

First Baptist Church

Wadesboro, NC



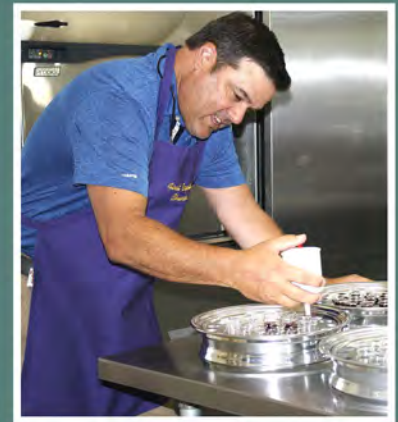


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Letter of Introduction

First Baptist Church of Wadesboro offers the best of a small-town church with the openness you find in big-city congregations. Deeply rooted in this town and county by generations who call this place home, its ministry is built around long-lasting relationships and serving those in need.

We strive to welcome all in the love of Christ Jesus. We receive into membership all who follow Jesus—regardless of race, gender, national origin, or sexual orientation. We practice believer's baptism as well as honor the baptisms of those who come to us from other Christian traditions. We affirm women in ministry and have ordained women as deacons and ministers of the gospel.

Relationships are the bond that holds this congregation together and must be a centerpiece for any plan for a thriving future. We value loving one another and mentoring children and youth and serving this community—we reveal our faith by how we live together. Blessed with multiple partners from Anson Crisis Ministry and area churches to our schools, civic groups, and Baptist partners, we have many options to expand our ministry through collaboration.

As we look to the future, we seek a new pastor who will engage the congregation through preaching, teaching, and pastoral care; who values our traditions while guiding us in innovations for more effective ministry; and who has the emotional intelligence to listen to us and draw out of us a common vision and a more dynamic faith.

Pastor Search Committee

Jeremy Taylor	Chair
Sandy Layfield	Vice-Chair
Janine Rywak	Recording Secretary
Brook Ainsworth	Corresponding Secretary
Elaine Scarborough	
Jimmy Witherspoon	

Interested candidates may send inquiries or resume with cover letter to fbcwadesboropastorsearch@gmail.com or call Jeremy Taylor, Chair, at (704) 695-6148.

What we believe . . .

Our vision is . . .

To be a community of Christ followers who intentionally live out the love of God by serving the least among us to make disciples of Jesus Christ and be a light of hope in Wadesboro, Anson, and the world.

Statement of Faith

We affirm the central trinitarian tenets of faith expressed by the reformers and the ancient Church in that God is present with us in fullness as Father, Son, and Holy Spirit.

We affirm the sovereignty of God the Father who has created all there is out of love and is love and proves His love by providing salvation by giving us His only Son.

We are Christ-centered. Jesus is the author and perfecter of our faith. Jesus is the Word made flesh, and through His atoning work we are reconciled with God.

We are Holy Spirit-dependent. We affirm the presence and power of the Holy Spirit and the promise of Christ to give us the Counselor. We do affirm the gifts and fruits of the Spirit as given to us in biblical testimony.

The Holy Bible is the inspired word of God and is the basis of our statement of faith. The Church is committed, as a body of baptized believers in Jesus Christ, to share the good news of salvation to humanity.

Membership & Ordinances

Any person may offer themselves as a candidate for membership in this church without regard to race, gender, national origin, or sexual orientation.

Anyone professing faith in the Lord Jesus Christ, giving evidence of a change of heart, and adopting the views of faith and practice held by this Church, may upon baptism by immersion, or examination of faith, baptism, and practice from another denomination, be received into the fellowship of this church.

Communion is celebrated at least quarterly, and our table is open to all.

Baptist Polity

First Baptist Church Wadesboro will voluntarily cooperate with and support missions and partnerships with other Christian Churches, including but not limited to Baptist congregations and other faith groups, provided such cooperation does not conflict with the church's own best interests.

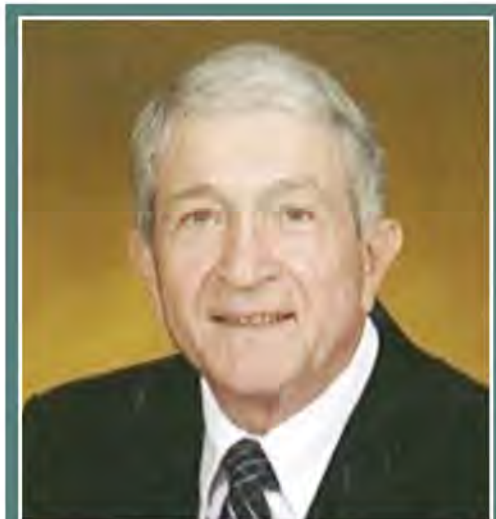
This is a Baptist Church, and we affirm our history and distinctive Baptist heritage as represented in the Freedoms of Bible interpretation, Congregational autonomy, individual freedom, and soul freedom.

