

TEXAS BAPTISTS

First Baptist Church of Test City

Church Profile for Pastoral Candidates

Established 1968 • 57 Years of Faithful Ministry

"To glorify God by making disciples who love Jesus, serve others, and transform our community through the power of the Gospel."

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This comprehensive profile provides prospective pastoral candidates with detailed information about First Baptist Church of Test City, including our history, ministries, financial position, and expectations for pastoral leadership.

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First Baptist Church of Test City

Church Profile for Pastoral Candidates

Established 1968

Address:	1125 Heritage Drive, Test City, TX 75001	Phone:	(903) 555-2468
Website:	www.fbctestcity.org	Email:	office@fbctestcity.org
Denomination:	Southern Baptist Convention	Association:	East Texas Baptist Association

215

Average
Worship
Attendance

145

Sunday School
Attendance

18

Baptisms This
Year

\$650K

Annual Budget

Church History & Identity

Our Story

First Baptist Church of Test City was founded in 1968 by 28 charter members who felt called to establish a gospel-centered church in the growing Test City community. The church began meeting in the local elementary school cafeteria until our first sanctuary was completed in 1972. In 1985, we added our Family Life Center to accommodate growing children's and youth ministries. A major sanctuary renovation was completed in 2010, and in 2018 we launched our contemporary worship service to reach younger families in our community.

Key Milestones

- **1968:** Church founded by 28 charter members
- **1972:** First sanctuary completed
- **1985:** Family Life Center added
- **2010:** Major sanctuary renovation completed
- **2018:** Contemporary worship service launched

Recent Pastoral Leadership

Dr. Michael Johnson (2012-2024): Led the church through steady growth and the challenges of the COVID-19 pandemic. He departed to accept a call to plant a new church in Austin. Under his leadership, the church grew from 165 to 215 in average worship attendance and baptisms increased from 8 to 18 annually.

Rev. James Wilson (2003-2012): Focused on building strong discipleship programs and community outreach. He retired after 9 years of faithful service.

Our Theological Identity

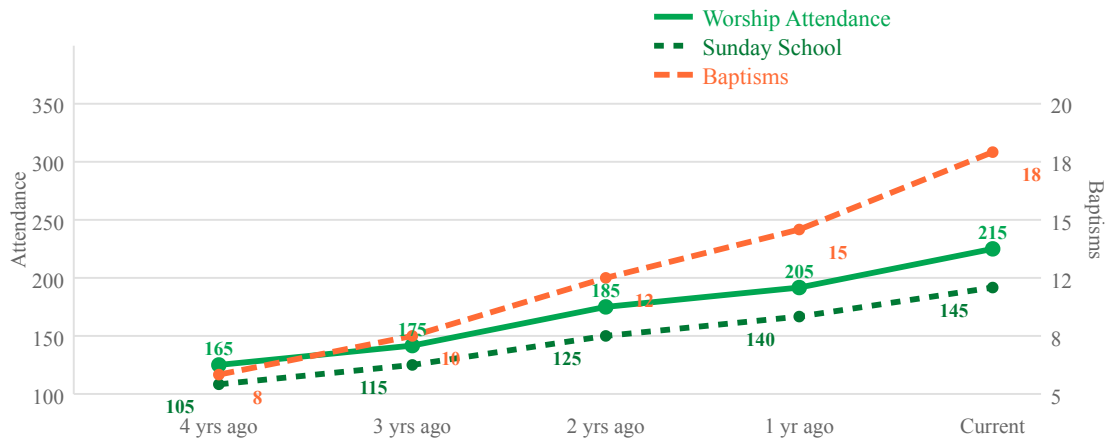
First Baptist Church of Test City holds firmly to **biblical authority, salvation by grace alone, and conservative evangelical theology** while remaining committed to the Great Commission and Great Commandment. We are a warm, family-oriented church that values both biblical teaching and genuine relationships. Known in our community for practical ministry and authentic faith.

