

"PEOPLE EMPOWERING PEOPLE AND COMMUNITIES IN ALL AREAS OF LIFE TO THE GLORY OF GOD"

FAMILY BUSINESS MEETING

SATURDAY | SEPT 28 | 9 AM

JAMES D. GAILLIARD, SENIOR PASTOR

Rocky Mount Campus | E-City Campus

ONE CHURCH | 2 LOCATIONS | (252) 442-2925 | www.WordTab.net



“PEOPLE EMPOWERING PEOPLE AND COMMUNITIES IN ALL AREAS OF LIFE TO THE GLORY OF GOD”

MEETING CALLED TO ORDER/PURPOSE AGENDA REVIEW



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As a member of Word Tabernacle Church, you have the right to:



Know how the funds of an organization are being spent.



Know what the programs you support are accomplishing.



Know that the organization complies with federal, state, and municipal laws.



Restrict or designate your gifts to a particular project within the organization's mission objectives.

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R I G H T S



A timely and courteous response to your inquiries about finances and programs.



Give cheerfully without being pressured by the organization.



Obtain a copy of the organization's most recent audited financial statements.



Know that there is a responsible governing board providing oversight to the organization's mission.



Know that all appeals for funds are truthful and accurate.

2 Cor 8:20–21

avoiding this: that anyone should blame us in this lavish gift which is administered by us—providing honorable things, not only in the sight of the Lord but also in the sight of men.

The NKJV

We want to avoid any criticism of the way we administer this liberal gift.

21 For we are taking pains to do what is right, not only in the eyes of the Lord but also in the eyes of men.

The NIV

We don't want anyone suspecting us of taking one penny of this money for ourselves. We're being as careful in our reputation with the public as in our reputation with God.

The Message Bible

RIGHTS

SCRIPTURE READING & PRAYER

NEHEMIAH 2: 17-20

JAMES D. GAILLIARD, SENIOR PASTOR

"PEOPLE EMPOWERING PEOPLE AND COMMUNITIES IN ALL AREAS OF LIFE TO THE GLORY OF GOD"

MEETING MANNA DEVOTIONAL

Sacred Structure

JAMES D. GAILLIARD, SENIOR PASTOR

Nehemiah 2: 17-20



I. Introduction

- a. God blesses organized excellence.
- b. Organization isn't secular, it's sacred.
- c. Often standing still isn't faithfulness, it's foolishness.



II. Planning

- a. Examination over emotional reaction.
- b. Private investigation before public implementation.
- c. Preparation is prophetic.



III. Partnership

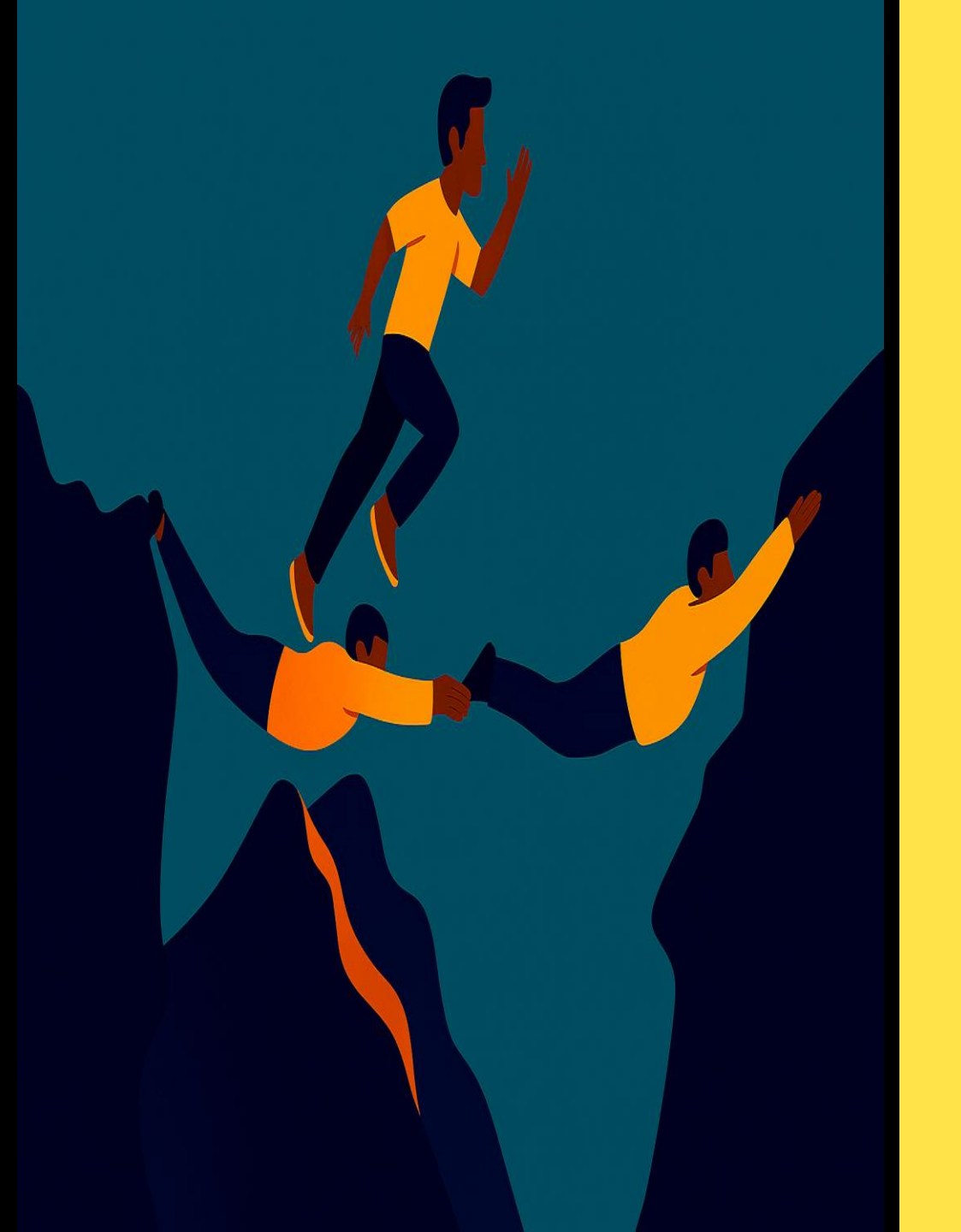
- a. Specialization over general competence.
- b. Coordinated collaboration.



IV. Persistence

a. Opposition increases as progress advances.

b. Remain focused under pressure.



Revenues and Expenses Financial Position (Q1, Q2 - 2025)

Income and Expense Statement

Budgeted Financial Statement beginning 2025 1 January and ending 2025 6 June
Net Income by Center [Summary]
Company#: 1 Name: Word Tabernacle Church

<u>Description</u>	<u>Budget Annual</u>	<u>Actual YTD</u>	<u>Budget Remaining</u>	<u>Var. Annual Budget to Actual %</u>	<u>Prior Year 1 Actual YTD</u>
Net Income					
Income					
Tithes	\$3,800,000.00	\$1,806,595.27	\$1,993,404.73	47.5420%	\$1,744,007.38
Offering	\$475,000.00	\$241,284.71	\$233,715.29	50.7968%	\$245,785.23
Project Thrive	\$370,000.00	\$80,777.11	\$289,222.89	21.8317%	\$84,084.30
Pastoral Support	\$175,000.00	\$58,927.65	\$116,072.35	33.6729%	\$61,239.50
Missions	\$20,000.00	\$6,499.20	\$13,500.80	32.4960%	\$7,123.00
Ministry Income	\$211,700.00	\$84,265.99	\$127,434.01	39.8044%	\$14,395.00
Registration/Conferences/Events	\$41,300.00	\$26,852.14	\$14,447.86	65.0173%	\$70,743.65
The Impact Center Events	\$0.00	\$0.00	\$0.00	0.0000%	\$54,406.15
Facilities Rental	\$43,000.00	\$22,003.50	\$20,996.50	51.1709%	\$22,042.38
Cemetery	\$15,000.00	\$1,900.00	\$13,100.00	12.6667%	\$4,900.00
Grants	\$765,000.00	\$0.00	\$765,000.00	0.0000%	\$91,313.00
Other	\$120,000.00	\$64,058.93	\$55,941.07	53.3824%	\$15,252.48
Interest	\$1,200.00	\$441.77	\$758.23	36.8142%	\$762.15
Tuition	\$484,426.00	\$249,234.24	\$235,191.76	51.4494%	\$86,503.39
Total Income	\$6,521,626.00	\$2,642,840.51	\$3,878,785.49	40.5243%	\$2,502,557.61
Expense					
1 The Impact Center & Campus O	(\$2,858,590.47)	(\$1,190,325.42)	(\$1,668,265.05)	41.6403%	(\$842,346.62)
2 C3 Success	(\$420,813.43)	(\$100,795.44)	(\$320,017.99)	23.9525%	(\$104,803.82)
3 Faith & Family	(\$660,193.39)	(\$201,356.78)	(\$458,836.61)	30.4997%	(\$185,263.76)
4 Community & Capacity	(\$545,107.78)	(\$121,214.60)	(\$423,893.18)	22.2368%	(\$303,386.69)
5 Performing Arts & Worship	(\$383,516.00)	(\$158,688.69)	(\$224,827.31)	41.3773%	(\$291,504.57)
6 Campus Operations	\$0.00	\$0.00	\$0.00	0.0000%	(\$371,274.88)
7 Health & Wellness	(\$69,705.00)	(\$8,349.17)	(\$61,355.83)	11.9779%	(\$10,981.75)
8 Office of The Senior Pastor	(\$692,450.00)	(\$203,633.02)	(\$488,816.98)	29.4076%	(\$212,545.16)
9 Media & Broadcast	(\$259,443.34)	(\$106,931.99)	(\$152,511.35)	41.2159%	\$0.00
Impact Pointe	(\$157,897.24)	(\$46,816.37)	(\$111,080.87)	29.6499%	(\$105,790.56)
Tarboro Campus	(\$12,000.00)	(\$3,259.78)	(\$8,740.22)	27.1648%	(\$2,297.29)
The Impact Academy	(\$441,772.80)	(\$194,336.29)	(\$247,436.51)	43.9901%	(\$119,085.01)
Total Expense	(\$6,501,489.45)	(\$2,335,707.55)	(\$4,165,781.90)	35.9257%	(\$2,549,280.11)
Total Net Income	\$20,136.55	\$307,132.96	(\$286,996.41)	1525.2511%	(\$46,722.50)

Income and Expense Statement

Income & Expense Statement

Despite lower-than-expected income (especially from grants), controlled spending has produced a strong positive net income position through June.

