

FIRST BAPTIST CHURCH

Bryan, Texas

CHURCH PROFILE



3100 Cambridge Drive

Bryan, Texas 77802

Church Office: 979-776-1400

Fax Line: 979-776-1433

www.fcbryan.org

Contents

Overview	4
Letter from the Transition Team	4
Pastor Search Committee Contact Information	6
Pastoral Staff	7
Description of Church Property.....	8
Church Membership Dot Density Map	9
Community Information	10
Community Demographics	11
Mosaic Cluster Profile.....	12
Household Formations and Educational Attainment.....	13
Population by Race and Ethnicity and Age Structure	14
Membership Report for 2004-2013	15
Membership and Attendance Report for 2004-2013.....	16
Additions To the Church	17
Baptisms.....	18
Member Age and Gender Distribution	19
Contributions	20
Mission Contributions	21
2013 Giving Analysis	22
2014 Budget Summary	24
First Baptist Bryan Organizational Life	25
Deacons	25
Ministry Committees	25

Ministry Teams	25
Ministry Councils.....	26
Group Life	26
Music and Worship Arts Ministry.....	27
College & Young Adult Ministry	27
Youth Ministry	27
Children's Ministry	28
Preschool Ministry	28
Adults 55+ Ministry	28
First Baptist Bryan Outreach Ministries.....	29
First Baptist Bryan Missions	29
Transition Team	31
Heritage: Who We Are.....	33
Leadership: Who We Are.....	35
Connections: Who We Are	37
Mission/Identity: Who We Are Supposed To Be	39
Future: How We Are Going To Get There	41
Recognition of Participation and Leadership	43

Overview

Letter from the Transition Team

In June, 2012, Dr. David Higgs resigned after serving two years as the Senior Pastor of First Baptist Church, Bryan, Texas.

The church called on the Baptist General Convention of Texas to learn more regarding the Intentional Interim ministry concept from Dr. Karl Fickling, Coordinator of Interim Church Services.

Upon further study, on October 14, 2012, the church called Dr. Lynn Eckeberger to serve as Intentional Interim Pastor to provide leadership for the congregation, pastoral staff, and support staff.

Our journey began as a Transition Team in November, 2012, with an intensive 12 hour introductory training retreat. With few exceptions we held 1.5 to 2.5 hour meetings every Sunday afternoon for 12 months.

Our task was to prepare ourselves to lead and then manage the broadest inclusion of our membership through 5 focus areas, namely:

- **Heritage:** What does the congregation celebrate about its heritage, and what parts of the past would not be carried into the future?
- **Leadership:** How is the congregation developing its leadership and using its leaders to make decisions?
- **Connections:** What are the relationships, beginning with denominational ones, that this congregation has built outside of itself?
- **Mission/Identity:** What is the congregation's sense of purpose and direction?
- **Future:** In what ways do we anticipate God using us in the future and what are our expectations regarding the Senior Pastor whom God will bring to lead us?

Our final task was to develop a church profile and call on the Pastor Search Committee to develop a pastoral profile. The following pages compose the Church Profile and are a summary of the tremendous amount of information collected from the individual, congregational, and staff conversations, and statistical data. Everyone is encouraged to visit <http://fbcbryan.org/interim> to review all the collected material.

Hundreds of our members participated and over 170 members and leaders lent significant assistance throughout the Intentional Interim experience. Virtually every participant provided heartfelt contribution when called upon and the entire journey has been both challenging and inspiring. At every step we witnessed the love and commitment of our members to God, to this church, and to one another.

We now turn our attention and support to the Pastor Search Committee with great THANKS to YOU, members and staff!

TRANSITION TEAM MEMBERS

David Gutierrez, <u>Chair</u>	Jerry Ransom, <u>V-Chair</u>	Lisa Parker, <u>Recorder</u>
Justin Barrett	Lance Mitchell	Alicia Stephenson
Clint Bennett	Darla Neisemier	Uel Stockard
Winnie Brower	Suzanne Phelps	Berneice Thompson
Harold Chilton	Michelle Sanderson	Audra Wilkinson
Ray Finch	Sam Smith	Carrie Wright
Harry Hogan		

Pastor Search Committee Contact Information

First Baptist Church of Bryan
Attn: Pastor Search Committee
3100 Cambridge Dr
Bryan, TX 77802

<http://fcbryan.org/pastorsearch>

Chair: Jim Moore jjmoore1971@gmail.com

V-Chair: Doy Shipman doy@suddenlink.net

Recorder: Gay Craig gvcraig2013@gmail.com

Zerle Carpenter

Harold Chilton

Paula Downie

Kim Dooley

Harry Hogan

Dillard Leverkus

Jerry Ransom

Michelle Sanderson

Sam Smith

Pastoral Staff

James W. Adams

Interim Associate Minister
for Adults 55+



Jim Adams has been on staff for two and one half years. He is responsible for activities for and ministry to our adults age 55 and over. He is a seasoned Pastor with other 65 years of service in the local church. Jim provides effective ministry to our senior adults. Jim and Boots have three grown children, 7 grandchildren, and 1 great grandchild.

Gary Balmain

Interim Minister of Missions



Gary Balmain has been with the church in the interim capacity since March, 2013. He is responsible for the coordination of our local, state and international mission endeavors. He and Cindy served for 10 years as IMB Missionaries in Argentina. They have two grown children.

Renee Brady

Minister of Childhood Education



Renee Brady has been on staff for six years. She began as part-time Preschool Director and was later named Preschool Minister after completing her M.A. in Childhood Ministry from DBU. In June 2012 she became Minister of Childhood Education. She is responsible for the oversight of the ministry to all children through grade 6 and oversees the work of the interim Preschool Director. Renee and Jonathan Brady were married in November 2013.

Chester Fehlis

Small Group Coordinator



Chester has served part time with the church for the past six years. He is responsible for coordination of the church's ministry through small groups. Chester retired from a career in the Texas Cooperative Extension Service , having served most recently as its Director. Chester and Jan have three grown children.

David Gusewelle

Associate Pastor and Business
Manager



David Gusewelle has been on staff for ten years. He assists the Pastor and staff in the area of pastoral care and provides basic administrative oversight of facilities, housekeeping, food service, business and office management. He also gives direction to the Men's Ministry. David and Angela have three children: Elizabeth, Daniel and Thomas.

David Kipp

Interim Minister of Music



David Kipp is responsible for the Music and Worship Arts Ministry of the Church. He has been on staff for the past twelve years as Music Associate and since August 2012 he has served as Interim Minister of Music. David is employed at Texas A&M University as Director of Choral Activities and Director of the Singing Cadets. He and Jeannie have three children: Josh, Kelsey and Kaylee.

Debbie Prince

Interim Preschool Director



Debbie Prince has served in this interim capacity for one year. She is responsible for the church's ministry to preschoolers. Debbie is currently pursuing a master's degree in Christian Education from Dallas Baptist University, with a concentration in Childhood Ministry. She and Michael have three children: Matt, Brady and Hanna.

John Travis Smith

Interim Associate Pastor
for College & Young Adults



John-Travis Smith began his interim ministry in June 2013. He is responsible for development of the College Ministry and for oversight of the Young Adult Ministry. John-Travis and his wife Kayla have a daughter, Lorelai.

Sean Wegener

Interim Minister of Youth



Sean Wegener began his ministry with us in January 2013. He is responsible for providing leadership for the church's ministry to youth in grades 7-12. He and his wife Danielle are expecting their first child in December, 2013.

Bill Wiman

Minister of Education and
Administration



Bill Wiman has been on staff for twenty-nine years. He is responsible for supervision of the age group educational staff ministers and for directing the administrative functions of the church. Bill's wife Janis is the Church Organist. They have two daughters and two grandsons.

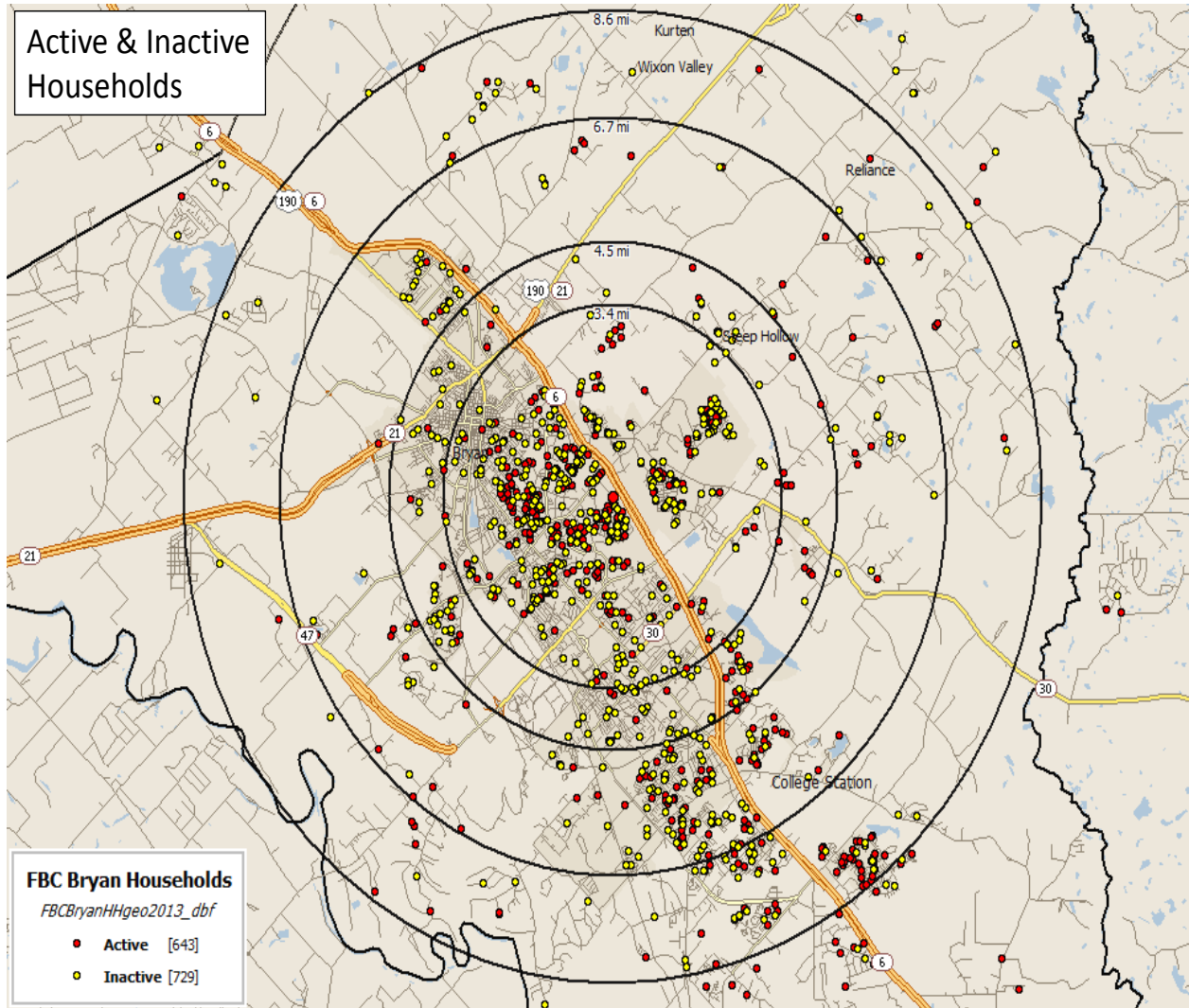


Description of Church Property

First Baptist Bryan is located on the corner of Cambridge Drive and the North Earl Rudder Freeway (Hwy 6) West Frontage Road. The property is accessible off Briarcrest Drive from Freedom Boulevard and its West Frontage Road just south of Wal-Mart and Lowe's Home Center. The church moved to its current location from downtown Bryan in February 2007. The facilities are located on a campus of 27 acres with an additional 5 acre green belt between the church and the residential area. The Church also own 5 acres across Cambridge Drive which is available for development. The building has approximately 112,000 square feet of finished space and contains a Worship Center that will seat 1250. The Fellowship Hall will seat approximately 400 around tables and 500 with chairs only. Education space includes capacity for approximately 827 adults and college students, 225 youth, 160 children and 225 preschoolers. There are 968 parking spaces.

Property value is listed at: \$21,461,590 (37 acres at \$5,560,090; building & parking at \$15,901,500)

Church Membership Dot Density Map



Community Information



William Joel Bryan was nephew of Stephen F. Austin and owner of a single square-mile tract north of Millican, Texas. W.R. Baker and Abram Groesbeck had the foresight to acquire the land as a town site for a price of \$3,200. They honored the previous owner and his Texas heritage by naming the site "Bryan."

