

MINISTRY PLAN *2026*



shades.org

Shades Family,

As I look back on 2025, I'm in awe of what God has done among us. We've seen people take new steps of faith, families strengthened, and ministries renewed. Through every story of life change, I see the same thread of the Spirit of God moving in a people who are saying "yes" to Him.

As we step into 2026, I'm convinced that the most important thing we can do is keep our eyes fixed on Jesus and our hearts open to His leading. This year's ministry plan centers around three priorities that will shape everything we do: disciple-making, spiritual renewal, and prayer. These aren't just ideas, they're the heartbeat of who we are becoming as a church. We want to be a people who walk closely with Jesus, are continually renewed by His Spirit, and live sent into our city and world.

Across every ministry, from Preschool to Adults Plus, our teams are uniting around one shared goal: helping people take their next step in following Jesus. You'll see that reflected in new discipleship pathways, rhythms of prayer, and renewed focus on reaching our neighbors and the nations. Whether you're serving on a team, leading a group, mentoring the next generation, or praying from your kitchen table, your faithfulness matters deeply.

I believe 2026 will be a year of renewed dependence on God's presence and power. Let's keep leaning in, praying bold prayers, and trusting Him to do immeasurably more than we could ask or imagine.

I'm grateful to walk this journey with you and I can't wait to see what God has ahead.

Together for the Gospel,



Pastor George





2026

Our 2026 Core Priorities (disciple-making, spiritual renewal, and prayer) will guide every part of church life. Each ministry will live these out through unique focus areas that reflect their people and purpose.

Live Sent
Live Sent
Live Sent

CORE PRIORITIES

Disciple-Making
Spiritual Renewal
Prayer

DISCIPLE- MAKING



We're helping people take their first step and next step in following Jesus – *learning to walk with Him and lead others to do the same*. Every ministry will align around a shared pathway that forms disciples who *live sent*.

SPIRITUAL RENEWAL

We want to see spiritual renewal take hold across our church – people coming to faith, lives being restored, and ministries fueled by a fresh reliance on the Spirit.

PRAYER



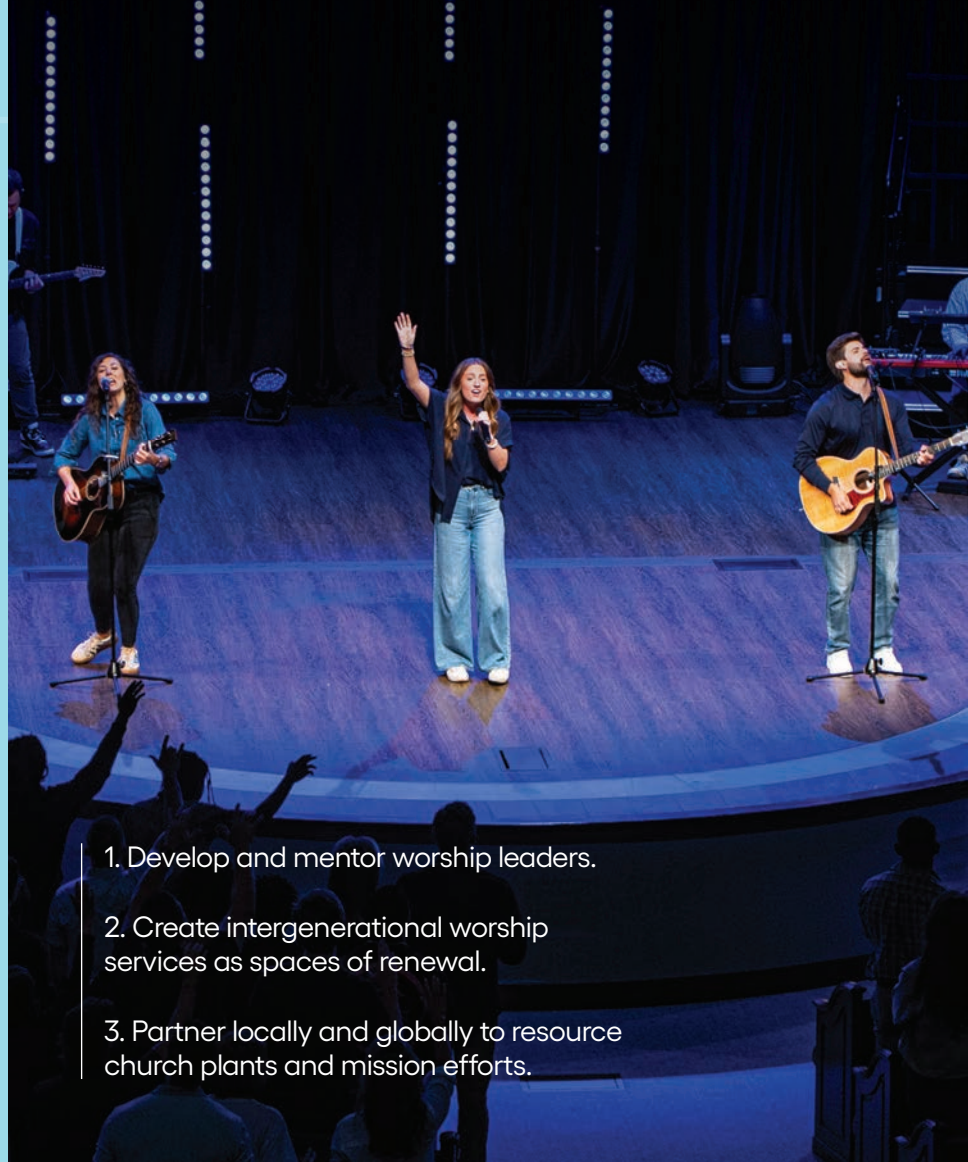
Prayer will be the foundation of everything we do. We want every ministry, gathering, and home to be marked by reliance on God's presence and power.