INCOME

\$2,642,841
(41% of budget)

KEY DRIVERS:

\$1.81M
(48% of annual budget)

OFFERINGS

\$241K
(51% of budget)

TUITION

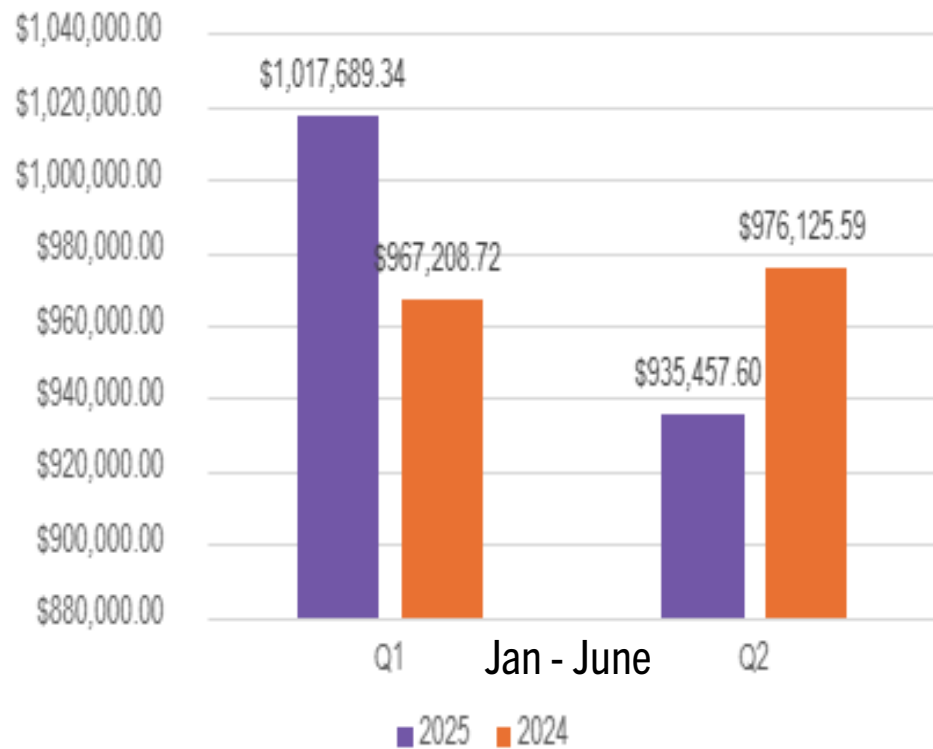
\$249K



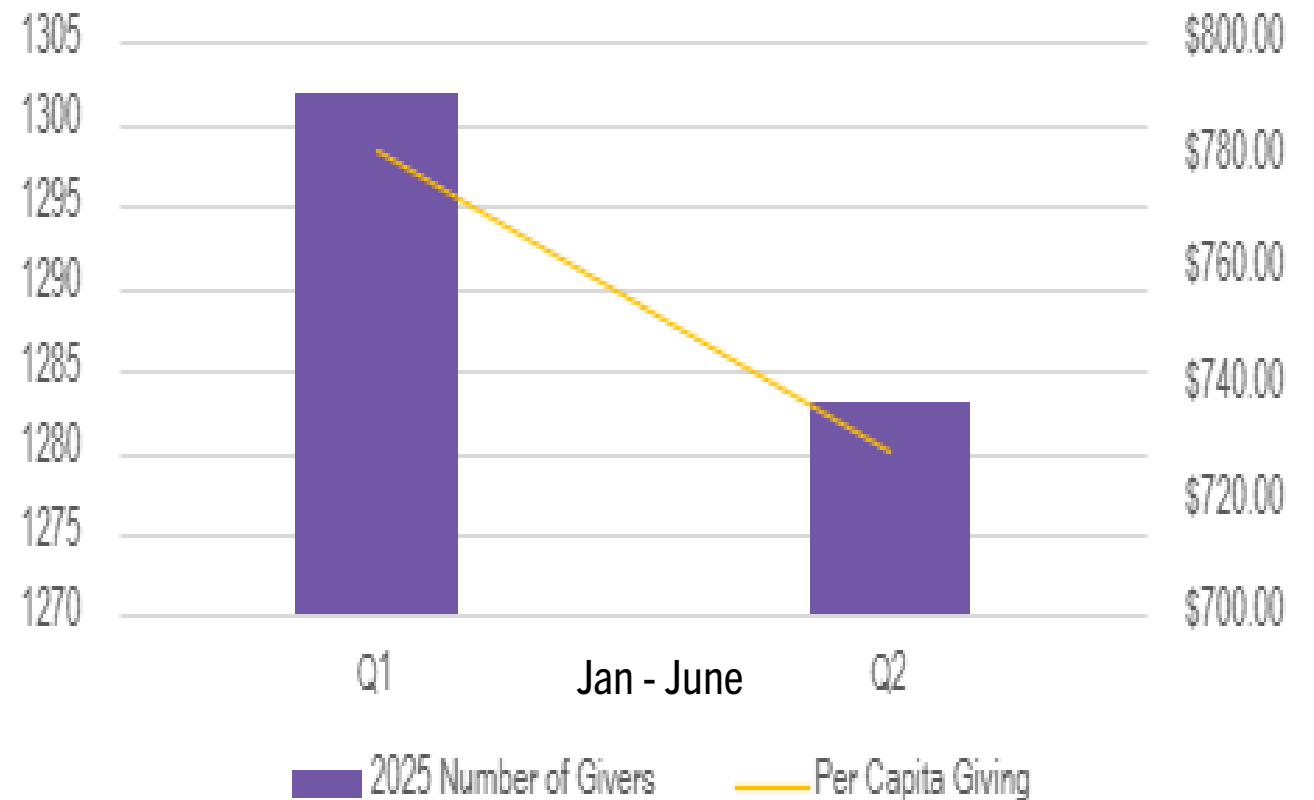
Overall, giving and tuition are tracking near half-year targets, but reliance on unfulfilled grant income creates a major shortfall risk.

QUARTERLY CONTRIBUTIONS

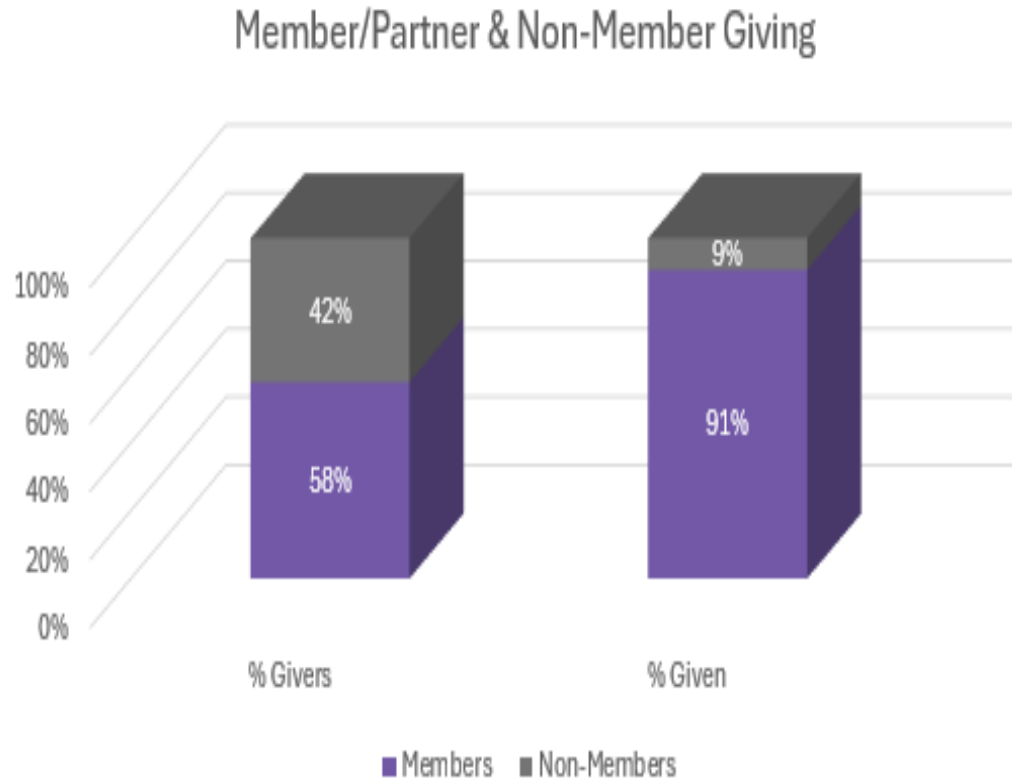
Quarterly Member & Partner Contributions



Quarterly Per Capita Giving (Total \$ given / Total # givers)



MEMBER/PARTNER & NON-MEMBER GIVING



GIVING PARTICIPATION

Total Givers:
2,510
(1,448 members
+ 1,062 non-
members).

Member Givers:
91% of total
giving **(\$1,95M)**

**Non-Member
Givers: 9%**
of total giving
(\$202K).

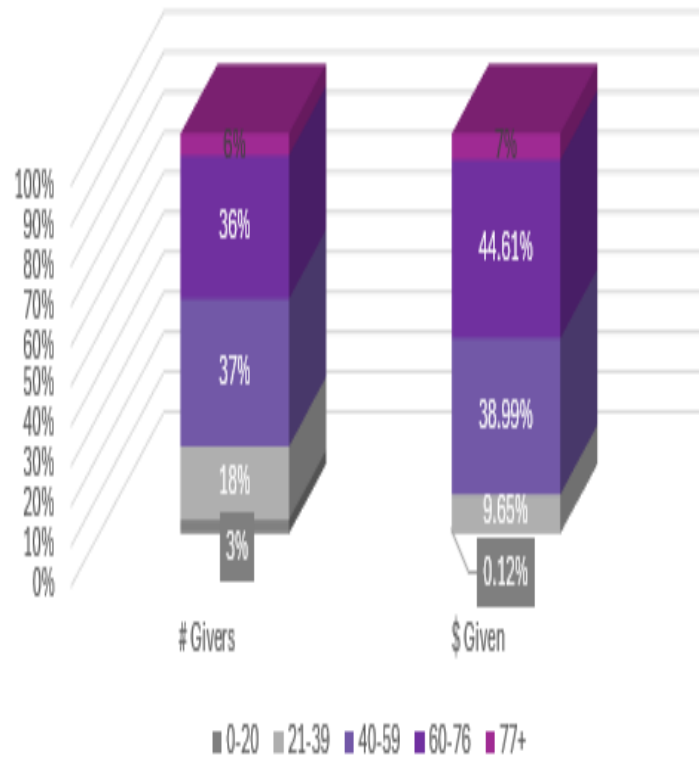
**Participation
Rate (members):**
~47%

**Average Gift
(per giver):**
-47%

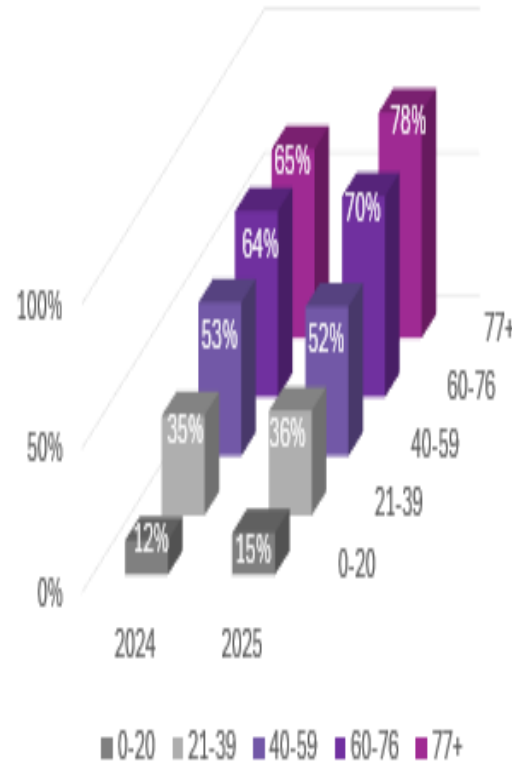
**Average Gift
(per giver):**
Members:
\$1,349
Non-Members:
\$191