The fledgling town was spared the fate of many such town stops on the Houston and Texas Central (H&TC) Railroad. Its "never die" attitude and industrious townspeople lifted it past those quickly abandoned as ghost towns. Yellow fever in the nearby and larger town of Millican resulted in its residents moving to Bryan and in 1866 the citizenry of Boonville voted to move the county seat and the post office to the larger Bryan, a village then of about 300 residents.

Agreement was secured from the people to officially incorporate as a town as early as 1867, but the Texas legislature enacted the request in 1871. (The 147 years of history of First Baptist Bryan predates the incorporation of the city of Bryan by five years)

Bryan soon completely replaced Boonville and Millican. The railroad and the rich Brazos River bottom soon advantaged by the hardworking community produced cotton aplenty and the mercantile undergirded by the agricultural production moved Bryan to the market hub for a thriving and productive Texas region.

According to the United States Census for 2012, the population of Bryan is 78,061 and Brazos County is 200,665. Since 2000 Bryan has grown 18.9% with steady growth projected. Our median age is a young 28.5 compared to Texas' 40.8 years. Read more: <http://www.city-data.com/city/Bryan-Texas.html>

The cost of living is 91.8% of the U.S. scale. There is a growing contingent of medical systems and an ever increasing educational expansion. Within 4 to 50 miles of Bryan are: Texas A & M University (about 4 miles; College Station, TX; Full-time enrollment: 43,338); Blinn College (in Bryan and about 36 miles; Brenham, TX; FT enrollment: 15,363); Prairie View A & M University (about 46 miles; Prairie View, TX; FT enrollment: 6,665); and Sam Houston State University (about 49 miles; Huntsville, TX; FT enrollment: 12,789).

Community Demographics

Demographic Update with Graphics: 2012/2017

1

FBC Bryan MG area

Page 1 of 3

	2012 Estimates			2017 Projections			2012-2017 Change		
		Here	Texas		Here	Texas		Here	Texas
Population	191,439			204,670			13,231	6.9%	10.1%
In Households	177,969	93.0%	97.8%	191,200	93.4%	98.0%	13,231	7.4%	10.3%
In Families	116,738	61.0%	82.1%	125,383	61.3%	82.3%	8,645	7.4%	10.3%
In Non-families	61,231	32.0%	15.6%	65,817	32.2%	15.7%	4,586	7.5%	10.3%
In Group Quarters	13,470	7.0%	2.2%	13,470	6.6%	2.0%	0	0.0%	0.0%
People live in households or group quarters (nursing homes, prisons, etc.). Households are families (2+ related persons) or non-families (living alone or with non-relatives).									
Population By Race/Ethnicity									
Anglo	111,465	58.2%	44.9%	114,220	55.8%	42.7%	2,755	2.5%	4.7%
Hispanic	47,189	24.6%	38.6%	55,582	27.2%	40.8%	8,393	17.8%	16.3%
African American	21,846	11.3%	11.8%	23,182	11.3%	11.8%	1,536	7.1%	10.1%
American Indian	830	0.4%	0.7%	894	0.4%	0.7%	64	7.7%	10.1%
Asian/Pacific Islander	10,309	5.4%	3.9%	10,792	5.3%	3.9%	483	4.7%	10.1%
Population by Age & Gender									
< 5 Years	12,840	6.7%	7.6%	16,312	8.0%	7.7%	3,472	27.0%	10.3%
5 - 9 Years	10,823	5.7%	7.5%	12,760	6.2%	7.2%	1,937	17.9%	5.7%
10 - 14 Years	9,601	5.0%	7.4%	10,938	5.3%	7.2%	1,337	13.9%	6.8%
15 - 19 Years	20,326	10.6%	7.4%	16,696	8.2%	7.4%	-3,630	-17.9%	11.2%
20 - 24 Years	41,035	21.4%	7.2%	17,662	8.6%	7.1%	-23,373	-57.0%	7.2%
25 - 34 Years	33,930	17.7%	14.2%	58,316	28.5%	13.5%	24,386	71.9%	4.5%
35 - 44 Years	18,384	9.6%	13.5%	22,223	10.9%	13.1%	3,839	20.9%	6.7%
45 - 54 Years	16,605	8.7%	13.3%	16,920	8.3%	12.6%	315	1.9%	4.2%
55 - 64 Years	13,388	7.0%	10.8%	15,258	7.5%	11.5%	1,870	14.0%	16.7%
65 and over	14,187	7.4%	11.0%	17,337	8.5%	12.8%	3,150	22.2%	28.4%
Median Age	31.8		33.9	31.7		34.9	-0.1	-0.3%	2.9%
Households by Type	70,850			77,039			6,189	8.7%	9.5%
Married Couples, Kids	12,889	18.2%	25.8%	13,924	18.1%	25.8%	1,035	8.0%	9.5%
Married Couple No Kids	13,451	19.0%	24.8%	14,638	19.0%	24.8%	1,187	8.8%	9.5%
Single-parent households	6,576	9.3%	12.8%	7,152	9.3%	12.8%	576	8.8%	9.5%
Other families	4,139	5.8%	6.5%	4,521	5.9%	6.5%	382	9.2%	9.5%
Persons living alone (nonfamily)	19,132	27.0%	24.2%	20,855	27.1%	24.2%	1,723	9.0%	9.5%
Roommates (nonfamily)	14,575	20.6%	5.9%	15,867	20.6%	5.9%	1,292	8.9%	9.5%
Total Housing Units	76,810			83,346			6,536	8.5%	7.0%
Owner-Occupied	29,844	38.9%	58.0%	29,849	35.8%	59.3%	5	0.0%	9.5%
Renter-Occupied	41,022	53.4%	33.0%	47,193	56.6%	33.8%	6,171	15.0%	9.5%
Vacant	5,944	7.7%	9.0%	6,304	7.6%	7.0%	360	6.1%	-17.5%
Educational Attainment									
Population 25+ Years	96,722	50.5%	62.8%	130,251	63.6%	63.4%	33,529	34.7%	11.2%
No HS Diploma	15,361	15.9%	20.0%	20,816	16.0%	20.0%	5,455	35.5%	11.2%
HS Graduate	21,524	22.3%	26.0%	29,510	22.7%	26.0%	7,986	37.1%	11.2%
Some College	21,864	22.6%	28.3%	29,515	22.7%	28.3%	7,651	35.0%	11.2%
College Degree or higher	37,973	39.3%	25.8%	50,410	38.7%	25.8%	12,437	32.8%	11.2%
Households By Income Level									
< \$15,000	17,210	24.3%	12.5%	16,971	22.0%	10.3%	-239	-1.4%	-9.8%
\$15,000 - \$24,999	9,119	12.9%	10.6%	8,945	11.6%	9.7%	-174	-1.9%	0.2%
\$25,000 - \$34,999	6,920	9.8%	10.9%	7,823	10.2%	10.2%	903	13.0%	2.5%
\$35,000 - \$49,999	9,379	13.2%	15.8%	11,134	14.5%	17.3%	1,755	18.7%	20.2%
\$50,000 - \$74,999	10,462	14.8%	17.8%	10,957	14.2%	16.9%	495	4.7%	4.2%
\$75,000 - \$99,999	6,088	8.6%	11.6%	6,742	8.8%	11.3%	654	10.7%	7.5%
\$100,000 - \$149,999	6,181	8.7%	11.5%	7,583	9.8%	13.2%	1,402	22.7%	25.9%
\$150,000 and up	5,094	7.2%	9.4%	6,481	8.4%	11.0%	1,387	26.9%	28.0%
Median HH Income	\$43,759		\$50,374	\$47,096		\$53,278	\$3,337	7.6%	5.8%

Scan/US™

Source: Soan/US 2012 Estimates (July 1)

Prepared by Decision Support, BGCT

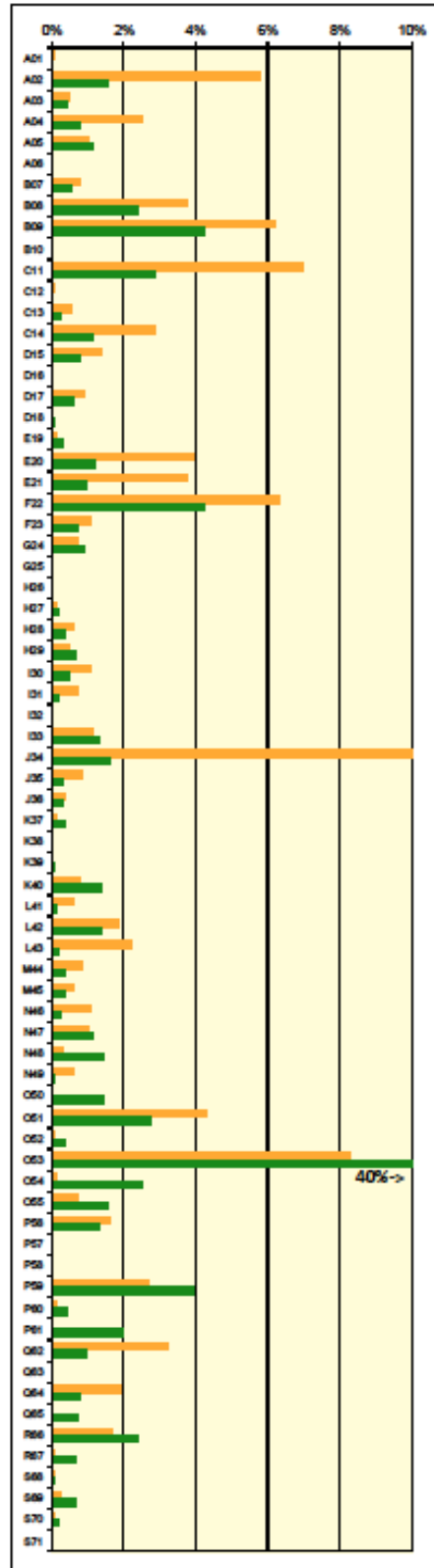
© 2012 Soan/US, Inc. All rights reserved. 800.272.2687 www.soanus.com

07/02/2013

Mosaic Cluster Profile

U.S. MOSAIC 2012: Cluster Profile

Code	Cluster Name	FBC Bryan		Index
		Member Households	Households within 8.6 miles of FBC Bryan	
A01	American Royalty	1	25	250
A02	Platinum Prosperity	75	1,260	366
A03	Kids and Cabernet	6	328	114
A04	Picture Perfect Families	33	625	330
A05	Couples with Clout	13	917	89
A06	Jet Set Urbanites	0	0	0.00%
B07	Generational Soup	10	436	143
B08	Babies and Bliss	49	1,943	157
B09	Family Fun-tastic	81	3,445	147
B10	Asian Achievers	0	0	0.00%
C11	Aging of Aquarius	91	2,334	243
C12	Golf Carts and Gourmets	1	21	297
C13	Silver Sophisticates	7	186	235
C14	Boomers and Boomerangs	37	916	252
D15	Sports Utility Families	18	628	179
D16	Settled in Suburbia	0	0	0.00%
D17	Cul de Sac Diversity	12	471	159
D18	Souful Spenders	0	63	0
E19	Full Pockets, Empty Nests	2	232	54
E20	No Place Like Home	51	963	331
E21	Unspoiled Splendor	49	796	384
F22	Fast Track Couples	82	3,452	148
F23	Families Matter Most	14	595	147
G24	Status Seeking Singles	9	758	74
G25	Urban Edge	0	0	0.00%
H26	Progressive Potpourri	0	5	0
H27	Birkenstocks and Beemers	2	127	98
H28	Everyday Moderates	8	306	163
H29	Destination Recreation	6	543	69
I30	Stockcars and State Parks	14	408	214
I31	Blue Collar Comfort	9	138	407
I32	Latin Flair	0	1	0
I33	Hispanic Harmony	15	1,078	87
J34	Aging in Place	130	1,323	614
J35	Rural Escape	11	264	260
J36	Settled and Sensible	5	263	119
K37	Wired for Success	2	322	39
K38	Gotham Blend	0	0	0.00%
K39	Metro Fusion	0	43	0
K40	Bohemian Groove	10	1,122	56
L41	Booming and Consuming	8	91	549
L42	Rooted Flower Power	24	1,132	132
L43	Homemade Happiness	29	148	1223
M44	Red, White and Bluegrass	11	298	230
M45	Diapers and Debit Cards	8	286	175
N46	True Grit Americans	14	178	491
N47	Countrified Pragmatics	13	935	87
N48	Gospel and Grits	4	1,175	21
N49	Work Hard, Pray Hard	8	68	735
O50	Full Steam Ahead	0	1,157	0
O51	Digital Dependents	56	2,254	155
O52	Urban Ambition	1	309	20
O53	Colleges and Cafes	108	32,134	39.56%
O54	Striving Single Scene	2	2,050	6
O55	Family Troopers	9	1,247	45
P56	Rolling the Dice	21	1,086	121
P57	Meager Metro Means	0	0	0.00%
P58	Fragile Families	0	0	0.00%
P59	Nuevo Horizons	35	3,201	68
P60	Ciudad Strivers	2	326	38
P61	Humble Beginnings	0	1,623	0
Q62	Reaping Rewards	42	779	337
Q63	Footloose and Family Free	0	19	0
Q64	Town Elders	25	615	254
Q65	Senior Discounts	0	565	0
R66	Dare to Dream	22	1,927	71
R67	Hope for Tomorrow	1	522	12
S68	Small Town Shallow Pockets	1	59	106
S69	Soul Survivors	3	541	35
S70	Enduring Hardships	1	150	42
S71	Hard Times	0	0	0.00%
Total MOSAIC Households		1,301	81,232	



