2027

MINISTRY ACTION PLAN



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FROM PASTOR WAYNE

I don't like to run!

It's strenuous. It's exhausting. And quite frankly, I'd rather do just about anything else! But there are benefits to running. Running strengthens the body, builds endurance, and improves physical health. But those benefits don't come without effort. So, there are times when I must push beyond what's comfortable, exercising discipline and a little grit to grow stronger and healthier.

I share this because I believe there are important spiritual parallels for us to consider as we head into a new year. The Bible often uses running as a metaphor for the believer's life. One striking example of that is found in Jeremiah 12:5.

The Lord's words in Jeremiah 12:5 have become a challenge I've been considering and a prayer for myself and our church as we look toward 2027. They come in response to Jeremiah's questions during difficult days of ministry in Judah.

Jeremiah was troubled by the prosperity of the wicked while those seeking to be faithful suffered. He had stood for the Lord, yet from his perspective it seemed he was getting nowhere. The Lord responded, "If you have raced with men on foot, and they have wearied you, how will you compete with horses?" (Jeremiah 12:5)

The Lord's response was both a rebuke and a challenge. Jeremiah was already weary from the ministry he faced, but greater challenges were still ahead. If running with men had exhausted him, how would he ever run with horses? The imagery is striking. This wasn't a real race against horses, but a picture the Lord was using to prepare his prophet for the ministry that lay before him. The Lord wasn't promising Jeremiah an easier road but preparing him for a greater and more demanding one. It's one thing to run with men, but something far more to run with horses. Faithful ministry would require endurance, deeper dependence upon the Lord, and a willingness to persevere through whatever challenges lay ahead.

"If you have raced with men on foot, and they have wearied you, how will you compete with horses?"

Jeremiah 12:5

I believe there is a timely lesson here for us as a church. We've run well over the years, including this year, and I commend you for your faithfulness. The Lord has been gracious to us, and we have much to be thankful about. It would be easy, and perhaps even comfortable, to simply maintain our present pace. But I believe greater ministry challenges and opportunities lie before us. And by God's grace, I believe we can keep running and meet them.

This 2027 Ministry Action Plan outlines some of the opportunities before us. Once again, your elders, staff, and finance team have worked to steward faithfully the resources the Lord has entrusted to us. The proposed budget reflects that commitment. It is built upon giving trends from this current year, but it is also an expression of faith and our commitment to the work we believe the Lord has placed before us.

"Do you not know that in a race all the runners run, but only one receives the prize? So run that you may obtain it!"

1 Corinthians 9:24

I want to highlight two budget initiatives I think will allow us to extend our stride as we run into 2027.

First, the proposed budget includes funding for a Pastoral Equipping Internship, with allocations for an intern stipend and assistance with housing costs. This opportunity is made possible through the acquisition of the Holland property and house. After some renovations, we hope to use the home to house aspiring pastors who will serve as interns here at PSBC. These interns will learn through the life and ministry of our church, share in our convictions and ministry practices, and grow in their readiness to shepherd God's people. Upon completion, we hope to help send them to churches in need of revitalization, replanting, or faithful pastoral leadership. This internship allows us to reproduce who we are as a church, equip those called to ministry, and serve the universal church by sending out prepared pastors.

Second, you'll see a proposed allocation for the Pillar Network. This network consists of more than 700 Southern Baptist Churches "that are doctrinally aligned, missionally driven, and committed to equipping, planting, and revitalizing churches, TOGETHER." Through our support and partnership with Pillar, we will strengthen church plants and revitalization efforts both stateside and internationally. The network also provides relationships through which we can identify potential candidates for our Pastoral Equipping Internship. Your elders

believe this partnership is a valuable way to engage in like-minded, kingdom-focused ministry to strengthen local churches near and far.

I truly believe the Lord has greater things in store for us at Poplar Springs. Again, we've run well, but there's more running still to do! A greater race awaits. More spiritual opportunities are on the horizon. It won't be easy and at times it won't be comfortable. So, to run well we'll need to display two important qualities—purpose and perseverance.

Our purpose remains unchanged. We exist to make much of God! His glory is our aim, the prize for which we run (cf. 1 Corinthians 9:24). It's the only prize worth running for, and if we're going to run well, we must resolve to do all things for His glory alone.