MEMBER GIVING AND PARTICIPATION BY AGE

Member Giving by Age



Member Participation by Age



GIVING BY AGE GROUP

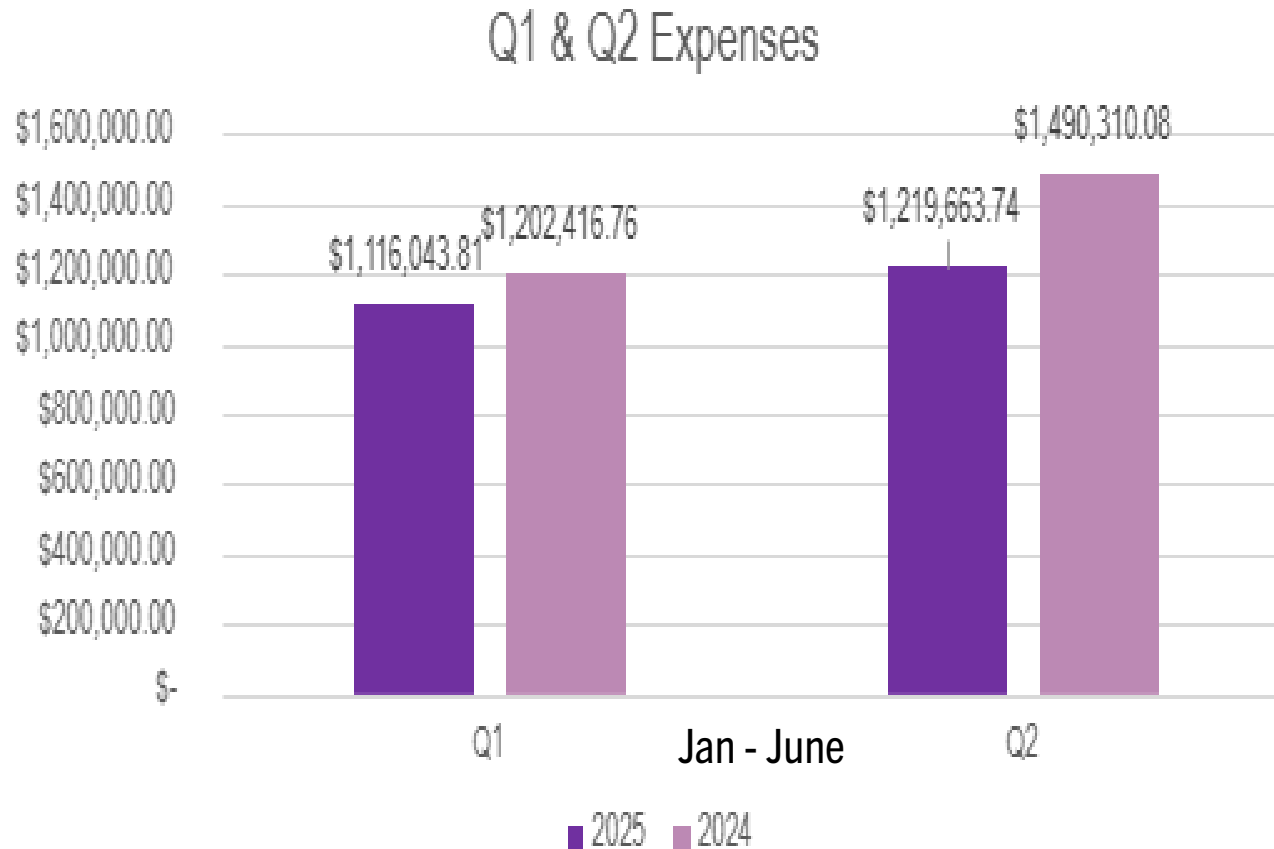
Strongest Giving:
Ages 60-76
(\$859,910; 45% of total).

Next Largest:
Ages 40-59
(\$751,452; 39%

Participation Increase:
All ages except 40-59

Giving is concentrated
among older members (60+)

QUARTERLY EXPENSES



EXPENSES

Actual YTD Expenses:
\$2,335,842
(36 % of budget)

Key Spending Areas:

Impact Center & Campus Operations
\$1.2 M (42 % of budget)

Faith & Family
\$201 K (31 % budget)

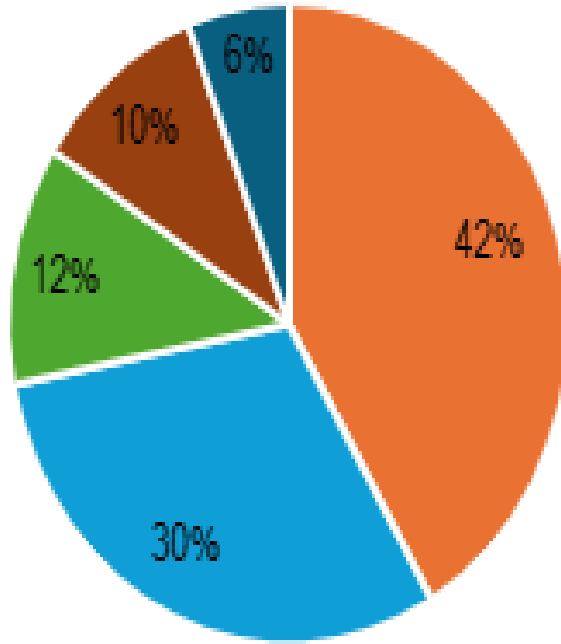
Office of the Senior
Pastor
\$203 K (29 % budget)

Overall, expenses are being contained below
the halfway point of the year's budget.

EXPENSE BY FUNCTION

Expenses by Function

- Personnel
- Ministry & Outreach
- Depreciation
- Office & Occupancy
- Mortgage/Loan Interest



QUARTERLY EXPENSES

Q1: \$1,116,178

Q2: \$1,219,664

Both quarters spent less than in 2024 (down ~13%).

CAPITAL SPENDING

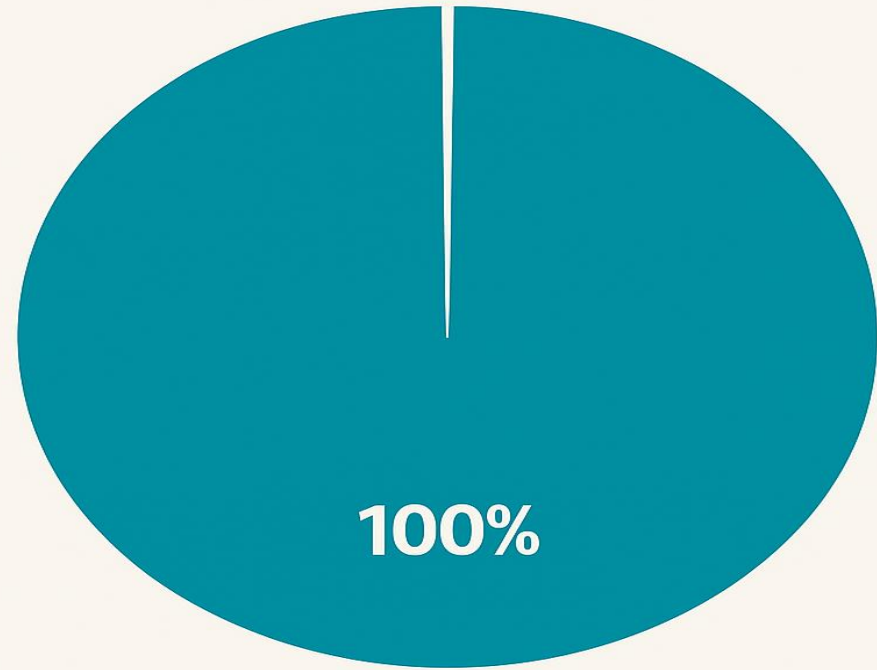
Vehicles:
\$162,329

(only major capital expense.)

No capital spent
on buildings, A/V,
or music equipment
in this period.

Overall, expenses are
being contained below

Capital Expenditures



Buildings Vehicles
A/V Equipment Music Equipment

FINANCIAL POSITION

Financial Position	
Net Income	
Income	\$2,642,840.51
Expenses	\$2,335,707.55
Net Income	\$307,132.96
Balance Sheet	
Assets	
Cash & Equivalents	\$1,446,989.50
Accounts Receivables	\$196,528.81
Fixed Assets	\$15,434,307.74
Accumulated Depreciation'	\$(3,812,958.23)
Total Assets	\$13,264,867.82
Liabilities	
Current Liabilities	\$11,251.20
Mortgages/Loans	\$5,818,301.14
Total Liabilities	\$5,829,552.34
Total Net Assets	\$7,435,315.48

FINANCIAL POSITION

Net Income	Income	\$2,642,840,51
	Expenses	\$2,335,707.55
	Net Income	\$307,132,96

Balance Sheet

Assets	Liabilities
Cash & Equivalents	Current Liabilities
\$1,446,989.50	\$11,251.20
Accounts Receivables	Mortgages/Loans
\$196,538.81	\$5,818,301.14
Fixed Assets	Total Liabilities
\$15,434,307.74	\$5,829,552.34
Total Assets	Total Net Assets
\$13,264,867.82	\$7,435,315.48

Overall, expenses are being contained

Healthy Surplus: Operating margin is strong (+\$307K).

Income Lagging Budget: Only 41% of annual income realized by mid-year, with zero grant income being the biggest concern.

Expense Discipline: Spending is behind pace at 36% of budget, helping offset income shortfalls. Also, spending reduced vs. 2024, improving efficiency.

Capital Restraint: Minimal investment in buildings/equipment; vehicle purchase was the only major outlay.

Risks Ahead: If grants and underperforming categories (Project Thrive, Pastoral Support, Cemetery) do not pick up, sustaining surplus may be difficult in the second half of the year.

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REPORTING OF MINISTRY AND OPERATIONS

COMMUNITY AND CAPACITY

KEY ACCOMPLISHMENTS



**Our Prison Ministry
is expanding**

15 

people received the required PREA Training for Nash Correctional Institution.

