



whitesburg
BAPTIST CHURCH

MASTER CAMPUS PLAN RECOMMENDATIONS 2026

IGNITE VISION

Our vision is to ignite a movement of authentic followers of Christ by reaching 1000 people with the gospel and releasing 200 equipped leaders from the next generation for Church leadership by 2028.



THE NEED

On January 11, Pastor Darryl challenged our church family to “stay the course” as we continue to walk faithfully in our vision and mission. When the Ignite Vision launched in January 2023, it included a comprehensive Master Campus Plan (MCP) designed to support the future growth of our church.

Having now completed the first two phases of the MCP, we believe the Lord is calling us to remain faithful—to stay the course—and continue moving forward together.

Over the past three years, God has brought significant growth across every area of our church, with especially strong momentum in our Next Gen ministries (birth through age 30). This growth has created both new opportunities and new needs as we seek to steward well what God has entrusted to us.

These recommendations come from the Office of the Pastor, the Finance Committee, and the Deacons of Whitesburg Baptist Church.

Since 2020, we have completed \$28 million in campus improvements and, by God's grace, carry zero debt as of February 1, 2026.

MASTER CAMPUS PLAN TEAMS

To thoughtfully and prayerfully address the growing needs of our church family, teams were formed to help develop and evaluate next steps within the Master Campus Plan.

MCP Teams Coordinator Mike Herbert

Main Campus Team *Co-led by Jeff Gattis and Darryl Craft*

Team Members: Ronnie Baker, Scott Dewald, Chris Ethridge, Larry Galloway, Danae Qualls, Heath Roeber, and Beth Swann

South Campus Team *Co-led by Ray Romine and Philip Slusher*

Team Members: Tracy Bagwell, Shane Bowermaster, Ryan Ezell, and Ron Huskey

Facilities Maintenance Team *Led by Kenny Spain*

Team Members: Tony Costa, Billy Dunlap, Jon Robinson, and James Winn

MAIN CAMPUS TEAM RECOMMENDATIONS

Phase 3 Recommendation

Action:

Construction of the “3M” Building—a dedicated facility for Music, Media, and Ministry Offices. This three-story building will be connected to the west side of the Worship Center and designed to support both current and future ministry needs.

The facility will include:

- Choir and orchestra rehearsal rooms
- Worship ministry storage
- Church office space
- Biblical Counseling ministry offices

This project will allow us to:

- Provide adequate space for a growing Worship and Media ministry
- Centralize ministry offices for greater collaboration and efficiency
- Create a welcoming, confidential environment for Biblical Counseling
- Free up existing space on campus for expanded Next Gen and discipleship ministries

Timeline:

Immediate development of plans and enlistment of a contractor, with an anticipated groundbreaking in Fall 2026.

Estimated Cost:

\$14 million



Phase 4 Recommendation

Action:

Evaluation and plan development for remaining renovation needs across the Main Campus, totaling approximately 42,000 square feet.

- Our rapidly growing Preschool and Children’s ministry will be one of the primary motivations for renovating existing space for use in these areas
- Another key area will be the need to provide a renovated and more functional fellowship space for large group meals and activities on our Main Campus

Timeline:

Ongoing evaluation and phased implementation, dependent upon available funding.

Estimated Cost:

\$7 million

SOUTH CAMPUS TEAM RECOMMENDATIONS

Whitesburg Baptist Church

Action:

Improvements and upgrades to the Recreation Outreach Center, along with parking enhancements to support current and future campus use. Renovations to parking will improve traffic flow and safety.

Timeline:

Ongoing evaluation and phased implementation, dependent upon available funding. 12-24 month priority will focus on “ROC” parking.

Estimated Cost:

\$2 million (parking)



Whitesburg Christian Academy

In partnership with the WCA School Committee, the South Campus Team offers the following recommendations related to Whitesburg Christian Academy.

Action 1: New Band/Choir Building with Tornado Safe Space

Construction of a new Band/Choir building that includes a dedicated tornado safe space and enables the expansion of classroom capacity across the Academy.

This project would allow the Academy to:

- Convert the current tornado safe space in the grammar school into four classrooms
- Convert the existing band and choir space into two to three classrooms
- Build upon the Academy’s recent conversion of a portion of the upstairs library into a classroom
- In total, this plan would result in at least eight new classrooms, while permanently and appropriately addressing tornado safety needs for the Academy.

Timeline:

Immediate development of plans and enlistment of a contractor, with an anticipated groundbreaking to be determined. Implementation is dependent upon available funding.

Estimated Cost:

\$8 million (WCA-funded)

A vote to recommend this project acknowledges that the WBC Finance Committee is responsible for establishing debt parameters and confirming the Academy’s financial capacity for the project. All funding for WCA projects is the responsibility of Whitesburg Christian Academy.



Whitesburg Christian Academy

Action 2: Expansion of the Approved WCA Footprint

The South Campus Team recommends that the property west of Jimmy Jackson Way—bordered by Byrd Spring Road to the south and the railroad tracks to the west—be included in the approved Whitesburg Christian Academy footprint, as depicted.