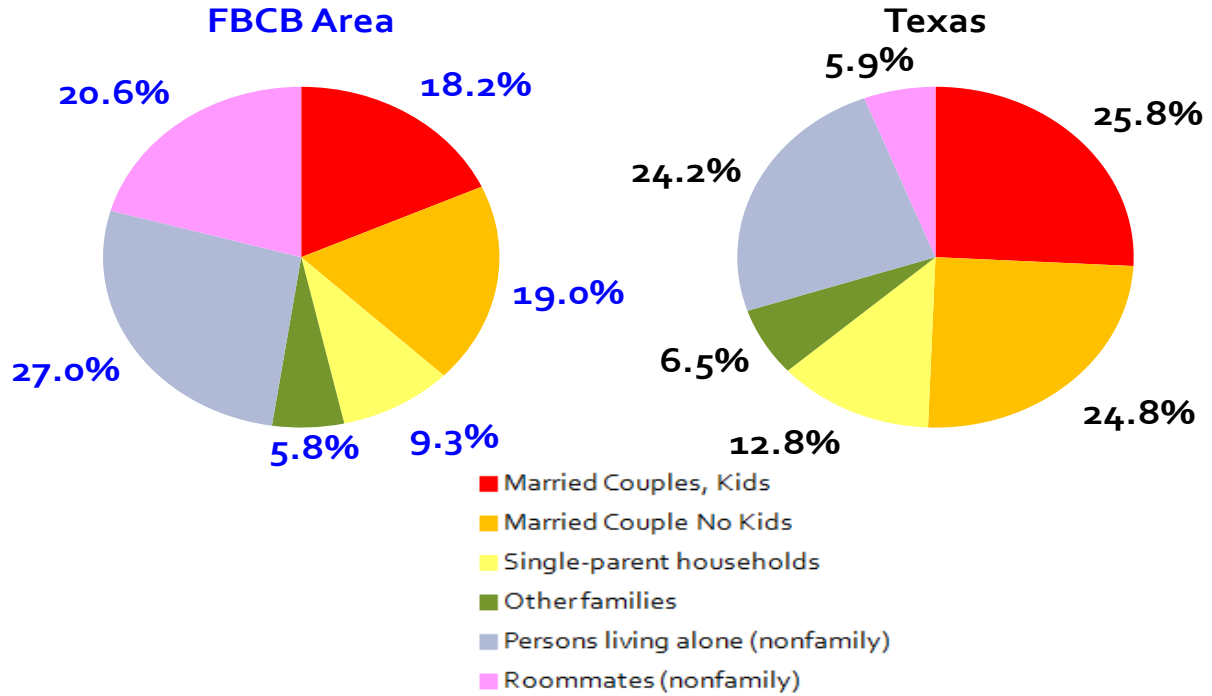
www.soanus.com

Source: 2012 Applied Geographic Solutions; Expertan

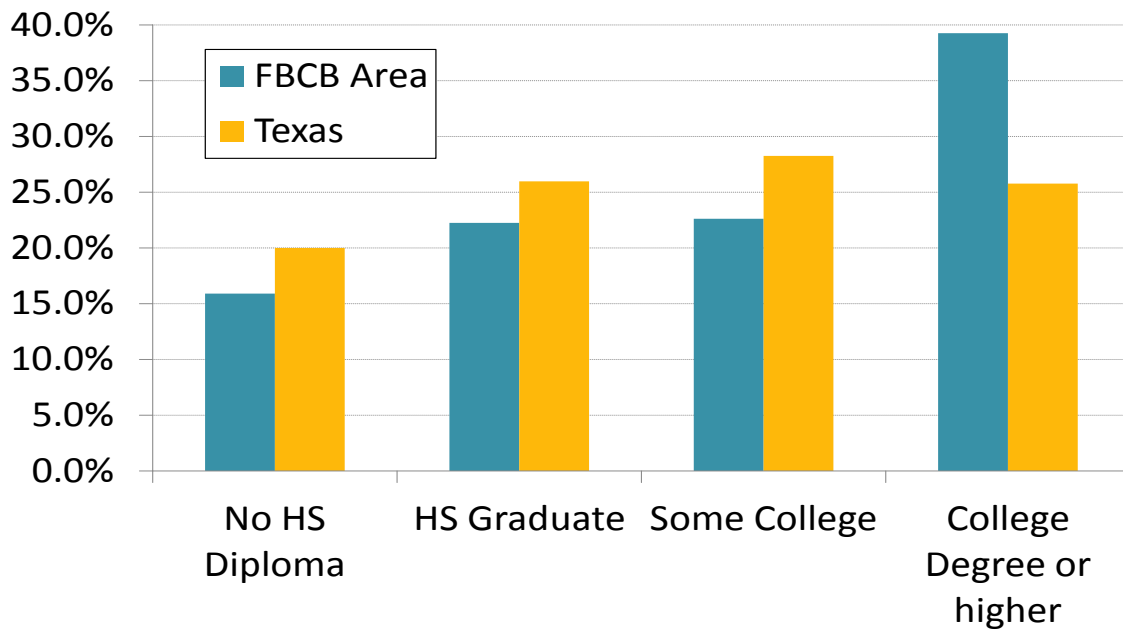
Decision Support, BGCT; 07/02/2013

Household Formations and Educational Attainment

Household Formations, 2012

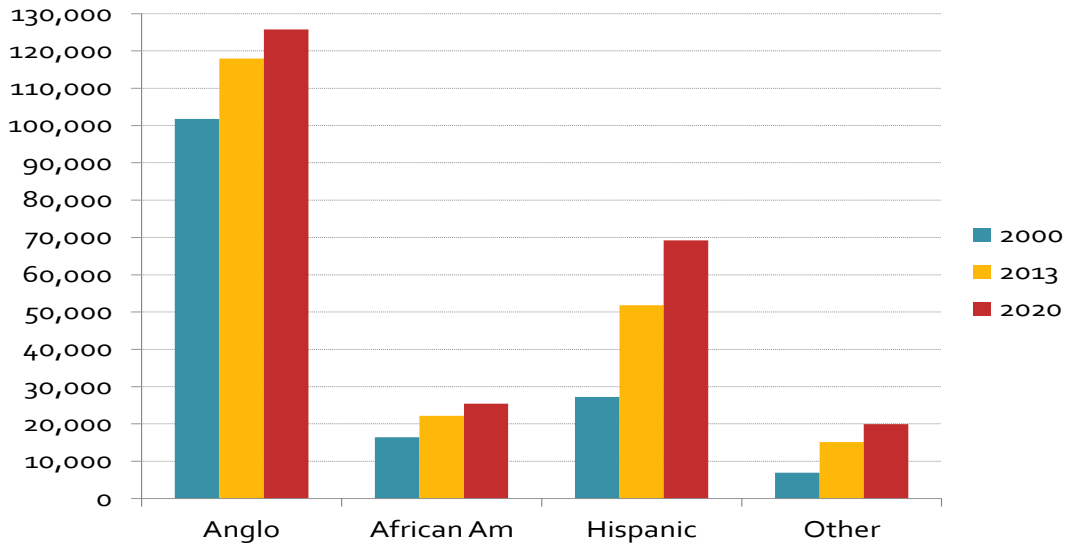


Educational Attainment of Adults (Age 25+), 2012

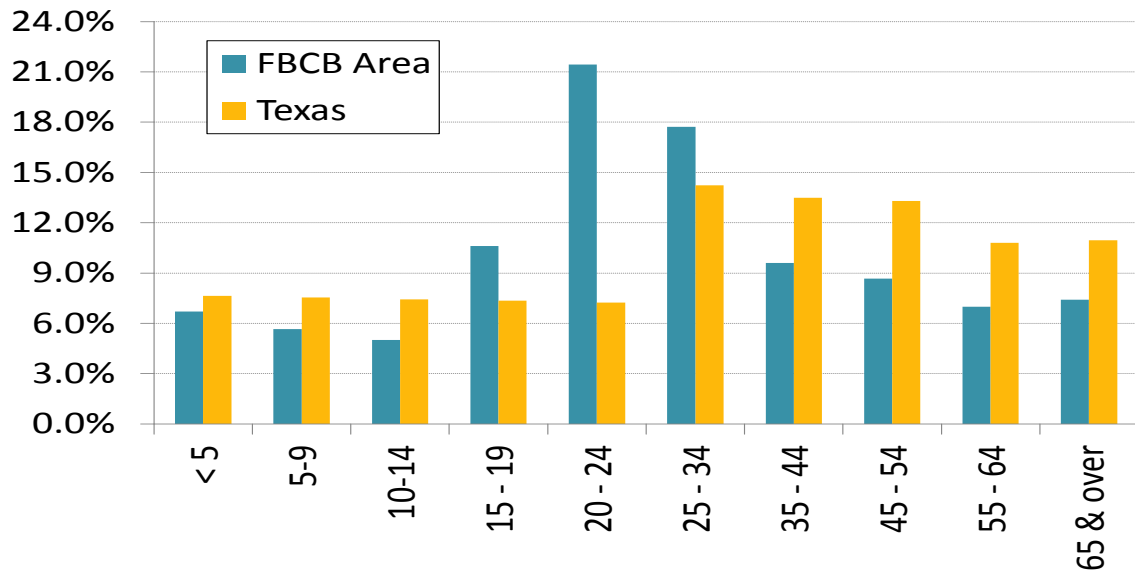


Population by Race and Ethnicity and Age Structure

Population By Race/Ethnicity in Brazos County, 2000-2013-2020

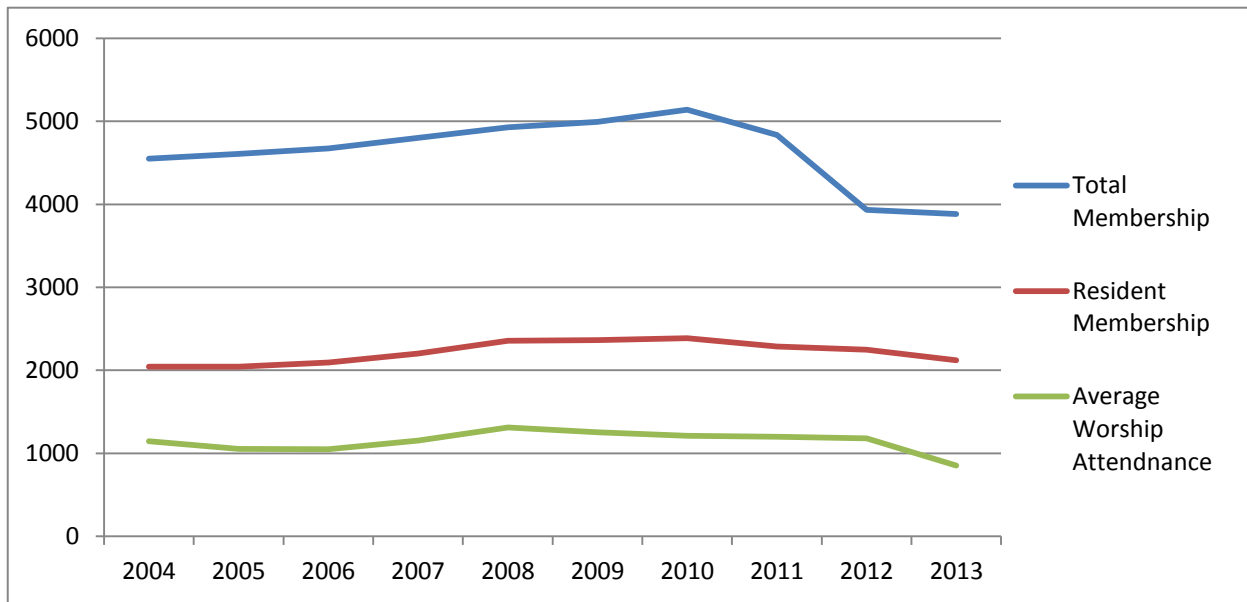


Age Structure, 2012



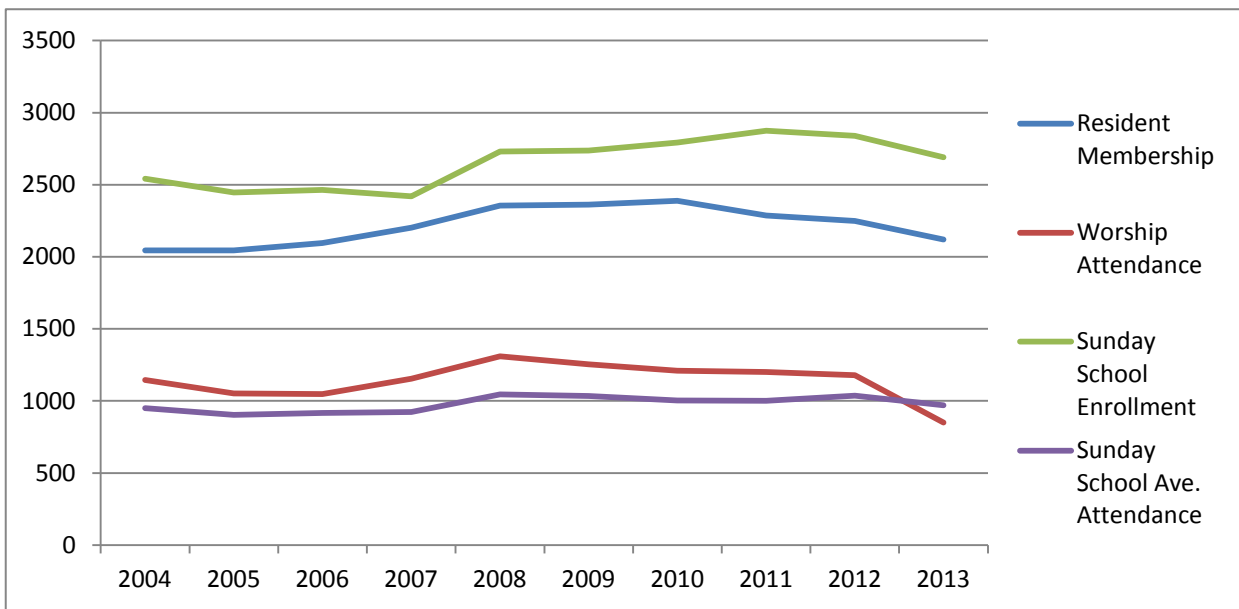
Membership Report for 2004-2013

Year	Total Membership	Resident Membership	Worship Attendance	% or Resident Membership
2004	4551	2044	1146	56.1%
2005	4608	2044	1053	51.5%
2006	4673	2096	1048	50.0%
2007	4802	2202	1154	52.4%
2008	4929	2355	1310	55.6%
2009	4995	2363	1254	53.1%
2010	5139	2389	1210	50.6%
2011	4837	2287	1200	52.5%
2012	3933	2248	1179	52.4%
2013	3884	2121	851	40.1%



Membership and Attendance Report for 2004-2013

Year	Resident Membership	Worship Attendance	Sunday School Enrollment	Sunday School Ave. Attendance
2004	2044	1146	2542	950
2005	2044	1053	2446	903