We are also preparing a group of women to minister in the Raleigh Women's Prison

**The Nursing Home
Ministry has served**

107 

residents at the Carlton Nursing Home so far this year.

They provide worship services monthly.

**Hosted a missions
training with**

Converge International Ministries and First Baptist Church Glenarden



The training was to help prepare our Missions Ministry for both local and global missions



**We conducted our
first trauma training**

70 

Stronger Together: Becoming a Trauma-Informed Church with apx 70 individuals in attendance

The plan is to create a certification program

REACH CENTER



KEY ACCOMPLISHMENTS

PILLAR 1: ECONOMIC DEVELOPMENT

Thrive List & Mobile App

- Developed a business directory and mobile app
- Currently features 255 local businesses
- Connects entrepreneurs with customers and resources



Expanded Economic & Equity Programming



Annual Black Business Expo

- Celebrates and showcases Black-owned businesses
- Engages broad community participation



Thrive Holiday Market

(Scheduled: November 16, 2025)

- Seasonal event to boost visibility and sales for entrepreneurs



Thrive Tank Cohort

- 23 businesses enrolled
- Structured training to enhance strategy, planning, and growth

BREAKTHROUGH MOMENT

The Launch of the **THRIVE LIST APP**

created a centralized hub of visibility and opportunity for entrepreneurs. For the first time, small business owners had a shared platform to connect with customers, market their businesses, and gain access to growth resources.





TESTIMONY

“

A business owner shared that the **Annual Black Business Expo** was the most profitable event she had participated in this year, allowing her to make sales, grow her customer base, and connect with other entrepreneurs in the community.

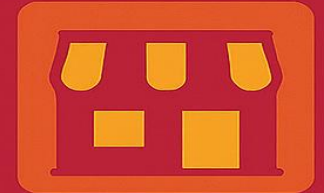
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WHAT'S NEXT?



Expand the Thrive Tank Cohort
to advanced coaching

Grow the Thrive List
to **400+ businesses**

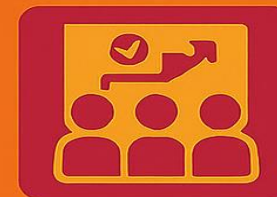


Launch Roots to Runway & Thrive Heritage Market

February 2026, Celebrating Black Excellence in Fashion & Enterprise

Host the Thrive Bridal Expo

January 2027, spotlighting wedding vendors and services



Develop a Thrive Expert Series

providing training, panels, and specialized knowledge sessions to equip entrepreneurs with advanced tools for growth



KEY ACCOMPLISHMENTS

PILLAR 2: HEALTH & NUTRITION

Healthy Food Access Pantry Program – REACH was accepted into this program, which equips pantries to provide healthier food options, education, and resources to families. This initiative helps ensure that the food distributed not only fills stomachs but also promotes long-term wellness.



THRIVE GARDEN LAUNCH

Our community garden was established and is preparing for its first harvest in fall 2025.

FOOD DISTRIBUTION (JAN–JUNE 2025)



818 lbs

Food Pantry



1,208 lbs

Senior Food Boxes



132 lbs

Pantry Angels



6,718 lbs

WaWa's contributions

GRAND TOTAL DISTRIBUTED 8,877 lbs



HOUSEHOLDS & INDIVIDUALS SERVED

(JAN-JUNE 2025)

January

111 households | 338 individuals

February

190 households | 551 individuals

March

236 households | 598 individuals

April

198 households | 570 individuals

May

198 households | 559 individuals

June

194 households | 544 individuals

BREAKTHROUGH MOMENT

**NEW
WEIGHING
SYSTEM
IN MAY**



**PANTRY
ANGELS
PROGRAM
IN JUNE**



**INCREASED
ACCOUNTABILITY
EXPANDED
REACH**





CELEBRATION

Our volunteers are the heart of this work. Ms. Charlene Smith and Mr. and Mrs. Frank have been instrumental in the garden, while Mr. and Ms. Short have led food distribution efforts. In addition, many pantry helpers have faithfully come in to organize and sort food, ensuring families are served with dignity. We also recognize our first Pounds Champion, Ms. Cynthia Jones, for donating the most pounds of food. We celebrate all of them on our social media platforms, spotlighting their contributions.

WHAT'S NEXT



- First Thrive Garden harvest this fall
- Strengthen Pantry Angels' recruitment and outreach
- Expand implementation of the Healthy Food Access Pantry Program
- Continue expanding healthy food access and nutrition education

KEY DATA POINTS

PILLAR 3: AFFORDABLE HOUSING

12 households
successfully housed
(Jan–June 2025)

16 households are
currently being served

Over Over 1,000 rent and
utility emergency calls
were responded to

Over Over 260 housing-
related calls answered

30 domestic violence
calls supported with
resources

BREAKTHROUGH MOMENT

Through consistent follow-up and case management, more families are being supported. Tracking has improved, ensuring that services are streamlined and clients are better connected to resources.



testimony

“

I felt like I couldn't catch a break. I didn't have any kids, I was struggling to get on my feet, and even though I was working hard, two deaths in my family set me back. I couldn't get caught up. I'm so grateful that with the help of REACH, I'm back on track.

– REACH Participant

WHAT'S NEXT



**Expand landlord partnerships
to increase available units**



**Strengthen wraparound
support services for
housed families**

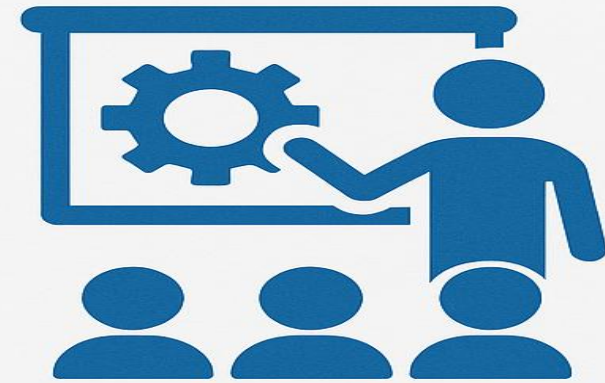


**Grow collaboration with
domestic violence support
services**

Pillar 4: Workforce Development

Key Accomplishments

- The Workforce Development Program is currently under development in partnership with Nash Community College and Turning Point.
- This program will prepare individuals with skills for long-term employment, workforce readiness, and entrepreneurship.



KEY ACCOMPLISHMENTS
PILLAR 4: WORKFORCE DEVELOPMENT

Breakthrough Moment



AND



has laid a strong foundation for curriculum development and alignment with local employer

WHAT'S NEXT

**Finalize workforce curriculum
with Nash Community College**

**Launch pilot sessions in
late 2025**

**Integrate job placement support
alongside training**

THRIVE CITY - TARBORO

KEY ACCOMPLISHMENTS



WE LAUNCHED A FOOD PANTRY AT W.A. PATTILLO MIDDLE SCHOOL

IN PARTNERSHIP WITH INTERFAITH FOOD SHUTTLE IN MARCH.