Section of property to be included in WCA footprint

Action 3: Proposed Academy Athletic / Football Facility (Privately Funded)

A group of Academy families has expressed a desire to privately fund and construct an Academy athletic / football facility, to be completed in phases.

Neither the church nor the Academy would incur any cost or assume any debt related to this project. All project funds would be provided in advance of construction, and no debt would be incurred.

Timeline:

Immediate

Estimated Cost:

Privately funded



FACILITIES MAINTENANCE TEAM REPORT

The Facilities Maintenance Team has developed a comprehensive plan to address both current and anticipated maintenance needs across our Main and South Campuses. After consultation with the Finance Committee, the team will implement a 10-year facilities maintenance plan to ensure our buildings are cared for wisely and sustainably.

Current Maintenance Resources:

- \$408,000 currently designated for facility maintenance in the Operations 800 account

Ongoing Maintenance Planning:

- Annual anticipated maintenance needs are approximately \$500,000.
- The Finance Committee will begin including a dedicated funding line for ongoing maintenance costs.
- Additional funding will come from excess revenue to expenses on an annual basis
- Priority Maintenance Items (Next 12–24 Months):
 - Boilers and related mechanical equipment on both campuses
 - Aging roofs on both campuses
- Note that WBC currently has \$408,000 in our “Operations 800” account that is designated for facility maintenance needs.

This proactive approach allows us to address critical needs responsibly while protecting the long-term health of our facilities.

HISTORICAL TIMELINE

During the period 2020 through 2025, WBC completed the following renovation and construction projects.

2020

Worship Center renovation; Preschool and Children’s Facilities renovation

2021–2022

Ignite Vision developed

2023

Ignite Vision launched

2024

Phase 1: Removal of student building and orchestra room; chapel remodeling at the Recreation Outreach Center; construction of a new parking lot



2025

Phase 2: Completion of the multi-purpose building for Student Ministry, Senior Adult classes, and Adult classes (October 2025)

Implementation of three teams to further develop the Master Campus Plan:

- **Main Campus Team:** Evaluation and recommendations for next phases on the Main Campus
- **South Campus Team:** Evaluation and recommendations for next phases on the South Campus, including Whitesburg Christian Academy
- **Facilities Maintenance Team:** Development of a 10-year facilities maintenance plan

FUNDING STRATEGY

One of our core values at Whitesburg Baptist Church is living generously. We are committed to following a biblical model of stewardship, guided by a consistent principle you have heard from church leadership: *We will budget wisely, spend frugally, and ask our church family to give generously.*

Each recommendation from the Main Campus Team and the South Campus Team will be funded in a way that aligns with this strategy. As with previous projects, the Finance Committee will determine financial parameters and confirm our capacity before moving forward.

We will *stay the course* in our funding approach by utilizing:

- Year-end funds (revenue over expenses)
- Designated gifts toward the Master Campus Plan (MCP)
- Debt service included in the annual ministry plan
- Special offerings, as the Lord leads us to request

The timeline for implementing Master Campus Plan recommendations will be guided by our ability to fund projects in a financially responsible manner that does not hinder the primary mission and vision of our church.

MAIN CAMPUS TEAM FUNDING OVERVIEW

Phase 3: The “3M” building (Music, Media, and Ministry offices)

The current ministry plan includes debt service allocated specifically for Phase 3. The monthly debt service allocation is \$95,000. Funding for Phase 3 will be a combination of:

- Budgeted debt service within the annual ministry plan
- Designated gifts from church members toward the Master Campus Plan

Phase 4: Remaining Main Campus Renovations (Approximately 42,000 square feet)

Remaining renovations will be implemented in stages, based on ministry priorities and available funding. Funding sources may include:

- Year-end surplus (revenue over expenses)
- Designated gifts toward the Master Campus Plan
- Debt service capacity, if available, to address renovation needs incrementally

SOUTH CAMPUS TEAM FUNDING OVERVIEW

Whitesburg Baptist Church

Needed improvements at the South Campus will also be staged according to ministry priority and funding availability. Funding sources may include:

- Year-end surplus (revenue over expenses)
- Designated gifts toward the Master Campus Plan
- Debt service capacity, if margin allows, to complete projects in phases

Whitesburg Christian Academy

New Band/Choir Building with Tornado Safe Space

The estimated cost for the new band/choir building, tornado safe space, and related renovations is approximately \$8 million. Funding would come from a combination of:

- Loan debt, to be repaid using Academy funds
- Capital raised from Academy families

Moving forward with this project will be contingent upon meeting financial parameters established and approved by the WBC Finance Committee.

Proposed Academy Athletic / Football Facility (Privately Funded)

A group of Academy families has expressed a desire to privately fund and construct Phase 1 for an athletic / football facility for the Academy. Neither the church nor the Academy would incur any cost or assume any debt related to this project. There will be no debt, and all project funds will be provided in advance of construction.