



MINISTRY PLAN

FY 2024

Approved June 11, 2023

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OVERVIEW

This document summarizes the purpose of each ministry at Grace Baptist Church (GBC) and how the ministry helps to support our purpose to fulfill the Great Commission. The Ministry Plan for each ministry is organized according to the Ministry Structure (below).

Ministry Focus

The purpose of Grace Baptist Church is to fulfill the Great Commission. Each ministry at GBC was challenged to prayerfully consider this focus area and to seek to align their ministry with it.

Covenant Leadership and Staff

The total staff Full Time Equivalent (FTE) planned for this FY is 15.3.

Ministry Area Staff (Cat 1)

The Ministry Area Staff for this FY is composed of six positions:

- Senior Pastor Tim Perrin
 - Responsible to lead the Body in worship and to preserve its identity as a New Testament Church. In conjunction with the Ministry Council, the Senior Pastor is responsible for implementing and guarding the integrity of the mission, values, and vision of Grace Baptist Church.
- Outreach Pastor Ben Knisley
 - Creatively inspires an outward missions and ministry focus. The Outreach Pastor develops and leads ministries to assimilate new believers and members into the church.
- Executive Pastor Kirk Horton
 - Responsible for planning, implementing, and overseeing church operations and ministries and for providing leadership to and supervision of staff members and volunteers.
- Director of Children's Ministry Nancy Turner
 - Responsible for ministry to the spiritual and emotional needs of children, from birth through grade 5, and their families. Partners with parents to provide a safe, secure, nurturing environment where children can grow in their relationship with Jesus Christ and providing leadership and vision to overall program development, coordination, implementation, and direction to staff and volunteers who are committed to disciplining and shepherding children.
- Youth Pastor Ethan Young
 - Leads and oversees the Youth and Young Adult Ministry (grade 6 through about age 24). Responsible for ministry that leads youth to Christ, disciples them in their faith,

and equips them for ministry in their church and community, as well as for living the Christian life at college and/or in their future careers.

- Worship Pastor Zack Williams
 - Leads celebrative, meaningful worship services and oversees the church's worship ministries in addition to ministering to those involved in the Worship Ministry.

Ministry Staff

There are four full time hourly positions for this FY:

- Administrative Records Secretary Marie Humston
- Communications Coordinator Amy Mitchell
- Facilities Manager Cheryl Nester
- Financial Secretary Vicky Alvarado

The level of effort for part-time positions for this FY is 5.3 FTE. This includes 2 part time interns.

Ministry Council

The membership and terms of the Ministry Council for this FY are as follows.

- **Tim Perrin** – Ministry Council Lead (indefinite)
- **Kirk Horton** – Ministry Council Chair (indefinite)
- Ministry Support Area
 - **Fred Affeldt** (FY 24-26)
- Care and Fellowship Area
 - **Paul Fredenburgh** (FY 23-25)
- Discipleship Ministry Area
 - **Kirk Horton** (FY 23-25)
- Outreach Ministry Area
 - **Ben Knisley** (FY 23-25)
- Worship Ministry Area
 - **Zack Williams** (FY 24-26)
- At Large Members
 - **Rick Button** (FY 23-25)
 - **Jan Easton** (FY 24-26)
 - **Nanette Reames** (FY 23-25)
 - **Bill Bridges** (FY 24-26)

Covenant Leaders

The Church Officers and their terms for this FY are as follows.

- Moderator - **Danny Pophin** (FY24)
 - Vice-Moderator – **Bill Bridges** (FY24)
- Clerk – **Priscilla Cessna** (FY24)
 - Assistant Clerk - **Lorilee Sheviak** (FY24)
- Treasurer – **Bill Zachman** (FY25)

Finance Committee

The members of the Finance Committee for this FY and the final year of their terms are as follows:

- Jerry Cessna FY24
- Diane Fuller FY24
- Keith MacDonald FY24
- Eric Farquharson FY25
- Mark Young FY25

Personnel Committee

The members of the Personnel Committee for this FY and the final year of their terms are as follows:

- Kevin Hanson FY24
- Mark Mosher FY24
- Tonya Wassenberg FY24
- John Webb FY24
- Mark Williams FY25

Note – Positions highlighted in green were approved at the June 11, 2023, Body Life Meeting.

Grace Baptist Church Ministry Structure

Ministry Area Staff are responsible for recruiting, overseeing, appointing, and retiring ministry leaders. Current ministries and leaders are listed below.

Ministry	Ministry Leader(s)
<i>Care & Fellowship Ministry Area</i>	
<i>Paul Fredenburgh</i>	
Athletics Ministry	Daren Nester (Softball)
Benevolence Ministry	Nanette Reames
Grief Share	Melissa Kern
Lay Chaplains Ministry	Reina Graham
Comfort Ministry	Diane Pophin
Special Events	Nancy Turner
Wednesday Night Dinner	Chad Harris
<i>Discipleship Ministry Area</i>	
<i>Executive Pastor</i>	
<i>Discipleship - Adult Ministries</i>	
<i>Executive Pastor</i>	
Coffee Corner	Lori Dorrell
New Life	Kirk Horton
Precept Upon Precept	Jenni Runner
Senior Adults – The Joyful Bunch	Debbie Lemons
Small Groups	Kirk Horton
<i>Discipleship - Children's Ministries</i>	
<i>Children's Ministry Director</i>	
American Heritage Girls (AHG)	Christian Roach
AWANA	TBD
Boys Night Out	Nancy Turner
Children's Choir	Nancy Turner
Girls in Action (GA's)	Nancy Turner
Preschool & Sunday School	Nancy Turner
Trail Life (TL)	Wes Moses
Vacation Bible School	Terrie Lewis
<i>Discipleship – Grace Students</i>	
<i>Student Pastor</i>	
College & Young Adults	TBD
Discipleship	Ethan Young
Missions	Ethan Young
Small Groups	Ethan Young
Student Worship	Zack Williams

<i>Outreach Ministry Area</i>	
Outreach Pastor	
ACTS	Tricia Brunette
Discover Grace	Ben Knisley
Welcome Team	Ben Knisley
Helping Hands of Grace	Dee Boucher
Hispanic Ministry	Jose Aguilera
Missions Team	Andrew Rice
MOPS	Mackenzie Knisley
Next Steps	Ben Knisley
<i>Worship Ministry Area</i>	
Worship Pastor	
Lord's Supper	Dave and Ann Ice
Grace Orchestra	Zack Williams
Grace Band	Zack Williams
Prayer Room	Zack Williams
Media-Tech Ministry	Kim Rose
Grace Choir	Zack Williams
<i>Ministry Support Area</i>	
Fred Affeldt	
Counting Team	Vicky Alvarado
Communications Team	Amy Mitchell
Facilities Team	Tim Cropp
Finance Committee	Keith MacDonald
Grounds Team	Andrew Gray
Library Ministry	Lisa Story
Medical/Safety Teams	Christian Carter
Personnel Committee	John Webb
Photography Team	Amy Mitchell

CARE AND FELLOWSHIP MINISTRY AREA

Athletics

Ministry Purpose:

To build an athletic environment which, through a Christian world view, can present a program that shapes character, creates role models, positively and significantly impacts athletes, coaches, parents, families, officials, leagues, and communities, and enables the members to share Christ in everyday life. The Athletics ministry provides a tangible venue to develop and demonstrate the principles of character, leadership, service, and excellence, both in sports and in life. It provides a means for Christians to find a meaningful outlet for interactive Christian fellowship, strengthened relationships with their peers, and reach out to the lost where the Holy Spirit is working.

Ministry Activities:

- Participate in church-based leagues devoted to Christian principles.
- Provide an opportunity for those who may not know Jesus or do not have a church home to be exposed to Christian fellowship through play and prayer.
- Participate in a local basketball or softball team as a representative of Christ.
- Provide some fellowship time outside of the field of play to ensure the growth of relationships among the members and foster team spirit and belonging.
- Provide leadership through example. These principles include being on time, a levelheaded positive attitude, treating others as you would like to be treated, and being good for your word.
- Use a coed, multi-generational blend of members, fun and competitive methods to create an environment of witnessing and fellowship with others in our church and community.
- Use recreation and exercise to improve the player's physical and mental health.

Resources:

Resources needed for this ministry will support league fees for all sports, equipment purchases (bats, balls, basketballs, etc.), and uniforms (as needed)

FY24 Outcome:

Invite and encourage all unchurched participants to attend church with a goal of one or more unchurched participants attending church.

Benevolence

Ministry Purpose:

To provide financial resources to meet physical needs of people in need in our church body and community. The benevolence team considers each need and as we are able determines how to extend the love of Christ in a tangible way to each individual or family need.

Ministry Activities:

Individuals in need will contact the church office with a request. The Benevolence committee will review and validate the request. If the request is approved, the request will be submitted to the Financial Secretary who will make payment to the company or organization that the money is owed to on behalf of the individual.

Resources:

The budget line for Benevolence is used to make payments directly to utility companies or organizations and also to purchase food or other necessary goods for distribution.

FY24 Outcome:

Our goal is to continue our interactive response to those seeking help rather than responding only with a financial payment of a bill. We recognize that their needs are both physical and spiritual. Benevolence is a short-term solution and interaction with believers may lead to longer-term solutions. Our goal is to reach out personally, either in person when possible or by letter, to at least 75% of those members of the community who receive financial help from Grace.

Our secondary goal is that we would like every member of Grace to know that the Benevolence Fund is there, whether they need help for themselves or recognize the need of a member of their small group and make a request on their behalf.