PANTRY DID NOT OPERATE DURING THE SUMMER MONTHS

MARCH-JULY

102 HOUSEHOLDS
SERVED
(362 INDIVIDUALS)

47% OF THEM
WERE
CHILDREN



BACK TO SCHOOL EVENT

Tarboro Thrive City



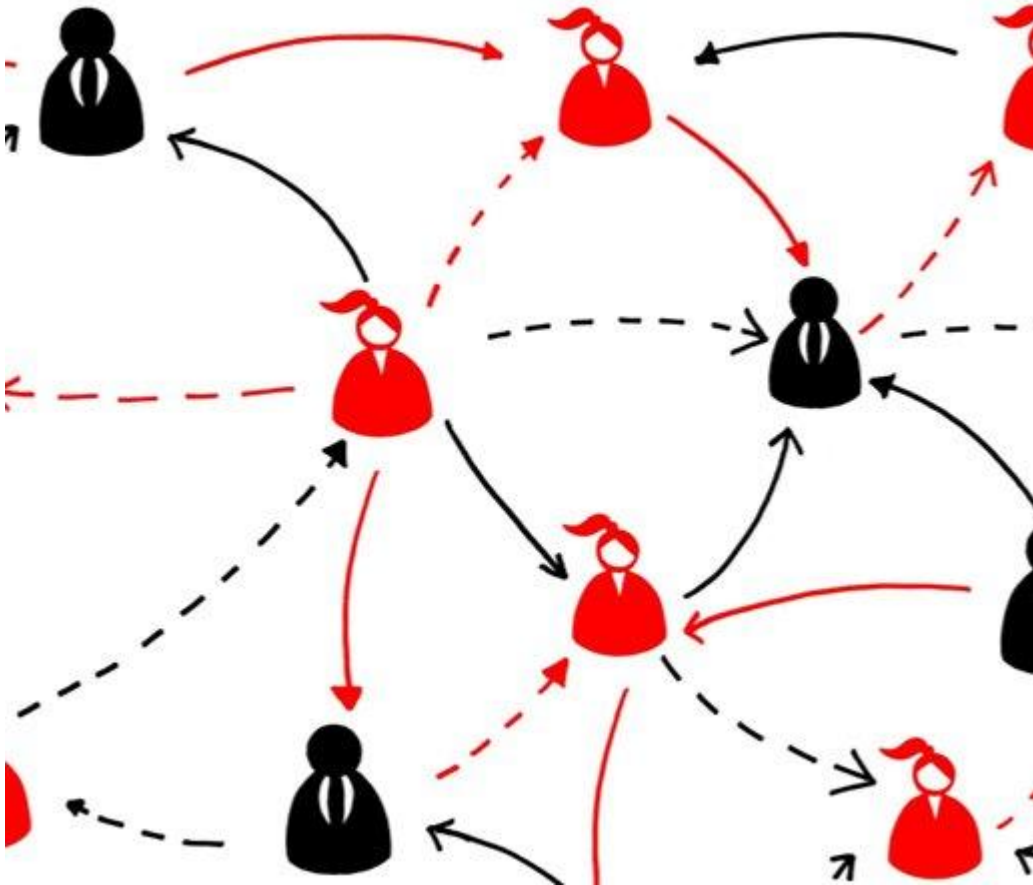
PEOPLE
SERVED
250



VOLUNTEERS
16



KEY ACCOMPLISHMENTS



E-CITY MODERATOR EXPANSION

Team Growth

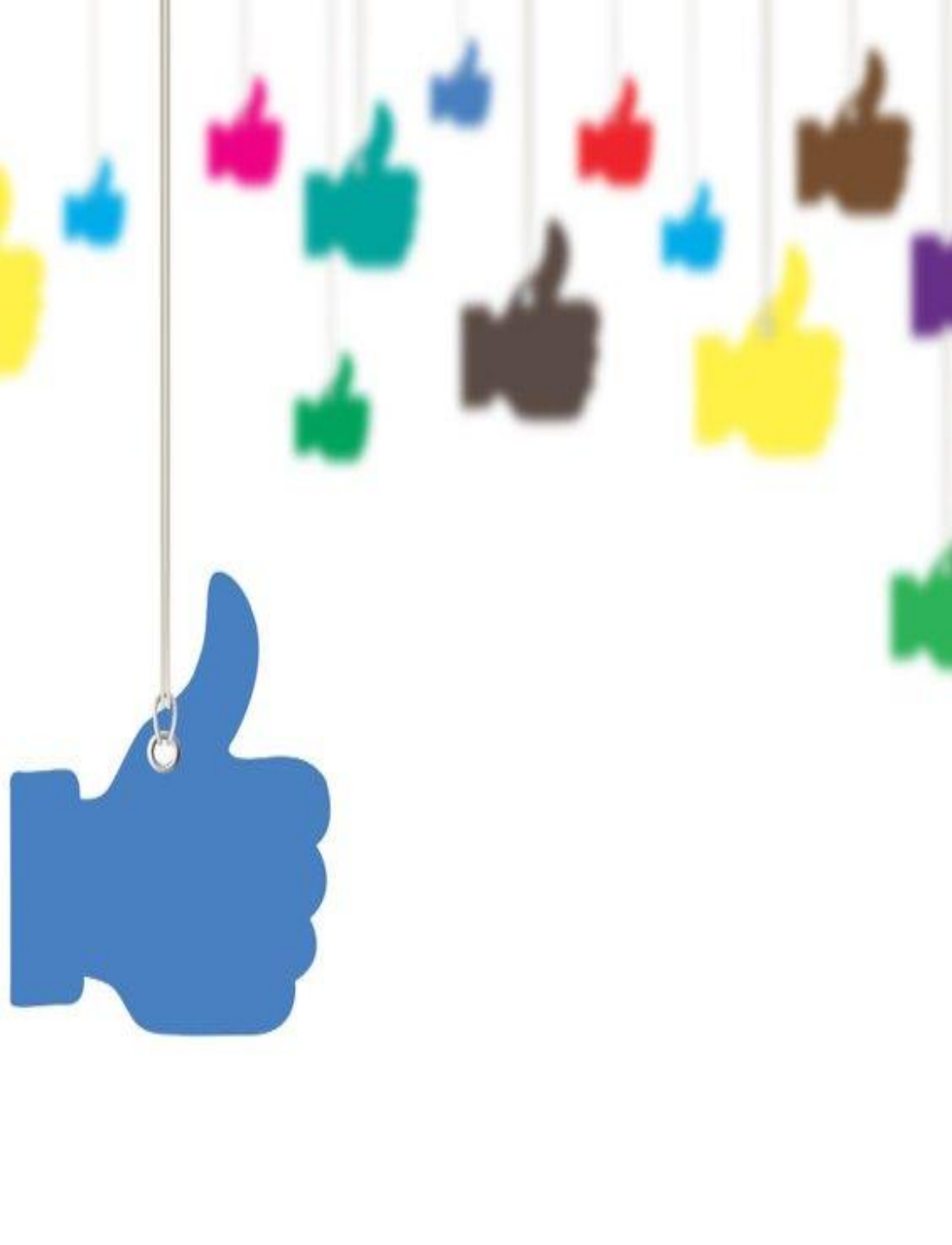
The **E-City Moderator** team expanded by **20%**, boosting membership to over **20 active** moderators.

Platform Coverage

Moderators serve across three distinct platforms to provide broad online service support.

Enhanced Digital Experience

The team's efforts improve service delivery and online engagement for the community.



FACEBOOK REACH & GROWTH

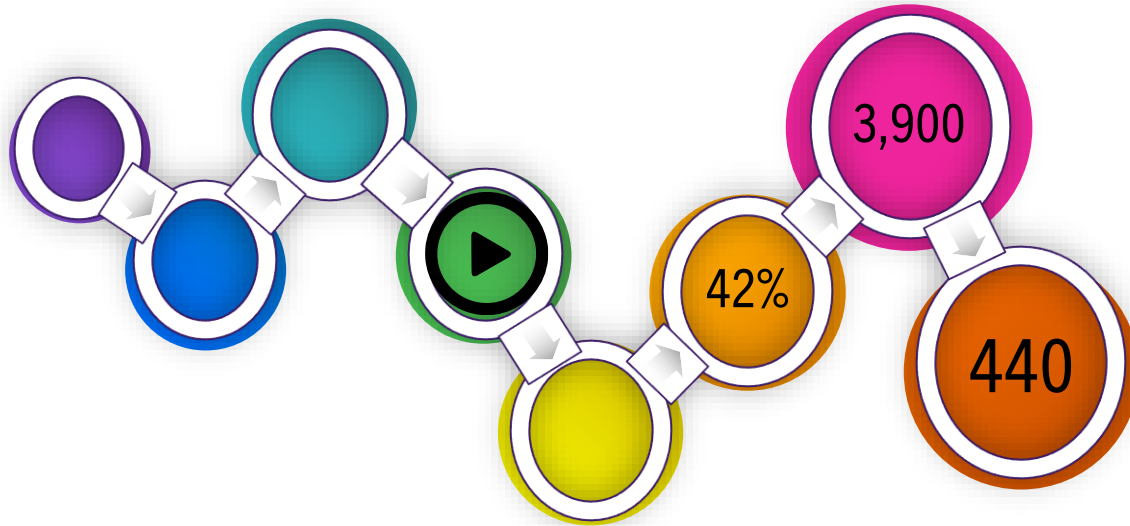
Extensive Outreach

The organization's campaigns have reached over **65,000 individuals** through targeted Facebook advertisements and online services.

Follower Growth

Facebook followers increased by **96%**, adding more than **960 new followers**, showing growing audience interest.

YOUTUBE VIEWER SURGE



Increase in First-Time Viewers

A **42%** rise in first-time viewers brought over **3,900** new individuals to the content.

Successful Outreach Strategy

The surge in viewers indicates an effective outreach strategy drawing growing interest.

Subscriber Growth

Over **440** new subscribers joined, showing sustained viewer retention and community expansion.



INSTAGRAM IMPACT

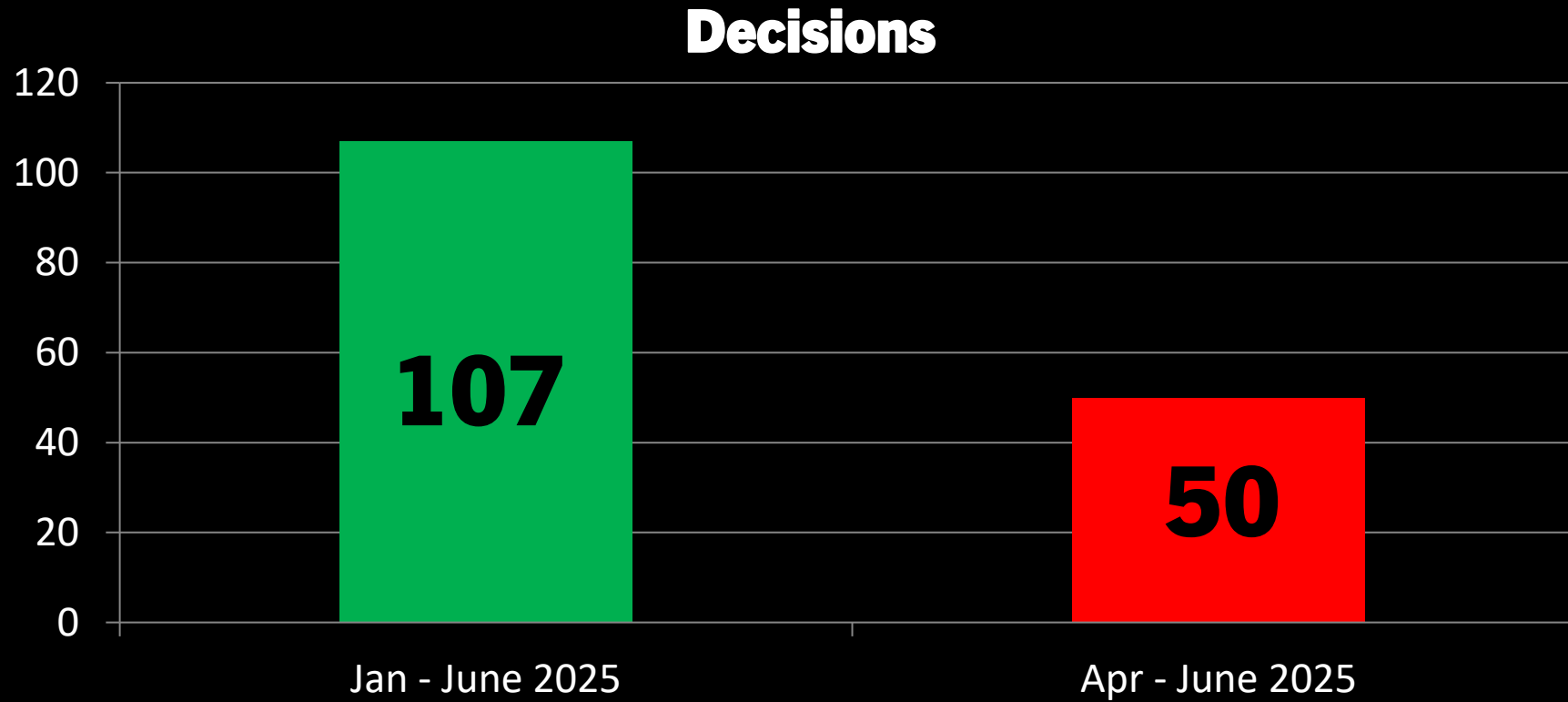
Audience Reach Growth

Instagram reach expanded to over **19,000 viewers**, showing a **41%** increase in visibility.

KEY DATA

While our impact has been mainly centered in the U.S., we now have repeated viewership in South Africa, the U.K., and India.

BREAKTHROUGH MOMENT – ONLINE KINGDOM DECISIONS



TESTIMONY

Recently, a new member of our community, **Miss Scott**, underwent a heart transplant — and praise God, the surgery was a success. But let me tell you, it wasn't just us lifting her up with encouragement; she and her **daughter Jessica** turned around and inspired us. Her strength, their faith, and resilience are a living testimony to what God can and will do. He's still in the heart-changing business—both physically and spiritually. He is the breath of life, the giver of new beginnings. And even though we may be separated by distance, we thank the Lord for the gift of connection and community that transcends proximity



CELEBRATION – E-CITY TEAM



Team Dedication and Service

The entire E City team exemplifies dedication and compassion, consistently serving a broad and growing community.

Moderators' Commitment

Moderators volunteer multiple times weekly, ensuring smooth operations and a welcoming environment for all attendees.

Spiritual Support by Altar Counselors

The dedication, flexibility, and heart of this team have stretched beyond expectations to meet the needs of the people

Leadership and Administration

Minister Vanessa Ward leads with grace and strength, and Stephanie Johnson is a vital part of our administration. Both are key to our team's success.

WHAT'S NEXT?