All of the above statements taken from FBC's Manual of Operations, approved by church vote April 2022.

FORMER PASTORS

A Legacy of Leadership

1954-1966	George Simmons
1968-1974	James B. Sides
1974-1981	E. Eugene Hunsinger
1981-1982	Byrns Coleman (interim)
1982-1985	David B. Smith
1985	Gary B. Thompson
1985-1986	Byrns Coleman (interim)
1986-1991	Joe Leonard
1991-2005	Fred Senter
2007-2015	Robert L. Hunter, Jr.
2015-2017	Harry Workman (interim)
2017-2019	Thomas Kakadelis
2019-2021	Harry Workman (interim)
2021-2023	Harry Workman



Fred Senter



Harry Workman

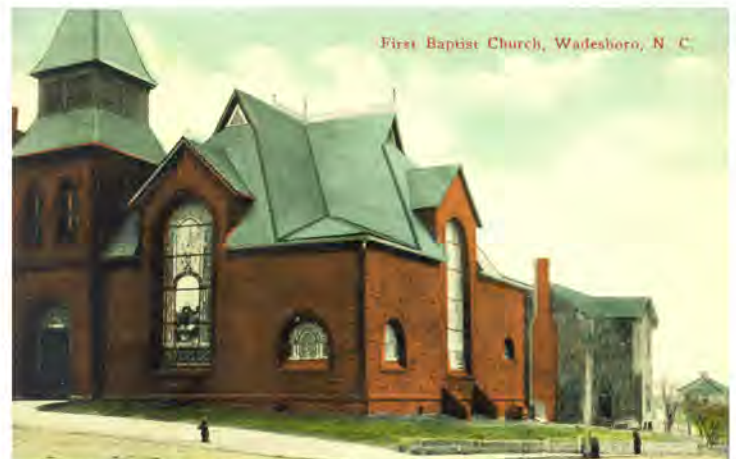
Our History Together

Our Beginning

- Pre-1847** Welsh Baptists settled along the Great Pee Dee River and organized churches in Anson County.
- 1847** Brown Creek Baptist Church purchased land for the first Baptist church in the county seat of Wadesboro - First Baptist Church of Wadesboro was organized.
- 1847-49** FBCW met in an old, dilapidated barn near the current location.
- 1849** FBCW built a frame building with a door for men and a separate door for women.
- 1854** FBCW paid its building debt, became independent of Brown Creek Baptist Church, and hired its first pastor.
- 1865** Sherman's army used the FBCW property as its headquarters.

Into the 20th Century

- 1889-1929** FBCW met in a beautiful brownstone building on the corner of Wade and Rutherford Streets.
- 1909** FBCW hosted the North Carolina Baptist State Convention for five days.
- 1929** FBCW members marched to a new not-yet-finished building singing *Onward Christian Soldiers*.



Our History Together

Completing & Using the Property

- 1937** Completed the building, paid the debt in full, and dedicated the current sanctuary.
- 1941-1945** Opened a service center downstairs for World War II soldiers.
- 1980-2000** Remodeled and updated the building, including a chapel, sanctuary, elevator, portico, and kitchen; purchased adjoining property.

Continuing our Legacy

- 1983** Ordained our first female deacon, Mrs. Margaret Smith.
- 1991-2005** Dr. Fred Senter served as pastor and introduced us to the Cooperative Baptist Fellowship.
- 2001** Ordained our first female minister, the Rev. Laura Senter, currently a hospital chaplain in the State of Washington.
- 2022** Ordained Iva Stowe as minister. She served as the Minister of Music for 34 years, 1981-2015.
- 2022** Adopted new Bylaws, Manual of Operations, and Church Vision.
- 2023** Current Board of Deacons includes eight female deacons.



Building Highlights

Workers laid the first brick for the present church building in April 1928, and construction continued over the next eight years. The first worship service was held in it on November 3, 1929, when members processed from the brownstone church at Wade and Rutherford Streets to the new, unfinished building. Connecting the history of both buildings, some stained glass windows were moved from the historic brownstone church to this new building. Eschewing a traditional steeple, the church building was adorned with a distinctive copper cupola, now covered with a green patina. The Sanctuary was dedicated on January 3, 1937.



The current 500-seat Sanctuary still displays the beauty of an early 20th century, Neoclassical Revival style. Designed by Louis Asbury, the first native North Carolinian elected to the American Institute of Architects, the Sanctuary boasts a short, wide nave that brings the pulpit and chancel closer to the people and is crowned by a domed ceiling. A 14-rank Zimmer pipe organ and a Steinway grand piano provide our musicians with a wonderful capacity to lead worship. Recent sound and video additions will soon livestream worship on a new website under construction.

