

TEXAS BAPTISTS

First Baptist Church of Test City

Pastor Profile Report

Established 1923 • 57 Years of Faithful Ministry

"To glorify God by making disciples of Jesus Christ through worship, fellowship, discipleship, ministry, and missions in Test City and around the world."

Church Overview

| ADDRESS | CONTACT | WEBSITE |
|--|--|--|
| 123 Main Street Test City, TX 75001 | (903) 555-0123 office@fbctestcity.org | fbctestcity.org Texas Baptists (BGCT) |

| | | | |
|------------------------|-------------------------|-------------------------|------------------------------|
| 50 Survey Responses | 78% Members 6+ Years | 94% Want Seminary Ed | 68% Prefer Gradual Change |
|------------------------|-------------------------|-------------------------|------------------------------|

| Age Distribution | | Years at Church | |
|------------------|-----|------------------|-----|
| 46-60 years | 32% | 11-20 years | 30% |
| 61-75 years | 26% | 6-10 years | 24% |
| 31-45 years | 24% | 21+ years | 24% |
| 18-30 years | 12% | 1-5 years | 16% |
| 76+ years | 4% | Less than 1 year | 6% |
| Under 18 | 2% | | |

Key Insights

Stable Foundation: 78% of respondents have been with the church 6+ years, showing strong commitment and institutional knowledge.

Growth-Minded: Top priority is reaching younger generations while preserving valued traditions like Sunday School and worship.

Change-Ready but Cautious: 68% prefer gradual changes with clear explanation. Want seminary-educated pastor with 5-10 years experience.

What We Value Most

Top Pastoral Qualities

Ranked 1-7 (lower = more important)

| | |
|----------------------------------|-----|
| 1. Biblical Knowledge & Teaching | 2.1 |
| 2. Theological Soundness | 2.4 |
| 3. Pastoral Care | 2.8 |
| 4. Great Commission Leadership | 3.2 |
| 5. Great Commandment Leadership | 3.8 |
| 6. Leadership Development | 4.9 |
| 7. Administrative Abilities | 5.8 |

Growth Priorities

Ranked 1-7 (lower = more important)

| | |
|----------------------------------|-----|
| 1. Reach younger generations | 2.3 |
| 2. Create missions opportunities | 2.9 |
| 3. Neighborhood outreach | 3.1 |
| 4. Care for impoverished | 3.8 |
| 5. Reach ethnic groups | 4.2 |
| 6. Strengthen finances | 5.1 |
| 7. Language ministries | 5.7 |

Mission Priorities

% selecting as top 3

| | |
|----------------------|-----|
| Children's Ministry | 68% |
| Youth Ministry | 64% |
| Mission partnerships | 52% |
| Community events | 44% |
| Care for vulnerable | 38% |

Preserve These Ministries

Ranked 1-9 (lower = more important)

| | |
|-----------------------------------|-----|
| 1. Sunday School/Discipleship | 1.8 |
| 2. Music and Worship | 2.3 |
| 3. Children's Ministry | 2.9 |
| 4. Congregational Decision-Making | 3.4 |
| 5. Pastor/Deacon Offices | 4.1 |

What We're Looking For

Education & Experience

| Education Level | |
|----------------------|-----|
| Seminary Master's | 84% |
| Working on Doctorate | 10% |
| Finished Doctorate | 4% |

| Years of Experience | |
|---------------------|-----|
| 5-10 years | 56% |
| 10+ years | 34% |
| 0-5 years | 10% |

Ministry Experience Priority

Ranked 1-5 (lower = more important)

| | |
|--------------------------|-----|
| 1. Discipleship Programs | 1.9 |
| 2. Community Outreach | 2.4 |
| 3. Evangelism Training | 2.8 |

Change Leadership Style

| | |
|------------------------------|-----|
| Gradual, incremental changes | 68% |
| Moderate, steady pace | 22% |
| Maintain traditions | 8% |
| Significant changes quickly | 2% |

Key Insight: 90% prefer gradual changes with clear communication.

First Year Priorities

Getting to Know Us

"Visit members and learn their stories" (32 mentions)
"Understand our church culture" (28 mentions)
"Build relationships before changes" (25 mentions)

Strong Biblical Teaching

"Consistent expository preaching" (29 mentions)
"Solid biblical teaching" (24 mentions)
"Help us apply God's Word" (21 mentions)

Vision for Growth

"Vision for younger families" (26 mentions)
"Community outreach opportunities" (22 mentions)
"Great Commission locally" (19 mentions)

Ideal Candidate Profile

Background: Seminary-educated with strong biblical training, 5-10 years pastoral experience
Strengths: Excellent teacher/preacher, strong pastoral care, theologically sound

Style: Collaborative with gradual, well-explained changes
Vision: Passionate about reaching younger generations while preserving valued traditions

First Baptist Church of Test City
Pastor Profile Report • January 2025
A Texas Baptists Affiliated Church

"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 (CSB)