But along with purpose, we must have perseverance. Running with horses is certainly more demanding than running with men. It's not an easier race, and we shouldn't expect it to be. There will be obstacles to overcome, difficulties to endure, and opposition from the enemy to face. But we must keep running!

Hebrews 12:1–2 reminds us to "run with endurance the race that is set before us, looking to Jesus." That's the key to perseverance. We don't run in our own strength, and we don't run with our eyes fixed merely on the finish line. We run looking to Christ, the founder and perfecter of our faith.

I still don't like running! But this is one race I don't want to miss!

We've run well, but let's keep running. And by God's grace, let's be ready to run with horses!

Running with you,

Pastor Wayne

"...let us run with endurance the race that is set before us, looking to Jesus, the founder and perfecter of our faith, who for the joy that was sat before him endured the cross, despising the shame, and is seated at the right hand of the throne of God."

Hebrews 12:2-3

2026 MEMBERSHIP & BAPTISM REPORT (as of printing date)



MEMBERSHIP TOTAL

This number includes active and inactive members



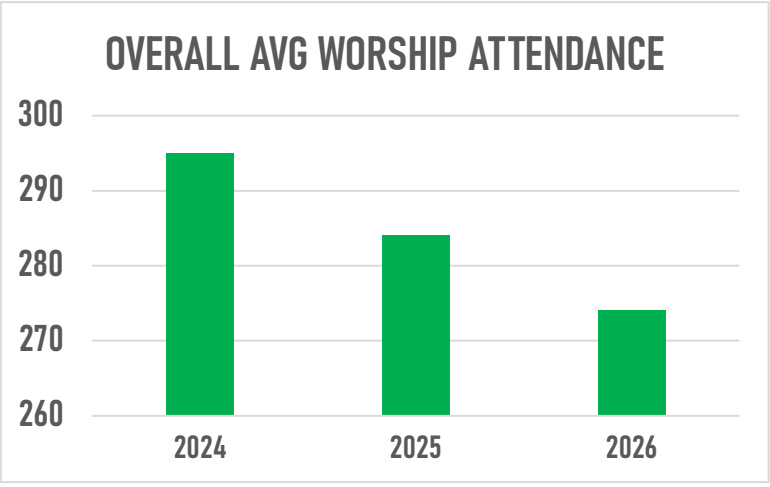
WATCHCARE TOTAL

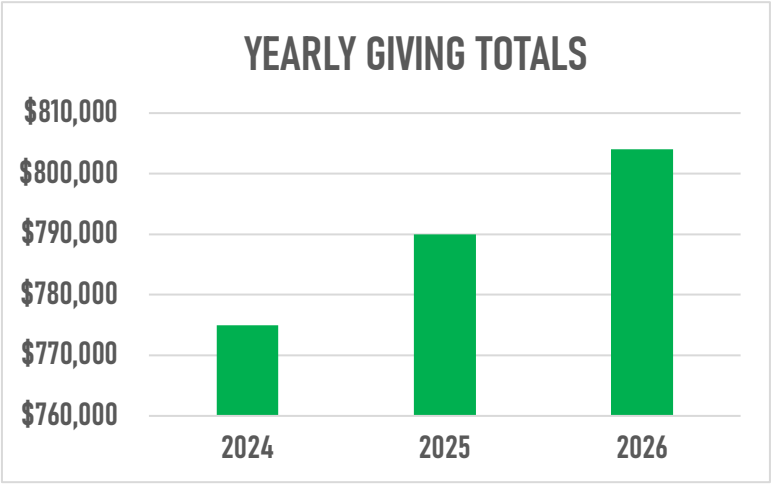
Watchcare status is given to children of members until meeting the requirements of membership.