Comfort

Ministry Purpose:

To show the love of Christ to the family of those grieving the loss of a loved one by providing a meal and a place to eat, meet, and talk following funerals held at Grace Baptist Church. This allows the family to deal with other arrangements as necessary.

Ministry Activities:

Provide comfort to a family during a time of grieving. This ministry will pray, talk and listen to family and friends and provide comfort in a spiritual way to those who are grieving.

Promote fellowship connecting a family's loss with the love of Jesus Christ. This connection may continue through the Chaplaincy Ministry.

Prepare the team to be able to organize, prepare, and set up as the ministry lead does. That way we all become coordinators of the Comfort Committee. The committee consists of faithful members who help in preparing and setting up meals.

Resources:

Use of facilities as needs such as Fellowship Hall, Chilton Room and kitchen. The budget for this ministry will provide the food and supplies for a meal or reception to support the grieving family.

FY24 Outcome:

Provide an environment for grieving families in their time of loss.

GriefShare

Ministry Purpose:

GriefShare is a grief recovery group which has a friendly, caring group of people who will walk alongside you through one of life's most difficult experiences. You don't have to go through the grieving process alone. Each GriefShare session has three distinct elements: video seminars with experts, support group discussion with focus, and workbook-based personal study and reflection.

Ministry Activities:

- Provide support to those who are grieving through group discussions.
- Promote fellowship connecting individuals with others who are also grieving.
- Provide ongoing support by offering in-person as well as zoom online meetings.

Resources:

Resources needed for this ministry are workbooks, pamphlets, bible studies, hand-outs, reference guides, flyers, and access to a Zoom account. These are provided for the regular meetings, "The Surviving the Holidays" and "The Loss of a Spouse" seminars, group discussions, and fellowship activities.

FY24 Outcome:

Continue to minister to those in the community that need to process their grief, and that we can spread the Word to 100% of the participants who attend that are non-believers or another religion.

Lay Chaplaincy

Ministry Purpose:

Our vision is to walk with people who are ill or grieving in order to point them to God the Father as their source of salvation and to encourage their dependence on God for peace, comfort and healing. Lay Chaplains seek to encourage the people they minister to by demonstrating the unconditional love of Christ. They also work collaboratively with the small group ministry to ensure that needs of care-receivers are being appropriately attended to. They seek to:

- Glorify God.
- Encourage and pray for those dealing with a health issue or grieving, and their families.
- Buildup the body of Christ through support and help during a time of challenge.
- Spread the Gospel to the care-receiver and others in their circle.

Ministry Activities:

Lay Chaplains are available before, during, and immediately following an individual's health issue for support and prayer. Lay Chaplains also minister to people who have lost a loved one, through regular contact and visits throughout the journey of grief. If a Lay Chaplain has been assigned to someone who was sick and passed away, that Lay Chaplain will endeavor to minister to his or her family. Finally, Lay Chaplains reach out to home-bound seniors from Grace Baptist Church.

Lay Chaplains use the Ministry of Jesus as their model for ministering to others:

1. Jesus walked with God – His character was the foundation of His ministry.
2. Jesus demonstrated unconditional love and indiscriminate goodness.
3. Jesus engaged all kinds of people spiritually in ways they could understand and relate.
4. Jesus watched and listened for faith and repentance
5. Equipped them for service
6. Sent them into the world (challenge them to make a difference)

Resources:

Lay Chaplains gather periodically for continuing education and support group meetings to process, share, and pray for current caregiving. Expenses are incurred for providing food for fellowship two to three times a year. Each Lay Chaplain ministers individually, according to the schedule and needs of their care-receiver. Training classes to equip new Lay Chaplains will be held 1-2 times per year if enough candidates are identified. Expenses are incurred for the providing of materials and/or speakers for these classes. For some years we hold a retreat that provides for more in-depth training, and team building among the Lay Chaplains. Expenses for this cover the cost of the retreat location (if off-campus), food, speaker, and worship leader. Lay Chaplains are asked to pay a portion of the expense for the retreat.

FY24 Outcome

Have a training class for new Chaplains in 2024

Special Events

Ministry Purpose:

With God's guidance and direction to

- Encourage and build-up the community of believers at Grace Baptist Church
- Provide opportunities for reaching out to people in the community to make them more aware of our church and God's love for them.

Ministry Activities:

Each year multiple special activities are planned, promoted, and held at various times during the year. Most involve the service and support of many volunteers who serve in various ways to help bring about each event. A typical year will include events such as:

- Recreation Center Fellowship,
- Sr. Adult Appreciation Lunch
- Combined Worship Event (s).

Resources:

Depending on the event, volunteers are necessary to provide for setup, food preparation, and cleanup. In addition to these who serve, food, promotional materials, facility rental and other items are purchased from the budget line for this ministry.

FY24 Outcome

Plan each event to include specific relationship building components.

Wednesday Night Dinner

Ministry Purpose:

The purpose of Wednesday Night Dinner is to foster fellowship and relationships among the congregation and guests of Grace Baptist Church. The Wednesday Night Dinner Team seeks to provide quality food at an affordable price so that relationships can be the focus on Wednesday nights.

Ministry Activities:

The Wednesday Night Dinner Team begins to prepare the meal and the Fellowship Hall on Tuesdays and serves a meal on Wednesday nights at 5:45. Dates for Wednesday night meals are determined during the ministry & budget planning period every year and roughly align with semesters of other Wednesday night ministry activities.

Resources:

Resources for Wednesday Night Dinners include the Kitchen in Building B, The Fellowship Hall, and several classrooms in Building B; as well as tables and chairs in the Fellowship Hall and those classrooms that are used. Grace Baptist Church receives payment from each Wednesday Night Dinner attendee prior to Wednesday night via the Grace Baptist Church Website. This fee helps to pay for the ingredients for each dinner and an amount is budgeted every year to supplement shortfalls and purchase equipment and supplies.

FY24 Outcome:

The Wednesday Night Dinner team will seek to continue to foster community & fellowship among the congregation of Grace Baptist Church on Wednesday nights and seek to accommodate more guests than in the previous year.

DISCIPLESHIP MINISTRY AREA

DISCIPLESHIP - ADULTS

Coffee Corner

Ministry Purpose:

The purpose of the Coffee Corner ministry is to provide hot, fresh, quality coffee to those attending Grace Baptist Church on a Saturday and Sunday for worship and small groups. This ministry also provides a friendly, comfortable place where people can gather over beverages and food. "What we have seen and heard we announce to you also, so that you will join with us in the fellowship that we have with the Father and with his Son Jesus Christ" (1 John 1:3).

Ministry Activities:

As God brings people to the Grace campus, the Coffee Corner offers opportunities to meet friends and make new ones using the universal language of offering a drink. The Coffee Corner provides coffee to those attending on Saturday evening and Sunday morning. The Ministry Leader will recruit, form, train and coordinate teams to staff the Coffee Corner during times it is open. Team members will be responsible for some or all of the following during their assigned shift: set-up, preparation, serving, and cleanup.

Other GBC ministries also use the Coffee Corner at times other than the standard Saturday evening and Sunday morning for ministry events. Use of the Coffee Corner requires a reservation that can be made through the church office. Orientation on setup and cleanup procedures by the Ministry Leader is required.

Resources:

The main Coffee Corner ministry resource is people. The ministry works hard to recruit and train people to prepare and serve the coffee each weekend. Human resources are needed to not only prepare and serve but keep the supplies stocked up and to clean the coffee corner at the end of each day.

The Coffee Corner ministry provides the coffee completely free to those who desire it. Since it is offered at no cost the ministry requires the financial resources to purchase the coffee as well as all the necessities that are required to make a good coffee experience. Those necessities are: cups, lids, sugar, creamers, napkins, etc.

FY24 Outcome:

Provide coffee services 52 weeks of the year, including service at each of the scheduled Christmas Eve services.

New Life

Ministry Purpose:

The New Life Adult Discipleship ministry offer short term, more focused studies for helping the follower of Christ grow in the grace and knowledge of Christ. They are specifically intended to help

personal spiritual growth. These classes differ from small groups because they are of limited duration and there is less emphasis on building community or serving together in another ministry. New Life sometimes offers specialized conferences on topics like marriage, family, and parenting. These conferences happen throughout the year to equip and strengthen families.

Ministry Activities:

New Life will offer courses on an as needed basis and are usually held at the church on Sunday afternoons and Wednesday evening. New life classes are best described as “topical” or “felt need” i.e., Parenting, Finances, Marriage, Apologetics, etc. They may also be on foundational discipleship training. Conference will be held on Friday evening or Saturday morning/early afternoon.

Resources:

Leader manuals and DVD’s that are needed for the instruction of the course are purchased by the church. New Life participants are asked to pay 100% of the cost of their materials. However, the church can help pay for materials if the cost is a barrier to participation. Speakers who are especially equipped/trained for certain topics may be consulted or even brought in to help facilitate classes as needed. At times, New Life may take on the shape of a conference rather than an extended study.

For the specialized conferences, resources would include finances to bring in a speaker, promotion, and execution of an event for 100+ adults. Childcare for these events can be provided for families with young children. GBC facilities would be utilized on occasion as well as renting larger venues as needed, depending on the subject/topic.

FY24 Outcome:

Offer at least 6 New Life classes throughout the year.

Precept upon Precept

Ministry Purpose:

The purpose of this ministry is for each student to be able to facilitate a deep understanding of, love for, and faith in the Word of God (Romans 10:17). For each student to live a transformed life, which is the result of a renewed mind (Romans 12:2a). And for each student to be able to reach out to the unsaved with the life-changing message of eternal life in Jesus Christ.