Worship Style

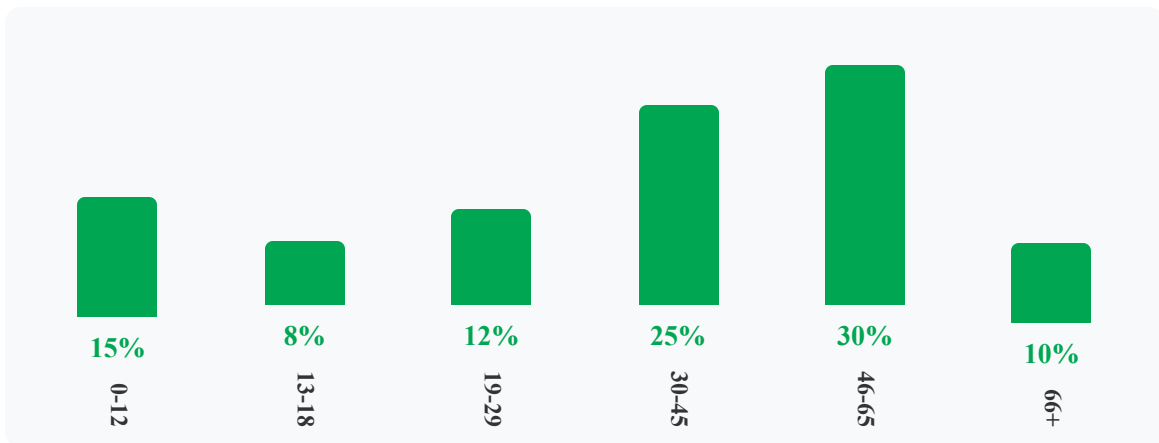
Blended Approach: Traditional service at 9:00 AM, Contemporary service at 10:45 AM. This dual format accommodates different worship preferences while maintaining unity in our mission and message.

Congregation Demographics & Trends

Church Growth Trends (5 Years)



Age Demographics



Growth Summary: First Baptist Church of Test City has experienced consistent growth over the past five years, with worship attendance increasing from 165 to 215 (30% increase) and Sunday School participation growing from 105 to 145 (38% increase). Baptisms have more than doubled, increasing from 8 to 18 annually (125% increase). The congregation shows healthy age diversity with strong representation across all age groups.

Current Ministries & Outreach

Great Commission Ministries

Weekly small group Bible studies, annual mission trips to Honduras, monthly evangelism training, new member discipleship classes, youth discipleship program

Great Commandment Ministries

Community food pantry serving 150+ families monthly, senior adult care ministry, grief support groups, community Thanksgiving dinner, adopt-a-family Christmas program

Community Outreach

Monthly community food pantry, backpack program for local elementary school, community garden, annual block party, partnership with local homeless shelter

Missions Support

Support 8 missionaries globally including 2 IMB families in Central Asia, 1 NAMB church planter in Denver, local crisis pregnancy center, and regional children's home. Annual missions budget of \$45,000.

Strongest Ministry Areas

1. **Adult Bible Study/Small Groups** - Strong participation and spiritual growth
2. **Children's Ministry (AWANA)** - Well-established program reaching community children
3. **Community Food Pantry** - Recognized community ministry serving 150+ families monthly

Leadership & Structure

Current Staff

- Senior Pastor (Full-Time) - *Open Position*
- Associate Pastor/Education (Full-Time) - Rev. David Martinez
- Worship Leader (Part-Time) - Sarah Thompson
- Children's Director (Part-Time) - Lisa Rodriguez
- Administrative Assistant (Part-Time) - Mary Johnson
- Custodian (Part-Time) - Tom Wilson

Governance Structure: Deacon-Led

12 Active Deacons serve as spiritual shepherds, assisting with pastoral care, supporting church ministries, and helping with administrative oversight alongside the pastor and staff.

Decision-Making Process: Major decisions (budget, staff hiring, facility changes) require congregational vote. Deacons handle administrative oversight and pastoral care coordination. Committees manage specific ministry areas with staff input.

