

First Baptist Church

Columbia, MO



Prepared for the Senior Pastor Search Process
Fall 2011

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Introduction

This Profile was prepared by the Senior Pastor Search Committee to help prospective candidates understand more about the mission and ministry of our church.

First Baptist Church of Columbia, Missouri, is a moderate and progressive Baptist church located in the downtown of a vibrant college community of 100,000. We maintain partnerships with American Baptist Churches, USA, the Cooperative Baptist Fellowship and the Alliance of Baptists.

We look forward to the next chapter of faith and ministry of God's church as people of First Baptist. We are thankful for the firm foundation that gives us hope for God's ministry through us for many years to come.

Our basis for hope includes:

- A congregation with a strong faith in Jesus Christ.
- A diverse congregation that celebrates that our unity does not require uniformity.
- A theological understanding that is progressive and able to be relevant today and in the future.
- A congregation that listens to their heart and thinks with their head in all that they do.
- Three worship services that honor God and allows for various worship styles.
- Experience with many types of missions that have provided love, support and outreach to persons near and far.
- Groups, activities and programs that allow for learning and fellowship.
- A location that is in the heart of the city surrounded by the university and two private colleges.
- A community that is healthy and yet in need of a church like First Baptist.

The congregation seeks to partner with our next Senior Pastor to help us lead faithful lives as individuals and as a church. We look forward to growth in these areas:

- Preaching and telling the story of faith and love to all. We seek to share the Word and redeeming love of Jesus Christ to individuals regardless of race, national origin, gender, religion, age, disability or sexual orientation.
- Inviting and welcoming persons to be a part of our family of faith.
- Providing opportunities for all to participate in local missions and care for those in our community.
- Partnering with others to help us care for those in our nation and world.
- Caring for those in our congregation.
- Creating multiple methods for Christian education and Bible study experiences.
- Seeking worship methods, schedules and space capable of meeting the needs of our current congregation and inviting to visitors.
- Continuing to use our location and facilities as a resource for others.
- Envisioning facility changes to meet ministry needs.
- Partnering with lay teams and staff to use gifts together to provide effective ministry.
- Identifying strengths in individuals and groups and aligning those strengths for further ministry.
- Effectively understanding our church and community so our ministries and missions are relevant to our members and community.

Rev. Robert Russell, Interim Pastor, has provided excellent leadership during the transition time to a new senior pastor. He has led the whole congregation through a Self-Study process. These sessions have included congregational discovery and discussion around the following topics:

1. History
2. Identity
3. Vision and Goals
4. Pastor Leadership and Staff Leadership

We have heard from the congregation the following:

Strengths: Loving, accepting, appreciation of our diversity, faith development, faith exploration, care for one another, history, music, worship options, missions, Bible study, friendships and fellowship.

Concerns: Declining membership, aging congregation, lack of appreciation of varied worship styles, reliance on endowment, aging facilities, lack of visitor follow-up, unclear decision-making process.

Other significant activities during the interim include:

- The contemporary worship space was moved to the stage room of the Fellowship Hall to provide more space and a more welcoming environment.
- The full-time Associate for Missions resigned to return to the Kansas City area. Most of the responsibilities were assigned on an interim basis to lay teams and other staff with compensation adjustments.
- Study group on endowment and budget, which led the church to vote to require an annual percentage reserve from endowment income.
- The addition of the Telling Team with inclusion of the Telling Team Coordinator on the Church Council. This will bring more focus and intentionality to our inviting and welcoming activities including lay outreach, advertising, website and print communications.
- By-Laws revision committee was established to update and clarify roles, tasks, accountability and reporting relationships. It is anticipated that the new By-Laws will be voted on by the church at the January 2012 annual congregational meeting.

Dr. John D. Baker served as our pastor from 1997 to 2010. During this time our congregation participated in many mission activities and ecumenical endeavors. A contemporary worship service was started in 2004 and an African evening service was started in 2010. Our church structure evolved from three primary boards and committees to Teams and Action Groups. On the following pages, many of the congregational activities that occurred over the past several years during Dr. Baker's pastorate are discussed.

The Pastor Search Committee has met since February 15, 2011. Some of our activities have included

- Created Search Committee covenant and guidelines.
- Met with Muriel Johnson, Area Minister for Area V of ABC-GRR, to review the search process.
- Met with Harold Phillips, Coordinator, CBF Missouri, to review the search process.
- Met with all church staff to review job responsibilities and working relationships.
- Reviewed results from summer 2010 worship survey.
- Reviewed results from Self-Study process.
- Developed this Church Profile and the Pastor Job Description.

The Pastor Search Committee has advertised the position broadly and we will review all resumes. We anticipate conducting phone and in-person interviews to identify the candidate to present to the congregation. We do not have a prescribed timeline; however, it is our hope to have a commissioning service by the summer of 2012. The Pastor Search Committee is committed for a significant period of time to assist the new pastor as needed.

