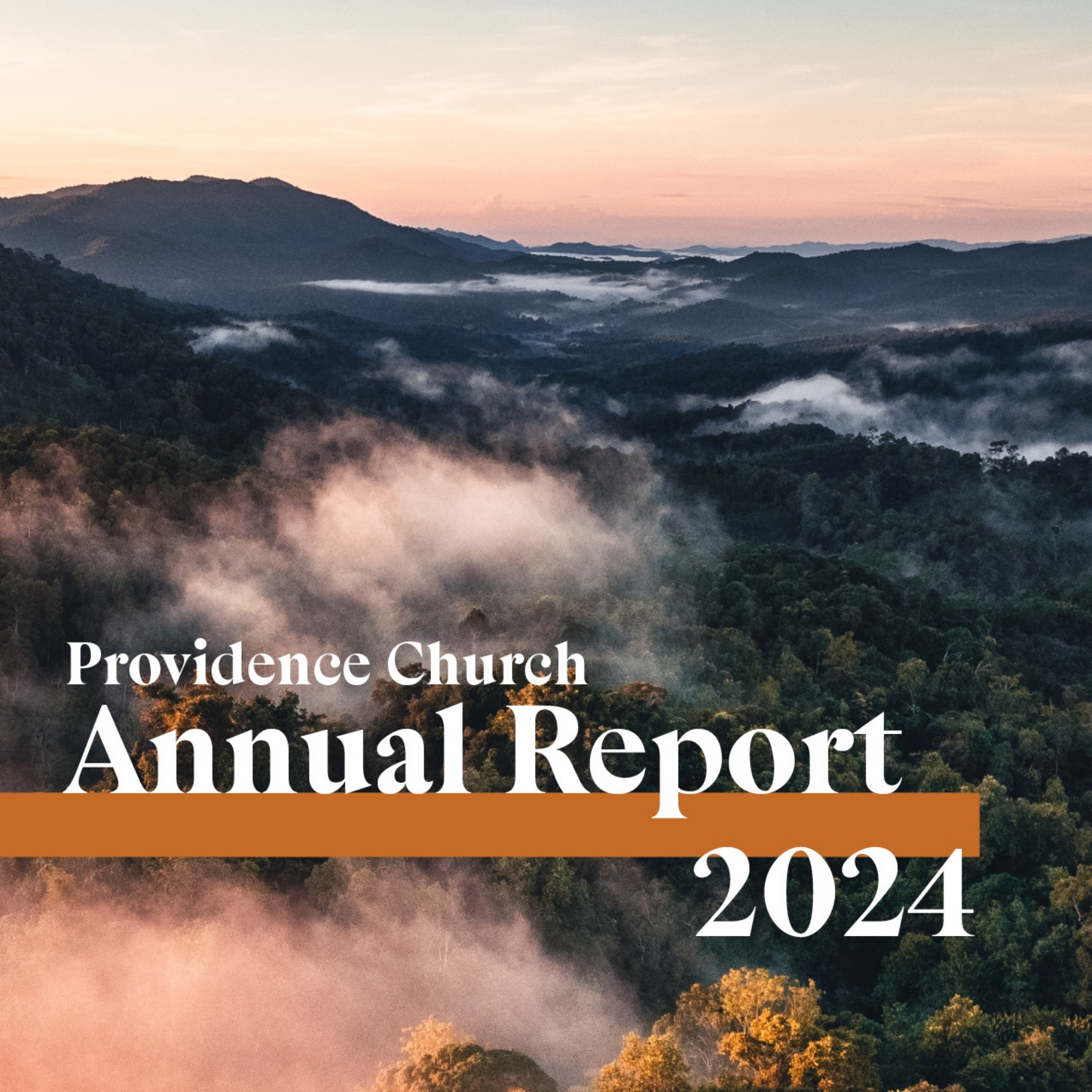




Providence Church

Annual Report

2024

**As we look back** at 2024 and ahead to 2025, we are encouraged by how Providence Church has stayed true to its founding principles. The authority of the scriptures continues to guide our discipleship on Sundays, in small groups, in men's and women's ministry, in children's and student ministry, and beyond.