2006	2096	1048	2464	917
2007	2202	1154	2419	924
2008	2355	1310	2730	1046
2009	2363	1254	2738	1034
2010	2389	1210	2793	1004
2011	2287	1200	2874	1000
2012	2248	1179	2839	1036
2013	2121	851	2690	969



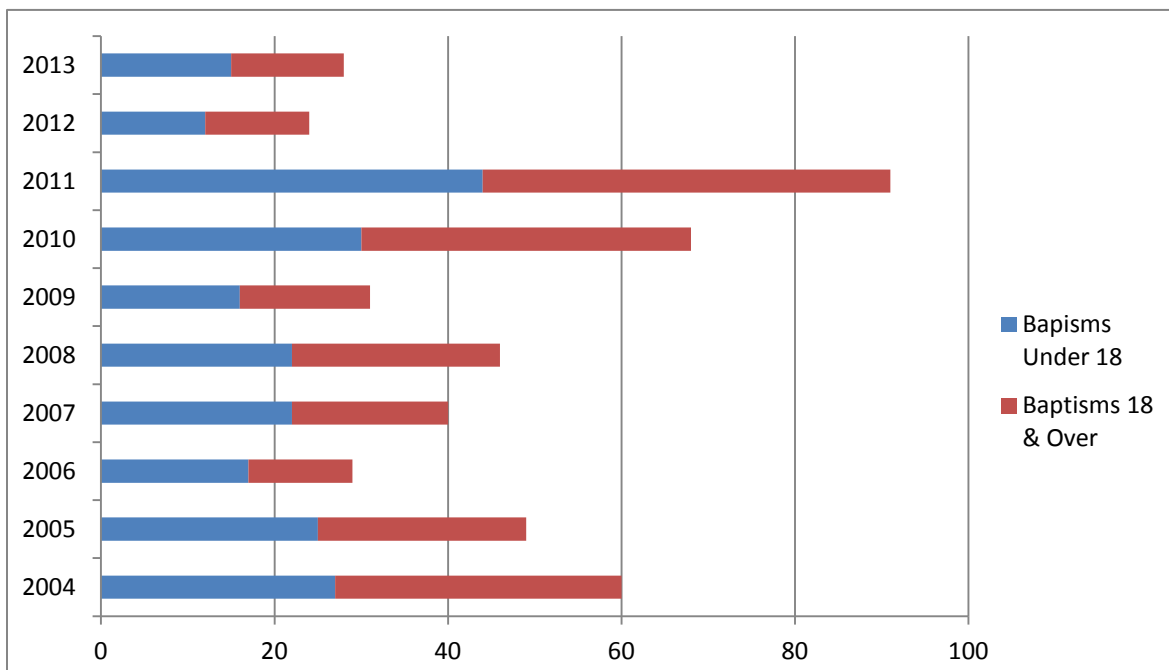
Additions To the Church

Year	Resident Membership	Baptisms	Other Additions	Total Additions
2004	2044	60	206	266
2005	2044	49	156	205
2006	2096	29	134	163
2007	2202	40	200	240
2008	2355	46	164	210
2009	2363	31	126	157
2010	2389	68	259	327
2011	2287	91	171	262
2012	2248	24	128	152
2013	2121	28	92	120



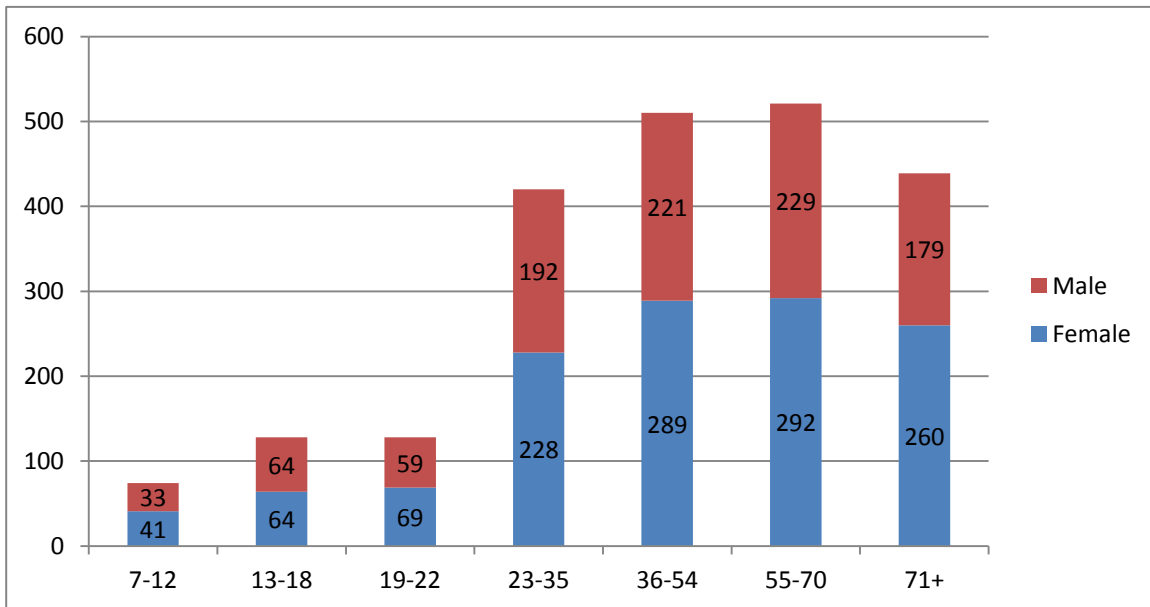
Baptisms

Year	Resident Members	Baptisms Under 18	Baptisms 18 and Over	Total Baptisms	Members it took to reach one person in that year
2004	2044	27	33	60	34
2005	2044	25	24	49	42
2006	2096	17	12	29	72
2007	2202	22	18	40	55
2008	2355	22	24	46	51
2009	2363	16	15	31	76
2010	2389	30	38	68	35
2011	2287	44	47	91	25
2012	2248	12	12	24	94
2013	2121	15	13	28	76



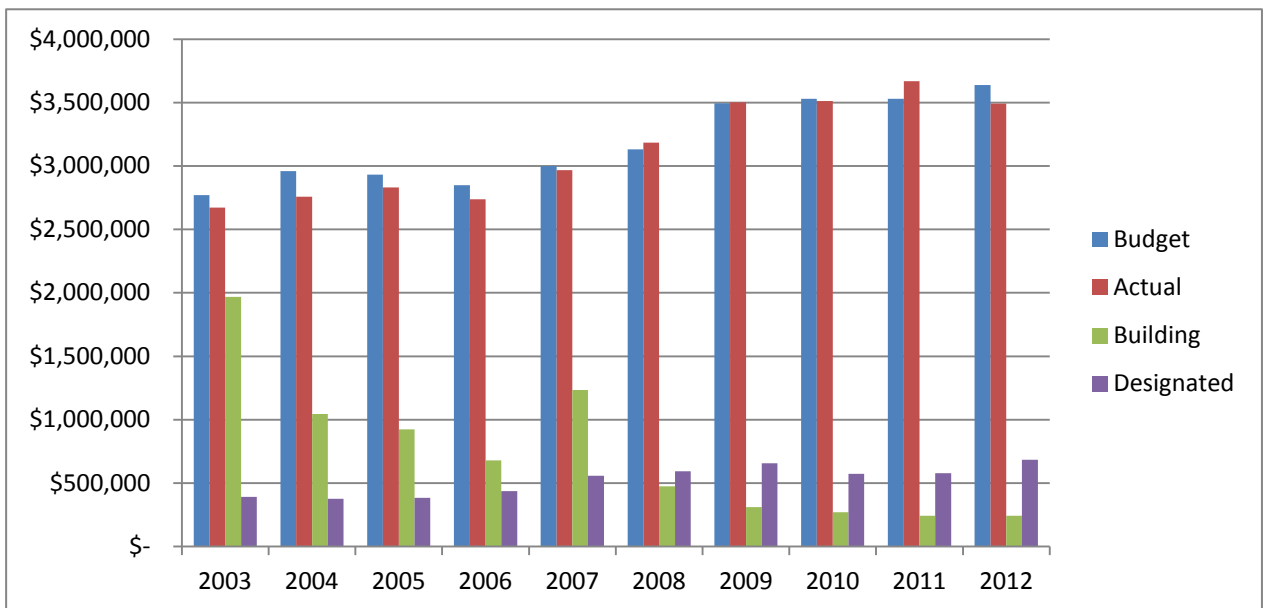
Member Age and Gender Distribution

Age Range	Total	Female	Male
7-12	74	41	33
13-18	128	64	64
19-22	118	69	59
23-35	420	228	192
36-54	510	289	221
55-70	521	292	229
71+	439	260	179
Total	2210	1243	977