Ministry Activities:

Meet once a week to have a discussion and a DVD lecture from Precept Ministries of the material studied the previous week. This includes approximately an hour of outside study 5 days of that week. We also meet for a monthly luncheon to fellowship and build relationships among students. We also keep a weekly prayer sheet to be able to lift one another up in prayer.

Resources:

The Precept Ministry utilizes a large classroom and requires budget money to purchase the leader DVDs and the student books for the study. The students are asked to partially reimburse the church for the cost of their books. The ministry also utilizes the copier to copy materials for student use. We also use the Coffee Corner supplies during our meeting.

FY24 Outcome:

For each person to see who Jesus is throughout the entire Bible and to be able to talk to another person each month about who Jesus is.

Senior Adults – Joyful Bunch

Ministry Purpose:

To fulfill the Great Commission by offering opportunities for worship, prayer, Bible study, and fellowship. Striving to have a strong and active program that encourages all Grace seniors and guests to have a closer walk with our Lord. To encourage Bible study, participation in discussion, prayer and fellowship with other brothers and sisters in Christ. To become more active in personal Bible reading and prayer, attending weekly church services, building relationships and fellowship with other seniors. To encourage all participants, both in person and virtual, to be led by the Holy Spirit and to be missionaries/servants, both inside and outside our group and our church family by sharing the grace and love of our Lord, Jesus Christ.

Ministry Activities:

The Senior Adult ministry is very active and, through God's blessing, continues to grow. The seniors have the opportunity to attend a variety of Sunday morning small groups in which they are (can be) active. They have a weekly Bible study ministry, called the Joyful Bunch, to grow in their relationship with Christ and with others. This weekly ministry includes Bible study, prayer, and fellowship time. This ministry also has a lunch/fellowship almost every month and often invites all attending GBC seniors, prospects, and guests, who are not connected, to participate so that we might promote interaction and fellowship within the group, with our staff and other church ministries when possible. We have Body Life Town Hall meetings to encourage Senior adults to be aware and involved in the operating Life of the "Church". The seniors have a very faithful caring ministry which includes phone calls, sending cards, personal home/hospital visits, sending Soldier care packages, collecting school supplies in August, supporting HHOG and other mission projects as we are aware and able. Seniors also try to do off-campus activities/trips that promote unity and fellowship, both inside and outside our church family.

Resources:

The seniors utilize a large classroom for Bible study as well as for some of the other activities. All Grace buildings are completely Handicap accessible and compliant. This ministry uses budgeted funds to help offset our greeting/caring and outreach ministry supplies, a condolence/sympathy ministry, as well as the cost of the monthly lunches. These monthly lunches include a special St Patrick's day event, a Christmas celebration/luncheon and other Senior adult events as available. The budget subsidizes some of the trips and social activities which are off campus. For some of these occasions/events we will request use of church vans and qualified driver(s). For a few events, we will rent a bus and the cost may be offset by budgeted funds.

FY24 Outcome:

We anticipate and hope to keep this active ministry group involved in outreach and growth by reaching an average weekly attendance of 55. We hope to develop ministry opportunities and/or

mission projects to actively interact with other ministry groups to find ways for the Senior Ministry to add value and depth to their activities and our lives and ministry.

Small Groups

Ministry Purpose:

God transforms us as we grow in our relationship and understanding of Him. He does this through prayer and worship, but He also uses others to minister to us and encourage us as we participate in community with them. Small Groups *transform* adults as they study God's word and share life together, *equip* them for ministry and service, and *send* them to share and serve. A Small Group is a place for:

- Sharing Life and Building Relationships in a Safe Environment
- Growing our Faith
- Learning what the Bible says about Living Today
- Serving, Caring, and Reaching Out

Ministry Activities:

Small Groups at Grace Baptist Church meet in church facilities on the weekends and during the week in conjunction with other ministries as well as in homes throughout the week. Small groups are strongly encouraged to be involved in the life of the church by serving as a group or individually in other ministries at Grace. Small groups play a vital role in helping with outreach events like VBS and Helping Hands of Grace. As a group grows in numbers, they multiply to form a other small groups.

Resources:

The resources required for the ministry are for Bible study curriculum, study books and leader materials to support effective discipleship. Only a portion of the student materials are supplemented by the budget. Students are asked to pay a portion of their materials above this amount. For those groups that meet at the church, rooms are required for meeting places. Small group ministry also does regular training with leaders that requires the purchase of online and printed training resources. The ministry uses supplies such as markers, erasers, cleaning supplies, registration forms and other classroom related items. The budget is also used to provide appreciation and equipping events and resources to show gratitude for the leaders.

FY24 Outcome:

Appoint/Enlist/Develop an Assistant or Co-Leader for each small group by December Leaders Meeting.

American Heritage Girls (AHG)

Ministry Purpose:

To provide a Christ based community that encourages girls to grow in the grace and knowledge of Christ. Girl Members are encouraged to know Him better, serve Him with great love, and seek His will. A girl's time in AHG is best used to seek the Lord and learn who they are created to be in a fun, safe environment. The desired outcome of AHG is a girl who submits to Christ and seeks God's will for her life.

Ministry Activities:

AHG meets twice a month for Troop meetings. We meet at least once a month to focus on serving in the community. We plan multiple events throughout the year to focus on growth in life skills. Girls can acquire life skills through many aspects of the AHG Program, especially badge work. Badge work covers the six Frontiers: Heritage, Family Living, Arts, Outdoor Skills, Personal Well-Being, and Science & Technology. AHG Badges are age-appropriate and multi-level, allowing girls of all ages to work together at an appropriate pace. The outcome of badge work is a competent girl who enjoys mastering new skills and applying them to her life.

Resources:

Use of facilities as needs such as Fellowship Hall, classrooms in building B and kitchen. The budget for this ministry will provide finances to run the troop: pay for chartering the troop and national support fees, supplies as needed for badge work, awards, troop supplies such as flags and troop gear, special events and campouts (special events and campouts could be a cost-share between the church and families)

FY24 Outcome:

Develop and implement specific plans to enhance discipleship for troop members and their parents.

AWANA

Ministry Purpose:

That all children and youth will come to know, love, and serve the Lord. AWANA (Approved Workmen Are Not Ashamed) is an outreach ministry - people who may not attend our church (or any church in the community) join and attend our AWANA program. Each week, more than 50,000 churches and 330,000 leaders partner with AWANA to reach more than 5 million children around the world.

Ministry Activities:

AWANA uses three primary elements in their approach to discipleship:

- Handbook time for scripture memorization
- Game time provides peer interaction in a safe environment

- Large group time includes a Bible story message

Each week as children complete book requirements they earn patches, or pins. All the requirements involve scripture memorization or tasks related to this. There are requirements tied to missions and serving and reading through portions of the Bible each year that older clubbers (middle & high school ages) must complete to earn awards at the end of the year. If a child completes 10 books between 3rd grade and 12th grade, they can be eligible to earn scholarships for college.

Resources:

We use many rooms at the church to house those that come to AWANA during the school year. Roles fulfilled in AWANA are Director, Secretary (1 for each grade), Game Leader, Game helpers, and Listeners (4 leaders per room/grade). The AWANA Director coordinates and purchases all supplies needed for club as well as all earned weekly awards throughout the year. We provide starter books, bible/book bags, weekly awards, and year end completion awards, but parents purchase the book & uniform for each child.

FY24 Ministry Outcome

To equip a new leader and team for 9-12th grade.

Boys Night Out

This ministry is waiting on new leadership in order to launch again.

Ministry Purpose:

Geared toward boys (Grades 1st – 5th), Boys Night Out (BNO) is intended to provide a groundwork of faith in their transformation of becoming disciples of Jesus. Boys Night Out affords boys an opportunity to come together and be discipled by Christian men from our church. The boys have fun while growing relationships with friends, mentors, and God.

Ministry Activities:

On Wednesday evenings, age-appropriate activities such as recreation, hands-on-projects, crafts, games, and Bible stories, are conducted to teach boys sportsmanship and mentorship through Godly male leadership.

Resources:

During the school year, rooms in building B are utilized and with appropriate weather the boys use the church fields and back parking lot for their play. Yearly Bible Study material and games and snacks are purchased as a part of this budget.

FY24 Ministry Outcome:

To start up the program as leaders become available in the fall of 2023.

Children's Choir

Ministry Purpose:

The Children's Choir (K-5th grade) will equip the children involved through musically excellent and spiritually engaging rehearsals. These rehearsals will prepare them to be sent to share the Gospel in GBC's worship services through music as they sing and help lead worship on multiple Sundays and have special musical experiences as well.

Ministry Activities:

Children's Choir will meet once a week during the school year teaching children about worship and music using a variety of resources. They will also participate in worship services with the adult choir. A typical school year will have two musical experiences whereby the kids also dip into other creative arts such as dramatic/comedic dialogue and working with costumes and props while singing and moving with the music. It is a place where kids can grow and develop and grow as they praise God through their gifts and talents.

Resources:

We will use our budget to purchase printed music, listening CDs, t-shirts, and other materials to construct any costumes and sets needed for performance. We will also purchase other general materials related to the musical that is currently being practiced and performed.

FY24 Ministry Outcome:

To increase by one Leader to help lead the younger elementary kids (who are non-readers)

Girls in Action (GA's)

This ministry is waiting on new leadership in order to launch again.