*Live Sent
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Live Sent*

FOCUS AREAS

Worship
Missions
City-Ministry
Neighborhood &
Community Outreach
Family
Preschool
Kids
Students
Hand in Hand
College
Adults Plus
Groups
Care

WORSHIP



1. Develop and mentor worship leaders.
2. Create intergenerational worship services as spaces of renewal.
3. Partner locally and globally to resource church plants and mission efforts.

CITY MINISTRY

MISSIONS

1. Re-launch and expand CARE Teams for sent families.
2. Use mission trips as discipleship pathways for members of all ages.
3. Develop the Shades Institute as a hub for training future global leaders.

1. Deepen school partnerships through teacher support and mentorship programs.
2. Launch workforce development opportunities for students and families.
3. Create new discipleship environments in neighborhoods where trust is building.



NEIGHBORHOOD & COMMUNITY OUTREACH

1. Expand Live Sent Saturday and Gift of Hope as key mobilization events.
2. Strengthen school and international partnerships.
3. Train more outreach leaders to multiply service impact.

FAMILY

1. Resource parents with semesterly tools and workshops for discipleship.
2. Align Kids, Students, and College ministries under a unified discipleship pathway.
3. Elevate prayer in families by inviting the next generation into churchwide rhythms.

PRESCHOOL

1. Develop new parent partnership resources for early discipleship at home.
2. Enhance safe, joyful environments on Sundays and midweek.
3. Expand community and prayer support for preschool families.

KIDS



1. Implement a clear next steps framework for salvation, baptism, and discipleship.
2. Refresh Sunday School and camp environments for deeper engagement.
3. Resource parents with tools for faith conversations at home.

STUDENTS



1. Build a unified leadership pipeline for volunteers and student leaders.
2. Launch expanded mission trip opportunities for high school students.
3. Create age-specific renewal experiences through camps and retreats.

SPECIAL NEEDS



1. Take new ground in the special needs community through outreach and invitation.
2. Strengthen parent support and mentoring within the ministry.
3. Expand volunteer training for confidence in serving.

COLLEGE

1. Form Christ-Centered college-aged adults who leverage their lives for Jesus across Birmingham university campuses.
2. Connect college-aged adults with all generations of Shades in deep discipleship relationships.
3. Send college-aged adults across the country and the world on mission to share the Gospel and grow their faith.

ADULTS PLUS

1. Launch retirement transition workshops to help adults set purposeful Kingdom goals.
2. Expand retirement community outreach with Bible studies and care teams.
3. Grow legacy mentoring by connecting older adults with younger generations.