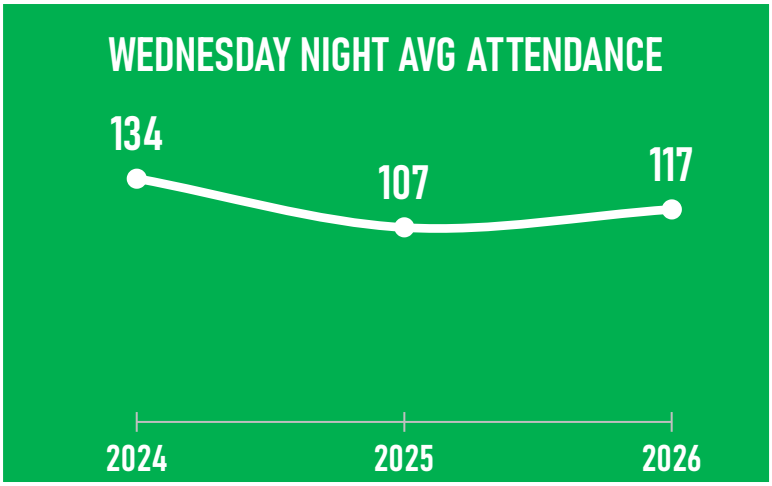


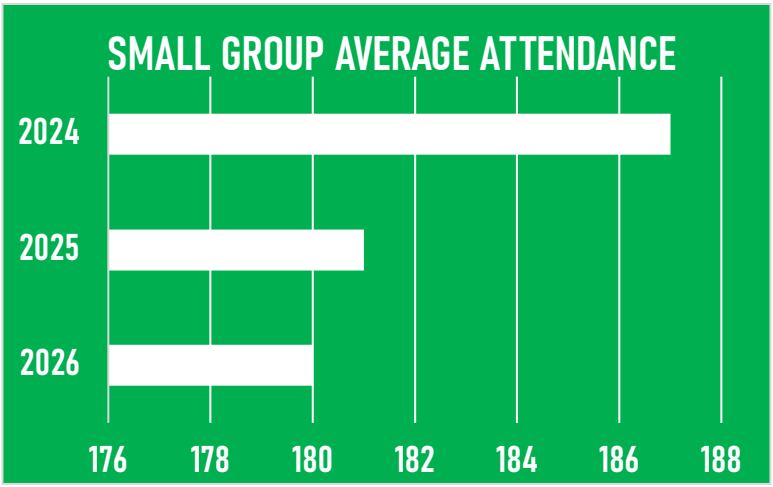
NUMBER OF BAPTISMS

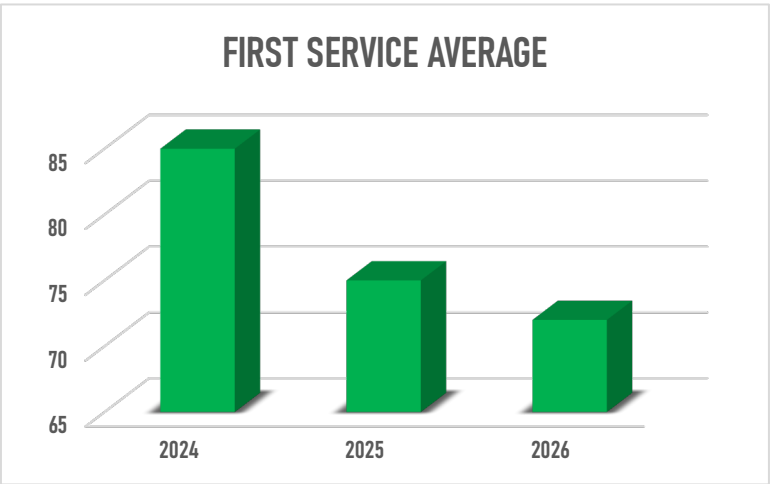
YEAR-TO-YEAR TRENDS (2026 numbers based on current available data)

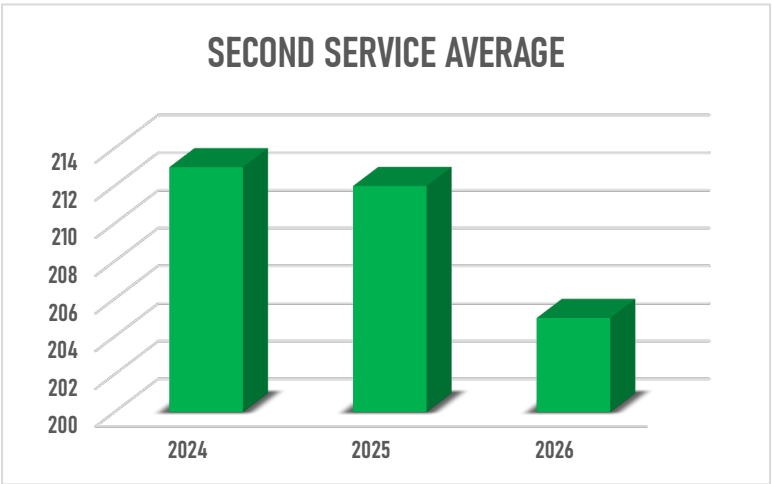












2026 MISSIONS REVIEW

Through your faithful, generous giving in 2026 we were able to make much of God and make disciples of Jesus Christ in the following ways:

SBC & COOPERATIVE MISSIONS

$27,650 – IMB & SEND Relief (based on projected giving)
$15,800 – West Metro Baptist Association (based on projected giving)
$31,989 – Lottie Moon Christmas Offering (2025)
$22,550 – Annie Armstrong Easter Offering

LOCAL MINISTRY & MISSIONS

Paulding Pregnancy Services
2 Volunteers
1/9 – AAEO Offering
$4,927.16 Baby Bottle Drive

Helping Hands of Paulding County
Food Items
25 Thanksgiving Boxes
1/9 – AAEO Offering

CAYA Ministries
Food Items
Summer Meals Support

Capitol Commission
$200 - Monthly Support

Love Packages
Literature Donations

GA Baptist Children's Homes & Calvary Children's Home
Paper Products Supply

Local Outreach
Blast Summer Camp – 94 kids attended / 65 volunteers / 185 attended family night
Fall Block Party – 623 registered attendance
Angel Tree – 20 kids served & 42 stocking supplied (2025)
GON Outdoor Blast – 20 team members / 617 gospel conversations

SCHOOL PARTNERSHIPS

Panter Elementary
Staff & Teacher Appreciation
Prayer Walk
Weekend Food Backpacks
School Supplies & Paper
Angel Tree
Event Volunteers

Baggett Elementary
Weekend Food Backpacks
Angel Tree

Austin Middle School
School Supplies

Dugan Elementary
School Supplies

Scoggins Middle School
School Supplies

South Paulding Middle School
FCA Breakfasts
Teacher Appreciation
Event Volunteers
Hosted Chorus Concerts
Prayer Walk

South Paulding High School
Teacher Breakfast
Hosted Baccalaureate Service

Hiram High School
Team Meals
Prayer Walk

CHURCH PARTNERSHIPS

Hope Community Church – Brooklyn, NY
$200 – Monthly Support

Oaks Community Church – Naples, FL
$200 - Monthly Support

INTERNATIONAL PARTNERSHIPS

JOHN LEMA – ESMERALDAS, ECUADOR
$200 – Monthly Support
Sponsored Teen Camp & Community Work
5 Member Mission Team