We want to thank all the volunteers who serve. You are the heart and soul of Providence Church. With direction from church staff and leaders, our volunteers work from the joy of the Lord to spread the Gospel. We are also grateful for the Providence staff who work tirelessly to keep our ministries and our building running with timepiece precision. What looks seamless actually takes hours of hard work, and is carried out with diligence and excellence.

We're also grateful that since Providence became debt free in 2017, the faithful giving of our church family enables us to continue planting more churches where they're needed. Church planting is critical to **our mission of making, growing, and unleashing disciples of Christ**. As our church planting strategy matures, we invite you to pray with us that those who become part of these new churches (some from Providence, and many from new communities) will be a blessing to Knoxville and beyond.

In 2024, after years of prayer, God has opened a door for us to launch a seminary here in Knoxville. The first Providence Seminary cohort is underway, and start-up funding for this endeavor is included in our proposed budget for 2025.

Although 2024 comes to a close with wars raging around the world and division here at home, we encourage each of you to serve the Lord faithfully and remain on mission in 2025. We will prayerfully enter the new year with the hope and faith that only Jesus can inspire. We know that He is faithful and in control!

Joyfully,  
Rich Hatter



**Stacey Bearden**  
Executive Pastor



**Seth Khene**  
Elder



**Marc Bodenheimer**  
Elder



**David Lipsey**  
Elder



**Mark Dresbach**  
Elder



**George Pigg**  
Elder



**Tex Frazer**  
Elder



**Chad Sparks**  
Teaching Pastor



**Rich Hatter**  
Elder



**Mark Weaver**  
Elder

## NEW STAFF



**Matt Heard**

In October, Matt joined our staff to train under Jeff Maitlen as the next Care and Counseling minister.



**Blake Hester**

In November, Blake joined our creative team to lead and disciple student ministry musicians, and to lead music for student ministry.

## STAFFING CHANGES



Dalton Claghorn has served for the past two years as a Student Ministry Associate. This year, Dalton shifted roles to begin working as a Missions and Church Planting Associate, with the goal of helping to launch a church plant in the Lenoir City area.



Wyatt Guzman, who has served as a Student Ministry intern, has now moved into the role of Student Ministry Associate. Wyatt leads Midway, our environment for 7th and 8th graders, teaching and discipling students.



Bess Hitch continues to serve as our Communications Coordinator, and in May, she also stepped into the role of Missions and Church Planting Administrative Assistant. Adrian Hope stepped down from this role in order to prioritize the needs of her family.

# CELEBRATION



## Multi-Generation Church Planting

Over twenty years ago, Providence had the privilege of planting a church in Rio de Janeiro, Brazil. *Igreja Batista Atitude* has continued the mission of making, growing, and unleashing disciples, and has since planted churches in Brazil and back in the United States. This year, we celebrate the launching of another “granddaughter” church plant in Tampa, Florida!

## Renew Clinic Women's Night

One of the more behind-the-scenes ways we've supported discipleship this year is by partnering with Renew Clinic. Renew is a Christ-centered recovery community focused on meeting people in addiction with the Gospel of Jesus. Once a month, Renew Clinic hosts a night for women at Providence—with a great

meal provided and served by a Providence small group—where women who are used to being stereotyped and overlooked are met with friendship, support, and discipleship. Thanks to the generosity of Providence members, we can provide space, tech needs, and more to make these women feel at home and loved by God.





## A NEW SPACE

Until this year, our high school gathering (conveniently called The Gathering) has been meeting on Wednesday nights in The Studio. But starting this fall, high school attendance has exceeded the capacity of this space, and we have made the move to meeting in the main auditorium. Thanks to students building relationships and the Lord sending new folks into our ministry, we're growing the reach of this vital ministry. We're grateful to have the space to stretch out as we learn, sing, and disciple each other!

# STUDENTS MAK

## NEW DISCIPLE-MAKERS

Unleashing disciples of Christ means giving them the work of discipleship to do. Nothing matures a believer quite like being unleashed on mission, even if it's right here in Knoxville. Small groups have always been an essential element of student ministry, led by mature adult leaders. This year, in order to better align our student ministry strategy to the greater mission of Providence Church, we are equipping students to become the facilitators of their own small groups at The Gathering, under the oversight of our adult volunteer coaches. Our students have grown in relational discipleship, boldness, and missional urgency now that they can invite their friends to groups where they get to facilitate gospel conversations with them. Now these groups are beginning to branch, raising more disciple-makers, and reaching students who are far from God like never before.