Key Committees: Deacon Board, Personnel Committee, Finance Committee, Missions Committee, Worship Committee, Building & Grounds Committee

Compensation Package

Base Salary: \$65,000 - \$75,000

Housing Allowance: \$25,000

Health Insurance: \$12,000

Retirement: \$5,200 (8%)

Continuing Education: \$2,000

Ministry Expenses: \$2,500

Mileage Reimbursement: \$1,800

No Parsonage (Housing allowance provided)

Total compensation package value: approximately \$113,500-\$123,500

Financial Information

Budget Item	Amount	Percentage
Annual Budget	\$650,000	100%
Personnel (estimated)	\$390,000	60%
Cooperative Program Giving	\$32,500	5%
Total Missions Giving	\$65,000	10%
Current Debt	\$185,000	Building mortgage (\$2,100/month)

Financial Health

Budget Trend: Moderate growth over past 5 years, reflecting steady increase in giving and faithful stewardship.

Debt Management: Building mortgage originated in 2018 for sanctuary renovation, scheduled to be paid off in 2033. Monthly payments are manageable within current budget.

Missions Commitment: Strong 10% missions giving demonstrates commitment to the Great Commission, with additional 5% to Cooperative Program supporting SBC ministries.

Facilities

Church Campus

Main sanctuary seats 280, built in 1972 with major renovation in 2010. Family Life Center includes full gymnasium, commercial kitchen, and 8 classroom spaces. Additional education building with 12 classrooms. All facilities are well-maintained with recent HVAC updates. Adequate parking for 120 vehicles.

Sanctuary Capacity: 280 seats

Classroom Spaces: 20 total rooms

Gymnasium: Full-size in Family Life Center

Parking Capacity: 120 vehicles

Denominational & Community Relationships

Baptist Relationships

Texas Baptists (BGCT): Very active participation in state convention activities and programs

East Texas Baptist Association: Moderately active in local association events and cooperative ministries

Other Partnerships: Regular participation in Texas Baptists River Ministry, partnership with Buckner Children's Services

Community Relations

Interfaith Cooperation: Occasional cooperative efforts with other local churches for community events

Community Presence: Well-known for food pantry ministry and annual community outreach events

School Partnerships: Active backpack program with local elementary school

Online Resources

Worship Services: [Watch Online Worship](#)

Recent Sermons: [Sermon Archive](#)

Social Media: [Facebook Community](#)

Virtual Tour: [Explore Our Campus](#)

Pastoral candidates are encouraged to experience our worship style and preaching through these online resources.

Church Self-Assessment

Church Strengths

1. Strong biblical teaching and discipleship programs
2. Active community outreach and missions commitment
3. Multigenerational congregation with good financial stewardship

Church Challenges

1. Need to reach younger families (ages 25-40)
2. Facility maintenance and future expansion planning
3. Developing next generation of lay leaders

Spiritual Health Assessment

Overall Health: Stable and steady - The congregation demonstrates genuine faith and commitment to ministry. Good attendance at Bible study and willingness to serve. Some areas for growth in personal evangelism and reaching unchurched community members.

Ministry Effectiveness Self-Assessment

Great Commission Rating: 4/5 - "We have strong small group discipleship and regular mission trips, but need to improve personal evangelism training."

Great Commandment Rating: 4/5 - "Our community food pantry and care ministries demonstrate love for neighbors effectively."

Church Identity & Expectations

Non-Negotiable Elements

- Biblical authority and inerrancy
- Salvation by grace through faith alone
- Believer's baptism by immersion
- Congregational church government
- Commitment to both local and global missions

Areas Open to Change

- New ministry approaches that align with our mission
- Contemporary worship expressions alongside traditional
- Community outreach methods
- Technology improvements
- Facility modifications as needed

Recent History

Conflict Resolution: Minor disagreement in 2019 over worship style preferences was resolved through intentional dialogue and compromise, leading to our current dual-service format. No ongoing divisions or unresolved conflicts.

Leadership Transition: The congregation has handled pastoral transitions well, maintaining unity and mission focus throughout transition periods.

This profile has been prepared to provide an honest and comprehensive picture of First Baptist Church of Test City for prospective pastoral candidates.

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For additional information or to schedule a visit, please contact our Pastor Search Committee at office@fbctestcity.org