WORD OF LIFE – ARGENTINA
Esteban & Danielle Montllau
$200 – Monthly Support

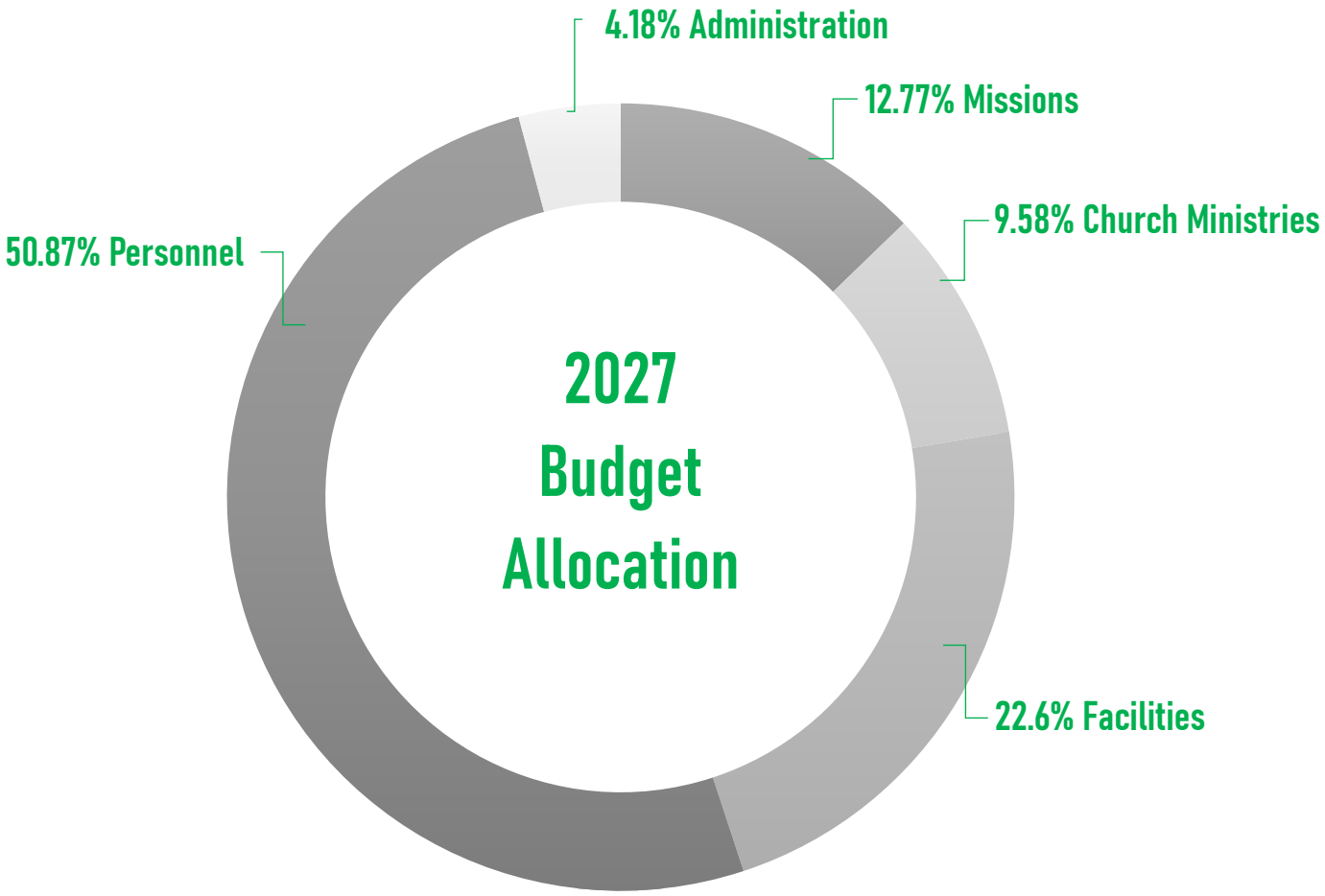
2026 MISSIONS OUTLOOK & OPPORTUNITIES

Jerusalem Missions	• Paulding Pregnancy Services • Helping Hands • CAYA Ministries • School Partnerships • Community Events
• West Metro Baptist Assoc. • Georgia Tech BCM • Capitol Commission – Ron Bigalke • GON Outdoor Outreach	**Judea Missions**
Samaria Missions	• Annie Armstrong Easter Offering • Pillar Network Church Plant • Hope Community Church - Brooklyn, NY • SEND Relief • Pastoral Equipping Internship
• International Mission Board • Lottie Moon Christmas Offering • Patrick & Katie Thompson – IMB France • John Lema – Ecuador • Esteban & Danielle Montllau - Argentina	**Ends of the Earth Missions**

"But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth." – Acts 1:8

2027
PROPOSED BUDGET

$820,000



2027 BUDGET BREAKDOWN

The 2027 budget was compiled with consideration of giving and spending trends. The projected income for 2026 is $804,000, roughly 1% below budget. However, expenditures are expected to be less than income for 2026. The 2027 budget represents a less than 1% increase over the 2026 budget, $815,00 to $820,000. This number reflects our desire to remain faithful to our mission, a desire to care well for the church ministers and staff, and our faith in God to meet all our needs.