## NEW JOURNEYS

Thanks to the generous giving of Providence, and especially to the direct support of student scholarships, we were able to reach more unreached and unchurched students through Beach Camp (high school) and Lake Camp (middle school) this year. These summer events are not emotional opportunities to try to provoke an immediate spiritual response from students. Instead, they are invited to encounter Jesus through his word and his people. We are thankful to be able to see relational discipleship paying off as many of these students continue their faith journey with other believers long beyond the week of camp.

# KING DISCIPLES



# MISSIONS AND

## NEW PARTNERSHIPS

### The Timothy Initiative

In April, John Wright and Mark Dresbach visited Togo, Africa where they observed the work of The Timothy Initiative (TTI). Providence has begun to partner with TTI, and in the next two years, our financial support will enable the planting of 33 disciple-making churches. The Timothy Initiative in Togo is reaching unreached and unengaged villages, training indigenous pastors who cultivate discipleship groups among the people.



### Hope Roberts

Hope Roberts is a Providence member who graduated from the Ethnos360 missionary training program this year. This intensive training is designed to equip missionaries to evangelize unreached people groups, establish churches, translate the Bible into new languages, and more. For the time being, Hope is working with the mobilization department of Ethnos360. In September or October 2025, she plans to go to the Philippines, where at least 30 people-groups in remote areas have limited access to the gospel. Providence is supporting Hope financially and through prayer and encouragement.

Follow Hope's journey at [hope-roberts.epistle.org](https://hope-roberts.epistle.org)

# ND PLANTING

## NEW STRATEGY

Our commitment to planting healthy and effective churches, who in turn do the same, has led to the development of a new strategy and process. Instead of identifying an individual “church planter,” we follow a process of assessment and team formation designed to produce a church with a robust leadership structure. In stage one, our staff and elders interview prospective leaders, who are enrolled in our Ministry Discovery and Assessment (MD&A) process. In stage two, a leader joins the staff as a Ministry Associate and continues to de-

velop their gifts, further discover their place in ministry, and learn more about the Providence DNA and culture. In stage three, relational discipleship groups are formed in the community where we hope to plant, and logistics and strategies are developed. The final stage begins with a new church launch. The church becomes autonomous when they are ready to plant a new, healthy and effective disciple-making church.

## NEW TRAINING

### Providence Seminary

To sustainably plant new, healthy churches, we need a way to raise up new leaders. East Tennessee has long needed a local, accredited seminary to equip local leaders for local churches with theological training. Excellent theological schools exist in the southeast, but the cost and the need to relocate can become barriers for many who would benefit from ministry training. Thanks to God’s providential direction, Providence Church came into contact with Providence University College and Theological Seminary, located in Manitoba, Canada. After a lot of prayer (and many meetings),

we are thrilled to have our own cohort of Providence Seminary students in Knoxville, TN. Providence Seminary utilizes Competency-Based Theological Education, which is tailored for each student to sharpen the gifts and knowledge they already possess while building the areas that lack proficiency for maximum effectiveness in ministry. There is no need to travel, and tuition is subscription-based and highly affordable. Providence Seminary is initially offering a Masters in Transforming Leadership.

To learn more, visit [providenceseminary.org](https://providenceseminary.org).

# STEWARDING THE MISSION

## Kingdom Generosity

Providence has never been a church that talks a lot about money. You won't find a lot of giving campaigns or building projects in our history, and our expositional teaching philosophy means that we rarely do topical teaching on giving. Nevertheless, the Holy Spirit has instilled in this church the spiritual discipline of generosity. For 2024, our elders proposed a significantly reduced budget, based on lower projected end-of-year giving in an economy that was more difficult for most people. But the giving of Providence surpassed expectations, and in early 2024, we voted to amend the budget to reflect this increase. Every year, one of the most important things we do is our budget process. Staff members assess the needs of the coming year and present a proposed budget to the elders, who prayerfully review and combine these ministry area budgets into a complete plan for the upcoming year. The congregation then votes to approve the budget that will support our mission throughout the coming year.