History

The First Baptist Church of Columbia, Missouri was organized on November 22, 1823 at a meeting at the home of Charles Hardin, father of a later governor of Missouri. The original minutes, still in possession of the church, show that eleven members of both white and African-American ethnicity joined this new organization. This was the third Baptist church to be organized in Boone County and the first of any denomination in Columbia. For five years meetings were held in private homes, followed by meetings for eight years at the Boone County Courthouse. In 1837, founding member Dr. William Jewell, along with a Methodist named Moses U. Payne, at their own expense erected a building for the use of the two congregations. The building was jointly used for nearly 20 years. In the 1850's, a new church building was erected on part of the Boone County Court House square. In 1891, the members erected a Gothic church building at Broadway and Waugh. The present church sanctuary, located on that same site, was dedicated on May 5, 1957.

The church has maintained its ecumenical stance by advancing cooperative programs with other denominations in Columbia and serving as members and officers of local, state, national, and international ecumenical boards and committees. The church has encouraged roles for women in ministry, ordaining Mrs. Moray Loring in 1977, and invites all persons to be a part of the worshipping congregation. Mission efforts on all levels have been initiated and supported throughout the life of the church.

As is natural for any church located in Columbia, First Baptist has served and been served by many students. Membership has also included faculty and staff of Stephens College, Columbia College and the University of Missouri as well as townspeople representing diverse groups.

The church continues its active, historical participation with the American Baptist Churches, USA. In 2001, First Baptist dissolved a 155-year partnership with the Southern Baptist Convention, after deciding that the newly formed Cooperative Baptist Fellowship better expressed what it means to be Baptist. The church also respects the Alliance of Baptists and provides funds for its work of maintaining Baptist principles and initiating creative ministries.

From the beginning, First Baptist has been willing to worship and study in diverse ways and has sought means of expressing its Christian faith creatively and effectively, and this continues today. First Baptist began a new worship opportunity in 2004 called Awakening, a contemporary-styled service, to complement its traditional worship hour, and an African service, led by an African pastor, in 2010.

Throughout the past decade, First Baptist has maintained its historical, broad-minded trajectory. The congregation continues to promote inclusion and positive intercultural and interfaith relations, all the while maintaining integrity with the Christian faith and our Baptist witness.

The Church's Founding

An internal controversy at Little Bonne Femme Church in 1823 resulted in letters of dismissal being issued to six of its members for the purpose of forming a Columbia church. Among those receiving the letters was Dr. William Jewell, who is credited with founding the new church (in addition, Jewell became widely known for his community and state-wide civic service and his contributions to higher education.) Little Bonne Femme sent five other members to assist in organizing the new church on November 22, 1823.

Events Which Shaped the Church

1823	The Columbia church was founded, initially meeting at members' homes.
1828-1836	Services were held in the courthouse.
1837	The Union Building, used by Baptists and Methodists, was erected.
1830s	The congregation chose to become a missions-supporting church, not without opposition from other churches and some of its own members
1856	Baptists founded Stephens College, which was affiliated with the church until the 1930s.
1879	Two women's organizations, the Missionary Society and the Ladies Aid Society, existed.
1891	The church at Broadway and Waugh was erected.
1917	The church elected women to the Board of Trustees
1919	Dual alignment with both Northern and Southern conventions is known from this date when churches were given a choice of dual or single alignment
1922	The church established a mission, Battle Williams Chapel, on McBaine Avenue. The mission eventually split and half of its members formed Calvary Baptist Church.
1928	The Education Building was dedicated
1940	The Business Women's Organization was started.
1957	The current Georgian Colonial sanctuary was dedicated.
1967	The Children's Building was dedicated.
1968	The Child Development Center for preschool children was begun.
1968	Women were elected to the Board of Deacons
1977	First woman pastor was ordained.
1990s	Steps were taken to lessen contributions to the Southern Baptist Convention. Affiliations were extended to include Cooperative Baptist Fellowship and the Alliance of Baptists.
1996	Capital campaign to renovate Education Building and refurbish the sanctuary occurred.
2001	Ties to the Southern Baptist Convention were severed.
2000s	Affiliations with ABC and CBF continued and support for Alliance of Baptists expanded.
2004	Awakening contemporary service was started.
2010	The African service, held on Sunday evenings, began.

Pastors and Their Contributions

The early pastors were farmer-preachers who volunteered their time on Sundays or received a small stipend. It is significant that several of the pastors between 1844 and 1865 were also leaders in area colleges or schools, including the Columbia Female Academy and the Baptist Female College (now Stephens College) and William Woods University.

The 20th century pastors differed in their emphases and methods of leading the congregation to study and administer the church, but they held in common some basic beliefs and traditions of First Baptist Church.

- The pastors were closer to one convention or the other in education and involvement, but, until the congregation's decision to disaffiliate from the Southern Baptist Convention in 2001, all welcomed and were committed to the dual alignment of the church.
- The pastors assisted the church in maintaining its ecumenical stance by advancing cooperative programs with other denominations in Columbia and serving as members and officers of local, state, national and international

ecumenical boards and committees.