Ministry Purpose:

GA Pledge: "As a GA, I will do my best to live a mission's lifestyle that honors God by learning about missions, praying for missions, giving to missions, doing missions, and participating in the work of the church."

As a part of the Women's Missionary Union, GA's was established over 100 years ago and many years before that, it began with Matthew 28:19-20. We've a story to tell the world and His name is Jesus. It continues today with going, telling, and sending, being its primary tenants in reaching girls for Christ.

Ministry Activities:

On Wednesday evenings, girls in 1st – 5th Grades are taught about the mission of being called and sent out. The primary emphasis of GA's is praying for others who are missionaries. Throughout the year, the lessons focus on mission projects in our county, and learning about and praying for missionaries that serve in the United States and overseas.

Resources:

Through mission projects, weekly lessons, and crafts, the girls begin to understand what it means to share Christ with others. Using relevant weekly curriculum, girls learn the biblical basis for missions and develop leadership skills. They earn patches by completing requirements and receive a vest as well. GA's meet during the school year. Classes are split into younger and older elementary girls (depending on attendance) and meet in building B.

FY24 Ministry Outcome:

To start up the program as leaders become available in the fall of 2023.

Preschool

Ministry Purpose:

Preschool ministry (Bed Babies – Kindergarten) involves the care, love, nurture, and teaching of little ones while their parents are in worship or attending an on-campus small group. They are introduced to God's love by volunteers who teach and lead them. Even in preschool department, children are already being introduced to what it means to know Christ as Savior and Lord.

Ministry Activities:

This ministry happens through the hands and feet of the weekly teachers and leaders in each class. Preschoolers thrive on routine and knowing the faces of those they work with. Parents need to be reassured that their preschoolers are safe and well cared for while away from them so they can freely develop and grow in their faith. Preschoolers and their families are initially greeted and welcomed in the hallway before they go to class. This begins their experience of knowing and growing in God's love. The class time consists of an unstructured playtime, Bible lessons, and some craft activities to develop initial concepts of faith.

Resources:

Our teachers use curriculum that is provided and teaches these little ones to love God and His Word. Preschool care and classroom space is required during our four Worship Services and during any special events. Each classroom has a cabinet with supplies for use throughout the year.

Volunteer positions in preschool ministry are:

- Teacher
- Assistant
- Hallway Coordinator

Another part of the preschool ministry is maintaining the rooms, equipment and safety standards for Saturday and Sunday services, and other ministries (MOPS, other GBC affiliated ministries, and community groups). These rooms are used 3 - 4 times a week throughout the school year.

FY24 Ministry Outcome:

To increase one additional class for 9:40 service.

Sunday School

Ministry Purpose:

Sunday School (Elementary age students) is the place where children make friends while learning and growing in their relationship with Christ. As the Bible stories are taught, the gospel is presented several times throughout the year. Sunday School is also the place for children to get faith questions answered and really figure out what it means to have a relationship with Christ. Dedicated volunteer Sunday School Teachers equip students to learn what it means to know and follow Christ through provided curriculum. When children are committed and want to come to Sunday School, then their families are involved in this endeavor as well.

Ministry Activities:

On Sundays, elementary students are taught how to use the Bible and to read from their Bible. They learn through age-appropriate activities for each age group. There are classes during the 9:40 hour and the 11:05 hour, allowing families to attend church together at the time of their choice.

On Saturdays, elementary students can attend class while their parents are in small groups. Using the same material as Sunday morning teaching, or video teaching material as class size deems it necessary. This class is structured differently in that it has multi-ages /multi-grades (grades 1-5) and small and large group teaching components are part of this multi-faceted learning opportunity.

Resources:

Teachers make a weekly commitment for at least one year to provide stability and continuity for our elementary students. This enhances teaching God's Word as students feel and sense that they are cared for. This also opens opportunities to form support relationships with parents as special circumstances arise in a child's life. Our teachers use curriculum from Lifeway Christian resources.

Children's Sunday School ministry coordination includes giving support to teachers as needed, working out classroom issues as they arise, and classroom supply coordination.

We use classrooms in Building B for our classroom needs.

FY24 Ministry Outcome:

To connect and equip teachers monthly (article, blog, website resource, training opportunity)

Trail Life (TL)

Ministry Purpose:

Trail Life USA is designed to be a Christian Outdoor Adventure, Character, and Leadership Program for young men in grades K-12. Trail Life is a journey that is established on values derived from the Bible and centers on outdoor experiences that build a young man's skills and act as a vehicle to teaching the Gospel. Trail Life will also allow young men to grow on a personal level, as a role model and a leader for his peers.

Ministry Activities:

Trail Life activities will be focused on several different areas depending on the age of the Trailman.

- K-5th Grade (Woodlands Trail) Is a participation-based program that focuses on exposing young men to an overview of the “Knowledge” needed for a Christian man of good character. Additionally, the Trailmen will be given the opportunity for Spiritual Growth through the “Worthy Life Program”
- 6-12th Grade (Navigator and Adventurer) is an achievement-based program that focuses on the understanding and mastery of the skills needed for a Christian man of good character. Additionally, the Trailmen will be given opportunities for Spiritual Growth and learn/practice Godly discipleship through the “Worthy Life” Program for Navigators and Adventurers
- All age groups will have the opportunity to participate in outdoor, age-appropriate adventure activities
- All age groups will have the opportunity to organize, lead and participate in age-appropriate service activities

Resources:

Trail Life USA will need a variety of resources for ministry:

- During the public-school year, the troop will meet on Tuesdays. Normally, these meetings will be held on campus at GBC. The primary meeting place will be outside by the volleyball court. Depending on weather conditions, meetings could be moved inside building B.
- Troop Leadership will need to meet 1-2x per month
- The troop requests financial support which will be based on the number of Trailmen enrolled in the program. Church funds will be used for chartering/national fees, troop supplies, badges, books, troop gear and on a “cost share” basis for troop activities.

FY24 Outcome:

Develop and implement specific plans to enhance discipleship for Trailmen and their parents.

Vacation Bible School (VBS)

Ministry Purpose:

Vacation Bible School (Age 5 - completed 5th grade) is a concentrated, themed 5-day event where the faith story is presented throughout the morning as children, youth, and adult volunteers play, make crafts, learn about missions, and are taught God’s Word. All resources are Bible-based and biblically accurate. The learning and activity features are appropriate for each age group of children. VBS is geared towards fun yet grounded in God’s truth. This event is outreach driven as it plays a key role in new families as they move into the area in making connections for the first time at Grace. It also plays a significant role in children coming to Christ.

Ministry Activities:

Using a rotation model where groups of children rotate to different ministry areas such as worship, play, crafts, and hearing the gospel presented throughout the morning. They are grouped in small groups so connections and friendships can begin. There are over 20 lead positions that require some amount of work 3 - 5 months prior to the start of VBS. Walking in the power of the Holy

Spirit, children will come to know Christ that week because of all the preparation and prayer that has gone into this event.

Resources:

There are over 20 lead positions that require some amount of work 3 - 5 months prior to the start of VBS.

Lead Team --

- VBS Director
- Preschool Director
- Preschool Craft Lead
- Elementary Craft Lead
- Elementary Recreation Lead
- Music Rotation Lead
- Dance Team Lead
- Preschool Music Lead
- Preschool Bible Story Lead
- Preschool Missions Lead
- Missions Lead x4
- Elementary Bible Story Lead x 4
- Registration Lead (Children)
- Assistant Director
- Decorations Lead
- Snack Lead

Others --- 100+ Adults and Students

- Rotation Assistants
- Hallway Helper
- Decorations Helpers
- Age Group Shepherd Coordinators
- Administrative Weekday Helpers
- Prayer Team Members
- Shepherds
- Offering Counters
- Sound Tech
- Safety/Security Team
- Nurse
- Photographer

FY24 Ministry Outcome

Plan and implement a GBC VBS orientation event on Saturday, July 20, 2024 for families of registered children that do not attend other GBC Children Ministry programs. Email invitations to all parents / guardians of children registered by July 5, 2024.

DISCIPLESHIP – STUDENTS

Ministry Purpose:

The driving verse for the Student Ministry at Grace is Ephesians 4:15, “Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ.” The purpose of Grace Students (GS) is to disciple students through mentoring relationships, biblical community, and Bible teaching, with a strong emphasis on partnering with parents. Student ministry is supplemental to the parents’ God-given role as the primary disciplers of their children. We provide resources and encouragement for parents as well as students, to support and equip them as they disciple their families.

College & Young Adults

Ministry Purpose:

To disciple young adults through Bible study, spiritual growth, building a biblical worldview on the foundation of the Word of God, and encouraging them to fulfill the Great Commission in their family, community, and workplace.

Ministry Activities:

The purpose within Grace Young Adults is prayerfully fulfilled through three primary activities: small groups, fellowship, conferences, and outreach. In small groups, young adults will engage in formative Bible study and discussion to discover their identity in Christ, the foundation of the Word of God, and how living and walking by the Spirit helps them to live the abundant life that Christ offers. In fellowship events, young adults will prayerfully experience the body of Christ and its love for one another and their neighbors. Encouragement and accountability takes place here as well. Finally, young adults are encouraged to attend conferences or retreats for further spiritual growth and fellowship.

Resources:

The Young Adult Ministry is under the direction of the Student Pastor to facilitate the weekly small groups as well as coordinating and implementing fellowship and outreach events.

Our small groups meet in Buildings C. Budgeted money is used to help with events and to assist with outreach, equipping, and food for community events.