CHURCH MISSIONS: $104,749 (12.77%)

	2026	2027	$ Difference	% Difference	% Budget
Cooperative Program	$27,042	$27,205	$161	1%	3.32%
West Metro Baptist Assoc.	$15,453	$7,773	($7,681)	(50%)	1%
Pillar Network	n/a	$7,773	n/a	n/a	1%
Missions/Outreach	$40,000	$38,000	($2.000)	(5%)	4.63%
Holland House Utilities	n/a	$6,000	n/a	n/a	0.73%
PEI Stipend	n/a	$8,000	n/a	n/a	1%
Revival/Special Speaker	$4,000	$4,000	0	0%	0.5%
SBC Annual Meeting	n/a	$5,500	n/a	n/a	0.7%
Benevolence	$500	$500	0	0%	0.05%
TOTAL	$94,162	$104,749	$10,568	11%	12.77%

- Cooperative Program – 3.5% of our undesignated receipts are given to the SBC International Mission Board and SEND Relief.
- West Metro – 1% of our undesignated receipts are given to support the local ministry and mission work of the WMBA among our sister churches.
- Pillar Network – 1% of our undesignated receipts are budgeted to The Pillar Network to support like-minded church planters and church revitalization efforts.
- Missions / Outreach – These funds go toward our financial support of our mission partnerships, providing a stipend for our ministry interns, funding mission trips, and mission opportunities.
- Holland House Utilities – These funds cover the costs to house interns as part of the PEI.
- PEI Stipend – This funds monetary support to interns who are serving in the PEI. This year we have allocated an 8 month funding.
- Revival / Special Speaker – Provides for pulpit supply and will help us host a marriage conference.

- SBC Annual Meeting – Funding to support in sending messengers to the SBC Annual Meeting in Indianapolis, IN. (Previously part of the Church Expense line item.)
- Benevolence – Funds allocated to help needs within the church family and community. Designated funds are also available to help with these needs.

CHURCH MINISTRIES: $78,525 (9.58%)

	2026	2027	$ Difference	% Difference	% Budget
Adult / Small Groups / Discipleship	$8,000	$8,000	0	0%	1%
RAF	$2,500	$3,000	$500	20%	0.4%
Church Picnic	n/a	$5,000	n/a	n/a	0.6%
Student Ministry	$15,400	$13,450	($1,950)	(13%)	1.6%
Children's Ministry	$14,500	$14,500	0	0%	1.75%
Deacon Ministry – Ordinances	$750	$750	0	0%	0.09%
Deacon Ministry – Security	$6,740	$6,740	0	0%	0.8%
Music & Worship	$6,000	$6,000	0	0%	0.7%
Women's Ministry	$2,500	$3,000	$500	20%	0.4%
Men's Ministry	$2,500	$2,925	$425	17%	0.4%
Contract Services	$14,160	$15,160	$1,000	7%	1.85%
TOTAL	$80,216	$78,525	($1,691)	(2%)	9.58%

- Adult / SS / Discipleship – Provides for small group and discipleship class materials.
- RAF – Funding for the Retired Adult Fellowship ministry.
- Church Picnic – Funding for our annual Church family and friends picnic each May. (Previously part of the Church Expense line item.)
- Student Ministry – Funding for our student ministry, including transportation offset, Wednesday ministry resources, DNOW, student equipping, Bash N Splash.
- Children's Ministry – Funds for nursery, children's church, Kid's Life, Blast Camp, pastor pals.
- Deacon Ministry / Ordinances – Provides for costs associated with the Lord's Supper, baptism, and deacon ministry needs.
- Deacon Ministry / Security – Allows for a uniformed officer at services and special church events and provides for security ministry needs.
- Music & Worship – Covers the adult, student, and children's choirs, which provides sheet music, instrument care, and other associated costs.
- Women's Ministry – Funds women's ministry events.

- Men's Ministry – Funds men's ministry events.
- Contract Services – Funds for supplemental ministry services and instrumentalists.

FACILITIES: $185,350 (22.6%)

	2026	2027	$ Difference	% Difference	% Budget
Building Fund	$72,000	$83,100	$11,100	15%	10.1%
Utilities	$34,740	$33,465	($1,275)	(3.7%)	4.1%
Insurance	$17,830	$19,920	$2,090	12%	2.43%
General Maintenance	$11,500	$11,500	0	0%	1.4%
Inspections	$2,021	$1,875	($146)	(7.2%)	0.2%
Alarm Monitoring	$685	$685	0	0%	0.1%
Kitchen	$1,000	$1,500	$500	50%	0.2%
Hospitality	$550	$1,000	$450	82%	0.1%
Vehicles	$1,000	$1,000	0	0%	0.1%
Lawn Care	$7,850	$8,325	$475	6%	1%
Cleaning Service	$22,215	$22,500	$285	1.3%	2.7%
Pest Control	$480	$480	0	0%	0.05%
TOTAL	$171,871	$185,350	$13,749	8%	22.6%