We hold funerals, weddings, and special events in a first-floor 100-seat Chapel. The Fellowship Hall comfortably seats 100 at tables. An adjacent commercial Kitchen enables us to provide a variety of meals as occasions arise. The Ladies Parlor is the setting for receptions and other special occasions.

On the first floor, the newly renovated Church Office provides office space for the pastor, music director, and office manager. A second floor Choir Room and Music Library are near the chancel entrance to the Sanctuary and offer ideal space for rehearsals and our ample choral music collections. The congregation is blessed with generous space in the Education Building, with three floors of classrooms.

The church repaired its copper and slate roof in the spring of 2023 at a cost of over \$100,000. It will protect the building for the next half century. The church is completely free of debt.



Attendance & Membership

Worship Attendance & Membership 2023

2023 worship average 88.6

139 resident active members

Online weekly average 182 devices

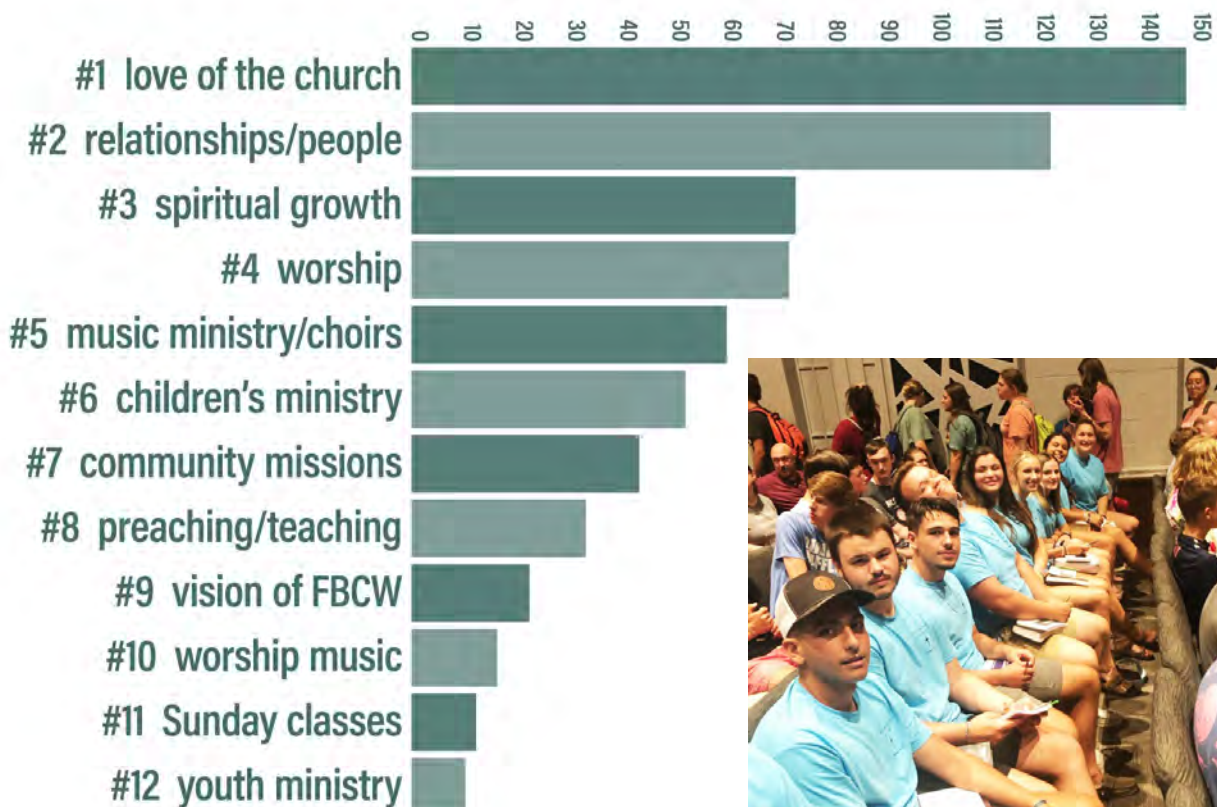
25 regular attenders (including children)

164 total active church fellowship

Why We Stay

The deep relationships and feeling of love that members experience at First Baptist Church are the primary reason they stay in this church community. Secondly, people find FBCW to be a place that provides opportunities for spiritual growth, an openness to develop their faith, and a meaningful experience of worship, which keeps them committed to this congregation. A third tier of reasons people stay here is for our ministries to children and our music ministry, along with the numerous opportunities to participate in mission ministry.