- The pastors respected the uniqueness of First Baptist which, from its beginning, has been willing to worship and study in diverse ways and has sought means of expressing its faith in God creatively and effectively within traditional Baptist beliefs.

Luther Wesley Smith 1923-1934

In 1923, Smith began an 11-year ministry, which was the longest served by any pastor up to that time. He emphasized the ministry to students of Columbia's three colleges—Stephens College, founded by Baptists; Christian College (now Columbia College), affiliated with the Disciples of Christ Church; and the University of Missouri. Smith created a student membership, which allowed students to enroll at First Baptist but retain membership in their home churches. In 1928, 260 enrolled and about 75 attended regularly. Smith persuaded the Northern (American) Baptist Convention to help fund the church's Education Building and to contribute toward the salary for a staff member for students. Smith preached the first radio sermon for First Baptist on the station owned by Stephens College (and later purchased by Columbia businessmen to become KFRU). Worship services were broadcast for 40 years at no cost to the church. Smith was instrumental in raising funds for and arranging the purchase of Green Lake Assembly by the American Baptist Convention. He later became president of the American Baptist Board of Education and Publication.

Bradford S. Abernethy 1934-1941

Abernethy brought an international perspective and an ecumenical emphasis to First Baptist Church, his first pastorate, while continuing the church's engagement in Baptist endeavors throughout the state. During the war years, he served on the staff of the Federal Council of Churches (later the National Council of Churches), an ecumenical organization supported by the Northern Baptist Convention.

Dr. Gene Bartlett 1942-1947

Bartlett was a brilliant theologian clearly and closely affiliated with the American Baptist Convention. He attended only the American conventions during his tenure at First Baptist. During his ministry, the congregation voted to support the World Crusade for Christ, an American convention effort. Until that time, most of the programs at the church were from the Southern Baptist Convention.

Dr. Lee C. Sheppard 1947-1966

Sheppard came to the church at a time when the congregation was considering replacing its 1891 sanctuary. He led the congregation in this \$500,000 building program, which resulted in the present Georgian Colonial edifice, dedicated on May 5, 1957. The sanctuary seats about 400 people. Sheppard was more closely affiliated with the Southern Baptist Convention, and the church's programs were Southern Baptist in name and nature. There were many young families with children in the congregation, as well as a sizable student membership. Sheppard reshaped the church boards, including restoring policy-making powers to the Board of Deacons and assigning business affairs to the trustees.

Dr. O. Edwyn Luttrell 1966-1984

Another brilliant theologian, Luttrell brought a more formal atmosphere to the worship service. He hoped for multiple choirs, and a handbell choir was started during his ministry. The Christian Experience Center was opened and equipped with books, periodicals, and tapes for study. Luttrell taught at the Missouri School of Religion and affirmed the church's ecumenical stance by serving as president of the Ministerial Alliance of Columbia. In 1968, the first women deacons were elected to the board. In November, 1977, Moray Loring, the first woman to be ordained by the church, was ordained by both the American and Southern Baptist conventions and the Disciples of Christ denomination. The Child Development Center for preschool children was opened and housed in the Education Building with Loring as its director.

Dr. Dan Day 1985-1996

Day combined the qualities of keen intellect with outstanding people skills. During his tenure, many young families with children joined the church and filled the children's wing. Day had a strong desire for music to be an integral part of the worship experience; in 1988, Ed Rollins was hired as associate minister of music, a position he continues to fill with energy and enthusiasm. The Christian education program was strengthened when Bob Russell was hired as associate minister for Christian education in 1991 (currently, Russell is serving as interim minister.) Mission efforts became significantly international when the church initiated a sister church relationship with the Baptist Church of Tiblisi, Republic of Georgia, and sent tons of equipment and several members to aid them in their efforts to become independent. During Day's pastorate, Ashley Peake was ordained by the church. In 1996, the church completed a successful campaign with about \$850,000 pledged for the renovation of the sanctuary and Education Building to meet municipal fire and safety codes and increase accessibility.

Dr. John Baker 1997-2010

Baker built on the congregation's heritage with his deep commitment to social justice and his warm personality. Under his leadership, the church widened its outreach by establishing a contemporary-style worship service, called the Awakening, and deepened its commitment to inclusion. The church also increased its ecumenical and interfaith impact, illustrated by Congregation Beth Shalom's use of the church's facilities, and strengthened its support of the Evangelical Baptist Church of (the former republic of) Georgia. A ministerial associate for missions position was created in 2009, ultimately resulting in more college students attending First Baptist and additional local, national, and international mission projects. In 2001, the church clarified its Baptist identity by severing ties with the Southern Baptist Convention and affirming our relationship with the American Baptist Convention and Cooperative Baptist Fellowship. Baker expanded the church's denominational presence by serving on the Freedom and Justice Commission of the Baptist World Alliance and teaching seminary classes for Central Baptist Theological Seminary in Kansas City and the Evangelical Baptist Church in Georgia.