FY24 Outcome:

To strengthen young adults in the Lord to walk through the many challenges of life by placing God first and fellowshiping with other believers (using a survey).

Discipleship

Ministry Purpose:

As an aspect of Grace Baptist Church and Grace Students (GS), we strive to encourage students to become disciples of Jesus through various events. GS will create events that give students experiences that will help them engage in God’s transforming work. This begins with their personal faith and walk as they accept Christ as Lord and Savior. Transformation is also evident by a

student's connection to a body of believers. Along with God's transforming work, we strive to equip them through special events to learn and become active servants and leaders. Along with transforming and equipping students, God is tasking Grace Students to develop events that give students experiences with being sent as well as empowering them to answer the call of God to go into the world and to participate in His redeeming work. GS Events will also focus on parent equipping, serving as a supplement and encouragement to parental discipleship by scheduling workshops for equipping and events for community and accountability.

Ministry Activities:

GS Events envisions, plans, organizes, and executes special events throughout the year to impact students according to the Great Commission. The special events that GS execute include:

- a student overnighter, an ultimate frisbee tournament, and a family retreat all taking place in the fall,
- JOURNEY in the spring,
- a church wide graduate picnic celebration at the end of the school year,
- an ultimate frisbee, VBS, hiking, World changers, and an international mission trip all happening in the summer.

Resources:

GS Events utilizes many resources to execute the various plans of each event. The needed resources to execute the various events include camp facilities (lodging and food), transportation (vehicles and fuel), activity supplies (equipment and materials), communication pieces (graphics and t-shirts), curriculum, guest speakers, guest worship leaders, food supplies, and facilities rentals.

FY24 Outcome:

Provide specific opportunities for students to serve our community.

Missions

Ministry Purpose:

As an aspect of Grace Baptist Church and Grace Students, GS Missions strives to encourage students to become disciples through missional living. GS will organize and equip students to be on mission by providing students experiences that will help them engage in God's redemptive work and transformation. This begins with their personal faith and their walk as they accept Christ as Lord and Savior. Transformation continues as the Spirit enables them to live according to His power and to participate in God's redeeming work around them.

Ministry Activities:

GS strives to equip students through preparing for and engaging in mission opportunities locally, nationally, and globally. These mission opportunities help them learn to become active servants and leaders. GS also develops mission opportunities that give students experience in being sent as well as empowering them to answer the call of God to go into the world and participate in His redeeming work. GS Missions provides vision, plans, organizes, and executes special events throughout the year to impact students according to the Great Commission. GS focuses on special mission opportunities locally by resourcing opportunities within our congregation (Senior Adults, Single Moms, and Families of Deployed Service Persons) and our local neighborhoods. GS focuses

on special mission opportunities nationally through a partnership with World Changers. GS focuses on special mission opportunities globally through the International Mission board, whose goal is to provide opportunities for students to serve God's kingdom in other countries and consider full time ministry as a missionary. The IMB provides week, summer, and semester long trips to help students evaluate their calling. It is our desire that all students go on a local and international mission trip before graduating out of our program.

Resources:

GS Missions utilizes many resources to execute the various plans of each event. The needed resources to execute the various events include camp facilities (lodging and food), transportation (air travel, vehicles, and fuel), activity supplies (training, equipment, and materials), curriculum, food supplies, and hotels.

FY24 Outcome:

Provide bimonthly opportunities for students to share the gospel in our community.

Small Groups

Ministry Purpose:

Grace Students Small Group Ministry fosters Adult Small Group Leader relationships that encourage and equip while connecting them to a student small group. Our equipping strives to disciple adults and encourages them to grow in their relationship with God as they mentor students. This adult leader focused small group ministry joins in God's continuing effort to Transform, (recruit) Equip, (train) and Send (connect) adults into the community as members of the body of Christ. Our desire is that adult leaders will partner with parents to disciple the youth at Grace Baptist Church.

Ministry Activities:

The ministry is accomplished through prayer; recruiting/assignment; training; fellowship; and service. An Adult Small Group Leader is placed into a group of students. The adult will be a resource for growth, an encourager, a mentor, and a connection for each of the students in their group. The small group is a part of an interactive, discussion-oriented teaching model where adults and students work together to learn and grow by studying God's word. Adults connect with students individually and communally to grow relationally and spiritually. Students build relationships with each other through structured fellowship activities and outside of structured church events. We pray for the adults who lead our students as well as recruit (transform) adults into the GS ministry. We conduct training (equip) sessions for the adults as well as connect (send) their small groups to community / church outreach / service projects.

Resources:

The expenses for Small Groups are used to train adults, to empower our community to connect in a mentor relationship, to connect a community of believers who share the desire to grow, and to allow students and adults to experience the grace and work of God. This will include such activities as GS Small Group Ministry initiatives, Training and Fellowship Activities to include curriculum and Small Group Leader training materials. The resources we need to accomplish this goal include classrooms,

church vans, and monies for training and materials. Our team currently consists of over 10 leaders who lead, teach, and disciple our students ranging from 6th-12th grade.

FY24 Outcome:

Each small group leader provides 1 event outside of Sunday small group a semester and speaks with the parents of their students concerning their children 1 time a semester.

Student Worship

Ministry Purpose:

As an aspect of Grace Baptist Church and Grace Students, GS Worship strives to encourage students to become disciples through worship. Student Worship will organize and equip students to lead and facilitate worship on Wednesday evenings during Lighthouse by providing students with opportunities to train and use their musical gifts and experiences with the student body of Grace. We will work to engage in God's redemptive work and transformation as we seek to lead students in worship. We will focus on their spiritual development as believers and worship leaders as the Spirit enables them to live according to His power and to participate in God's redeeming work around them.

Ministry Activities:

GS Student Worship strives to equip students through preparing for, leading, and engaging in weekly worship opportunities. These opportunities help them learn to become active servants and leaders among their peers. Student Worship will also work to develop outside worship opportunities to give students experience in being sent as well as empowering them to answer the call of God to go into the world and participate in His redeeming work according to the Great Commission.

Resources:

GS Student Worship utilizes many resources to execute the various plans of each event. The needed resources to execute the various events include music subscriptions, staging, instruments and equipment, skills training, and the Worship Center.

FY24 Outcomes:

Continue discipling the worship team members on how to be worshipful to God in all of life.

OUTREACH MINISTRY AREA

ACTS

Ministry Purpose:

The ACTS food collection ministry focuses on collecting non-perishable food items for the ACTS Food Pantry. The purpose of the ministry is to help meet some of the physical needs of our lower income community members.

Ministry Activities:

Grace Baptist Church attendees donate items for the ACTS food pantry each week. On a regular basis the items are collected and taken to the food pantry where our donation is weighed and accepted by ACTS. The weight collected each month is reported to the Outreach Pastor.

Resources:

A large shelf is located in room A107 of Building A to receive donated items. The ministry leaders have graciously donated the use of their vehicle and the cost of fuel for transporting the collected items.

FY24 Outcome:

ACTS would like to see an average of 300 pounds per month to be given by the church in FY24. For accountability, the total weight given each month will be reported to the church.

Discover Grace

Ministry Purpose:

Discover Grace exists to bridge the gap between Grace Baptist Church and its guests.

We offer Discover Grace throughout the year for all who are interested in learning if God is calling them to make Grace their church home and/or want to take their next step in connecting at Grace Baptist Church. During Discover Grace we explain our church's beliefs and purpose, while Ministry Staff members share about themselves and their ministries at Grace. Staff and other leaders that have been trained will meet with participants to hear their story and assess their relationship with Jesus as best as possible. If the opportunity presents itself the staff member will pray with anyone who wants to accept Jesus. Participants have the opportunity to join a small group, become a Covenant Member, and indicate what areas they have interest in serving at Grace.

The Discover Grace Ministry is the front-line of connecting people to our Grace church family. It is the first step in the process of transformation, equipping and sending.

Ministry Activities:

1. Offer Discover Grace several times throughout the year to guests and those looking to get involved in ministry at Grace.
2. Provide attendees with a packet of information about Grace and its ministries.
3. Connect attendees with appropriate ministry leader to answer questions and to help facilitate service.

Resources:

Each Discover Grace class requires food and beverages for attendees and staff, decorations and tablecloths, two-pocket folders, nametags, covenant cards and pens. Bibles are available to give to anyone who accepts Jesus.

FY24 Outcome:

Our goal is that 75% of those that attend a Discover Grace in FY24 will become Covenant Members.

Helping Hands of Grace

Ministry Purpose:

The purpose of the Helping Hands of Grace (HHOG) ministry is to meet physical and spiritual needs of the homeless population of Prince William County (PWC), specifically the homeless located near the Bill Mehr Emergency Shelter, residents of the Ferlazzo Shelter and the Hilda Barg Homeless Prevention Center. Through our association with the Cooperative Council of Ministries (CCOM), HHOG partners with other local churches and government services in our area in an organized effort to assist the local homeless population. HHOG also provides an opportunity for the church body at Grace Baptist to recognize the needs of less fortunate individuals and an avenue to address those needs in a practical way.