GROUPS



1. Roll out standardized leader expectations across all groups.
2. Grow Young Adult engagement through new group opportunities.
3. Use retreats and special events as catalysts for group connection.

CARE



1. Start new support groups to meet expanding needs in grief, addiction, and family care.
2. Encourage a culture of prayer through equipping new prayer leaders, expanding prayer opportunities, and resourcing the church to pray.
3. Increase personal care follow-up so no one walks through crisis alone.

2026

PROPOSED BUDGET

This proposed 2026 budget is presented with the unanimous recommendation of the Finance Committee, and approval of the Deacons. Total budgeted missions giving (Make Jesus Known plus Missions section of the Operating Budget) represents almost 26% of total budgeted giving.

WORSHIP \$ 382,600

Worship Support | Communications
Production/Tech Services | Christmas and
Easter | Special Events

DISCIPLESHIP \$ 670,700

Groups | Family | Preschool | Kids | Students |
College | Hand in Hand | Men's and Women's
Ministries | Adults Plus

MAKE JESUS KNOWN* \$ 1,985,000

See next page for more information.

MISSIONS \$ 1,377,000

Global Impact Catalyst | Neighborhood
Initiatives | City Ministry | SBC Entities

GIVING CAMPUS

OPERATIONS \$ 1,369,756

Utilities | Insurance | Campus Maintenance

PASTORAL \$ 206,400

Guest Experience | Prayer and Care Ministry |
Pastor and Executive Pastor Support

ADMINISTRATION \$ 540,000

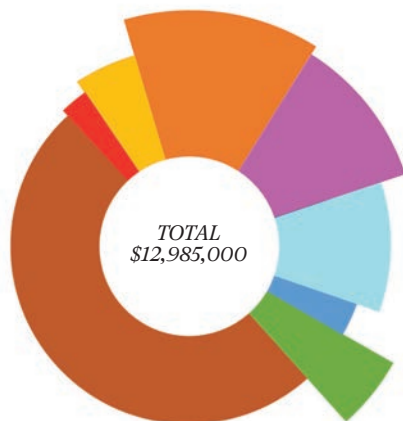
Business Office | Campus Security |
Administration | IT

PERSONNEL \$ 6,453,544

Salaries and benefits for all employees

GENEROSITY CHANGES LIVES

Your faithful giving changes lives and communities not only locally, but around the world. Giving allows us to put our faith into practice and trust God with our resources and future. Learn more about how you can leverage your finances for the sake of the gospel at [SHADES.ORG/GIVE](https://shades.org/give).



*This proposal is in response to God's abundant blessing through your combined giving to the Operations and Make Jesus Known (MJK) Budgets in recent years as follows:

COMBINED OPERATIONS + MJK

2023 — \$12.5 million
2024 — \$13.1 million
2025 — \$13.48 million

ACTUAL TOTAL GIVEN

2023 — \$13.45 million
2024 — \$13.44 million
2025 — \$13.10 million (projected)

*MAKE JESUS KNOWN 2026

The Make Jesus Known fund is the collective giving from the Shades family to help see the gospel go forward across the street and around the world. At Shades, we actively engage with mission partners. We evaluate their Kingdom effectiveness and how they would work with our current missions strategy. Through God's faithfulness in your generosity, these funds are used to financially support these partners and their ongoing Kingdom work throughout the year. This fund also helps keep the cost of short-term trips affordable, advance local ministry initiatives, and cultivate missions development across our church family. All of this is in addition to our operations budget and our commitment to send a portion of the overall giving to the Cooperative Program of the Southern Baptist Convention.

Why do we work this way? As we give generously together, we can maximize our efforts to see the greatest Kingdom impact! Since 2001, the Shades family has given over \$26 million to advance the Great Commission through the Make Jesus Known fund!