- Building Fund – This money is designated for payment towards the Holland property purchase. The allocated amount allows payoff on the loan within 5 years.
- Utilities – Power, water, phone, and waste costs.
- Insurance – Yearly policy on the church facilities and ministry.
- General Maintenance – Provides for year-to-year care for the church facilities and minor upgrades.
- Inspections – Required inspections of the fire and elevator systems.
- Alarm monitoring – Monthly service providing fire and security monitoring.
- Kitchen – Supplies paper products for churchwide functions and needed equipment.
- Hospitality – Special occasions and seasonal décor for the church.
- Vehicles – Maintenance and tag costs for the church bus.
- Lawn Care – Grass cutting, weed-control, and pine straw for the church grounds.
- Cleaning Service – Contracted cleaning services for bi-weekly cleaning of the building.
- Pest control – Quarterly application of pest treatment.

PERSONNEL: $417,121 (50.87%)

	2026	2027	$ Difference	% Difference	% Budget
Staff Salaries	$408,060	$387,361	($20,699)	(5%)	47.3%
Benefits	$24,580	$17,760	($6,820)	(27.7%)	2.2%
Taxes	$10,500	$12,000	$1,500	14.3%	1.46%
TOTAL	$443,140	$417,121	($26,019)	(6%)	50.87%

- Staff Salaries – Compensation for all church employees. Biblical instruction, cost-of-living, position responsibilities and the church's financial capability are taken into consideration by the HR and Finance committees, elders, and senior pastor to provide as generously as possible for our staff.
- Benefits – The HR and Finance committees have worked to put into place a benefit structure for full-time staff. This includes offering allowances for health insurance (which the church does not provide) when needed and contributing to the employee's retirement through Guidestone.
- Taxes – Required employer taxes for non-ministerial staff.

ADMINISTRATION: $34,255 (4.18%)

	2026	2027	$ Difference	% Difference	% Budget
Church Expenses	$7,166	$2,205	($4,961)	(69.2%)	0.3%
Office Expenses	$3,200	$1,740	($1,460)	(45.6%)	0.2%
Professional Development	n/a	$13,000	n/a	n/a	1.6%
Flowers	$750	$750	0	0%	0.1%
AV / Web Site / Office Tech	$8,050	$7,460	($590)	(7.3%)	0.9%
Printing / Postage	$5,840	$7,300	$1,460	25%	0.9%
Café Supplies	n/a	$1,500	n/a	n/a	0.18%
Tech Services / Support	$745	$300	($445)	(60%)	0.04%
TOTAL	$25,751	$34,255	$8,503	33%	4.18%

- Church Expenses – Funds providing for miscellaneous administrative costs.
- Professional Development – Funding for staff equipping and resources. (Formerly included in Church Expense.)
- Office Expenses – Supplies for the church office.
- Flowers – Arrangements sent to the funeral of church members.
- AV / Web Site / Office Tech – Covers costs associated with our sound and video equipment, website, and licenses for technology.
- Printing / Postage – Bulletin paper, copy paper and stamps.
- Tech Support – Support services for the church database software.

"And my God will supply every need of yours according to his riches in glory in Christ Jesus. To our God and Father be glory forever and ever. Amen."

Philippians 4:19-20

2027 NOMINATING REPORT

The nominees presented below will serve in their positions throughout 2027. Committee member terms are shown in parenthesis. Any questions regarding the nominations or nominees can be addressed to Nominating Committee members, Elder Body, or Church Office.

COMMITTEES

NOMINATING	FINANCE	HUMAN RESOURCE	BLDG. & GROUNDS	HOSPITALITY
Dustin Wilson – Chair	Caleb Rodgers – Chair	JR Neal – Chair	Phil Stearns - Chair	Ashley Orr - Chair
Heidi Stearns	Joy Hart (3)	Rachel Bolton (3)	Ronnie Wallace (3)	Norresa Harris (3)
Marty Roberts	Val Busby (2)	Chris Leonard (2)	Ken Cooper (2)	Rhonda Pitt (2)
Peggy Hagemann	Donna Cooper (1)	Larry Swann (1)	George Frank (1)	Laura Harris (1)
Gigi Neal	Justin Gibson – Deacon	Jeremy Ragan - Deacon	Patrick Orr - Deacon	Seth Wamsley - Deacon