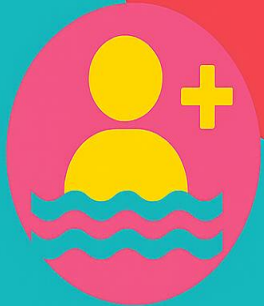
**Increased online
small groups**



**Increased
community
involvement**

FAITH, FAMILY, & FITNESS

GENERAL INFORMATION



29
BAPTISMS

114
DECISIONS



21
NEW MEMBER
CLASS COMPLETION

KEY ACCOMPLISHMENTS

Launch of New Program

Faith in Motion Fitness Initiative – 50 people committed to Thriving in their Fitness

Successful Event – Abundant Living Thrive Group – 30 Attendees

The Abundant Living Small Group is a faith-based wellness journey rooted in Scripture, emphasizing holistic health, stewardship, and practical living. Open to adults of all ages, participants will explore plant-based nutrition, detoxification, fermentation, and sustainable practices. Guided by John 10:10 and Genesis 1:29, this group empowers individuals to thrive in body, mind, and spirit, living fully in God's abundant provision.

New Partnerships in Community

152 people educated and equipped to thrive in their finances & future through the Financial Stewardship Series



New Partnerships in Community

152 people educated and equipped to thrive in their finances & future through the Financial Stewardship Series

- ❑ H.D. Pope – Preplanning, Pre-Need, and Funeral Planning
- ❑ The World Changers Financial Planning – Financial Stewardship Session
- ❑ ING Solutions – Wealth, Wisdom, and Wills
- ❑ A growth metric – Responded to 92 Care Reports
- ❑ *Community Impact:* Partnered with the Red Cross to collect 33 units of blood, which is enough to save 99 lives!
- ❑ *Spiritual Transformation:* 21 people completed New Members' Class and joined ministries.
- ❑ Family Care - 21 families impacted through our funeral support process during their time of bereavement.

“

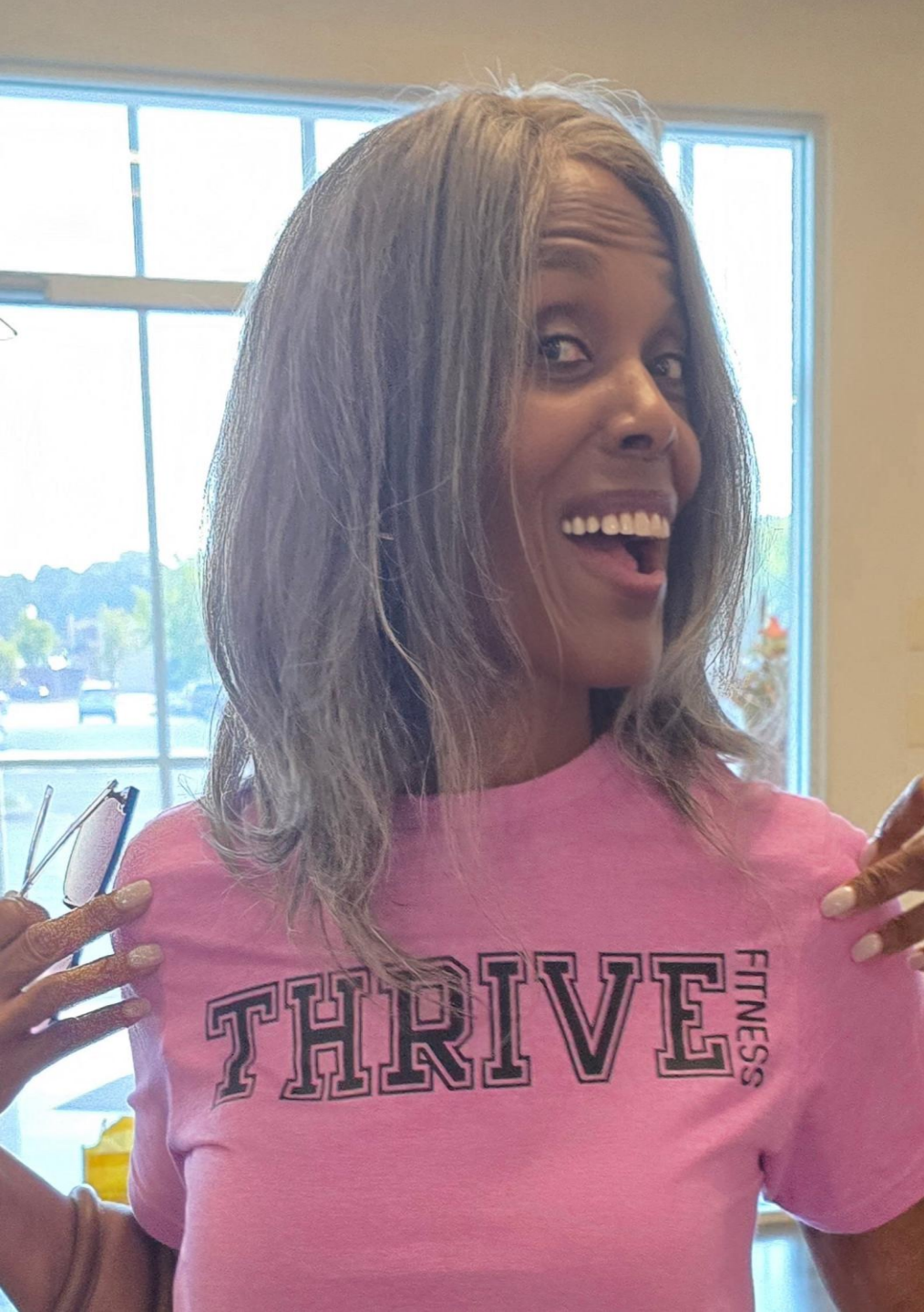
TESTIMONY

My involvement in [Faith in Motion](#) has inspired me to become more disciplined and consistent in both my dietary choices and working out. The accountability from others in the group pushed me to want to be a better version of myself in terms of faith and fitness. Overall, it has been a great opportunity to be on one accord with others who are on a journey of both faith and fitness. - [Keith Anderson](#)

The [Financial Stewardship Seminar](#) sparked a renewed enthusiasm to enhance our current financial strategies from a biblical perspective. The facilitator offered valuable insights to maximize our current investments, allowing us to create a more enduring generational wealth and achieve financial peace of mind. -[Nedra & Solomon Maryland](#)

My experience with the [Abundant Living Thrive Group](#) has provided me with information about nutrition. I learned about the benefits of consuming certain foods, which contributed to weight loss, a reduction in medication, and increased energy. I plan to continue healthy eating habits. Participation in the group also encouraged me to engage with other groups, offering opportunities for both accountability and connection. - [Robin Frank](#)

”



CELEBRATION – VIKKI BROWN

Spiritual Leadership

Vikki leads the Abundant Living Thrive Group, fostering spiritual growth and holistic well-being among members.

Culinary Team Contributions

She provides vegan options to support health and inclusivity within the church community.

District Care Leadership

Vikki nurtures and supports the congregation, strengthening community bonds with empathy.

5K Event Organization

She has been instrumental in getting the 5k at Word Tabernacle Church.

OPTIMIZING CARE RESPONSE

We are streamlining our processes to provide a faster and more effective response for Sunday morning decision-makers, first-time guests, campus visitors, and members who submit CARE reports.



We are partnering with The Lester Group and Implementing four systematic funnels that integrate Artificial Intelligence with our Shelby database programming.

RECRUITING DISTRICT CARE LEADERS

We are launching a focused recruitment campaign for **District Care Leaders** to ensure every member is meaningfully connected to the ministry through executive leadership.

Our goal is to grow this team by

15% each year
for the next three years,
reaching our ideal ratio
of **25 members**
per Care Leader



WHAT'S NEXT?

- ❑ We are streamlining our processes to provide a faster and more effective response for Sunday morning decision-makers, first-time guests, campus visitors, and members who submit **CARE** reports. To support this, we are partnering with **The Lester Group** to implement four systematic funnels that integrate Artificial Intelligence with our Shelby database programming.
- ❑ We are launching a focused recruitment campaign for **District Care Leaders** to ensure every member is meaningfully connected to the ministry through executive leadership. Our goal is to grow this team by **15%** each year for the next three years, reaching our ideal ratio of **25 members** per Care Leader.

MEDIA & BROADCAST



Expanded livestream reach with consistent weekly viewers across YouTube, Facebook, and Church Online.



CONFERENCE

Successfully launched the E4 Conference digital platform with strong engagement.



Upgraded worship center video systems for improved quality and reliability during services.



KEY ACCOMPLISHMENTS

- ❑ Expanded livestream reach with consistent weekly viewers across YouTube, Facebook, and Church Online.
- ❑ Successfully launched the E4 Conference digital platform with strong engagement.
- ❑ Upgraded worship center video systems for improved quality and reliability during services.

WHAT'S NEXT



123,863
YouTube views

IN THE LAST 90 DAYS



37,000 hours
watched



nearly
8,000
subscribers



Over 1 million
total views



+30,000 viewers in
the last 90 days

+3,000 hours
watched

More than 50,000
content interactions
across platforms
this quarter



200+
pieces of
content
on Facebook

200+
(a 175.6% increase over
the previous quarter)



30 produced
videos
on YouTube

BREAKTHROUGH MOMENT OPERATIONS

- ❑ Following the **Ministry Fair, Media & Broadcast** experienced:
 - Increase in inquiries for **team membership**.
- ❑ By streamlining our interest response process:
 - We **reduced turnaround time** and **improved communication** with potential volunteers.
 - **Strengthened recruiting** and onboarding, ensuring the long-term sustainability of the team.



TESTIMONY

“Through our broadcast and social media platforms, Word Tabernacle has been able to reach members of our extended “E-City” family in ways that wouldn’t otherwise be possible. We’ve heard countless stories of members who first connected with us online and later had the opportunity to meet in person when Pastor or members of our team visited their area. What began as digital engagement has grown into real relationships and spiritual community.