Ministry Activities:

- HHOG provides a “Friday Night Dinner” for about 50 homeless individuals who are staying at the Ferlazzo Shelter. The HHOG Coordinator manages the sign-up calendar and coordinates with small group volunteers to prepare and deliver meals, and complete other necessary duties. We ask that groups serve HHOG together to help provide for the large number of individuals and to foster deeper relationships among the groups that serve together. When a Friday night meal is not covered, it is opened up for individual sign-ups and the HHOG Coordinator may need to supplement with budgeted funds to ensure that a complete meal is provided.
- HHOG volunteers provide breakfast, lunch and dinner to residents at the Hilda Barg Homeless Prevention Center at least four times a year.
- HHOG provides clothing, personal care items, and cold weather gear to residential and emergency shelter guests several times a year. The items are collected during clothing drives held twice a year in the fall and winter months.
- HHOG provides spiritual “nourishment” to those experiencing homelessness in Prince William County. Through our association with the Cooperative Council of Ministries, HHOG provides devotional materials (such as “Open Windows”), Bibles and other study

materials to shelter residents. HHOG coordinates with Shelter Managers to identify opportunities to lead and/or participate in bible study groups with the shelter residents to promote relationships, share God's word, and pray with the residents if they desire.

Resources:

The budget for HHOG is used to meet some of the physical as well as spiritual needs of homeless persons. Bibles and devotional materials are purchased and given out. Although volunteers purchase, prepare and deliver most of the food the HHOG budget provides funds to supplement on the rare occasions that meals are not provided by volunteers.

FY24 Outcome:

HHOG will work with CCOM to explore ways to increase opportunities to provide spiritual "nourishment" for the homeless population. HHOG will continue to provide devotional materials (requested by Shelter manager in FY23 and provided by Grace) and will provide 25 Bibles to shelter residents as requested during outreach opportunities, during bible study, and other personal interactions.

Hispanic Ministry

Ministry Purpose:

To provide a worship experience for Spanish speakers in their native language that draws them into a growing relationship with Jesus Christ as Lord and Savior.

Ministry Activities:

Grace Baptist Hispanic Ministries (GBHM) meets each Sunday for discipleship classes, small groups, and for Worship Service. We provide equipping for our attendees through discipleship classes, Bible studies, and retreats. We offer training for our leaders through the NorthStar Church Network and other similar leadership development opportunities. Periodically GBHM engages in special outreach initiatives to our local Hispanic community.

Resources:

GBHM purchases music and musical equipment to facilitate worship and provides food for monthly fellowship gatherings. GBHM purchases Bibles for new believers and for outreach purposes, and materials for Bible studies and discipleship classes. Various communications and media supplies are purchased as need arises. The Hispanic Pastor purchases materials to aid in preparing sermons and providing pastoral care to his congregation.

FY24 Outcome:

GBHM would like to see the Sunday worship group grow to an average of 50 or more regular attenders in the coming year. Several outreach opportunities that are already planned will help us to achieve this goal.

Lifeline Family Ministry

Ministry Purpose:

Lifeline Family Ministry (LFM) desires to build up and strengthen foster, adoptive and kinship families by providing for physical needs, offering emotional support, and providing spiritual love and guidance. LFM seeks to fulfill the call given in Galatians 6:2, “Bear one another’s burdens, and thereby fulfill the law of Christ.”

Ministry Activities:

- Collaborate with and support Foster the Family, DC through supply drives, respite care nights, freezer meals and community events.
- We will form Care Communities (CC) of 6-8 singles or couples who will form teams to provide support to foster or adoptive families for a minimum of one year.
- Provide continual support, prayer, and encouragement for adoptive, foster, and kinship families.
- Provide intermittent supplies and support for foster, adoptive and kinship families as needs arise.

Resources:

Resources needed for this ministry will support care for identified foster, adoptive and kinship families to include meals, clothing, school supplies, groceries, baby and hygiene items, respite care and events to strengthen the foster, adoptive and kinship community.

FY24 Outcomes:

Increase churchwide engagement with Orphan Care through several events, care-communities, and supply drives.

Missions Team

Ministry Purpose:

The purpose of Grace Missions is to enable the members of the Grace community to be obedient to the Great Commission, sharing the love of Christ as they go, serve and disciple. We endeavor to strengthen and encourage believers to go across the street and around the globe sharing the gospel and making disciples. We equip believers to share their faith with others, thus multiplying the gospel exponentially. Our desire is to share the gospel and establish the church among unreached peoples in local, national, and global areas. All members of the Grace family are invited to support Grace Missions through praying, giving, sending, or going.

Ministry Activities:

Grace looks for opportunities to see where God is at work around us and then responds by developing outreach opportunities to impact and transform these places. Our responses can include sending teaching and service teams to a foreign country or a city in our own country, as well as engaging in local outreach efforts such as sport camps, Community Vacation Bible Schools, “yard

sales” and providing food, clothing, and meeting other physical needs. All this is done with the goal of offering opportunities to share the gospel.

Grace equips believers to proclaim their faith and make disciples through ongoing training and special missions conferences, classes, and hands-on learning in the field.

We support long-term missionaries from the Grace family in the global mission field financially and by sending short-term teams to serve alongside them. In addition, Grace Missions partners with and supports national and international mission agencies, such as the Baptist General Assembly of Virginia and the International Mission Board, to assist them in taking the gospel to unreached peoples.

Resources:

Provide funding and supplies for special mission projects, including facility rental fees, outreach materials, communications materials, food, clothing, and training scholarships.

Provide funding to cover a portion of the cost for participants in short-term mission trips. In addition, we provide funding for projects, supplies or special needs in the area served.

Provide direct monetary support to many local, state, and international mission agencies to further their efforts to share the gospel locally, nationally, and internationally.

FY24 Outcome:

The Missions Team at Grace hopes to see the number of people going on mission increase. We want 30% of those participating in Grace Mission Trips to be on their first trip with Grace. In addition, the Missions Team plans to help increase those equipped to live on mission by offering a Missions Training class at least twice in FY24.

Mothers Of Pre-Schoolers (MOPS)

Ministry Purpose:

MOPS desires to encourage, equip, and develop every mother to realize her potential as a woman, mother, and leader in the name of Jesus. At our bi-monthly meetings we provide an opportunity to meet other moms and take the journey of motherhood together. We reach out to each individual mother, no matter where she has been, what she has done or how she is choosing to live her life today. We embrace believers and non-believers alike, and all ethnic and socioeconomic groups, providing a warm and welcoming Christian environment. We come together to fellowship with each other, to share experiences, to learn from one another and support each other. MOPS welcomes both mothers of preschoolers and mothers of elementary-aged children to our monthly meetings. Preschool moms and elementary moms each join a table of other mothers in the same stage of motherhood, but all tables share a meal, the message, prayers, and activities together.

MOPS will continue its focus of being a bridge between the community and the church. In order to build bridges, MOPS will engage in various outreach opportunities throughout the year. Examples

include Helping Hands of Grace homeless meal ministry, making blessing bags for people in need and delivering them when the situation arises, and raising awareness about Care Net PRC's fundraising opportunities. Each year the steering team will assess opportunities and choose outreach events for that year.

In obedience to God's commands, MOPS will disciple mothers through acts of Christian humility and through devotion to prayer. We will provide families with meals during times of sickness or loss, recovery from surgery, or family transition after pregnancy. We welcome military moms to our group and give support before, during and after a deployment. Our desire is to transform our moms through being bold in our devotional teaching; and sending a message home with each mom that will encourage them to seek a relationship or build their relationship with Jesus Christ.

Ministry Activities:

MOPS will meet as one group twice each month, September through May. The MOPS Steering Team will retreat during the summer to pray, plan, and prepare the outline for the entire year of MOPS meetings. Our regular meetings will include a devotional, a call for prayer requests and a presentation of a topic based on our yearly MOPS theme. This will be delivered by a speaker who has strong Christian character and insight or through large group presentation and discussion. Finally, we will have additional discussion time for fellowship that may involve a creative activity or craft.

Through the aid of our mentor moms and discussion group leaders we will listen for openings to share the gospel and help mothers sort through questions they have regarding the gospel.

MOPS will offer childcare for each meeting, utilizing MOPPETTS volunteers and rotational assignments from the MOPS moms as needed. MOPS moms will be required to serve in MOPPETTS on an as needed basis during each semester of MOPS. This will offer the additional support and childcare volunteers needed to operate our MOPPETTS program. MOPPETTS will utilize paid childcare workers to ensure adequate, consistent coverage for all the MOPPETTS rooms when volunteers are absent due to illness or other reasons.

Our MOPS group will present the gospel during our meetings multiple times throughout the MOPS year. The four major presentations of the gospel are the Christmas devotional, Easter devotional, Tea and Testimony, and one additional meeting.

We will hold an annual "Mops and Pops" dinner, designed to give couples a fun night out together. Childcare is provided during the dinner. We will also hold a casual "Mops and Pops" family event in the fall, no childcare is needed.

Resources:

MOPS collects GBC dues. Fees owed to MOPS Int'l are paid online. MOPS budgets monies for scholarships to support moms who need help paying the dues and fees. MOPS will utilize resources for each meeting to provide a craft activity, hospitality (food, decorations, and supplies) and an honorarium for guest speakers. We will also spend monies related to steering committee meetings and Discussion Group Leader support to include childcare. MOPS will pay for food, decorations, and activities related to the "Mops and Pops" dinner. A per person fee is collected to help support this event. MOPS will provide partial support for moms who wish to attend the MOPS Int'l Conference in October of each year.

FY24 Outcome:

For our Mothers of Preschoolers group to consist of 30% MOPS mothers that are new to our group in FY24.

Next Steps - New Believer Discipleship

Ministry Purpose:

It's the desire of Grace Baptist Church to lead every believer to become a fully developed follower of Jesus Christ. Next Steps is a one-on-one discipleship process that begins the journey of knowing Christ and making Him known.