In congregational conversations held in April, here is how participants ranked their reasons for staying:



Budget & Finances

Revenue & Expenses

	Revenue	Expenses	Gain/Loss
2022	\$192,294	\$195,169	\$(2,875)
2021	\$210,990	\$162,509	\$48,481
2020	\$217,795	\$195,454	\$22,341

Year-End Balance Sheets

	Unrestricted Checking	Total Cash
2022	\$98,277	\$769,089
2021	\$70,421	\$751,488
2020	\$59,310	\$503,920



Our Professional Staff

Interim Pastor

Tim Moore became our Interim Pastor in February 2023. He has served Charlotte area churches for over 30 years. Dr. Moore received a Bachelor of Science in Business Administration at Mars Hill College, north of Asheville. He holds a Master of Divinity from Andover Newton Theological School in Boston and a Doctor of Ministry from Princeton Theological Seminary in New Jersey.

Pastor Tim is the author of *Practicing Midrash: Reading the Bible's Arguments as an Invitation to Conversation* (Wipf & Stock, 2018) and an editor for *Taking on the Cross: Reimagining the Meaning of Jesus' Life and Death* (Nurturing Faith, 2022). He is a regular contributor to Smyth & Helwys' devotional guide *Reflections*, writes liturgy for Worship Resources at faithement.net, and holds the title of writer-in-residence at Sardis Baptist Church in Charlotte, where he served as pastor for nearly 20 years.

Dr. Moore has held numerous leadership positions with the Alliance of Baptists, the Cooperative Baptist Fellowship of North Carolina, and the Baptist State Convention of North Carolina. He is a trustee for Andover Newton Seminary at Yale Divinity School and previously served on the trustees for Mars Hill University and the Baptist House at Duke Divinity School. Tim enjoys playing tennis and basketball, attending Carolina Panthers and Charlotte FC games, hiking, kayaking, reading, and traveling to National Parks (and other places) with his family.



Interim Director of Music

Janine Rywak has been a member of First Baptist for 30 years and a dedicated member of the Chancel Choir for 36 years. She received her Bachelor of Arts degree in Communications from NC State University and her Master of Public Administration degree from UNC-Charlotte. Janine is retired from Anson County Cooperative Extension, having served as 4-H Agent and County Extension Director.

Serving as the current Interim Director of Music, Janine's background includes piano, band, and choral music. With a lifelong love of music, she participates in ecumenical choirs on occasion and is a member of the Anson Singers. In the community, she serves as Treasurer of the Anson Women's League, Newsletter Designer for the Anson County Historical Society, and Vice Chair of the Anson Economic Development Corporation. When she has the opportunity, Janine enjoys traveling, boating, and spending time with family and friends.



Our Support Staff

Assistant Custodian

Glenn Caulder has been a member of First Baptist Church of Wadesboro for 20 years. He serves the church as a Deacon, member of the Chancel Choir, Children's Sunday School teacher, and Church Clerk and serves on several committees.

In the community, Glenn is active with the Anson County Arts Council and the Ansonia Theatre. He has appeared in many plays since the Ansonia's reopening in 2015.

Given the opportunity, Glenn enjoys spending time with family and friends and any time spent creating special memories. His favorite is traveling on a cruise ship.



Housekeeper

Judy Powell retired after 20 years of service with the Anson County Schools. During her time there, she worked as an Exceptional Children's Bus Driver and in Child Nutrition. A member of Gum Springs Baptist Church in Lilesville, NC, for the past 23 years, she has been their Custodian and a faithful volunteer as a teacher for Sunday School and Vacation Bible School.

Judy has been a part-time Housekeeper for First Baptist Church of Wadesboro since October 2022. With a joyful Christian spirit and an energy to get things done, she takes great care of our spacious church.

In her leisure time, Judy enjoys spending time with family, traveling to the beach, and camping. She also enjoys walking, reading, and going to the movies.



Office Manager

First Baptist has funds reserved for an Office Manager and will fill the position later this year. With all of the staff positions in transition, our priorities are on filling the pastor and music positions, then this one. The Office Manager handles secretarial duties for the church and pastor, bookkeeping, and church communications.

Deacon & Ministry Teams

Under the leadership of its previous pastor, Harry Workman, First Baptist Church of Wadesboro began to reimagine its leadership structure. In April 2022 the congregation approved a new Manual of Operations to replace its old Bylaws. The Manual created six new Ministry Teams to replace dozens of church committees.

The **DEACON MINISTRY TEAM** serves in two main capacities: family ministry, in which every member is assigned a deacon or family minister to provide pastoral care along with our pastor, and serving along with the pastor as the spiritual leaders of the congregation. All administrative matters come to the deacons before going to the whole church. FBCW has 16 deacons actively serving on the diaconate, eight women and eight men.