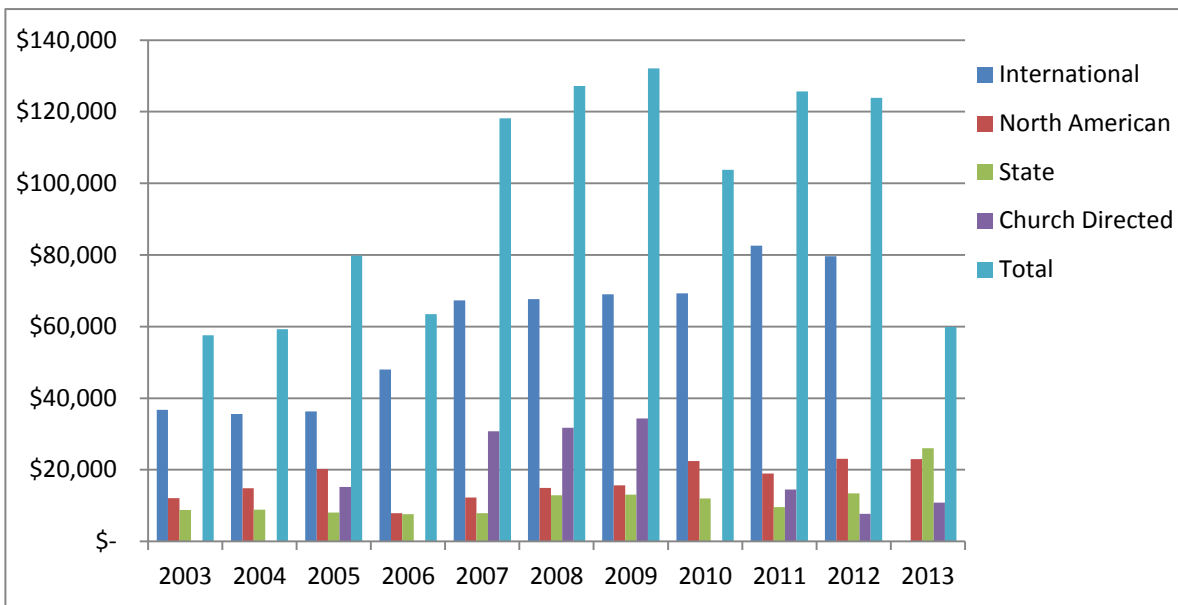
Contributions

	Budget	Actual	Building	Designated
2003	\$ 2,771,163	\$ 2,672,751	\$1,969,386	\$390,867
2004	\$ 2,959,688	\$ 2,757,292	\$1,044,689	\$377,352
2005	\$ 2,932,824	\$ 2,831,586	\$924,068	\$384,225
2006	\$ 2,848,172	\$ 2,738,878	\$679,558	\$438,398
2007	\$ 2,999,282	\$ 2,967,387	\$1,233,930	\$557,985
2008	\$ 3,131,580	\$ 3,184,399	\$474,847	\$593,511
2009	\$ 3,493,910	\$ 3,502,355	\$312,452	\$657,124
2010	\$ 3,528,691	\$ 3,511,471	\$270,912	\$572,424
2011	\$ 3,528,645	\$ 3,667,597	\$242,450	\$579,809
2012	\$ 3,638,622	\$ 3,491,468	\$244,266	\$684,422
2013	\$ 3,591,694			



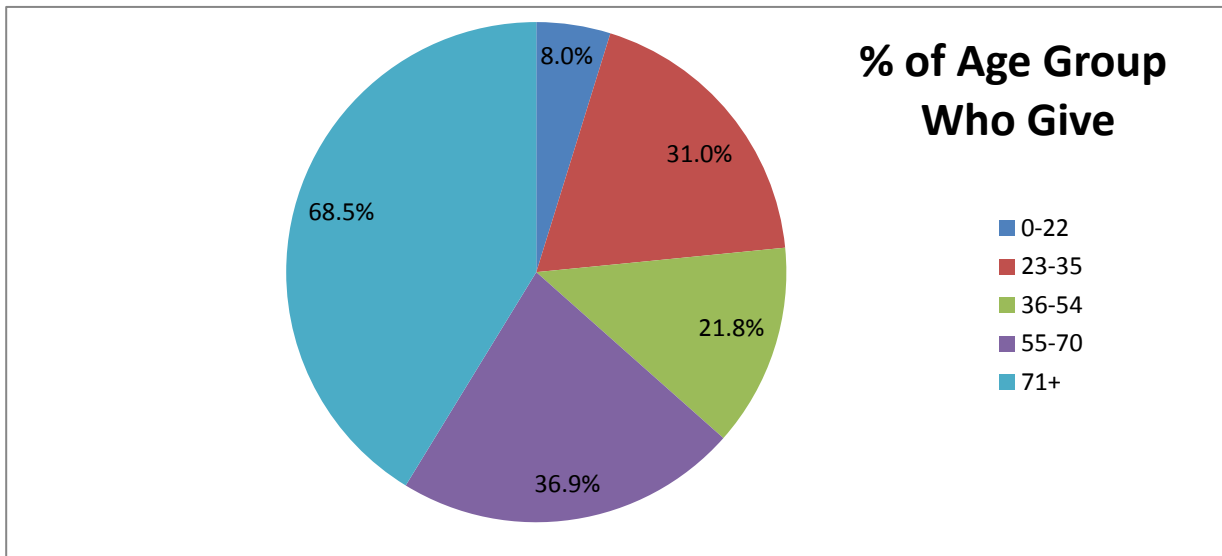
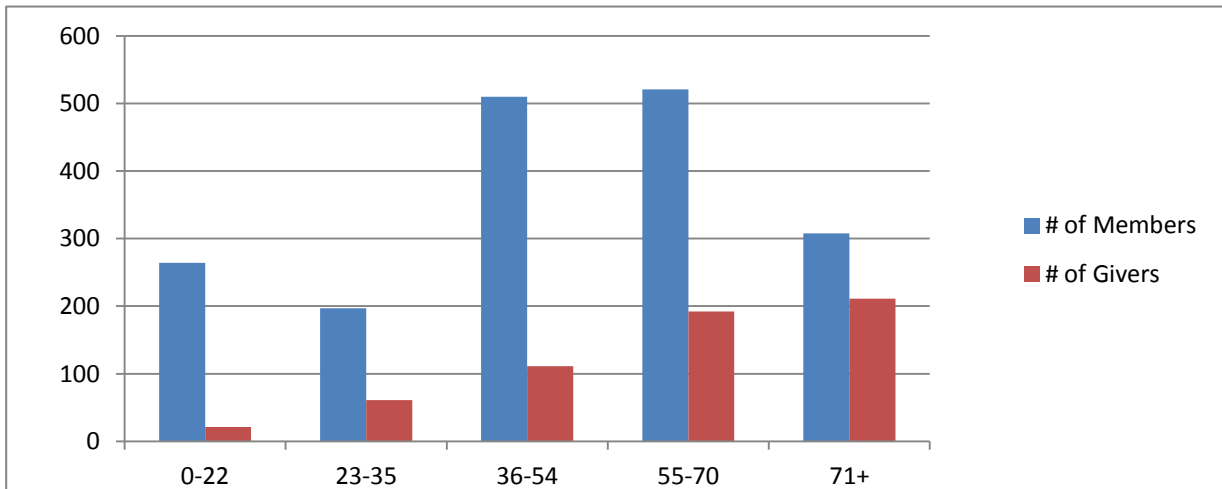
Mission Contributions

	International	North American	State	Church Directed	Total
2003	\$ 36,728	\$ 12,078	\$ 8,788		\$ 57,594
2004	\$ 35,571	\$ 14,870	\$ 8,871		\$ 59,312
2005	\$ 36,286	\$ 20,234	\$ 8,029	\$ 15,250	\$ 79,799
2006	\$ 47,974	\$ 7,873	\$ 7,647		\$ 63,494
2007	\$ 67,313	\$ 12,239	\$ 7,872	\$ 30,754	\$ 118,178
2008	\$ 67,689	\$ 14,957	\$ 12,866	\$ 31,714	\$ 127,226
2009	\$ 68,982	\$ 15,640	\$ 13,079	\$ 34,364	\$ 132,065
2010	\$ 69,278	\$ 22,484	\$ 12,033		\$ 103,795
2011	\$ 82,608	\$ 18,998	\$ 9,622	\$ 14,468	\$ 125,696
2012	\$ 79,687	\$ 23,100	\$ 13,423	\$ 7,708	\$ 123,918
2013		\$ 23,025	\$ 26,062	\$ 10,808	\$ 59,895

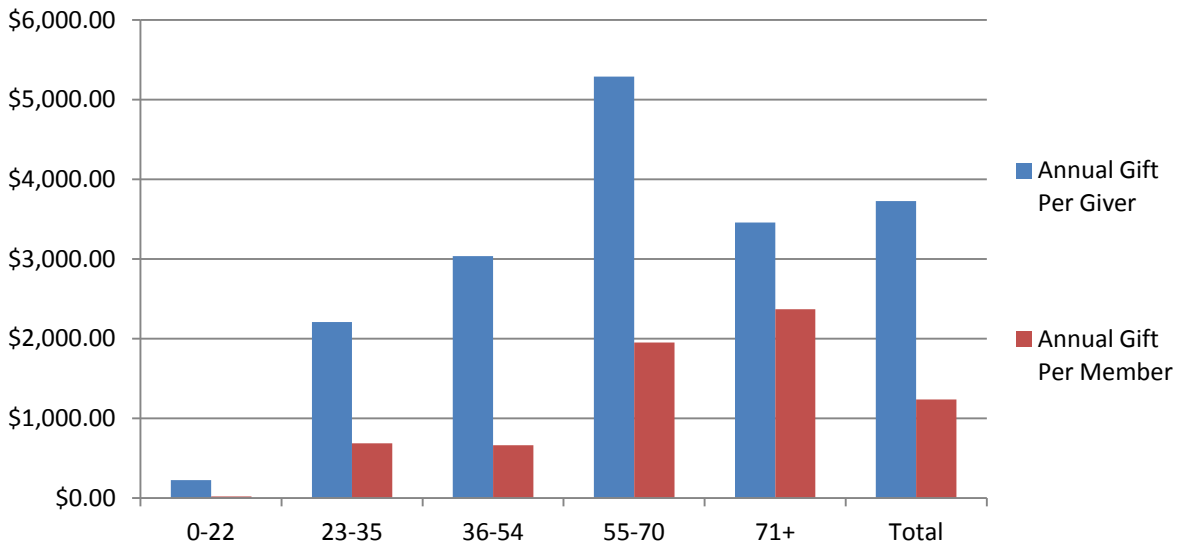
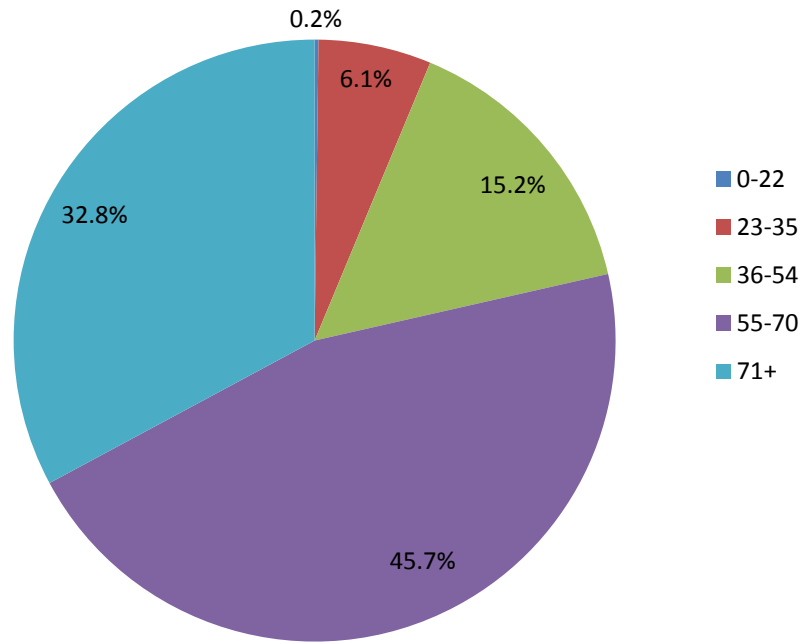


2013 Giving Analysis

Age Group	# of Members	# of Givers	% Who Give	Gifts	% of Total Gifts	Annual Gift Per Giver	Annual Gift Per Member
0-22	264	21	8.0%	\$4,647	0.2%	\$221.30	\$17.60
23-35	197	61	31.0%	\$134,810	6.1%	\$2,210.00	\$684.31
36-54	510	111	21.8%	\$337,043	15.2%	\$3,036.43	\$660.87
55-70	521	192	36.9%	\$1,015,482	45.7%	\$5,288.97	\$1,949.10
71+	308	211	68.5%	\$729,870	32.8%	\$3,459.10	\$2,369.71
Total	1,800	596	33.1%	\$2,221,852	100.0%	\$3,727.94	\$1,234.36