WORD TABERNACLE

CELEBRATION- MEDIA & BROADCAST

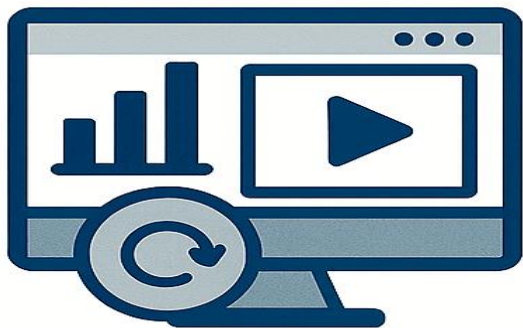


We celebrate **Lamar Godwyn**, a dedicated sound tech volunteer and band member. **Lamar** has gone above and beyond by making himself available not only on Sunday mornings but also during special events and rehearsals. His reliability, flexibility, and commitment ensure that our worship experiences consistently run with excellence

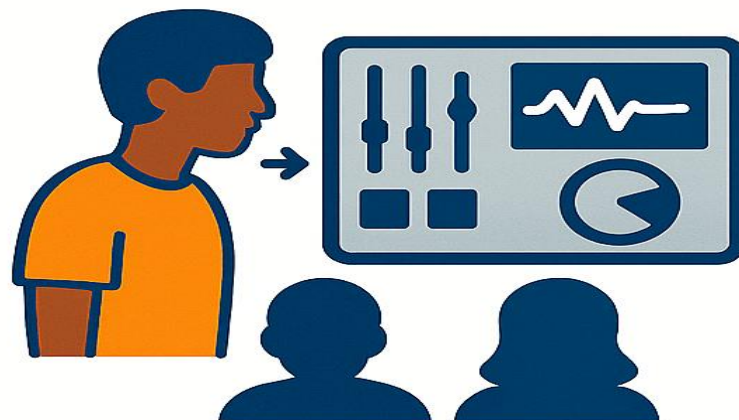


We also celebrate **Tiffany Armwood**, a newer member of our Content Creation team. **Tiffany** has taken the lead in managing our social media platforms, and her efforts are a major reason behind the significant increase in our online presence and engagement. Her creativity and consistency have elevated how we connect with our audience, making her contributions invaluable to the Media & Broadcast ministry.

WHAT'S NEXT?



Implement automated backup streaming workflows to reduce downtime



Roll out additional Q-Sys integrations for smoother operations in overflow spaces



Expand volunteer training with quarterly hands-on workshops

THE IMPACT ACADEMY

KEY ACCOMPLISHMENTS

**NC PRE-K
SLOTS BY
6 SEATS**



**MAINTAINED
LOW STAFF
TURNOVER**

**ENROLLMENT
RETENTION**



KEY DATA POINTS

**40+ CHILDREN
SERVED**



**PARENT-TEACHER CONFERENCES THAT
HAS HAD A DIRECT IMPACT ON CHILD
LEARNING AND DEVELOPMENT**

BREAKTHROUGH MOMENT – OPERATIONS

By implementing a structured daily schedule with dedicated learning, play, and reflection periods, the childcare program saw a significant increase in children's on-task engagement and a significant reduction in classroom disruptions, while also improving teacher efficiency and parent satisfaction.

- ✓ **Increase in on-task engagement**
- ✓ **Reduction in classroom disruptions**
- ✓ **Improved teacher efficiency**
- ✓ **Greater parent satisfaction**

A structured schedule fosters a more effective and harmonious learning environment.



TESTIMONY

Families are sharing their gratitude and appreciation for the growth that has taken place with their little bundle of joy while being a part of **TIA**. These testimonies have had an impact on seeing new faces and the overall narrative of **TIA**. Also, the milestone of our graduates and their opportunity to participate in an impactful graduation ceremony that recognizes their achievements, and their academic future has been very rewarding to the **children** and their **families**.



CELEBRATION – CAROL HINES



Carol Hines is currently the reigning teacher of the year. We celebrate Carol and all the positivity, joy and teamwork she brings to her classroom and co-workers every day.

WORSHIP & ARTS

KEY ACCOMPLISHMENTS

Led to Lead

WTC Music and Media Ministries met to experience and learn key elements for Worship. There were approximately 40–50 people developing skills on cameras and microphones, sound engineering, vocal techniques and better understanding on what we do as ministries. Roy & Niya Cotton and Andrae Ames were our workshop instructors and brought great insight to us from a Music Industry view.



Our Dance Ministries have been powerfully building and promoting ministry through movement across our communities. This year, we welcomed our newest team — the *Elevate Travel Team* — who made a remarkable debut at a competition in March. Their performance was described as *most inspirational*, especially given their young age!

From **Word Up Teen Dancers**, **Xpressions of Faith Mime Ministry**, **New Spirit**, to **Spirit & Truth**, these passionate teams have come together to shine at events like *Juneteenth* and *Franklinton Center Day in Wilson*.

They've laced up their dancing shoes and brought glory to the Kingdom across North Carolina. We are so grateful for their dedication, creativity, and heart for ministry.

THANK YOU, TEAMS, FOR ALL YOU DO!



WHAT'S NEXT?

IN JANUARY

**TIA WILL SUBMIT AN APPLICATION
TO THE NC DEPARTMENT
OF PUBLIC INSTRUCTION
TO EXPAND EARLY EDUCATION
UP TO THE 3RD GRADE**

STATE OF THE CHURCH REPORT

PASTORAL EMPHASIS



STATE OF THE CHURCH REPORT

Office of the Senior Pastor

Dear Word-ites,

Grace and peace be multiplied to you and your families. As I write this report, I'm reminded of how good God continues to be. For those of you new to this report, you are reading my heart in written form—a tradition born from watching presidential addresses and recognizing the power of honest analysis to educate and empower our congregation.

Twenty-five years into my pastoral journey and twenty years into this remarkable ministry, I stand before you not just as your pastor, but as a witness to God's unprecedented faithfulness. We've grown from a handful of dreamers to over 3,000 members strong, baptized over 2,300 souls, and defied every statistic that says churches like ours shouldn't exist, let alone thrive.

But here's the raw truth: success without structure is unsustainable. Growth without governance becomes chaos. Vision without proper vessels leads to missed opportunities. That's why we're restructuring—not because something's broken, but because God's blessings have outgrown our current organizational framework.

THE BIBLICAL IMPERATIVE: ORGANIZING FOR ABUNDANCE

"Unless the Lord builds the house, the builders labor in vain" (Psalm 127:1). This restructure isn't administrative housekeeping—it's prophetic preparation for what God has planned next.

Scripture shows us that even Jesus organized strategically. He didn't just wander around hoping for impact; He sent out the Twelve, then the Seventy-Two (Luke 10:1). Paul didn't plant churches haphazardly; he established clear leadership structures in every city (Titus 1:5). When the early church faced growth challenges in Acts 6:1-7, they didn't pray away the problem—they restructured to meet the need.

Like Jethro counseling Moses in Exodus 18:17-23, wise voices around us have said, "What you're doing is not good. The work is too heavy for you; you cannot handle it alone." Good leadership requires systems that can handle the weight of God's provision.

WHERE WE STAND: A FOUNDATION OF FAITHFUL STEWARDSHIP

Before diving into structural changes, let's acknowledge the spiritual and financial foundation that makes this restructure possible—your faithful giving and sacrificial service. Our strong financial position didn't happen by accident. It happened because Word-ites understand biblical stewardship and the multiplication principle of generous giving.

Record-Breaking Stewardship

In 2024, we achieved record-breaking member and partner giving with total contributions exceeding \$4 million. Our financial position remains exceptionally strong with over \$1.2 million in cash reserves, \$13.1 million in total assets, and net assets of \$7.3 million. We are pacing to exceed this in 2025.

Disciplined Financial Management

Through disciplined expense management, we've maintained positive cash flow while investing in ministry expansion. Our expenses remain below budget projections, creating sustainable growth patterns.

The Service Foundation

Beyond financial gifts, your service commitment makes ministry possible. Every department in our new structure depends on volunteers who serve with excellence, dedication, and spiritual passion. Your willingness to serve in children's ministry, hospitality, worship arts, community outreach, and administrative support creates the human infrastructure that enables professional staff to focus on strategic leadership and not only operational management.

Defying the Statistics

Let me put our current reality in perspective. While 1,400 pastors leave ministry monthly nationwide and only 15% of churches grow, Word Tabernacle has become what I call "a unicorn"—a church our age doing impactful work outside major metropolitan areas. The ten churches I routinely study for best practices average seventy-six years old. Most successful ministries our age are in cities with major universities or military installations to fuel growth.

Yet here we are in eastern North Carolina, not just surviving but thriving—multiple campuses, multiple ministries, comprehensive community impact that addresses economic inequity, food insecurity, health disparities, and systemic injustice. We're not managing decline like 85% of American churches; we're organizing for the abundant harvest God has prepared.

THE NEW STRUCTURE: ORGANIZING FOR GENERATIONAL IMPACT

Council of Elders: Unified Spiritual and Fiduciary Leadership

By merging our former Board of Directors and Board of Elders, we're creating biblical accountability that provides vision, oversight, instruction, and protection. This council will reflect diversity of gifts, generations, genders, and experiences—because effective leadership in 2025 requires multiple perspectives working in unity.

Office of Senior Pastor: Strategic Vision and Community Impact

Beyond pastoral care and preaching, this office now coordinates community impact toolkits, civic engagement, leadership development, and succession planning. We're not just shepherding souls; we're developing comprehensive strategies to address the systemic issues that keep our communities from thriving.

Three Chief Officers: Excellence in Execution

- Chief Ministry Officer: Coordinates Early Education through Personal Development, ensuring every person from birth to one hundred finds their place in kingdom work
- Chief Corporate Officer: Manages facilities, finances, and operations with the excellence our mission deserves
- Director of Community Impact & Strategic Development: Positions us as a premier faith-based community development hub in eastern North Carolina

THE EIGHT SPECIALIZED DEPARTMENTS: STRATEGIC EXCELLENCE IN ACTION

1. Early Education & Formation

Building foundational faith and academic excellence from infancy through elementary years. The Impact Academy serves as our flagship early childhood development center, providing comprehensive care that addresses educational equity while establishing strong spiritual foundations.

2. Personal Development & Discipleship

Creating intentional pathways for spiritual maturity and leadership development across all life stages. This department coordinates small groups, mentoring programs, ministers-in-training initiatives, singles ministry, and our comprehensive Thrive Groups.

3. Community Transformation & Outreach

Positioning Word Tabernacle as the regional hub for faith-based community development. This department drives economic equity initiatives, nonprofit capacity building through our COST Program, prison and nursing home ministries, glocal witness strategies, food security programs, and comprehensive missions work.

4. Membership Care & Wellness

Orchestrating the complete member journey from first visit to mature discipleship through holistic support addressing spiritual, physical, emotional, and relational needs. This department manages guest experience and assimilation, member care through districts and zones, hospitality services, health and wellness initiatives marriage and family support, women's ministry, and specialized fellowship ministries.

5. Performing Arts & Worship

Unifying all creative expression under single leadership to deliver powerful, spirit-led encounters that amplify Christ's message across all generations. This department integrates praise and worship leadership, all choirs (children, youth, adult, men), musicians and band, drama ministry, dance ministry, mime team, and music education.

6. Campus Management & Services

Providing comprehensive facility stewardship and revenue generation that maximizes utilization of our physical assets while creating additional income streams. This department manages office operations, facilities and maintenance across all locations,

security and safety through Stronghold Keepers, transportation services, venue management and rentals, culinary services, WordAlive Bookstore, fitness center operations, cemetery management, and information systems technology.

7. Fiscal Services & Compliance

Serving as the administrative engine managing God's resources with integrity, transparency, and strategic vision. This department oversees fiscal affairs and accounting, human resources and payroll, grant management, donor and member database administration, purchasing and procurement, legal compliance and auditing, and comprehensive budget planning and analysis.