The **WORSHIP MINISTRY TEAM** provides leadership in all ways needed to develop and implement regular worship services - decorating, children's sermons and children's church, music, sound and video, ushering, and worship themes throughout the Christian year. This team has 25 members.

The **CONGREGATIONAL CARE MINISTRY TEAM** oversees all the ways the church provides care to the congregation - bereavement, prayer ministries, providing meals for congregational events or specific ministries (Kitchen Committee), and partnering with the deacons to provide every member a family minister. This team has about 25 members.

The **MISSIONS, CHARITY, & BENEVOLENCE MINISTRY TEAM** organizes how the church will serve our community in local missions and benevolence causes. It also guides the church in deciding which partners to support in missions beyond Anson County, such as the Baptist Children's Home of North Carolina and the Cooperative Baptist Fellowship. This team has 20 members.

The **DISCIPLESHIP & EDUCATION MINISTRY TEAM** guides the church's Sunday School, youth and children's ministries, Vacation Bible School, and all other faith formation programming. About 20 people usually serve on this team.

The **ADMINISTRATION & STEWARDSHIP MINISTRY TEAM** handles property, financial, and personnel matters through the work of three committees. Their work includes supervising building maintenance, approval of an annual budget, and employee relations with members of the church's staff. The chairperson of the deacons serves as an ex officio member. This team has over 25 members.

Once a quarter a **CHURCH COUNCIL** representing all teams, committees, and staff members who manage calendar events meets to set the church calendar for three to six months.

The congregation regularly holds **FELLOWSHIP & BUSINESS MEETINGS**, usually on a Wednesday night. All matters that need congregational approval are recommended, explained, and voted on by the church. Items of special significance are handled at a Called Business meeting in tandem with Sunday morning worship.

Ministry to Children

Thirteen children ages two to seven regularly attend FBCW. They meet each Sunday for music and Sunday School at 10 am, led by church volunteers. The worship service includes a Children's Sermon before the children leave the sanctuary for Children's Church. Led by a Children's Music Coordinator and the Director of Music, the children often sing special music for the worship service, sometimes with the Chancel Choir. We also offer a one-day Vacation Bible School each year and many opportunities for children to play and fellowship with each other, including events for Back to School, Halloween, Christmas, and Easter. We recognize the children as the church's best blessing and the future of the church.



Ministry to Youth

Our Youth Ministry is a combination of middle and high school students (grades 7-12), along with college students when they are available. Our youth are very involved in their community and schools. They interact with friends from other churches and hold joint mission and fellowship opportunities where they can learn and grow in their faith and be examples for others. The leaders love working with the youth and enjoy seeing these young Christians grow in their love for Jesus and impact their community through missions and service.



Music Ministry

With a rich history of worship through music, the Music Ministry at First Baptist Church of Wadesboro has deep roots in traditional and sacred music. Today's services embrace a blended style of worship that includes modern anthems and hymn arrangements and contemporary worship music. We have enjoyed a diverse musical past, from handbell groups and youth presentations to ecumenical choirs and special events. Blessed with a love of music, our adult and children's choirs today share the warmth of a family and a heart for worship as we partner together in ministry.



Blessings in a Bookbag

We began the Blessings in a Bookbag Ministry in October 2010 as an outreach ministry of the church. School social workers identify those who have the greatest need for food on the weekends. We buy non-perishable, peel open/pop top food items and assemble 14-16 items per food bag, including such things as cereal, fruit, granola, pasta, Vienna sausages, cheese crackers, and juice boxes. Each Thursday, church volunteers deliver the food bags to two Anson County Public Schools, and the food bags go home in the children's bookbags on Friday. We are now supplying 40 food bags a week.



Prayer Shawl Ministry

In 2004, a friend who had cancer asked Katie Ward to teach her how to knit. Someone had given her a prayer shawl, and she wanted to pay it forward to other cancer patients. Katie organized other women knitters as the Prayer Shawl Ministry to make shawls for persons experiencing serious illness or the loss of a family member. Giving a prayer shawl symbolizes that others are praying for healing. Knitters from six Anson County churches knit at home and meet monthly to bless the shawls, beginning with Psalm 139:13-14: "For you created my inmost being; you knit me together in my mother's womb. I praise you because I am fearfully and wonderfully made; your works are wonderful; I know that full well." The group has given out 4,000 prayer shawls, providing blessings for recipients and for members of the Prayer Shawl Ministry.



Baptist Men's Ramp Ministry

FBCW started a ramp ministry over 12 years ago for those in the community who need assistance getting in and out of their homes. Volunteers from FBCW and other churches build as many as 20 ramps a year, raising funds to buy the materials. Recipients are asked to contribute what they can afford, which might be only a token amount.