% of Total Given By Each Age Group



2014 Budget Summary

Budget Section	Amount
COOPERATIVE PROGRAM	\$ 268,550
WORLD MISSIONS	\$ 154,600
PASTORAL MINISTRY	\$ 7,500
MUSIC MINISTRY	\$ 31,590
MULTI-MEDIA MINISTRY	\$ 50,700
CHRISTIAN EDUCATION	\$ 47,800
ADULT MINISTRIES	\$ 21,150
SMALL GROUPS MINISTRY	\$ 3,150
COLLEGE/YOUNG ADULT MIN.	\$ 27,000
YOUTH MINISTRY	\$ 32,400
CHILDHOOD EDUCATION	\$ 30,050
PRESCHOOL MINISTRY	\$ 11,000
COMPLEMENTARY MINISTRIES	\$ 95,140
ADMIN. THE HOUSE OF GOD	\$ 546,600
SALARIES AND BENEFITS	\$ 1,656,660
DEBT RETIREMENT	\$ 612,200
TOTAL BUDGET	\$ 3,596,090

First Baptist Bryan Organizational Life

Name of Group	Purpose	Number of Members	Meeting Frequency
Deacons			
Active Deacon Fellowship	Spiritual Leadership		Monthly and Called
Ministry Committees			
Children's Committee	Assists in the development and implementing of programs and activities for 1-6 Graders	6	Called
Christian Service Committee	Advises staff as they assist church members who are in a financial crisis	3	Called
Committee on Teams & Committees	Nominates members to serve on various ministry teams, committees, and councils in the church	9	Called
Deacon Nominee Selection Committee	Meets as needed to carry out church policies regarding the election of deacons	6	Called
Dogwood Cove Committee	Maintains policies and promotes the use and development of the church's retreat facility on Lake Limestone	9	Called
Finance Committee	Review the financial program of the church and makes recommendations regarding financial matters	.9	Monthly
History Committee	Assimilates information and materials for preservation of church's history	6	Called
Missionary In Residence Committee	Gives oversight to the upkeep of the missionary residence and assists missionary families living in the residence	6	Called
Personnel Committee	Assists the Pastor and Church in matters related to personnel administration and management	6	Called
Planned Giving Committee	Keeps the members informed about planned giving opportunities to the Church and the FBC Foundation	6	Called
Preschool Committee	Assists in the development and implementation of programs and activities for preschoolers	6	Called
Properties Committee	Sees that the church property, buildings, and grounds are maintained	9	Called
Seminary Scholarship Committee	Oversees the Seminary Scholarship program of the church to support students who are attending seminary to prepare for full-time Christian ministry	3	Annually
Staff Appreciation Committee	Provides appropriate recognition for church ministerial staff	6	Called
Ministry Teams			
Transportation Committee	Oversees policies regarding vehicle usage, driver qualifications and training and makes recommendations regarding vehicle purchases when necessary	6	Called
Baptism Ministry Team	Members are called on as needed to help candidates and the pastor prepare for baptismal services	9-18	Called

Decoration/Floral Ministry Team	Decorate for church-wide events, store and checkout decorations for other groups, and care for live plants when used over several weeks (Christmas Poinsettias)	9	Called
First Impression Team	Provide a warm welcome to members & guests as they arrive on Sunday mornings	20	Weekly
Homebound Ministry Team	Volunteers make regular visits to our homebound members	20	Monthly
Lord's Supper Ministry Team	Members serve as needed to prepare the elements for the quarterly Lord's Supper observance and to clean up afterwards.	9-18	Quarterly and Called
Multi-Media Ministry Team	Assist with projection of songs, sermon notes, and other media on screens in the Worship Center	3-6	Weekly
Sound Operation Ministry Team	Serve as Sound Technician for Sunday and Wednesday services and for other major events such as Bible Conferences, funerals, weddings, etc.	3-6	Weekly and Called
TV Ministry Team	Assist with the TV Broadcast on Sunday mornings by operating cameras, sound board, or directing production.	16	Weekly
Usher Ministry Team:	Assist with bulletin distribution and seating of those in attendance and receive offering	36	Weekly
Worship Transition Ministry Team:	Assist with the platform, sound and staging transition between morning services	6	Weekly
Ministry Councils			
Acts 1:8 Mission Council	ABF Mission Leaders who serve as a liaison between Mission Ministry and Adult Bible Fellowships	19	Monthly
Intercessory Prayer Ministry Council	Assist with the oversight of the Intercessory Prayer Ministry.	6	Called
Men's Ministry Council	Assist in planning events and activities for men of the church.	8	Called
Adult 55+ Council	Serves to coordinate activities for Adults over 55 years of age.	24	Monthly
Women's Ministry Council	Assist in planning events and activities for women of the church. Needs volunteers	11	Called
Small Groups Council	Assist in planning small group activities	7	Called
Group Life			
Sunday School and Adult Bible Fellowships	Sunday Morning Bible Study Classes by age group and/or life stage	2258 Enrolled 713 Ave, Att.	Weekly at 9:00 and 10:30 a.m. each Sunday
Small Groups	Small groups meeting other than on Sunday morning	40 groups with 400 involved	At various times and locations
New Member Class	Sunday morning class to help new members understand the life and ministry of the Church	Varies	Four Sunday mornings per month
Becomers Class	Discipleship class for new adult believers	Varies	Sunday morning for 8 weeks each semester
Special Adults	Bible Class for adults with special needs		Sunday, 9:00 am
Women of Joy	Women's Bible study with small group session and video presentation		Thursday at 9:30 am each semester
Men's Ministry Bible Study	Verse By Verse study of scripture	Varies	Tuesday evenings each week
Financial Peace University	Video and small group based study on financial management from a Christian perspective	Varies	Sunday evenings for 9 weeks each semester
Grief Share	Video and small group base assistance for those who have lost a loved one	Varies	Tuesday evening for 12 weeks each semester

First Baptist Bryan Organizational Life

Name of Group	Purpose	Number of Members	Meeting Frequency
Music and Worship Arts Ministry			
Worship Choir	Provides worship music	75	Wednesday, 6:00-7:30 pm
Praise Team	Provides worship music	10	Thursday, 7:00-9:00 pm
Orchestra	Provides worship music	35	Sunday, 6:00-7:00 pm
Broadman Singers	Adult 55+ Choir that provides worship music	30	Wednesday, 4:00-5:00 pm
Young Musicians	Music activities for 4-6 grade children	21	Sunday, 5:00 pm
Music Makers 1	Music activities for 1st grade children	5	Sunday, 5:00 pm
Music Makers 2	Music activities for 2-3 grade children	11	Sunday, 5:00 pm
Music Time	Music activities for K and Pre-K	12	Sunday, 5:00 pm
Music and Me	Music activities for those 3 by 9/1	5	Sunday, 5:00 pm
Solo Deo Gloria Bells	Provides worship music through handbells	14	Tuesday, 6:00-8:00 pm
Christmas Bells	Learning handbell choir that prepares Christmas music	6	Sunday, 6:00-7:00 in the fall semester
Tone Chimes	Tone Chime Choir for 2-3 grade children	8	Sunday, 4:30 pm
Young Ringers	Handbell choir for 4-6 grade children	16	Sunday, 4:30 pm
His Power Shows	Puppet ministry for children grade 4 and up	8	Sunday, 3:30 pm
College & Young Adult Ministry			
The Vine	Sunday morning college gathering for Bible study with fellowship lunch following		Sunday, 10:15 am
Blinn BSM Lunch	Blinn Student gathering for Bible Study and lunch		Tuesday, 12pm
A&M BSM Lunch	A&M Student gathering for Bible Study and lunch		Wednesday, 12:30 pm
Bible Study	Small group gathering for Bible study		Wednesday, 7:30 pm
On Campus Lunch	Students gathering in MSC for lunch		Thursday, 11am – 2:00 pm
Campus Evangelism	Students do on campus evangelism around the MSC		Thursday, 6 – 8pm
Prayer Meeting	Students gather for weekly prayer time		Thursday, 8:00 pm
Pioneers	Students minister to inner-city children		Fridays 5 – 10pm
International Coffee House	Students hang-out at the University Apartments Community Center to engage International students in conversation		Bi-monthly
Beach Reach	Annual Spring Break mission trip to Panama Beach for ministry to other students on spring break		March
Heading for a Wedding	Annual 6 week preparation for marriage event held in the spring		Spring
Youth Ministry			
Crosswalk	Youth group gathering		Wednesday, 6:00 pm
Youth Leadership Team	Planning for future events and activities		Sunday, 3:00 pm
Soul Winners	Leadership training course for teenagers		Sunday, 5:00 pm
Youth Small Groups	Youth not involved in Soul Winners		Sunday, 5:00 pm
Youth Mission Trip	Junior and Senior overseas mission trip for the past few years has been to Romania		Summer
M-Fuge	Annual summer camp/mission trip. The past few years has been to Clinton, Mississippi		Summer
Giant Youth Garage Sale	Helps youth raise funds to be involved in youth activities		First week after school is out
Disciple NOW	Discipleship opportunity for all youth centered in homes		Spring

The Choice	Evangelistic play that serves as outreach at Halloween		October 30-31, 2013
Romania Mission Trip	Junior / Senior overseas mission trip		Summer
Children's Ministry			
Bible Buddies	Introduces younger children to the books of the Bible and other Bible skills	15	Sunday at 6:00 pm
Bible Drill	Older children participate in the Bible Drill Program and prepare to participate in the Association and State Competition	21	Sunday at 6:00 pm
RAs	Mission Education and Activities for boys grades 1-6	34	Wednesday at 6:00 pm
GAs	Mission Education and Activities for girls grades 1-6	27	Wednesday at 6:00 pm
Children's New Believer Class	Assists children and their parents as they consider their decision to follow Jesus as a believer	Varies	3-4 times per year
Vacation Bible School	Summer Bible teaching and evangelism event for children	190 enrolled	Sun Kickoff, Mon-Thurs., 6-9pm in June
Kid's Camp	Discipleship opportunity for kids completed 3 rd -6 th grades	84	M-F mid July
Xtreme Night	Themed activities for children to support ABF class Fellowships (preference given t those attending fellowships)	25-50	2 Fridays/semester, 6-9pm
Special Events	Special events are planned at holidays and over the summer and to encourage the whole family to enjoy time together.	Varies	Seasonally
Preschool Ministry			
MOPS	Mothers of Preschoolers	14 moms and 25 kids enrolled this semester	2 nd and 4 th Tuesday 9:00-11:30 am each semester
Mainly Music	Music experiences for preschool children and their parent or caregiver	29 families – 38 kids	Wednesdays 10:00-11:00 am each semester
Bible A, B, C's	Bible story and games that coordinate with a letter of the alphabet. Each letter is covered over the span of the fall/spring semesters	9	Wednesdays 6:00 – 7:30 each semester
Childcare	Special childcare for church wide events as needed (small groups, meetings, summer series, etc.)	Varies	Seasonally
Special Events	Special events are planned at holidays and over the summer and to encourage the whole family to enjoy time together.	Varies	Seasonally
Xtreme Night	Themed activities for children to support ABF class Fellowships (preference given t those attending fellowships)	25-50	2 Fridays/semester, 6:00-9:00 pm
Adults 55+ Ministry			
Young At Heart Luncheon	Programs are often seasonal or on topics of interest for adults over 55 years of age	25-35	Every other month
K.I.T. (Keeping in Touch)	Opportunity to keep in touch and to play table games	15-20	Each month on 1st and 3rd Fridays, 1:00-3:30 pm
PrimeTimers	Opportunity for table games and fellowship	15-20	2nd Tuesday of each month, 6:00-8:00 pm
Adult Bible Conference	Worship and Bible Study opportunity with guest preacher	80-100	Sunday thru Wednesday each Spring
Day Trips	Day trips to place of interest planned by Adult 55+ Council	24	Usually one each semester

Overnight Trips	Trips requiring at least one night stay to places of interest for Adults 55+ which are planned by the Adult 55+ Council	24	At least once a year
------------------------	---	----	----------------------

First Baptist Bryan Outreach Ministries

<u>Ministry</u>	<u>Opportunities</u>
Discovery	Ministry to the wife and children of International students studying at Texas A&M University. It is directed by a member of FBC and is a joint venture with several Baptist churches
The Bridge	Local ministry to the community that provides food distribution and health clinic. They also serve as a call Center for Billy Graham TV broadcasts.
Restorative Justice	A number of our men and women serve in various local correctional facilities to provide worship and Bible study
Jordan Loop	An established ministry in a subsidized housing area
Christian Women's Job Corp	Provides training for women who need employment
Community Benevolence	Offering received following an observance of the Lord's Supper that is used to assist members in our community who are in financial crisis. A deacon ministry team interview all candidates and recommend needed assistance administered by the Associate Pastor/Business Manager
Christian Service	Offering received following an observance of the Lord's Supper that is used to assist members of our church who are in financial crisis.
Trunk - or - Treat	Outreach to the community with a safe alternative for an otherwise dark night on October 31
The Choice	Evangelistic dramatic presentation on October 30-31 for teenager and adults
First Serve Sunday	Sunday with an abbreviated early worship rally when the church sends teams out into the community to do service projects
Share the Gift	Annual food drive to provide two bags of groceries during the holiday break to families whose children are on free or reduced lunch
Organizational Support: S.O.S. Ministries Aggie & Blinn Baptist Student Ministry Pioneers Brazos Church Pantry Still Creek Ranch Emmanuel Lighthouse Women's Shelter Hope Pregnancy Center Restorative Justice Chaplin	We financially and otherwise support these organizations that provide ministry in the Brazos Valley.