8. Digital Discipleship & Media

Creating a comprehensive digital ministry platform that extends Word Tabernacle's reach through innovative technology and strategic media production. This department manages broadcast services, social media engagement, web design and digital presence, photography and videography, sound engineering, lighting design, and emerging technology integration including artificial intelligence applications for ministry enhancement.

THE BENEFITS: MAXIMIZING KINGDOM IMPACT

Enhanced Stewardship (1 Corinthians 4:2)

Our restructure creates unprecedented accountability and resource optimization through systematic stewardship practices that honor God and maximize ministry effectiveness. Clear department boundaries eliminate ministry silos while strategic coordination prevents duplication of efforts. Every dollar and ministry hour now serves measurable outcomes aligned with our "Everyone Thriving" vision.

This structure ensures maximum impact from every resource God provides. The Fiscal Services & Compliance department implements professional-grade financial tracking, grant management, and budget analysis that provides real-time visibility into ministry effectiveness. Each department operates with defined budgets, clear success metrics, and quarterly performance reviews that ensure faithful stewardship of both human and financial resources.

The Campus Management & Services department transforms our facilities from expense centers into revenue-generating assets through venue rentals, co-working space leasing, culinary services, and strategic partnerships. This generates sustainable income streams that reduce dependence on traditional giving while expanding ministry capacity. When you give to Word Tabernacle, your dollars multiply through professional management, strategic partnerships, and innovative revenue generation.

Sustainable Growth (Ephesians 4:11-16)

The development pipeline from Early Education through Personal Development creates seamless pathways for lifelong spiritual formation that builds mature disciples rather than mere attendees. Instead of random programming, we now offer intentional progression routes where a child in our Impact Academy can grow through our youth ministries, participate in leadership training, serve in specialized roles, and eventually lead departments themselves.

Early Education & Formation establishes spiritual foundations from infancy through elementary years, creating generational impact that extends into families and communities. Personal Development & Discipleship provides structured pathways including small group leadership development, mentoring programs, ministers-in-training initiatives, and specialized ministry training that creates multiple entry points for emerging leaders while providing clear advancement opportunities for seasoned servants.

This systematic approach to spiritual formation ensures we're not just gaining members but developing mature disciples who can reproduce themselves. The structure creates sustainability because each generation trains the next, each leader develops additional leaders, and each ministry area builds capacity for expansion.

Community Transformation Excellence (Matthew 5:14-16)

Our dedicated Community Transformation & Outreach department positions us to address systemic issues with laser focus rather than scattered efforts. Economic inequity, food insecurity, health disparities, criminal justice reform, and housing challenges now receive strategic attention through specialized staff and coordinated programming that creates measurable community change.

The REACH Center becomes an in-house ministry community development laboratory where innovative solutions are tested, refined, and scaled for regional impact. Economic Equity Initiatives provide black and minority business development support, and

entrepreneurship mentoring that creates generational wealth in our community. Our COST Program builds nonprofit capacity across eastern North Carolina.

Food Security Programs address hunger through strategic partnerships, community gardens, nutrition education, and policy advocacy. Prison Ministry creates re-entry support systems that reduce recidivism while building bridges between communities and correctional institutions. Mental Health and Counseling Services provide culturally competent care that addresses trauma, addiction, and family dysfunction.

Strategic Ministry Excellence (1 Corinthians 9:24-27)

Like Paul running to win, we're eliminating redundancy and creating specialized excellence in every ministry area. Each department develops deep expertise in their ministry focus while maintaining coordination with complementary departments.

Digital Discipleship & Media extends our global reach through broadcast services, social media engagement, web design, and emerging technology integration including artificial intelligence applications. Our digital platforms will serve members worldwide, provide online discipleship resources, and create virtual community experiences that complement in-person worship.

Campus Management maximizes our physical assets for ministry and revenue generation through venue management, event coordination, culinary services, fitness center operations, and cemetery management. Our facilities become community assets that serve multiple purposes while generating sustainable income.

The structure eliminates the inefficiency of multiple departments doing similar work, creates centers of excellence that attract talented volunteers and staff, and establishes accountability systems that ensure consistent quality across all ministry areas.

Leadership Development Pipeline (2 Timothy 2:2)

The Personal Development & Discipleship structure creates intentional leadership development pathways ensuring the next generation carries forward both competence and character. This isn't accidental leadership emergence but systematic development that identifies, trains, and deploys leaders at every level of ministry.

Our ministers-in-training program provides theological education, practical ministry experience, and mentorship relationships that prepare emerging pastors and ministry leaders. Small group leadership development creates multiplication systems where every leader train additional leaders. Specialized ministry training equips volunteers for excellence in their service areas while building pathways for increased responsibility.

The structure creates leadership pipelines in every department: Early Education develops future educators and child development specialists; Performing Arts trains musicians, vocalists, and technical specialists; Community Transformation builds community development professionals and social workers; Campus Management develops facility managers and business operators.

Financial Multiplication and Stewardship Excellence

This structure leverages our strong financial position for maximum kingdom impact through strategic resource allocation and revenue diversification. Our disciplined expense management has produced consistent positive cash flow, maintaining over \$1.2 million in liquid assets while supporting rapid ministry expansion.

The Campus Management & Services department will generate additional revenue streams through venue rentals co-working space, culinary services, and strategic partnerships. These income streams create sustainable funding for community transformation initiatives, reducing dependence on traditional giving while expanding ministry capacity.

Fiscal Services & Compliance ensures professional-grade financial management through comprehensive budget planning, grant management (targeting \$500,000+ in grant funding annually), donor database management, and legal compliance that protects our ministry while supporting growth. This department will implement endowment development, capital campaign management, and investment strategies that build generational wealth for ministry sustainability.

Operational Efficiency and Professional Excellence

The restructure eliminates operational inefficiencies while creating professional-level systems that support ministry excellence. Digital systems integration streamlines communication, enhances member experience, and provides data-driven insights for

strategic decision-making. This operational excellence frees ministry leaders to focus on spiritual impact rather than administrative burdens.

Human Resources & Payroll management ensures competitive compensation, professional development opportunities, and workplace excellence that attracts and retains talented staff.

The structure creates efficiency through coordination, eliminates redundancy through specialization, and builds excellence through professional systems. This enables us to accomplish more ministry with existing resources while positioning for strategic expansion.

Comprehensive Member Care and Holistic Community Impact

The Membership Care & Wellness department creates a seamless experience from first-time guests to mature disciples, addressing physical, emotional, spiritual, and relational needs throughout all life stages. This comprehensive approach ensures no one falls through cracks while building community connections that strengthen both individuals and families.

Combined with Community Transformation & Outreach's external focus, we become a comprehensive ecosystem where internal spiritual health drives external community transformation. Members experience personal transformation that equips them for community impact, while community engagement creates opportunities for evangelism and discipleship.

This holistic approach addresses the full spectrum of human needs—spiritual, physical, emotional, relational, economic, and social—creating transformation that extends from individuals to families to communities to regions.

FINISHING 2025 STRONG: OUR FOURTH QUARTER FINANCIAL FOCUS

As we implement this restructure, we're also positioning ourselves to finish 2025 in our strongest financial position yet. Within the next few weeks, you'll receive your third quarter giving statements along with a personalized letter from me outlining our fourth quarter opportunities and priorities.

Fourth Quarter Opportunities

The final quarter traditionally represents our highest giving period, and this year presents unique opportunities to exceed previous records. Your end-of-year giving not only supports current ministry operations but also funds the infrastructure needed for our restructure implementation. Every additional dollar given in the fourth quarter directly enables enhanced programming, improved facilities, and expanded community impact.

The Stewardship Challenge

As you review your third quarter giving statement, prayerfully consider your capacity to increase your year-end giving. Whether through increased weekly tithing, Pastoral Support or Project Thrive, your additional stewardship enables us to enter 2026 with maximum momentum for our new organizational structure.

Multiple Giving Opportunities

From thanksgiving offerings to year-end gifts, Christmas, Watchnight, or National Day of Giving offerings, the fourth quarter provides multiple opportunities to participate in God's work through Word Tabernacle. Your generosity during this crucial period ensures that our restructure launches with adequate funding for excellence in every department.

OUR PROPHETIC PREPARATION FOR WHAT'S NEXT

"Where there is no revelation, people cast off restraint; but blessed is the one who heeds wisdom's instruction" (Proverbs 29:18).

This restructure anticipates the Community Development Corporation that will tackle housing, economic development, and educational equity. It creates capacity for Impact Academy expansion, increased civic engagement, and the comprehensive community initiatives God has shown us in prayer and planning.

Like Nehemiah organizing Jerusalem's restoration with strategic precision (Nehemiah 3), we're building infrastructure for the greater works Jesus promised (John 14:12). We're not just adding programs; we're creating a comprehensive community ecosystem where transformation touches every area of life.

ADDRESSING THE GENERATIONAL CHALLENGE

As we serve multiple generations simultaneously—from digital members to seasoned saints—this structure creates space for everyone. Our older members who remember "how things used to be" provide wisdom and stability. Our younger members who see "what could be" bring innovation and energy. The restructure honors both perspectives while creating pathways for sustainable growth.

Some folks prefer traditional ministry models, others want cutting-edge innovation. The truth is, effective ministry in 2025 requires both/and thinking, not either/or limitations. Our new structure creates space for small groups and social media, traditional choirs and contemporary worship, in-person fellowship and digital discipleship.

THE COST OF TRANSFORMATION

Real talk: restructuring requires sacrifice. Some beloved programs may be eliminated. Certain roles will shift and some staff my change. Comfortable patterns will be disrupted. But the cost of not changing is higher—missed opportunities, decreased effectiveness, and potential decline.

We're investing in professional excellence that matches our spiritual passion. We're hiring expertise that complements our heart for ministry. We're building systems that can handle the complexity of multiple campuses, multiple age groups, diverse economic backgrounds, and comprehensive community impact.

MOVING FORWARD WITH CONFIDENCE

The transition won't be perfect. There will be bumps, adjustments, and learning curves. But remember, we've navigated challenges before—including a global pandemic that shut down most ministries while we grew stronger. We've proven that with God's guidance and unified commitment, obstacles become opportunities.

This restructure transforms us from a church with programs to a comprehensive community ecosystem. It prepares us for the next twenty years of ministry with the same innovation and excellence that brought us this far.

THE BOTTOM LINE

"For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, to give you hope and a future" (Jeremiah 29:11).

Twenty years of God's faithfulness becomes the foundation for generational impact. This restructure isn't about getting bigger; it's about getting better. It's not about adding complexity; it's about creating clarity. We're not changing our mission; we're maximizing our effectiveness.

The same God who brought us from a handful to over 3,000 is preparing us for whatever comes next. Trust the process. Embrace the changes. Stay committed to the vision.

After all, the best is indeed in front of us.

Until All Thrive,

Pastor G

QUESTIONS AND ANSWERS

PLEASE PROVIDE YOUR NAME
AND MEMBER #

Name

Member #