The Members of the Church

Historically, First Baptist has been fortunate to have education, government, and business leaders as members. At least four presidents of Stephens College and one chancellor of the University of Missouri have worshiped at the church. Numerous faculty, staff, and administrators from the colleges and public schools; judges; five mayors, legislators, city council members; doctors; lawyers; employers and employees of the many businesses in Columbia—all have served the church on boards and committees and especially as Sunday School teachers. Two persons, at least, taught Sunday School for more than 50 years each. The church has welcomed persons to membership at First Baptist from other churches, diverse cultures, and races throughout its history. Like the pastors, the members have differed on a wide range of issues. However, the members have accommodated one another's differences, adhering to the church's covenant which affirms its commitment to "unity, not uniformity," and together have formed a rich tapestry of worshipers who love their church and its people, thanking God for His loving care throughout the years.

Ministries

Worship Services

First Baptist offers well-planned, spiritually-thoughtful worship experiences each Sunday as we worship God together.

Awakening Contemporary Worship Service (9:45 a.m.)

A live band leads praise and worship music for our Awakening worship opportunity. Visuals enhance the joyful worship experience. Our worship brings a timely message from the Bible that is relevant to life today. Awakening presently takes place in the Fellowship Hall of the Education Building.

Traditional Worship Service (11:00 a.m.)

The order of service changes format nearly every week, but typically includes respectful processions of the Cross, hymns sung and played with heart, lay participation in scripture reading, anthems sung by the Chancel Choir and musical support offered by pipe organ, orchestra and handbells. The sermon is a central feature of every worship hour.

African Worship Service (5:00 p.m.)

This service, held in the Fellowship Hall, provides an inspirational sermon and music in Swahili and African mother tongue languages.

Sunday School and Christian Education

Sunday school is scheduled from 9:45 - 10:45 am. The Sunday School is organized into four divisions: Preschool, Children, Youth and Adults. The first three divisions are age-graded through grade 12. Adults are offered a variety of classes and tracks. Curricula has included Formations by Smyth and Helwys and Kerygma Programs. Introductory Christian concepts classes have been provided for those without Christian backgrounds. Small group studies have included resources such as Rediscovering Values, by Jim Wallis, and The Jesus I Never Knew, by Philip Yancey. Studies vary in length from yearlong to a few weeks. Some classes meet weekly and some are formed based on topic. Sunday School attendance ranges from 50 - 75 persons. The Teaching Team provides support for Christian education through the following areas: Sunday School, individual Bible study, small groups, the Child Development Center and campus ministry.

Diaconate Ministry

The Diaconate Ministry seeks to provide pastoral care for the congregation. A team of three or four deacons leads a group of persons drawn from the church membership in making quarterly contacts with each church household. The Diaconate provides greeters at the entrances to the buildings for both worship services. This group is made up of one or two deacons and people from the church membership. The Diaconate assists with baptism, funerals and preparing communion for both Sunday services and serving the communion elements at the traditional service. The Diaconate chair is responsible for pulpit supply.

Music and the Arts

Music and the arts are under the leadership of our Associate Pastor for Music and two lay music directors. First Baptist offers a wide variety of music ministries. Children are involved through Sunday School music as well as a Sunday afternoon activity, Ring and Sing. Young people share their gifts in a Youth Ensemble, through solos or

instrumental offerings. Adults of all ages participate in handbell ensembles, our Chancel Choir, or through the Psalm Players band. The Awakening Praise Band, a combination of instrumentalists and vocalists led by a young man who grew up in the church's music ministry, prepare and lead the music for Awakening, our contemporary service. The African Service also has a Praise Band using vocal, keyboard and instrumentalists to provide music in traditional Swahili and mother tongue languages.

Another avenue for people to be engaged in our church ministries is through the arts—we regularly develop creative bulletins, altar decorations, pulpit cloths, banners, and artistic hangings that work to enhance the theme or season of worship.

First Baptist is known throughout the community for encouraging the arts and opening our facilities to all; many community groups utilize our facilities regularly. These include groups from universities, private schools, studio recitals, community and visiting handbell choirs, music competitions, vocal concerts, and chamber groups, including the acclaimed First Baptist Odyssey Chamber Music Series. We also lend our facility to community theatrical arts. Our facilities have been used as a venue for the Midwest True/False Film Festival and the City of Columbia First Night celebration.

Women of the Church Ministry

First Baptist women engage in a ministry to promote spiritual growth, fellowship and recreation. This group has supported many community programs by supplying money, materials and labor through many acts of love.

Children's Ministry

Our children's ministry serves children from newborn to grade 5. Approximately 7-20 children are served in Sunday School and a children's worship format called "First Friends" from 9:45 a.m. to noon each Sunday. A Wednesday community Donut Shop ministry gives an opportunity for preschoolers from anywhere in the community to enjoy stories, snacks and fellowship.