Baptist Children's Home

FBCW is a longtime supporter of Baptist Children's Homes of North Carolina. We participate in the BCH Thanksgiving Offering, invite BCH representatives to be speakers, include BCH in our annual budget, and sponsor special mission projects for children in care. Our members have visited many BCH sites in recent years, providing gift bags for the children in care. We also provide financial support for BCH throughout the year.



Anson Crisis Ministry

FBCW helped start Anson Crisis Ministry and continues to be deeply involved in its ministry to the marginalized in our community. Anson Crisis Ministry seeks to meet the food needs of the people of Wadesboro and Anson County in a spirit of Christian fellowship. To this end, all volunteers are welcome to sort and store the food as it comes in, work in our thrift shop to raise money to purchase food, and make up "day bags" for the homeless in our town.



Fellowship Meals

We enjoy monthly fellowship meals prepared by the Kitchen Committee. The meals are followed by FBCW business meetings. Sometimes members donate to the meal to assist with expenses. Other times, members are invited to bring dishes. We also sponsor churchwide parties with meals at holidays, including Christmas, Halloween, and Easter. There's always plenty of food and plenty of Christian fellowship.



Morning Bible Study

The Morning Bible Study is a monthly mission-focused group. The Call to Prayer highlights missionaries in many countries around the world. The scripture and lesson includes real-life stories of missionaries who are transforming their communities for Christ. We offer prayers for missionaries and those in need in our community. The Bible Study has adopted Baptist Children's Homes as its mission project. The group has visited several BCH sites in recent years, donating large bags of towels, treats, toys, and gifts for the children in care, along with financial gifts to BCH. Following each meeting, members enjoy food and Christian fellowship at a local restaurant.



Bereavement Ministry

The Bereavement Ministry is a beautiful and rewarding way of serving families who have lost a loved one. It serves a full meal in the fellowship hall, where families have space to greet each other, or the meal can be provided at the home of the bereaved. We provide this ministry to members and their extended families. The Bereavement Committee has the privilege of serving the meal, and other members assist in preparing the dishes.



Sisterhood Meals

First Baptist Church ladies hold monthly luncheons at local restaurants or the church to share Christian fellowship and prayer concerns. The meals are Dutch treat. At their luncheons, they often collect items or donations for Blessings in a Bookbag, Baptist Children's Homes, Anson Crisis Center, and other of the church's mission projects.



Wadesboro & Anson County

Wadesboro serves as the county seat for Anson County, located in the south central Piedmont of North Carolina. The US Route 74 bypass around Monroe, built in 2018, is making Wadesboro an exurban community to Charlotte.

Uptown Charlotte is an easy 1-hour drive from First Baptist Church and offers endless entertainment, dining, and professional sports options. The suburban business community around Charlotte provides a vibrant job market as near as a half-hour commute from Wadesboro—giving the town the luxury of knowing all your neighbors, affordable homes, and the economic opportunities enjoyed by those living in the midst of a metropolitan area.



The county has six elementary schools, ensuring a small, attention-to-students education at the primary level. High school students have the option of attending Anson High School in Wadesboro or gain an early college education at South Piedmont Community College while remaining able to participate in sports and extracurricular activities at the high school.



Wadesboro’s downtown offers mom & pop stores and restaurants, the award-winning Ansonia Theatre (which performs half a dozen plays a year), county offices, and five churches—Methodist, Presbyterian, Episcopal, Catholic, and FBC. As a rural community, the Wadesboro area is a top-producing agriculture county in North Carolina and boasts the best peach stands in the state.



Anson County Courthouse and Wadesboro Town Gazebo & Clock

The Pee Dee National Wildlife Refuge provides ample outdoor adventures, and Lake Tillery (where several First Baptist folks have cottages) is nearby. In town, Wadesboro maintains a city park and a city pond that’s stocked to provide a child’s first experience of fishing. Twin Valley Golf Club offers a challenging course over beautiful fairways. Carolina beaches—North and South—are just a couple of hours away.



City Park Playground



City Pond



Pee Dee National Refuge



Pee Dee River



Heather McIntyre & Stacey Lundy

First Baptist Church enjoys excellent relations with other downtown churches: First United Methodist, First Presbyterian, Calvary Episcopal, and Sacred Heart Catholic Church. Stacey Lundy and Heather McIntyre, the Methodist and Presbyterian pastors, regularly have lunch with First Baptist's interim pastor and will be wonderful partners in ministry for our new pastor. Lenten and Holy Week services and other joint events are annually shared between the downtown churches.

This August the downtown clergy will collaborate with a wider group of pastors from two dozen historically Black and historically white congregations to create an Anson County Day of Prayer. We plan this to be the beginning of wider ecumenical partnerships for the future.