NORTH AMERICA \$ 371,000

Annie Armstrong Offering | Favor City Church |
Future Church Planting Work | LaChapelle
Gatineau | Link Church | Mission City Church |
Portrait Church | The Fields Church | Scott
Dawson Evangelistic Association | Strategic
Launch Network | City on a Hill | Emily Dodson
(NAMB Missionary) | Living Faith Church

LOCAL \$ 322,000

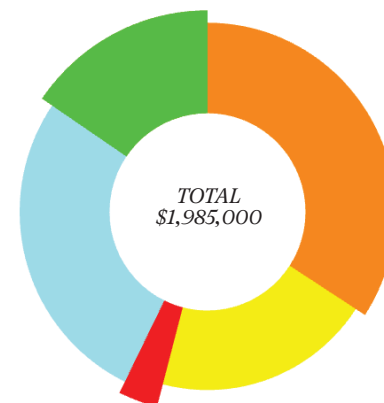
English as a Second Language | A Team
Ministries | Awaken Ministries | Birmingham
Metro Baptist Association | Blue Watch | Brothe
Bryan Mission | Christian Service Mission |
Created | The Foundry | Hoover & Vestavia
FCA | Grace Klein | Jimmie Hale Mission |
Lifeline Children's Services | Love In Action |
Sav-A-Life | Serving You | UAB FCA | Unbound
Grace | Unless U | Urban Purpose | Wellhouse
Ministries | Young Life

ALABAMA \$ 57,000

ALCAP | Alabama Children's Home | Myers-
Mallory State Missions | Red Mountain Grace

CHURCHWIDE MISSIONS DEVELOPMENT \$ 615,000

City Ministry | College Missions | Disaster
Relief | Neighborhood & Community Outreach |
Student Missions | Mission Trip Scholarships |
Residency and Internship Programs | Missions
Development and Growth



INTERNATIONAL \$ 620,000

Lottie Moon Offering | Unengaged Unreached
People Group Work | Compassion International
| Doulos Partners | Full Count Ministries | GROW
Ministry | Hand in Hand Partnership | Hope For
Japan | Living Hope | Lodebar Initiative | Love
One | Mobilization Resources | Northern Thailand
Impact Ministries | Not Forgotten | Radical | Send
Relief | Scripture Translation | Take Hold Church |
Trailhead International | Transforming Leaders in
India | Until They Know | Uttermost Sports

2026 KEY DATES

TENTATIVE

JANUARY

1/19-2/8 21 Days of Prayer
1/21 Midweek Begins
1/23-24 Man Church Conference
1/25 Healing Prayer Service

FEBRUARY

2/13 Hand in Hand Night to Shine
2/22-25 Global Impact Catalyst

MARCH

3/6-7 Adults Plus Leveraging Retirement Retreat
3/7-14 Shades College Spring Break Mission Trip
3/15 Preschool Parent Dedication
3/21-3/27 Student Spring Break Mission Trips

APRIL

4/3 Good Friday Service
4/4 Special Needs Community Egg Hunt
4/5 Easter Sunday
4/19 Serve Celebration

MAY

5/3 High School Senior Celebration
5/11-18 Shades College Summer Mission Trip
5/13 Healing Prayer Service
5/15-16 Young Adult XP BHM Weekend Conference
5/24 One Worship Service, 10:30 AM (Memorial Day)

JUNE

6/1-5 Student Camp (6th-12th Grades)
6/15-18 Vacation Bible School

JULY

7/5 One Worship Service, 10:30 AM (Independence Day)
7/18 Live Sent Saturday
7/20-24 CentriKid Camp (3rd-5th Grades)

AUGUST

8/6 Adults Plus Lunch
8/16 Fall Kickoff Sunday
8/16-9/5 21 Days of Prayer
TBD Healing Prayer Service
8/27 Shades College Pancake Kickoff
TBD Spiritual Renewal Event

SEPTEMBER

9/9 Midweek Begins
9/27 Refined: Women's Gathering

OCTOBER

10/1-31 Love Where You Live Emphasis
10/11 One Worship Service, 10:30 AM (Fall Break)
10/25 Preschool Parent Dedication

NOVEMBER

11/1-29 Gift of Hope Campaign
11/4 Healing Prayer Service
11/5 Veterans Day Lunch
11/14-15 Students Crave Weekend

DECEMBER

12/3 Adults Plus Classic Christmas Celebration
12/13 Christmas Night of Worship
12/20 Holiday Remembrance Service
12/24 Christmas Eve Services
12/27 One Worship Service, 10:30 AM (Christmas Break)

Live Sent

Leveraging who we are and what we've been given for the sake of the Gospel, wherever we are and wherever God takes us.



Shades Mountain
Baptist Church

shades.org