Youth Ministry

The youth ministry focuses on young people from grades 6 to 12. The youth ministry consists of intensive Bible study, worship, evangelism, community service, mission trips and retreats. The Sunday evening program, "The Calling," follows the youths' music hour with the Music Director. Recreation and fellowship follow times of devotion, Bible study and mission projects.

Campus Ministry

Our campus ministry is led by our Interim Campus Ministry Coordinator. This ministry introduces college students to First Baptist by offering Wednesday night Bible study with a regular attendance of nearly a dozen students. This group has volunteered to provide outreach on the MU campus in various ways.

Women, God and Food

Women, God and Food creates an informal way for women of our church to enjoy fellowship and food together. Each month this group eats dinner at a local restaurant while supporting each other. Women, God and Food also provides Sol House, a teenage haven, with boxes youth can enjoy.

First Friday Fellowship

First Friday Fellowship is an opportunity for people of all ages to meet and enjoy each other's company over a meal at various restaurants close to Columbia.

Missions

Mission Action

First Baptist is characterized by many noble things, but none more than our interest in putting our faith into action and being on mission for Christ in a needy world. Our members participate in local mission work like Loaves and Fishes, a meal station for the homeless in our community, The Wardrobe, a clothing closet for those on limited incomes, and Everyone Eats, a city-wide Thanksgiving dinner for the poor. Adults and youth go on an annual mission trip or create a local church-wide mission opportunity. Church members also have also been engaged in numerous service opportunities including contributing supplies for “welcome home backpacks” for people just released from prison, helping deliver furniture for the Furniture Bank or preparing a meal for the people staying at the Harbor House. For well over a decade, First Baptist has ministered to Georgia (former Republic of). We have helped by providing spiritual as well as humanitarian assistance of many types, including providing clothing, books, medicine, and funding. Members of our church and staff have visited Georgia to teach seminary classes and strengthen the Baptist work in Georgia through training. First Baptist men have helped build a local Habitat for Humanity house this year. Other members and friends of our congregation are regular builders, one house at a time. The church has also assisted refugee families settling in Columbia by providing housing, housewares, clothing, transportation and assistance with accessing education, language training and job skills training.

Mission Support

Locally, we provide financial support to service organizations such as Love Inc., Voluntary Action Center and the Interfaith Council Day Center. Through the Samaritan funds numerous people who come to the church have been helped with various needs ranging from food to transportation to new jobs. The First Baptist Missions Action Group is leading us beyond our local community to support the Micah Challenge, a ministry in which Christians can work alongside the United Nations in assisting those in poverty worldwide. In so doing we have worked with Heifer International to send “arks” of animals to impoverished persons and with Water Partners International to dig water wells in Ethiopia. We are also turning our attention to educating children in certain countries in Africa. Mission funds have been used to support people serving internationally, including Keith Holmes and Mary Van Rheenan, who serve the Romany people, and Stelah Maweu, who works with African orphans. Several groups, including our Vacation Bible School participants, raised funds to support Nothing but Nets, a ministry to African nations to secure bed netting for families so that they can be better protected from mosquitoes carrying the malaria virus. Through PET International the church has provided funds to build mobile transportation devices for those who could not walk in various parts of the world. In the fall of 2010 the congregation raised over \$5,000 for this cause.

Child Development Center

The mission of the Child Development Center (CDC) of First Baptist is to provide a high quality pre-school education for children. We strive to reach out to children regardless of race, religion, color, or national origin, including those of economically disadvantaged families in obedience to the Biblical invitation to “Let the children come to me, and do not stop them; for it is to such as these that the Kingdom of Heaven belongs.” While CDC does not teach doctrine to the children enrolled in CDC, families should be comfortable in a Christian environment, where teachers communicate to the children, in word and deed, a trustworthy God as a loving companion, helper, friend and creator. The members of First Baptist participate in an active community ministry to young children and their families by helping to provide a well-planned, professionally directed Child Development Center. Members of the church serve on the CDC Advisory Board and support the center on a variety of levels, including a scholarship fund. CDC opened in September 1968. This past year, the center celebrated 42 years of quality programming for young children and their families. The Child Development Center receives some funds from the Missouri Department of Health, Child and Adult Food Care Program to assist with food service. The annual budget is \$287,000. The Child Development Center is licensed by the State of Missouri and has Missouri accreditation.

Staff

Pastor—Currently filled part time with interim Rev. Robert Russell

To provide pastoral leadership to the members of First Baptist and to act as the principal administrative officer of the church. The pastor is the spiritual leader of the congregation and in accordance with the By-Laws serves as the church's principal administrative officer. As the principal administrative officer, the pastor is the leader and supervisor of all church employees and is responsible for their overall direction and performance. The pastor's responsibilities include determining staff goals and objectives. The pastor supports the Church Council. This position also acts as staff liaison to the Telling Team.