Cooperative Baptist Fellowship North Carolina

A peer-learning network of CBFNC pastors meets once a month from September to May and includes Alison Coltrane (FBC Hamlet), Chris Dawson (FBC Monroe), David Oakley (Wingate), Jack Lee (FBC Rockingham), Kendall Cameron (FBC Albemarle), and Wayne Wike (retired from FBC Laurinburg). Our interim pastor meets with this group, and when we call a new pastor she or he will take his place in the network.

CBFNC is the strongest region in the Cooperative Baptist Fellowship, and it offers multiple opportunities to pastors for continuing education, support, and fellowship with their peers. Helping Pastors Thrive, a CBFNC initiative funded by a million-dollar Lilly Endowment grant, provides new pastors with a 2-year mentored peer group at no cost to the pastor or the church. First Baptist Church will also be offering their new pastor a "First 100 Days" coaching experience with a seasoned pastor once she or he begins serving the congregation.

These relationships are important because for most of FBCW's history it partnered with the Southern Baptist Convention and the Baptist Convention of North Carolina. Fred Senter, who served First Baptist in the 90s and 2000s, began introducing CBF to the congregation. As the church became clearer about its desire to support women in ministry and be inclusive of all people regardless of gender, race, ethnicity, or sexual orientation, the congregation was less welcome in Southern Baptist circles. A church member who had been a long-time trustee at a North Carolina Baptist institution was not reappointed to its board. We decided to leave the Anson Baptist Association. In 2022, the church decided as a congregation to partner with the Cooperative Baptist Fellowship and remove itself from the Southern Baptist Convention.

Role of Our Pastor

The pastor is the spiritual leader and head of staff of the church. Working collaboratively with the staff, the Deacons, and other lay leaders, she or he will develop and lead regular worship services, offer pastoral care to church members, plan church programming and missions, handle administrative matters, and seek the growth of the church—spiritually, financially, and numerically.

Pastoral Care

This is a congregation where relationships run deep. First Baptist Church desires a pastor who will fully become a part of the congregation and the community and love the people of this fellowship. We want a pastor who interacts with our children and youth, who visits those who are homebound or hospitalized, and who knows us by name and prays for and with us.

Preaching & Teaching

FBWC folks appreciate Baptist traditions in worship, including the role of a sermon that explores the meaning of God's word for the living of these days. We take seriously our Baptist heritage of Bible freedom and soul freedom and look for a pastor that will guide us to think for ourselves and teach us to find our way to a deeper faith. The pastor leads and collaborates with the staff in preparing worship services that follow the Christian year, involve children and church members, and engage the congregation through music, prayer, and the spoken word.

Missions & Outreach

While Pastoral Care and Preaching/Teaching are priorities for our pastor, we want a pastor who is involved in our community and in the local missions our church supports. Our congregation has a rich history of ministering to the "least of these." We will look to our pastor to guide us in effectively telling our story through media new and old, drawing new people to the church, and taking the church more effectively to where people are.

Staff & Administration

The pastor will be one of three new staff members at the church and will need to set the tone for a new teamwork approach for the staff at FBWC. Administration at a small church like FBWC involves both paid staff and volunteers. It requires a pastor with the flexibility to lead where needed.

Lay Leadership

We have an active lay leadership working with a relatively new Ministry Team structure, which will require the wisdom and collaboration of our pastor. FBCW folks will work and serve beyond the Second Mile as long as a direction is set.