First Baptist Bryan Missions

<u>Missions</u>	<u>Opportunities</u>
Creath Brazos Baptist Association	Supports the work of our local association
Cowboy Fellowship of Aggieland	We currently are supporting the startup of a new cowboy church in the Bryan College Station area.
Salam Church, Tartu, Estonia	Over twenty years of partnership with one, two or three mission trips per year. Often a construction trip, summer camp trip and winter camp trip. There is a young couple with two children and also a single young adult who are currently serving there and receiving some support from our church. Another single adult is about to go for a one year commitment.
Christus Gemeinde Siegburg, Germany	Ten year partnership with one trip per year, usually a summer baseball camp. One of our young adults currently is assisting the Germany church on a one year commitment.
Zimbabwe Missions	We currently partner with Greg and Donna Fort, IMB missionaries in Zimbabwe, with one or two mission trips per year.
Mission Support: Jim & Dale Burkhart, North Africa Gil Munoz, Wycliffe Bible Translators Brett Love, SIL International Rocky & Marla Ayatsuka, Japan Music Missions Danny Hester, Alaska Retreats and Mission Beth James, Tartu, Estonia Missions Greg& Dee Jones, Tartu, Estonia International Fellowship Mike Lawson, Hope for the Hungry	We financially and otherwise support these individuals as they fulfill God's call to missions.

Transition Team

We called Dr. Lynn Eckeberger as intentional interim in October, 2012. The Transition Team was nominated, elected, trained and a commissioning service was held in November, 2012. Over a period of 12 months the Transition Team has called on and was assisted by more than 170 additional church members. The monumental work of the Transition Team as charged by and on behalf of the church is shared in summary fashion per each of the five focus reports which follow.

The Transition Team spent almost two months preparing to receive comments from church members. The Team gathered opinions from the congregation by way of survey, aggregated them into common themes, and hosted the March 24th meeting where the church was presented with survey results identifying potential obstacles to our future path. The Transition Team then formulated action paths to address those opportunities.

Assisted by the Committee on Teams and Committees the Team assembled two temporary committees to assist further study. Each of these committees was provided additional workgroups to assure the formation of specific action plans to address church concerns. These members have put in countless hours of work conducting research and writing recommendations to address organizational problems in the church. All these reports will be released on the church's website on December 2. Below we will highlight a few items that came out of these committee reports.

The Church Organization Temporary Committee (COTC) examined the guiding documents of the church. This temporary committee was assisted by three workgroups: Committee Review, Missions Council Review, and Business Meetings Review (which also addressed Communications).

The COTC determined that committee descriptions in our current Standard Operating Procedures (SOP) were in need of updating. Some committees or teams were found to be inactive. Some had inaccurate titles and operating procedures. All descriptions needed to be formatted for presentation. Every committee, team, and council was asked to submit this updated information. Deacon SOPs were also reviewed and updated by our Deacon Fellowship.

The Business Meeting Working Group recommended that new SOPs for business meetings be adopted to provide for greater participation in FBC business meetings, adequate timing of information dispersal and response from the congregation prior to business meeting votes, and to offer additional training in conducting business meetings. The Communications Working Group recommended that an SOP for communications be adopted to provide more modern means of communications with our congregation, and create two staff positions to focus on media and communications respectively.

The One Church – One Body Temporary Committee (OCOB) was assigned strategic considerations from the present to 2020 assuring the development of our vision and mission. It was provided two workgroups: Worship Review to examine mutually supportive worship methodologies to fulfill our vision; and Discipleship Based Community Review to examine the current experience of discipleship and to suggest enhancements to intergenerational experiences, connections and Baptist distinctives.

The Discipleship Review workgroup recognized Sunday School provides the base line of care for our members. All new members are enrolled in a Sunday School class so that a group of leaders will be responsible for helping them assimilate into the life of the Church. When looking at past deficiencies of the church's discipleship model, they found that many people have not connected to one another through a Sunday School class. The Discipleship Review workgroup formulated ideas and recommendations to promote better assimilation and inclusion for new members, and to maximize educational opportunities for the entire church membership.

The Worship Review workgroup provided a multi-styled worship experience for the congregation. Surveys were collected. Our congregation values authentic worship and will alter schedules of both worship and discipleship as necessary to provide both contemporary and traditional worship services.

Heritage: Who We Are

What does the congregation celebrate about its heritage, and what parts of the past would not be carried into the future?

"The earliest record states that the sixteen persons who organized the First Baptist Church that Sunday of November 18, 1866, met in an abandoned Bryan saloon. They sat on planks placed across beer kegs..." A Better Day Is Dawning, First Baptist Church, Bryan, Texas, 1966, page 1.

We always enjoy a colorful past and a better day dawning! Throughout our 147 year history we have been a people of practicality, promise, and progress. We are continuously missionary, constantly welcoming, and consistently developing into a God-honoring future.

The most consistent compliments are shared with us by our guests, "*We experience a sincere welcome from the members themselves;*" by those in the hospitals and justice system, "*I've got to say, that's a praying church;*" by university students, "*It feels like home;*" by those in local ministries and on international mission fields, "*It amazes us how your people serve in so many places;*" and by our members, "*This is God's church family for me!*"

We desire harmony of purpose and practice, expecting our ministers and lay leaders to keep a vigil of mutual regard for one another among our members and toward the achievement of that which God has called us to do together.

We relate to our community with a full spectrum of ages; a variety of families; a focused attention to children and youth; an extensive compatibility to higher education and university interests; a prominent community involvement; and a significant stewardship of membership talent, time, and treasure.

We maintain a care for our members through a comprehensive Sunday School enrollment and Deacon Family Ministry service. This is significantly bolstered by our small groups, service teams, and staff.

In 2012 First Baptist Church Bryan (FBCB) experienced the departure of several fulltime staff over several months. (*Service elsewhere*: Senior Pastor; College/Young Adult Minister; Media Director); (*Resignation*: Minister of Missions/Assimilation; Worship Leader; Youth Minister); (*Retirement*: Minister to Adults; Minister of Childhood Education). Though finances and attendance were not immediately affected, reasons for some departures yielded concerns that impeded forward progress.

An intensive leader-to-member investigation was conducted with departed staff and with active and inactive church members affected by staff departures. Discovering

irreconcilable accounts, a call for assistance from Deacon officers produced a mutual assembly of deacons from the Transition Team (7) and current Deacons (14). Several meetings resulted in significant insight and assistance provided by these Deacons to individuals and ABFs (Adult Bible Fellowships) to assure appropriate and reconciliatory actions have been taken. There have been no additional disruptions to the membership by actively attending members. Words of correction have quieted any measurable disruptive acts to date. Attendance and finances have lessened.

We will always face our challenges with forthright, mutual regard for what the Lord calls us to do together for His namesake. We will find ways to answer the demands of a changing world in a manner that preserves the teaching of Biblical assurances of the return of the resurrected, reigning, redeeming Lord Jesus Christ and the certainty that until He calls us home FBCB will serve and honor Him.

The Heritage focus calls for the continued service of the History Committee in preparation for the 150th Anniversary celebration anticipated in November, 2016. This group of dedicated workers continues to prepare all the archived items needed to present and preserve the rich heritage of FBCB for present and future members to enjoy and recognize that God has always brought blessing upon us as His church body.

Leadership: Who We Are

How is the congregation developing its leadership and using its leaders to make decisions?

First Baptist Church of Bryan (FBCB) has a strong history of leadership and ministry that requires the involvement of members throughout the congregation. With encouragement from the senior pastor and other ministers, FBCB offers many opportunities for members to be involved in service as ministry leaders/ coordinators, Sunday School teachers, ministry workers, prayer warriors, and much more.

The current leadership structure at FBCB calls for a senior pastor and several fulltime ministers who serve under the senior pastor along with a number of support staff to assist the church in the work of its ministries and care to the church body. In this current structure, a number of our ministers are responsible for more than one major area of oversight. As our church has grown, these areas of responsibility have grown and multiplied in complexity but the responsibilities have been "double stacked" upon one minister. (*Examples: the Minister of Education/Administration, Associate Pastor/Business Manager, College/Young Adult Minister.*)

The combining of ministry responsibilities has left many of our ministry groups (specifically college, young families, and adults ages 25 to 65) with ministers who are stretched too thin to be able to provide the attentive care and leadership they and others desire.

The One Church-One Body temporary committee and its two working groups (Worship Review and Disciple-based Community) have offered wise counsel to be further discussed and evaluated with our new Senior Pastor. Our desire is to prepare and provide a flexibility of "followship" to the new Senior Pastor while realizing the deep appreciation we have for current staff.

No amount of employed staff will ever replace the responsible and involved voluntary service of our church members and lay leaders.

More than 200 individual members are involved in ministry leadership at FBCB every week through Sunday School, Adult Bible studies, small group studies, youth-children-preschool ministries, serving on standing committees, teams, and councils, and local ministries (First Serve, Share the Gift, The Bridge Food Pantry and evangelism teams, etc.), and missions within and beyond the United States. There is an ever-increasing need to expand the leadership base and encourage as much participation as possible in church ministries. A new communications system among members will begin in early 2014 to provide the essential exchange of ministry and service opportunities by ministry organizations so that all church members can be informed and involved.

FBCB has the capability and potential to be even more effective in reaching our community and world for Christ as we move boldly into the future together. FBCB should move toward thinking and functioning as a regional, multi-enterprise type church

in terms of organizational structure and culture. This approach is characterized by a multidimensional organization with a variety of different but coordinated subgroups that share a common, unifying overall culture and identity.

The Senior Pastor provides overall leadership and vision, primary Bible-based preaching, and generally sets the course for the church with ample support and partnership provided through other staff and lay leaders. We believe great things are in store for FBCB as we seek and follow God's direction for the future.

FBCB practices congregational polity with all authority derived from and accountable to the congregation. Our guidelines follow an ever expanding flexibility of accountable service through Constitution/Bylaws, Committee, Team, & Council assignments, Policies, Handbooks, Procedures, and Practices.

Connections: Who We Are

What are the relationships, beginning with denominational ones, that this congregation has built outside of itself?

We commit ourselves to share the gospel in Bryan/College Station and throughout the world by engaging ourselves in meaningful evangelism and mission endeavors on every continent, nation, and state through the Cooperative Program of the Southern Baptist Convention, the Baptist General Convention of Texas, the Creath-Brazos Baptist Association and numerous direct ministries and direct missions locally, stateside, and internationally.

Given that our administrative offices assist any member to self-designate support to these and other comparable Great Commission partners, we continue our affirmation of our partners of heritage and common purposes as we engage in our Lord's Great Commission to reach the world for Christ.

Creath-Brazos Baptist Association (CBBA) consists of 59 local Southern Baptist churches, located in Madison, Brazos, Grimes, Waller and Leon Counties: cooperatively networking together to enhance the spiritual health and well-being of each church, and to facilitate local and global fulfillment of the Great Commission by these churches. This is done by funding projects such as mission trips to assist in evangelistic and witnessing campaigns, scripture distribution, Vacation Bible Schools, repair or construction at mission church facilities and disaster hunger relief ministry. (www.cbba.org)

The Baptist General Convention of Texas (BGCT) is a group of around 5,300 Baptist Churches in Texas. From its inception in 1886, the BGCT has been actively involved in education and social ministries, as well as evangelism and missions. The BGCT has supported and/or established numerous schools, including Baylor University, the world's largest Baptist university, and Southwestern Baptist Theological Seminary (now operated by the Southern Baptist Convention), currently the largest seminary in the world. The BGCT has assisted in the development of seven hospitals, four children's homes and five homes for the aged. The Convention also assists in starting hundreds of new churches each year as it strives to share the gospel with every person in the state of Texas. (www.texasbaptists.org)

The Southern Baptist Convention (SBC), organized in 1845, is a national network of more than forty-five thousand churches, with nearly sixteen million members who worship in more than two dozen languages each week across the United States and its territories. Southern Baptists provide direct support for almost ten thousand individuals who serve across the nation and around the world in direct ministry as the hands and feet of Jesus Christ, ministering to at least 377 people groups in 153 countries, many of whom have little access to the Gospel in their native language. Southern Baptists also provide ministerial training and education for more than sixteen thousand full-time and part-time students through their six theological seminaries. (www.sbc.net)

We also include designated funds from our budget to support these partners in ministry at the local level: The Bridge, Save Our Streets, Emmanuel Lighthouse, Still Creek Ranch, Discovery, Hope Pregnancy Center, as well as The Gideons and World Hunger.