Associate Pastor/ Music and Administration—Ed Rollins

To lead in a comprehensive traditional music ministry of the congregation's worship and witness. To provide leadership and effective support of the management of the church's financial and physical plant resources. This pastoral position exists to provide leadership in planning, organizing, implementing, and evaluating the church's ministries of choral, vocal, and instrumental music for worship, education and performance. This position acts as staff liaison to the Worship and Administrative Team.

Ministerial Associate for Missions—Open Position

The responsibilities of this position are currently being accomplished by interim staff and lay assignments. The position will be re-evaluated by the congregation and the new pastor to determine ministry objectives and staffing options. To coordinate all church mission ministries and reach out to college students. To coordinate most First Baptist ministries and information directed towards others outside of our church membership. Such outward-directed ministries will include mission engagement, public relations and communications, follow up with guests, and collegiate ministries. This position acts as staff liaison to the Serving Team.

Youth Ministry Coordinator and Interim Missions Coordinator—Susie Bennett, part time

To guide and support First Baptist youth on their spiritual journey. To coordinate and help implement ministries for youth from grade 6 through high school. Such ministries focus on spiritual and social development, activities to engage youth, and developing positive relationships with youth and their families. On an interim basis this position assists with the development, coordination and implementation of church-wide missions. This position acts as staff liaison to the Congregational Care Team and the Serving Team.

Children's Ministry Coordinator and Interim Missions Coordinator—Janet Kieffer, part time

To guide and support First Baptist children and their families on their spiritual journey. To coordinate and help implement ministries for children from nursery age to grade 5. Such ministries will focus on faith development and nurturing, enjoyable activities, and developing positive relationships with the children and their families. On an interim basis this position assists with the development, coordination and implementation of church-wide missions. This position acts as a liaison to the Teaching Team and the Serving Team.

Interim Campus Ministry Coordinator—Chad Tucker, part time

To coordinate outreach and ministry to students. Provide Wednesday night Bible study for students. Assist the church in inviting, welcoming and helping students participate in congregational worship and activities.

Church Organist—Colleen Ostercamp, part time

To assist the Associate Pastor for Music Ministries in supervising the music ministry of the church, provide worshipful music for the traditional congregational services and serve as an accompanist for performing groups as assigned.

Praise Band Director and Interim Awakening Service Coordinator—Alex Bennett, part time

To select worship music and lead praise band in rehearsal and worship for the Awakening Service. Coordinate equipment. On an interim basis prepare the contemporary worship order, bulletin, video selection and coordinate with staff and lay worship participants.

African Worship Minister—Nene Rwenyaguzam, part time, unpaid

To prepare sermon, worship order, preach and lead the African worship service. Provide pastoral support to worshipers.

African Worship Leader-Rubin Mazimano, part time, unpaid

To select music and lead the praise band in rehearsal and worship for the African service.

Child Development Center Director-Eleanor Mitter

To serve as Administrative Officer of the Child Development Center related to planning, budgeting, hiring, training, programming, teaching, parent communication, marketing, financial management, fundraising and compliance with operating a child care center of 8 teachers, up to 65 children and a \$287,000 budget. This position is hired and managed by the Child Development Center Board.

Administrative Assistant—Sandy Greenlee

To act as the primary secretary and office administrator for the ministerial staff and lay teams. To provide effective operations of the church office and to make it a resource tool for the church staff and all church ministries, including data collection and processing, publications, file management, equipment maintenance, and other organizational tasks.

Project Coordinator—Brenda Rice, part time

To support Child Development Center and First Baptist. Provide the CDC with office support and classroom assistance. Provide First Baptist office support, creative space designs and facilities enhancements.

Custodian—Glenn Owings

To clean and maintain buildings and grounds of First Baptist. To set up rooms for activities and events.

Church Governance

Bylaw Statement

THE FIRST BAPTIST CHURCH OF COLUMBIA, MISSOURI, is organized for the purpose of maintaining and continuing a Baptist church in the City of Columbia, Missouri, under the above entitled name which has as its mission the extension of the Kingdom of God in the world and which stands for the belief that the work of the Church is serious and demanding and which has as its goal the carrying out of its functions in an orderly and democratic manner and to do all things necessary to carry out the mission of the Church. The Church declares its adherence to the teachings of Christ as set forth in the New Testament. Its objects and purposes shall include

1. Maintaining the public worship of God;
2. The study and practice of right living as revealed and taught in the Holy Scripture;
3. The promotion and advancement of Christ's cause and Kingdom in our community and throughout the earth.

We shall affiliate with the Little Bonne Femme Association, the Cooperative Baptist Fellowship, the Cooperative Baptist Fellowship of Missouri, Area V of the American Baptist Churches of the Great Rivers Region, the Great Rivers Region of the American Baptists and the American Baptist Churches in the United States of America, making all reasonable reports to these bodies in cooperation with the other churches. We agree also to share in the greater witness of the Alliance of Baptists, the Columbia Interfaith Council, the National and World Councils of Churches, or their successors, and such other bodies with which we may from time to time choose to affiliate.