MINISTRY DIRECTORS

ADULT MINISTRIES	STUDENT MINISTRIES	CHILDREN MINISTRIES	MEN'S MINISTRIES	WOMEN'S MINISTRIES	WORSHIP MINISTRIES
Wayne Meadows	Ethan Stafford	Miranda Carter	Jeremy Digsby	Miranda Carter	Wayne Meadows
Jeremy Digsby			Patrick Orr	Kristen Ragan	Paul Halberstadt

OFFICERS

CLERK	TREASURER	BOARD OF TRUSTEES
Kim Wallace	Cate Lindsey	Kirk Falls (Elder) Jeremy Ragan (Deacon Chair)
Marti Carter (Asst.)	Donna Cooper (Asst.)	Justin Gibson (Deacon Vice-Chair)
		Kim Wallace (Clerk) Cate Lindsey (Treasurer)
		Bruce Atha (Member) Sharon Harris (Member)

2027 Calendar

We're looking ahead and trusting God for great things in the New Year. Here are proposed dates for ministry and mission opportunities. Mark your calendars and plan to join us on the mission.

JANUARY
1/3 – Student New Year's
1/10 – Chili Cook-Off
1/20 – Members' Meeting
1/28-30 – Marriage Retreat

FEBRUARY
2/5-7 – DNOW
2/6 – Women's Ministry Event

MARCH
3/6 – Car Show & Fish Fry
3/25-29 – NYC Mission Trip
3/26 – Good Friday Service
3/28 – Easter Sunday

APRIL
4/3-9 – Ecuador Mission Trip
4/18 – Kids Ministry Grand Prix
4/19 – Men's Bowling Fellowship
4/21 – Member's Meeting

MAY
5/2 – Church Family and Friends Picnic
5/9 – Parent Dedication / Baby Celebration
5/13 – Men's Ministry Forum ("Why Trust the Bible?")
5/16 – Graduate Sunday
5/30 – Summer Small Group Orientation

JUNE
6/6 – Men's Prayer Breakfast
6/7-10 – BLAST Summer Camp
6/13-16 – SBC (Indianapolis, IN)
6/15-19 – Student Summer Camp
6/27-30 – Student Ministry Backyard Bible Club

JULY
7/2-4 – Kids Summer Camp
7/6, 13, 20, 27 – Men's Summer Breakouts
7/7, 14, 21, 28 – Women's Summer Breakouts
7/18 – Members' Meeting, Hymn Sing, Ice Cream Social
7/23-25 – GON Blast Outreach Event

AUGUST
8/1 – Back to School Bash
8/11 – Music Ministry Kick-Off
8/15 – Small Group Leader Training
8/25 – Little Theologians Kick-Off

SEPTEMBER
9/12 – Men's Ministry Wild Game Dinner
9/20-24 – Fall Break – Church Office Closed

OCTOBER
10/10 – Fall Block Party
10/20 – Member's Meeting

NOVEMBER
11/4 – Men's Ministry Forum ("How to Study the Bible")
111/12-13 – Student Ministry Theology Conference
11/21 – Churchwide Thanksgiving

DECEMBER
12/5 – Christmas Canta
12/24 – Christmas Eve Service
12/26 – Churchwide Christmas Breakfast

A PRAYER FOR THE NEW YEAR

Disturb us, Lord, when we are too well pleased with ourselves,
When our dreams have come true
Because we have dreamed too little,
When we arrived safely
Because we sailed too close to the shore.

Disturb us, Lord, when
With the abundance of things we possess
We have lost our thirst
For the waters of life;
Having fallen in love with life,
We have ceased to dream of eternity
And in our efforts to build a new earth,
We have allowed our vision
Of the new Heaven to dim.

Disturb us, Lord, to dare more boldly,
To venture on wider seas
Where storms will show your mastery;
Where losing sight of land,
We shall find the stars.
We ask You to push back
The horizons of our hopes;
And to push into the future
In strength, courage, hope, and love.

WE EXIST TO MAKE MUCH OF GOD, BY MAKING DISCIPLES OF JESUS CHRIST.

To Him be glory in the church and in Christ Jesus throughout all generations, forever and ever. Amen.

Ephesians 3:21