Always careful to expect from our mission partners the same responsible use of tithes and offerings, our Missions Council provides, maintains, and administers evaluation and support to our many church directed mission engagements and continued relationships with churches throughout the world.

Mission/Identity: Who We Are Supposed To Be

What is the congregation's sense of purpose and direction?

Our heart's desire is *"To live with a passion for Jesus and His purposes in the world by leading people to a personal, growing relationship with Jesus Christ."* (Mission Statement)

We expect to be *"An authentic community of faith, reflecting Jesus and taking bold steps to expand the Kingdom of God."* (Vision Statement)

We believe we do that best when we seek to: (Core Values)

- Be passionate - Loving God with our entire being - Mark 12:30
- Be transformed - Becoming more like Jesus through Spirit-directed worship, prayer and obedience to the Scriptures - Romans 12:2
- Be a servant - Equipping, encouraging, and releasing one another to serve others - Mark 10:45; 1 Peter 4:10-11
- Be compassionate - Going to people where they are with the love of Jesus - Matthew 9:36-38
- Be real - Sharing our spiritual journey and building genuine friendships in smaller faith communities - Hebrews 10:24-25; James 5:16
- Be family-focused - Strengthening all family relationships - Colossians 3:18-21
- Be mission-driven - Partnering with others as we courageously introduce Jesus to the world - Acts 1:8

Our "Ministry Model" (***Believe, Connect, Grow, and Share***) captures the daily journey of our members to help live out our mission statement. The model is a pattern of how the ministries of the church fit together to fulfill the mission of the church.

We pray all may ***believe*** then quickly ***connect*** through fellowship with other believers. We open avenues to ***grow*** through bible studies and different small groups with the expectation we will overflow in a passion to ***share*** the truth of Christ with the world.

We value ***Worship*** that authentically and biblically expresses in traditional and in contemporary forms a genuine adoration of God through prayer, music, and the proclamation of God's Word.

We value ***Discipleship*** that teaches and equips our membership through Sunday School and other Bible study opportunities for all ages; and that strengthens through small groups and a variety of prayer groupings.

We value ***Evangelism & Missions*** that engages the lost through personal encounters with the gospel.

Our members identify 1) ***Fellowship***, 2) ***Meeting Needs***, and 3) ***Missions*** as central to the true character of First Baptist Church Bryan (FBCB). Our desire is to be known as a church that is: genuine, unified, reconciled, and sharing Christ with others.

Based on these central tenets, we hold ourselves to an ever more effective use of our many resources for maximum effect. Temporary committees established by the Transition Team were asked to develop both short-term and long-term goals for the congregation. The "One Church-One Body Temporary Committee" gathered information and ideas from the "Worship Review Working Group" and the "Discipleship-Based Working Group" to formulate considerations for the congregation.

The "Missions Council Working Group" reviewed and updated procedures for missionaries seeking financial support, groups of church members that desire to go on a mission trip, local mission opportunities that may arise in the future, and many others. We actively desire to bring the gospel to the entire world and are determined to be wise in all such endeavors.

Jesus said, in Matthew 6:21, "Where your treasure is, there your heart will be, also." An evaluation of the church's budget for the year 2013 revealed that 13.86% of the total budget was allotted for ministries that seek to spread the gospel outside the church building, 45.9% of the budget provides our employed staff who lead us in ministries and mission, 17.04% goes to debt retirement, 15.06% goes toward providing the facilities as a resource for ministry and missions, and 10.21% of the budget is used for all other internal ministries.

Our members are **generous**. In addition to the budgeted amounts given each year, the congregation of FBCB has a history of giving generously to ministries outside of the church. In the year 2012, the church gave \$430,464.82 to fifteen different ministry areas. That total includes the offerings given to such ministries as the Lottie Moon International Missions, the Annie Armstrong North American Missions, Miracle Farm Ministries, the Gideons, Mission Dignity, and many more. There are no records that account for the untold hours of volunteer work or independent monetary gifts that FBCB members also invest in ministries outside the church.

Future: How We Are Going To Get There

In what ways do we anticipate God using us in the future and what are our expectations regarding the Senior Pastor whom God will bring to lead us?

First Baptist Church of Bryan, Texas is a body of believers that is continually reminded of Jesus' sacrificial love for us. This love is what motivates us to put others first in humility, which leads to unity. Our unity is an imperative from God that is a result of the Gospel power at work among us. As we work together, we Believe, Connect, Grow, and Share, so that all will have a personal relationship with Jesus Christ making us One Church - One Body. (Ephesians 4:1-4, Philippians 2:1-4)

The Strategic Priorities offered by the One Church-One Body temporary committee (OCOB) are as follows:

- ***Missions and Evangelism Strategic Priority:***

Develop and emphasize mission opportunities, both locally and globally, which glorify God by leading people to a personal growing relationship with Jesus Christ. Engage active participation by all members of the First Baptist Church Bryan (FBCB) body of Christ, drawing us closer to God and closer to one another.

- ***Christian Education Strategic Priority***

Ensure Christian education is based on Bible content for all ages through (but not limited to) sermons, Sunday School, ABF's, Small Groups, Bible study groups, new member training, conferences and programs which focus on Christ-centered living.

- ***Intergenerational Strategic Priority***

Create Christ-centered, intergenerational experiences to facilitate biblical relationships through a culture that values various life stages, perspectives, time together and communication styles.

- ***Family Ministry Strategic Priority***

Develop a Families Ministry that strengthens family relationships and nurtures support of the Christian home while providing a family oriented intergenerational approach to discipleship, missions and service.

- ***Organizational Structure Strategic Priority***

Build a Christ-centered organizational structure that supports/encourages multiple styles of worship and discipleship, and provides a broad variety of ministries and missions and that is sensitive to the opportunities afforded by the dynamic growth and diversity of the BCS community.

FBCB should move toward thinking and functioning as a regional, multi-enterprise type church in terms of organizational structure and culture. This approach is characterized by a multidimensional organization with a variety of different but coordinated subgroups that share a common, unifying overall culture and identity.

Given the size of FBCB, the "pastor-centric" model we have followed in the past seems to place too many responsibilities and unrealistic expectations on the Senior Pastor, thus taking away from his

primary responsibilities of proclamation of the gospel (preaching and teaching), visioning and strategic direction. Reframing the organizational structure would provide a more manageable span of control and delineation of responsibilities driven by the FBCB Mission and Vision.

- **Senior Pastor** – responsible for proclamation of the gospel (preaching and teaching), visioning and strategic direction.
- **Ministries Pastor** - responsible for pastoral vision implementation, Christian education, ministries, missions, ministerial staff supervision and mentoring, and shared responsibility for pastoral care (hospital, shut-ins, family tragedies, funerals, weddings, etc.).
- **Executive Pastor** – responsible for operations and administration including all support and logistical functions, and shared responsibility for pastoral care.

The Discipleship-based Review Working Group recommended that the Personnel Committee carefully study the staff alignment and consider ways to give greater staff attention to the areas of education and discipleship development.

Committees, teams, and councils are essential to the successful functioning of FBCB. Membership in these organizations should be diverse to reflect the diversity of our church body. All members of the church should be educated about these organizations and should be encouraged to serve on or work with at least one of these organizations.

Recognition of Participation and Leadership

The Transition Team recognizes that very little of this work would have been achieved without the direct involvement, participation, and leadership of the following members.

Many served just at the right time, others served all the time, but all gave dedicated and committed service to the efforts of the focus areas. Ministry Reviews, recorders/presenters, Interviews, committees, workgroups, one-on-one, one-on-many, and countless hours of devoted service in prayer, support, and achievement!

Rae	Adams	Israel	DeLeon	Sherrie	Hopkins
Ronnie	Allen	Maury	Dennis	Monty	Hunt
Clint	Allred	Pat	Dennis	Jerry	Johnson
Kim	Allred	Ed	Dobbins	Rhonda	Johnson
Lavon	Anderson	Kay	Dobbins	Dan	Kennedy
Debbie	Andrick	Kim	Dooley	Karen	Kinerd
Jeff	Andrick	Mike	Downie	Van	Kinerd
Ben	Aurispa	Jarrett	Eisenrich	Annette	Kirk
Betty	Barrett	Sam	Enloe	Jay	Kornegay
Justin	Barrett	Hance	Eskelsen	Amanda	Krotulski
Russell	Barrett	Suzanne	Eskelsen	Phyllis	Lair
Stephanie	Barrett	Carole	Faulkner	Pete	Lair
Cynthia	Benner	Ray	Finch	Neal	Lee
Clint	Bennett	Clark	Finch	Dillard	Leverkuhn
Jennie	Bennett	Susan	Gandy	Nina	Leverkuhn
Linda	Berklina	Frank	Gandy	Becky	Levy
Jennifer	Bevan	Sandy	Gilstrap	Jim	Mallett
Ryan	Bevan	David	Griffin	Maurice	Maness
Tyler	Boss	Marco	Gutierrez	Melissa	Maness
Linda	Bow	Micki	Gutierrez	Meredith	McClendon
Monica	Bozeman	Melinda	Gutierrez	Harvey	McFalls
Paul	Bozeman	Dell	Hallmark	Mary Alice	McFalls
Barbara	Brannan	Jason	Hamilton	Jason	McMillin
Lynn	Brannan	Julie	Hamilton	Kay	McWhorter
Ann	Brower	Gretchen	Hamilton	Jeannette	Mitchell
Rob	Brower	Steve	Hanson	Lance	Mitchell
Winnie	Brower	Jaime	Hanson	Bill	Moore
Harold	Chilton	Marsha	Hardy	Derek	Moore
Wanda	Chilton	Dicky	Herron	Jim	Moore
Melissa	Clary	Joseph	Herron	Trish	Moore
Bryan	Cole	Dottie	Hill	Frank	Murphy
Clyde	Collins	Georgia	Hightower	Darla	Neisemier
Annette	Cortinas	Harry	Hogan	Jay	Neisemier
Ronnie	Craig	Steve	Hogan	Lisa	Nelson
Gay	Craig	Anna	Holcombe	Brian	Newton
Sandra	Davis	David	Hollingsworth	Hannah	O'Sullivan
Wesley	Daniels	John	Hollingsworth	Lisa	Parker
			Hopkins	Mervin	Peters
				Suzanne	Phelps

James	Puckett	Doy	Shipman	Jay Don	Watson
Annette	Prince	Katrina	Smith	David	Weir
Annette	Ramos	Sam	Smith	Ben	Welch
Glenda	Ransom	Nedra	Sneed	Ken	Welch
Jerry	Ransom	Alicia	Stephenson	Melanie	Welch
Barbara	Reed	Jackie Sue	Stephenson	Susan	Wells
Chris	Reed	Ted	Stephenson	Gaines	West
Carrie	Rice	Uel	Stockard	Jason	Whisenant
Don	Rice	Kim	Sutphen	Rachael	Whisenant
Matt	Rice	Jim	Sweat	Karen	White
Marshall	Rich	Judy	Sweat	Audra	Wilkinson
Dina	Richmond	Kayleigh	Syler	Darren	Wilkinson
Judith	Robbins	Steve	Talcott	Meghan	Wilkinson
Jeanene	Robinson	Susan	Talcott	Keith	Williamson
Janice	Rogers	Matt	Taylor	Kim	Williamson
Joe	Rogers	Bill	Thames	Janis	Wiman
Michelle	Sanderson	Ruth	Thames	Cindy	Wise
Debi	Santini	Berniece	Thompson	Carrie	Wright
Bob	Santini	Jim	Thompson	Casey	Wright
Jimmy	Sasser	Marvella	Thompson	Mike	Wright
Frank	Scanlin	Nathan	Tichenor		
Cindi	Scofield	Sarah	Tichenor		
Lauren	Schulze	Nancy	Turner		
Randy	Seagraves	Elaine	Vernon		
Tami	Seagraves	Thomas	Wallis		