Church Council

The Church Council is charged with the responsibility of coordinating the programs, calendar, and plans of the church so that unity, completeness, and purposefulness characterize the church. The membership shall be the ministers, the six Ministry Team Coordinators, the Church Clerk, the Church Treasurer, the Sunday School Director, and 3 at-large members elected annually from the congregation. Meetings of the Church Council shall be held at least quarterly.

Ministry Teams

Six Ministry Teams conduct the general ministry of the Church. The six teams are Congregational Care, Teaching, Worshiping, Serving, Telling and Administrative. Each team will have a Coordinator that serves a two year term. Coordinators are eligible for immediate re-election if so selected by the Selection Committee and elected by the church.

Congregational Care Team – Team Leader: Jim Irvin

Seeks to extend love to the entire congregation, including important Diaconate service and special ministries to age groups and overall congregational interaction through Christian fellowship.

Teaching Team – Team Leader: Patty Cornell

Seeks to coordinate most forms of Christian education directed to the congregation and chosen audiences beyond the congregation.

Worship Team – Team Leader: Randy Wyatt

Seeks to enhance our experiences of Christian worship through the arts, encouraging members to express their gifts through the worship of God by various means, and providing direction for use of worship space. Assists with coordinating worship elements.

Serving Team – Team Leader: Ross Kasmann

Seeks to lead the congregation in mission education and ministry starting in Columbia and broadening out to around the world.

Administrative Team – Team Leader: Diana Groshong

Seeks to ensure adequate staff, care and distribution of funds, plan for and maintain physical plant resources, and keep proper congregational records.

The Telling Team – Team Leader: Open

Seeks to equip and encourage members to invite and welcome new members. Advertising including print, radio, website and social media will be used to share the story of the church and its ministries and to inform and invite the community.

Other current Church Council members include:

Church Clerk: Norma Fair

Treasurer: Kee Groshong

Sunday School Director: open

At Large: Jason Tratchel

At Large: Open

At Large: Dollard Namanyana

Finances and Endowment

Over the past five years, First Baptist Church has experienced a decline in tithing that is typical of an aging church in which historically significant donors have passed on and have been replaced with younger members who are not yet at a point in life where they can give at the same level as older members. Fortunately for First Baptist, deceased members have wanted to see the church continue to flourish, thereby giving funds posthumously to our endowment, which totals more than \$7.8 million as of the end of 2010.

For the fiscal year of 2011, budgeted operating expenses are anticipated to total \$650,000, an increase of only 4.3% over 2010. Anticipated income not including endowment is expected to total \$315,000, nearly the same level as 2010. To meet the church's operating needs, \$332,000 in endowment income was to be used, \$56,000 more than what was earned in 2010. At this time, the church is not expecting to utilize as much endowment income as budgeted due to asking church staff and leaders to reduce their spending by as much as 10% in 2011 and with the savings from the resignation of the missions minister.

With endowment totaling \$7.8 million, \$7.4 million, or 94%, is held in two trusts that are professionally managed. The remaining funds are actively managed by the endowment committee. In the past two months, the church has agreed upon a plan to begin increasing the church's reserves by setting aside 10% of endowment income in each of the coming years until reserves equal about 6 months worth of operating expenses. This will total about \$32,000 set aside in 2012 based on expected 2011 income. The church will need to offset this by reducing operating expenses or by members increasing tithing.

2011 Annual Pledges (Breakdown by Level of Contribution)

\$100-\$500	8
\$501-\$1,000	12
\$1,001-\$1,500	12
\$1,501-\$2,500	11
\$2,501-\$5,000	14
\$5,001-\$10,000	18
\$10,001+	2

Total number of pledges: 77

Facilities

First Baptist Church is situated on 2.9 acres of property located at the southwest corner of the intersection of Waugh Street and Broadway in downtown Columbia, Missouri. The property is heavily landscaped and enjoys an expansive canopy of majestic trees. First Baptist Church is comprised of one large structure containing four areas which are shown on the attached map. The four areas include the Education Building (four stories), the Elevator Tower Building (three stories), the Children's Building (one story) and the Sanctuary (one story – vaulted ceiling with balcony). Parking is available in the rear of the structure and along Waugh Street and Broadway. The parking lot in the rear provides 120 private paved and marked parking spaces. Waugh Street provides an additional 14 public metered parking spaces and Broadway provides an additional 18 public metered parking spaces. The spaces on Waugh Street and Broadway are not metered and are available on a first-come-first-served basis on Sundays. The property is bound on the east by Waugh Street and Stephens College, on the west by commercial property and First Presbyterian Church, on the south by Sacred Heart Catholic Church and residential property and on the north by Broadway and commercial property.