Ministry Priorities

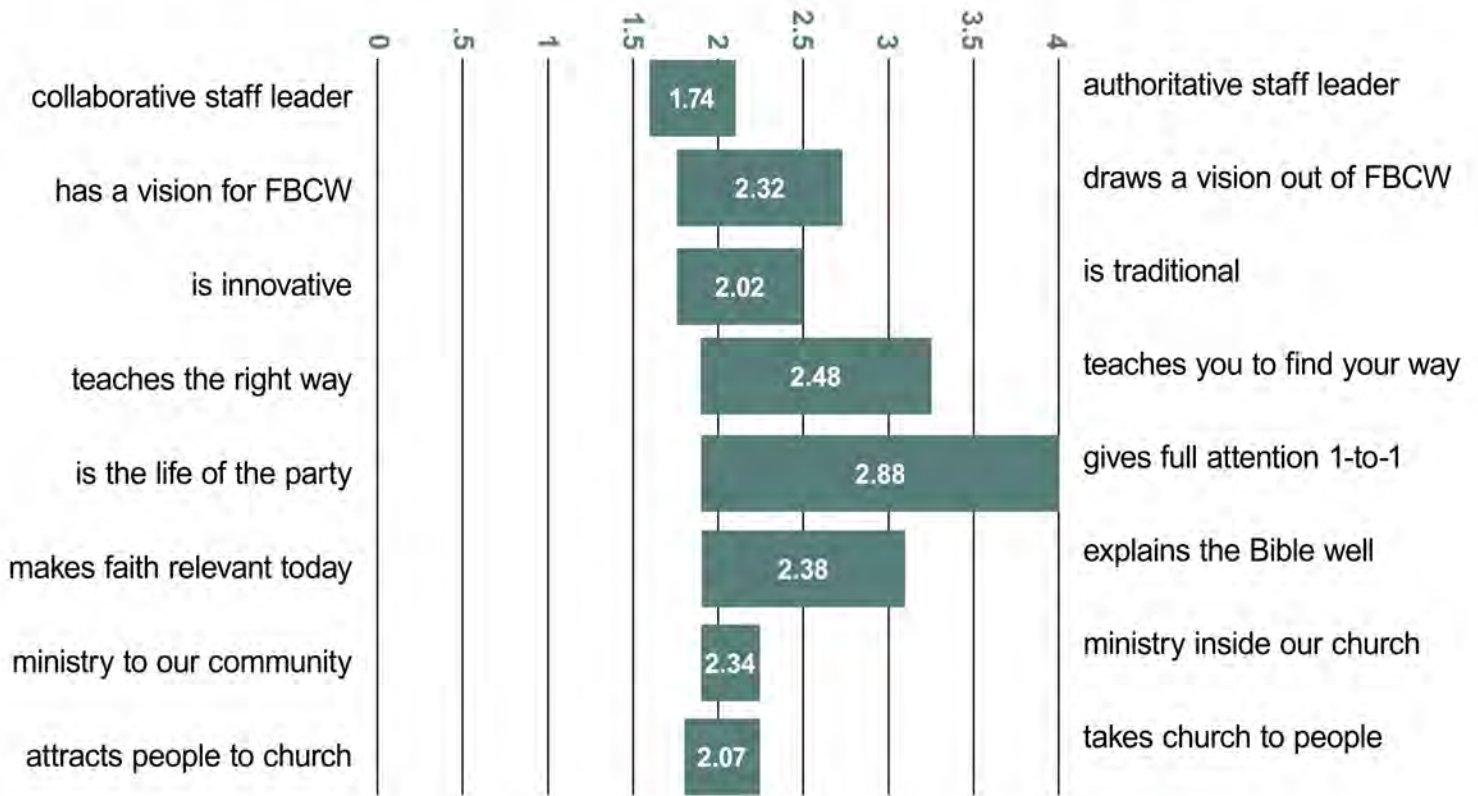
Meeting as a congregation, participants selected these ministry priorities:

1,052	Preaching & Teaching	preaching effective sermons	538
		nurturing spiritual growth	266
		engaging Bible teacher	209
		effective online communication	39
973	Pastoral & Congregational Care	personal connection w/ youth & children	326
		pastoral counseling with members	312
		hospital & homebound visits	219
		social connections with members	116
441	Missions & Outreach	active in community & local missions	206
		directing mission trips & projects	94
		direct evangelism & outreach efforts	84
		clergy networking locally & w/ Baptists	57
392	Staff Leadership & Administration	building the church staff as a team	110
		planning programs & events	104
		guiding/empowering church staff	96
		providing administrative leadership	82
374	Lay Leadership & Vision	growing/empowering lay leaders	126
		collaborative skills to establish vision	122
		effectively partners with lay leaders	81
		effectively promotes stewardship	45

Ministry Style

Personal Style & Traits of Our Pastor

This graph shows where participants want the pastor's personal style and traits to fall along a continuum.



■ = average range of 75% of participants # = average among all participants



Our Future

Facing Challenges for the Next Decade

This graph shows how happy or not happy the survey participants would be with making various changes in order to meet the challenges of ministry in the next decade.

If FBCW is using its building in 10 years (beyond Sunday and Wednesday) for spiritual and social ministries led by the church or community groups, I'd be

not happy

3.36

very happy

If FBCW changed some things about worship, Sunday School, missions, or children's and youth ministries to attract new members, even if it lost some members who did not like the changes, I'd be

not happy

2.52

very happy

If FBCW called a woman to serve as its next pastor, I'd be

not happy

3.10

very happy

If FBCW had more racial or ethnic diversity in its church fellowship in 10 years, I'd be

not happy

2.93

very happy

If FBCW could faithfully wrestle with and address social and justice community issues in the next decade, though some would see this as controversial and might leave the church, I'd be

not happy

2.59

very happy

If FBCW began new ministries in the next decade that positively impact the poor and marginalized in our community, I'd be

not happy

3.25

very happy

0 .5 1 1.5 2 2.5 3 3.5 4

■ = average range of 75% of participants # = average among all participants



FIRST BAPTIST CHURCH

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