Ministry Activities:

The ministry lead follows up with new believers and makes the connection between one of the pool of trained disciplers and the new believer. The two individuals commit to meeting regularly as the discipler builds a relationship where sharing your faith, Bible study, prayer, and accountability are modeled. The ministry also seeks to train and encourage those who have been disciplined to become disciplers (2 Timothy 2:2).

Resources:

The resources required are a place to meet and materials. The one-on-one partnerships sometimes use a classroom to meet for their discipleship time. The budget is for the purpose of paying 100% of the cost of the materials.

FY24 Outcome:

To see 80% of participants move from Next Steps discipleship into engagement in a Grace Small Group.

Welcome Team

Ministry Purpose:

To create a guest environment that radiates Christ's passion for people by welcoming guests, regular attendees, and members to GBC in a way that communicates their value and significance.

Ministry Activities:

Grace Out Front will recruit Grace Members who are passionate about creating a welcoming environment at Church. We will train team members as needed to assist first-time guests. Team members will greet the church as we gather each weekend for worship services. The Welcome team will also assist in greeting at various outreach and special worship services as scheduled.

Resources:

Gift bags for guests' information about GBC and a small gift. Welcome Team members will wear name tags for identification and security purposes. Customized pens for the purpose of note taking

during the message AND as a tool to be left in the community as a reminder of Grace's presence. Food and drink will be provided at training meetings.

FY24 Outcome:

We would like to see 25% of the Welcome Team be Youth (grade 6-12).

WORSHIP MINISTRY AREA

Baptism

Ministry Purpose:

The Baptism Team will assist the pastor and candidates for baptism.

Ministry Activity:

All candidates will participate in an age-appropriate baptism class. Children meet with the Director of Children's Ministry, students meet with the Youth Pastor, and adults meet with any of the Pastoral Staff or those appointed by the Pastoral Staff.

The baptism pool is filled two (2) days before a baptism to ensure that the water is filled to the appropriate height and maintains a comfortable temperature for the candidate and pastor. The candidate is also fitted for their appropriate baptismal robe size and given a walkthrough of the Prayer Room, bathroom (changing room), and baptism pool.

On the day of the baptism, a bathroom is reserved for the candidate(s). The Prayer Room is reserved for the family and the Head Pastor for quiet time, prayer, and family pictures. The photographer and the video camera are prepared and in place to capture the baptism. Other team members assist and guide the family and pastor(s) before and after the baptism. At the end of the service, the baptismal robes and towels are collected, washed, and returned to their storage area.

Pictures and video of the baptism are sent to the Communications Director and candidate the following week.

Resources:

We will use the towels, baptismal robes, and waders that the church currently owns. Replacements for these items will be purchased as needed.

FY24 Ministry Outcome:

Teach about baptism during Lighthouse and do a student baptism service.

Lord's Supper

Ministry Purpose:

The Lord's Supper Team will faithfully prepare the elements of the Lord's Supper for use in worship services at Grace. By doing this, we will assist in the process of transformation that is possible during worship. The Lord's Supper Team will make the preparation time one of worship by remembering the significance of the elements and praying for those worshipers who will consume them.

Ministry Activities:

The Lord's Supper Team meets at church (usually the day before any given service) to prepare the elements for worship. We store them in a safe and hygienic way for distribution in worship.

Resources:

Our budgeted money is used to purchase the chalices, juice, crackers, and plastic cups and bread used in serving the Lord's Supper.

FY24 Ministry Outcome:

Have our Lord's Supper Team grow to 8 individuals.

Grace Orchestra

Ministry Purpose:

The Grace Orchestra will seek to help the worshipping congregations of GBC become transformed through aiding in the worshiper's ability to understand God's revelation each week in corporate worship. We will also equip those who play band or orchestral instruments through musically excellent and spiritually focused rehearsals. These rehearsals will prepare the players to be sent to share the Gospel in GBC's worship services through the medium of instrumental music.

Ministry Activities:

We will meet in the Music Suite every Wednesday night during the school year for rehearsal (more sporadically during the summer). Sunday mornings we will meet in the Music Suite to tune and have a brief rehearsal with the Choir before going into the Worship Center to help lead the 11:05 am traditional worship service. We will also prepare music for the special services throughout the year such as Easter and other special concerts.

Resources:

The orchestra needs to purchase music that will be prepared to present every other week in worship. We also need to purchase the music we play in special services such as combined worship events and special concerts.

FY24 Ministry Outcome:

Train 1-2 more individuals on how to plan a worship service and run rehearsals.
Have our Orchestra grow to 25 members and perform 2 off-campus community events.

Grace Band

Ministry Purpose:

The Worship Band will seek to help the worshipping congregations of GBC become transformed through aiding in the worshipers ability to understand God's revelation each week in corporate worship. We will also equip adult singers and players through musically excellent and spiritually focused rehearsals. These rehearsals will prepare singers to be sent to share the Gospel in GBC's worship services through the medium of modern worship music.

Ministry Activities:

The Worship Band will rehearse regularly (usually weekly). We will prepare spiritually and musically to lead three of Grace's worshipping congregations in weekly worship. In addition, we will partner with the Orchestra and Choral ensembles to provide worship leadership for special services such as Christmas Concerts, combined worship events, Easter, and any other services as needed.

Resources:

We will use our budgeted money to purchase new music and other items needed to carry out our ministry calling.

FY24 Ministry Outcome:

Train 1-2 more individuals on how to plan a worship service and run rehearsals.
Grow our Worship Band to 20 members.

Grace Choir

Ministry Purpose:

The Grace Choir will seek to help the worshipping congregations of GBC become transformed through aiding in the worshipers ability to understand God's revelation each week in corporate worship. We will also equip adult singers through musically excellent and spiritually focused rehearsals. These rehearsals will prepare singers to be sent to share the Gospel in GBC's worship services through the medium of vocal music.

Ministry Activities:

The Choir will rehearse regularly (weekly). The Choir will (along with the Orchestra) lead the Traditional service in worship each week. In addition, they will prepare special anthems to be presented every other week as well as lead in special services such as combined worship events, Easter, and the other special concerts.

Resources:

We will use our budgeted money to purchase new choral music for use in regular worship services and special services like Christmas, combined worship events, Maundy Thursday, Good Friday, Easter, and any other event as needed.

FY24 Ministry Outcome:

Train 1-2 more individuals on how to plan a worship service and run rehearsals.
Grow our Choir to 20 members and perform 2 off-campus community events.

Prayer Room

Ministry Purpose:

The purpose of the Prayer Room Ministry is to seek God for His will, guidance, blessing and provision during the various services and activities on the campus of GBC and at special events offsite, thereby joining God in His work of transformation. Our purpose is also to pray for

congregants, staff, and guests as they participate in worship services and special events and as they submit themselves to God working in their lives.

Ministry Activities:

The Prayer Room ministry team staffs the Prayer Room during services and special events. When someone comes into the Prayer Room, we pray for them and give them uplifting, educational resources to help guide them in their personal prayers. We will also pray for someone to receive Jesus as Lord and Savior if that is their desire. We hold three gatherings each year for training, edification, and fellowship.

Resources:

We will use our budget for food and resources related to recruiting, training and orientation events, and fellowship events. We will also expend funds to attract and equip new members to our ministry team.

FY24 Ministry Outcome:

Have the Prayer Room Ministry grow to 15 members and have 75% coverage for the Prayer Room each month.

Media-Tech Ministry

Ministry Purpose:

As an aspect of Grace Baptist Church and Worship Ministry, we will strive to encourage the body of Christ to become disciples through worship. We will organize and equip members to lead, support, and facilitate worship by providing members with opportunities to train and use their technical / artistic gifts and experiences within the body of Grace. We will work to engage in God's redemptive work and transformation as we seek to lead the body in worship. We will focus on their spiritual development as believers and worship leaders as the Spirit enables them to live according to His power and to participate in God's redeeming work around them.

Ministry Activities:

The Media-Tech Ministry strives to equip members through preparing for, leading, and engaging in multiple weekly worship opportunities. These opportunities help them learn to become active servants and leaders among the body. We will also work to develop outside opportunities to give members experience in being sent as well as empowering them to answer the call of God to go into the world and participate in His redeeming work according to the Great Commission.

Resources:

We will use our budget money to purchase items like new microphones, cables, software updates, etc. that are necessary for the performance of our ministry.

FY24 Ministry Outcome:

Have the Media-Tech Ministry grow by 2-4 members.

MINISTRY SUPPORT AREA

Counting Team

Ministry Purpose:

The counting team has responsibility for collecting and counting monetary gifts to our church for the bank deposit, while keeping all donor information confidential. Our desire is to be good stewards of God's money for Grace Baptist Church.

Ministry Activities:

The counting team meets regularly to count money for the bank deposit. We count the money in a secure room, and always have at least two people to oversee the counting process. We verify each other's work and sign off on appropriate documents such as the main deposit sheet, cash & coin sheet. We record designated gifts on a separate sheet for accurate recording.

Resources:

The counting team needs a secure room, calculators, paper, pens, coin wrappers, coin trays, cash trays, small baskets, stamps, deposit slips, deposit bags, coin bags, rubber bands, and paper clips.

FY24 Outcome:

Add one more member to the Counting Team.

Communications Team

Ministry Purpose:

The purpose of the Communications Team is to effectively communicate information about church ministries and activities to the Body and to our community that is attractive, interesting, accurate, and timely. Effective communication is one tool to inform and involve people in ministries where they can be Transformed, Equipped and Sent.

