors. As we seek to double the number of active participants in this initiative, we are reminded that every conversation, every act of kindness, and every invitation to church is a step towards someone coming to faith in Jesus. Whether at home or abroad, our mission is clear: to **REACH** the world with the love of Christ, one soul at a time.



# ADULT DISCIPLESHIP

Adult Discipleship at Birchman is about growing together in faith, knowledge, and community. Our vision is to **REACH** every adult in our congregation, helping them to deepen their relationship with God and engage fully in the life of the church. Through our Sunday morning Bible studies, Life Groups, and multi-generational ministries like Men of Birchman and One Heart for women, we offer a variety of opportunities for adults to connect, learn, and serve.

This year, we are placing a special emphasis on enhancing our teaching and mentoring ministries, equipping our leaders to provide even more impactful and transformative Bible study experiences. We believe that as our adults grow in their understanding of God's Word, they will be better equipped to **REACH** others with the gospel. Our goal is to create a community where every adult is not only growing in their own faith but also helping others to grow, making disciples who make disciples.



# 55 ALIVE!

Birchman's 55 Alive! ministry is a testament to the vitality and strength that our older adults bring to our church family. The "55Aliver-ers" are not just participants; they are leaders, mentors, and pillars of faith who have helped build the foundation on which our church stands today. Their involvement spans every area of ministry, from teaching Sunday morning Bible study groups and Life Groups to serving in music, technology, and outreach. They are actively engaged in discipling others, sharing their wisdom, and leading by example as they continue to grow in their own faith. Their contributions are invaluable, not only to the ministries they directly support but also to the overall spiritual health and growth of our congregation.

As we move into 2024-2025, our vision for 55 Alive! is to continue leveraging the wisdom, experience, and passion of our adults to **REACH** the next generation and beyond. We recognize generations are vital in mentoring and encouraging younger believers, helping to guide them in their spiritual journey.

The 55 Alive! ministry will remain a dynamic force within our church, ensuring that the legacy of faith is passed down to future generations. Together, we are a growing, vibrant church family, standing united in our commitment to the truth of Scripture and the mission of **REACHING** our world for Christ.



# PASTORAL MINISTRIES

Pastoral Ministries at Birchman Baptist is the heart of our church's teaching and support system. This ministry is dedicated to **REACHING** out to those in need within our congregation and beyond, offering leadership, biblical guidance, comfort, and encouragement. From ministering to widows and overseeing baptisms and the Lord's Supper to providing counseling and leading benevolence efforts, our pastoral team is committed to embodying the love of Christ in every interaction.

This year, we are focused on expanding our reach through guest and member relations, evangelism training and emphases, and increased involvement in community outreach. We believe that as we **REACH** out with compassion and care, we will see lives transformed by the power of the gospel. Our pastoral team stands boldly on the Word of God, proclaiming His truth in a world that desperately needs it, and we are excited to see how God will continue to use this ministry to build His kingdom.



# CENTRAL SUPPORT

Central Support is the backbone of Birchman Baptist Church, ensuring that all of our ministries have the resources they need to thrive. This vital area encompasses everything from campus operations and communications to business management and security, all designed to support the work of **REACHING** our community and the world with the gospel. We are committed to providing the best possible environment for worship, learning, and service, maintaining our facilities, and ensuring that our staff and volunteers are equipped to do the work God has called them to.

This year, we are excited to see how advances in technology and cost savings in key areas will allow us to streamline operations and invest even more in our ministries. Whether through improved communications that help us connect with our congregation and community or enhanced security that ensures a safe place for worship, our Central Support team is dedicated to **REACHING** new heights in excellence and efficiency. As we continue to support the work of the church, we are confident that God will use these efforts to further His kingdom in powerful ways.



# 2024-25 PROPOSED BUDGET

Birchman Baptist Church  
Fiscal Year Beginning 9/1/2024

MINISTRY AREA	23-24 BUDGET	24-25 PROPOSED	VARIANCE %
OPERATING REVENUE			
3 Total Tithe Receipts	\$2,529,734	\$2,615,676	3.40%
4 Total Other Receipts	\$2,500	\$22,000	780.00%
5 Ministry Receipts	\$287,400	\$305,400	6.26%
TOTAL OPERATING REVENUE	\$2,819,634	\$2,943,076	4.38%
OPERATING EXPENSES			
7 Missions Ministry	\$254,867	\$269,167	5.61%
8 Pastoral Ministry	\$204,818	\$207,818	1.46%
9 Music Ministry	\$366,447	\$394,589	7.68%
10 General Education/Administration	\$182,837	\$200,289	9.55%
11 Adult Ministries	\$14,900	\$14,700	-1.34%
12 College & Young Adult Ministries	\$59,155	\$61,655	4.23%
13 Youth Ministry	\$112,972	\$125,781	11.34%
14 Preschool Ministry	\$60,898	\$67,098	10.18%
15 Children's Ministry	\$106,185	\$105,410	-0.73%
16 Library Ministry	\$6,000	\$6,000	0.00%
17 Administration	\$619,350	\$685,274	10.64%
18 Campus Operations	\$473,879	\$477,896	0.85%
19 Food Services	\$68,202	\$67,436	-1.12%
20 Median & Senior Adult Ministry	\$34,613	\$40,191	16.12%
21 Counseling Ministry	\$85,934	\$44,695	-47.99%
22 Communications Ministry	\$168,577	\$175,077	3.86%
TOTAL OPERATING EXPENSES	\$2,819,634	\$2,943,076	4.38%

➡ **Salaries & Personnel**

Birchman's staff and the Personnel Committee now utilize an employee compensation plan that aligns salaries within the ranges of local ISD high schools. This model is being used by churches throughout the country. According to this model, our pastor is the principal, our executive pastor is the assistant principal, our age-group ministers are teachers, and so on. Personnel salaries make up 55% of the 2024-2025 proposed ministry budget.



+ Ricker Center Renovation

+ Second Floor Students Space Reimagination

+ Main Building Exterior Upgrades

+ Main Building Renovation & Restoration

+ New & Upgraded Fellowship Spaces

+ Sullivan Hall Renovation



# BIRCHMAN

BAPTIST CHURCH

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