On the facing page, you will find the proposed budget for 2025, outlining how your giving will support making disciples in the coming year, God willing. Our elders and staff are committed to full transparency in all matters including finances, and anyone interested in more detailed information can contact Executive Pastor Stacey Bearden ([sbearden@providencechurch.com](mailto:sbearden@providencechurch.com)) with any questions. Your giving enables us to hire staff, maintain our facility, support local and international ministries whose reach extends beyond our own, plant and support new churches, and disciple people in all ages and stages of life. We are stewards: people entrusted with the care and management of someone else's resources. The resources we have belong to God, and for his glory, we seek to deploy them faithfully.



2025 BUDGET

OPERATIONS

\$858,898.75 (2024: \$848,337.47/+1.2%\*)

Operations encompasses the staffing and resources to oversee our facility, administration, and organizational needs.

- Capital improvements
- Facility maintenance and repairs
- Utilities and lawn maintenance
- Information Technology
- Stage design
- Church administration
- Staff development
- Compensation for staff in these areas

PLANTING and PARTNERSHIPS

\$659,504.75  
(2024: \$444,594.28/+48%\*)

Planting and Partnerships covers staffing and resources for church planting, partnerships with community ministries, international ministry, and global missions.

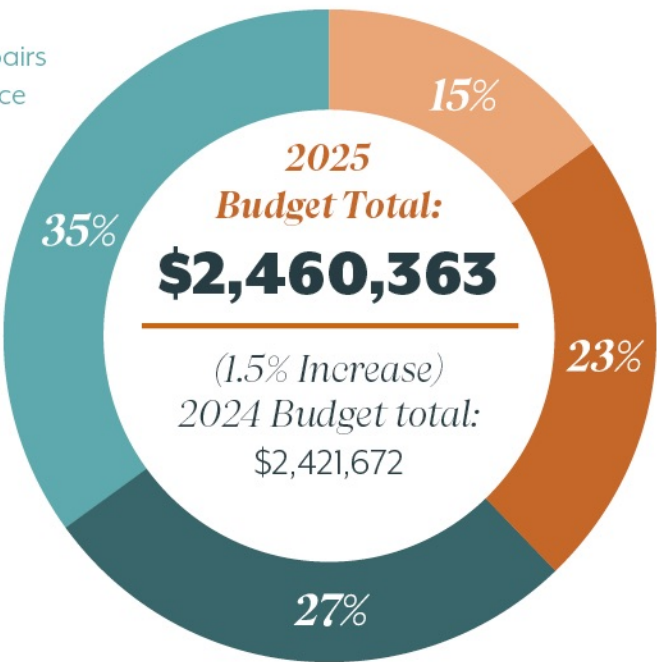
- Missions administrative costs
- Local Partnerships
- Regional church planting
- International church planting
- Mission trips
- Compensation for staff in these areas

GATHERED WORSHIP

\$361,704.75 (2024: \$383,010.76/-5.6%\*)

Gathered Worship includes staffing and resources for large group environments and production.

- Communications technology
- Design and video
- Environmental design
- Media resources
- Creative and design resources
- Music equipment and technology
- Sunday services
- Compensation for staff in these areas



LEARNING and CONNECTING

\$580,254.75 (2024: \$745,729.49/-22.6%\*)

Learning and Connecting provides for staffing and resources for discipleship in age and gender focused ministry areas.

- Children's Ministry
- Student Ministry
- Care and Counseling
- Small Groups
- Connections
- Men's and Women's ministry
- Providence Seminary
- Compensation for staff in these areas

\*2024 vs. 2025 percent increase or decrease includes moving several line items between categories, including some staffing. Our total staff compensation is approximately 50% of the budget. For a detailed budget, email [sbearden@providencechurch.com](mailto:sbearden@providencechurch.com)



THE MISSION OF PROVIDENCE CHURCH IS  
**TO GLORIFY GOD BY  
MAKING  
GROWING  
UNLEASHING  
DISCIPLES OF CHRIST**

**PROVIDENCE  
CHURCH**