Ministry Activities:

The main activity of this ministry is to publish the bulletin, monthly calendar, email newsletter, website, video ads, posters, social media postings and other means of communication. The team seeks, using various communications methods, to integrate and celebrate faith stories in our content, and explore how to better use all methods to communicate. The team continues to investigate additional ways to effectively communicate and present our message to those at GBC and in our community.

Resources:

This ministry is performed by a staff member, supplemented by service and expertise from the church body. Resources for design, production, and distribution of communications materials (i.e. copies) are budgeted in the Church Operations budget line.

FY24 Outcome:

Conduct a survey of the church body to determine the effectiveness of our regular communications, and to seek suggestions for improvement of information flow to the body.

Facilities Team

Ministry Purpose:

The Facilities Team provides oversight for major campus facilities related issues. This includes planning for long term facilities maintenance, monitoring immediate facilities related needs for the church, and making informed decisions and execution about these needs based on the knowledge and experience of the members of the team. The primary objective for this team is to make decisions with the guidance of the Holy Spirit that will result in responsible capital expenditures for facilities maintenance.

Ministry Activities:

In addition to the normal wear the church facilities will endure, the Facilities Team will monitor and make adjustments for various facility needs. The team reviews immediate needs and makes evaluations and decisions for those needs. It also provides regular input into the long-term maintenance plan for the church in an effort to minimize the expenses of the church while maximizing the effectiveness of the facilities we use, and develops long term relationships with contractors that can be called upon for reliable and trustworthy workmanship for the church.

Resources:

This ministry is done by a team from the body with expertise and interest in church facilities. They direct financial resources from the Building Fund and Capital Fund.

FY24 Outcome:

TBD once new leader is in place.

Finance Committee

Ministry Purpose:

To manage the financial resources required to transform, equip and send the body of Christ at GBC.

Ministry Activities:

On an annual basis, a budget is built to support the ministry plans of Grace Baptist Church. The Finance Committee supports the Executive Pastor in overseeing the budget build process and presenting it to the body for approval. This budget is the primary tool used to manage the finances God provides to GBC. The Finance Committee uses this budget to monitor the financial execution throughout the year and provide reports of GBC's financial status to the body on a tri-annual basis. The Finance Committee meets monthly to review budget performance and address financial concerns of GBC. The Finance Committee may be called on as needed to:

- Investigate financial tools in support of the operations of GBC (loans, policy, bank instruments, legacy giving,)
- Update Financial Policy
- Research financial tools/methods that may be used to improve the management of the assets of GBC

- Make recommendations to the Ministry Council on the potential implementation of these tools.
- Oversee the selection of an auditing firm to provide an Audit, Review or Compilation of the financial records of GBC as directed by the Ministry Council.

Resources:

The Finance Committee needs access to a conference room on a monthly basis to hold committee meetings.

Grounds Team

Ministry Purpose:

The purpose of this ministry is to glorify God by using our time and talents to help to make our campus grounds and forest a beautiful and welcoming place for those who attend and visit our church.

Ministry Activities:

The Grounds Team lead plans and conducts a variety of tasks. Tasks include:

- church staff project requests
- formal tool training
- American Heritage Girl leadership and training events
- Trail Life work projects
- Covent member project requests and requests for assistance from other church ministries
- routine grounds maintenance on the Grace campus.
- assisting the church staff in the bid review and selection of the annual Grounds Maintenance contract
- engaging with other ministry leads for requests from their members for campus enhancement and beautification projects and to provide opportunities for students to perform and receive credit for volunteer hours.

Resources:

The majority of recurring lawn care maintenance tasks are performed by a landscaping and grounds maintenance contractor. During the growing season (Apr-Jul-Oct) to supplement the contractor's work, the grounds team will add new and seasonal plantings and do routine or special maintenance on the beds and other areas. Funds are budgeted for the landscape contractor and tools, plants, and plant care materials.

FY24 Outcome:

Coordinate with American Heritage Girls (AHG) and Trail Life (TL) leadership to enhance their outdoor activities on campus. Plan and conduct outdoor safety classes for AHG, TL, and other interested groups. Assess requirements for further enhancement of our woods trail around the campus.

Library Team

Ministry Purpose:

To provide quality Christian resources to equip and encourage church members and leaders to walk in the power of the Holy Spirit and share their faith.

Ministry Activities:

- The Library Team will have the church library open for members around scheduled worship times on Sundays, Wednesdays, and Saturdays.
- The Library Team will purchase and process new materials, run circulation, and assist members.
- The Library Team will communicate with church members regularly to announce new resources.

Resources:

The library uses the budget to purchase new materials (books, DVDs, CD audiobooks) for adults, teenagers, and children. Our goal is to provide up-to-date, quality resources to equip and edify church members. The library budget also provides funds for processing supplies, such as labels and cards, and for our annual Resource Mate software support agreement.

FY24 Ministry Outcome:

During FY24, the library team will train one or two new team members to assist with session times and with administrative tasks.

Medical/Safety Teams

Ministry Purpose:

The Safety Team was created to help prepare for emergencies at GBC. The main responsibility is to help to respond to security related situations and emergencies at GBC. This includes helping assess/diffuse potentially confrontational situations, help stop those who intend harm, help law enforcement personnel (or armed attenders) to be aware of each other, and help with other emergencies. This will be accomplished by identifying those with the experience and willingness to help; creating and implementing a communications plan between team members and church leadership; planning, staffing, and implementing a schedule of volunteers to man “observation” locations during events and services at the church; and providing regular training to Staff, Small Group Leaders, and potentially the church body.

Ministry Activities:

The Safety Team will provide security oversight for the church to include the parking lot during services and events. This will include volunteers to man posts to observe each building and the parking lots. This will provide someone who can contact emergency services and notify church officials in the case of any type of emergency. They will hold monthly meetings to discuss logistics and build an updated Safety/Crisis Response Plan. They will brief church leadership and Small Group Leaders to increase awareness and volunteers.

Resources:

The Safety Team will meet monthly to maintain congruence with each other and church leadership. A regular room will be reserved once a standard meeting time is decided by the team. Handheld radios have been purchased for communication purposes for the Security posts. Funding for additional security items may be needed upon identification and prioritization.

FY24 Outcomes:

Re-launch the ministry in the Fall of 2023. Increase awareness of the team's activities through Ministry Spotlight, as well as regular information sharing in News from Grace.

Personnel Committee

Ministry Purpose:

The Personnel Committee maintains a consistent and professional process for interaction with and between GBC staff. Committee members work to assure employees have appropriate provisions including wages, benefits and necessary resources to fully engage in their role. Committee members also make every effort to assure that the working conditions for all staff are appropriate and comfortable thus enabling them to participate in transforming, equipping and sending others. Additionally, each member of the Personnel Committee is assigned as an advocate to one or more of the staff members. As an advocate, the Personnel Committee member actively engages staff to assure that they know they have someone in which to confide and someone to pray for them continuously.

Finally, as necessary, committee members pray, seek, identify, interview and select ministry candidates to bring before the Body to fill vacant positions to assure that GBC is fully staffed and operational. The committee also works with the Executive Pastor to pray, seek, identify, and select administrative staff members to fulfill support roles. In times when there are situations that dictate a reduction in staff hours or potential layoffs, the committee will work with the Executive Pastor to develop a fair and equitable plan to execute this reduction in staff hours or layoff.

Ministry Activities:

- Update Personnel Policy Manual as necessary based on policy change and Ministry Council approval.
- Pray, discuss, propose and act on employee issues
- Propose cost of living increase and other employee benefit adjustments as appropriate.
- Review Staff Categories and parameters of each.
- Regularly conduct assessments of Ministry Staff sizing based on church attendance and needs of the congregation along with the leading of the Holy Spirit.
- Regularly review wages and benefit options for all categories of staff.
 - Follow up with Finance Committee as necessary

Resources:

The Personnel Committee does not have need for a budget per se. However, the Personnel Committee does make recommendations to the Finance Committee regarding the annual budget. These recommendations include but are not limited to cost-of-living adjustments (COLA) for staff, cost of benefit changes, salary for new hires, ministry staff sabbaticals, and anniversary gifts for staff

reaching major milestones in service at GBC. In the event a search for a minister is needed to fill a vacancy, the committee will make a recommendation to the Finance Committee if necessary to cover the cost of traveling to meet with potential candidate(s), cost of bring a candidate for a call and cost of moving expenses for the called minister.

Photography Team

Ministry Purpose:

The Photography Ministry Team serves the body of Grace Church by taking pictures of significant and special events, as well as Discover Grace and baptisms. We produce pictures to preserve memories of historic events, and to share with the families of baptism candidates to free them from the task of photographing the baptism. Pictures are often displayed in various locations at the church or in other media.

Ministry Activities:

From the written or verbal requests of staff, the ministry leader asks the team for volunteers to photograph specific events. The team member is then responsible for taking the pictures and then editing and compiling them on disc to return to the church office.

From time to time, requests from leaders of individual GBC ministries may request a photographer to document activities in his or her ministry. As in the other duties, the ministry lead will ask the team for volunteers to take pictures for those other ministries.

The photographer's enthusiasm for the event and the people there is as important as the pictures. The team member should be a supportive and positive participant while also being sensitive to the spiritual and personal nature of the event, especially in the case of baptisms.

Resources:

Team members provide their own cameras and discs. GBC provides physical or digital prints as needed for display or copies for those who request them.

FY24 Outcome:

Coordinate with the communications team to include more photos of the life of the church in our regular communications to the Body. Develop a list of volunteer photographers, and share with the communications team.