The uses of the four areas of the structure are as follows:

Education Building

The lower level/basement contains the Fellowship Hall which doubles as the worship space for the Awakening contemporary service and a kitchen/dining room. The second level houses the administrative offices, library, parlor and a large classroom/meeting room, the third level houses a gymnasium and the youth (grades 6-12) classroom, the children's (grades 1-3) classroom and the pre-kindergarten classroom. The fourth floor is smaller in size, contains two rooms, one of which is used as a youth meeting room.

Elevator Tower Building

The main level contains the elevator and a small gathering area. This level accesses the Fellowship Hall and the Awakening contemporary service. The second level contains one large classroom/meeting room. The third level contains one classroom. The elevator tower building also includes a stair tower on the north end which accesses all levels of the elevator tower building. The elevator tower building is connected and accessible from the lower/basement, second and third levels of the education building.

Children's Building

The majority of this building is used for the Child Development Center, which is a pre-school mission of First Baptist Church. This building also contains the nursery, which is used by both the contemporary and the traditional services. The Children's Building accesses the Sanctuary and the main level of the Elevator Tower Building.

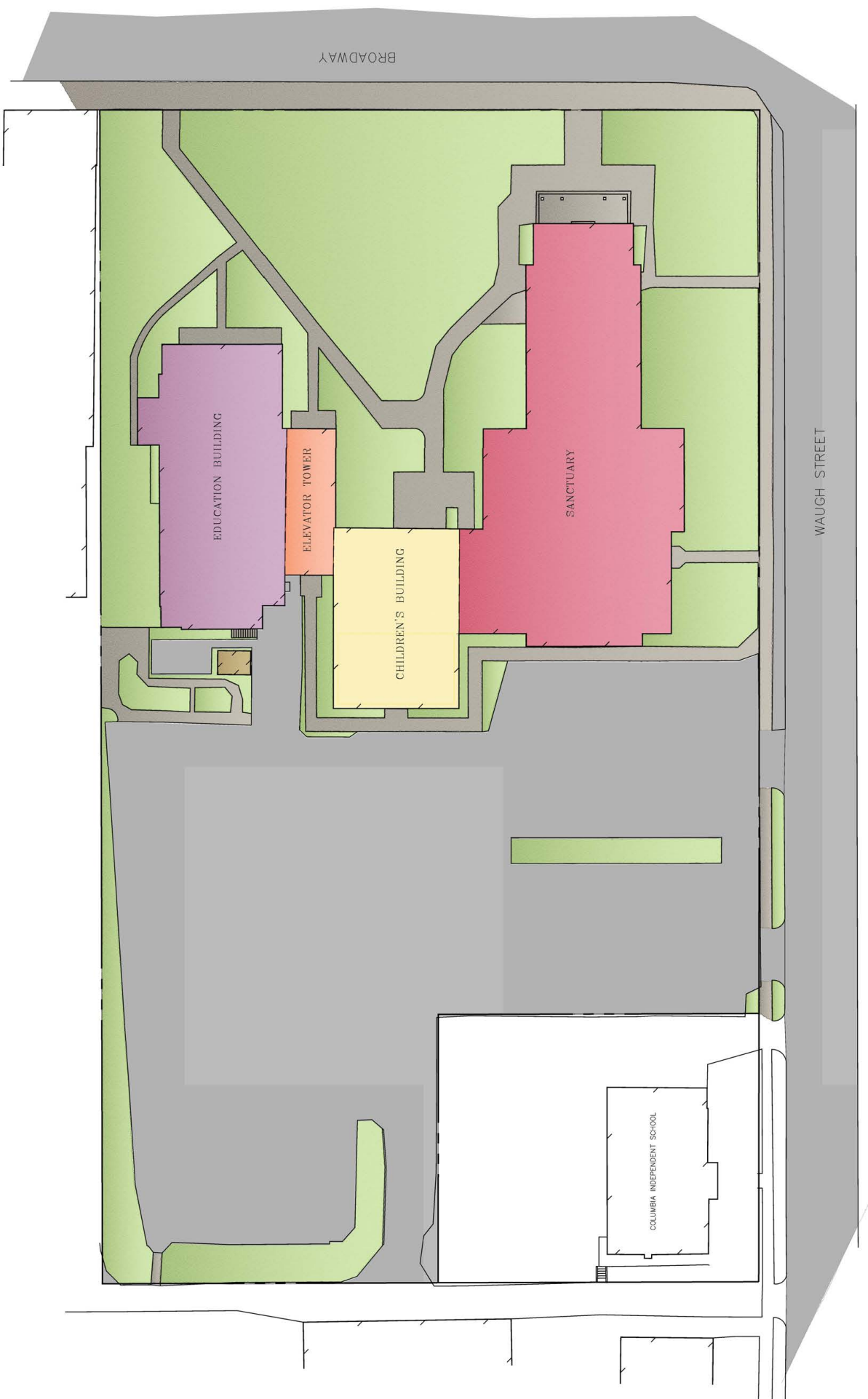
Sanctuary

This building is used for the traditional worship service, weddings, handbell concerts and numerous other civic and ecumenical events and activities. The Sanctuary is accessed from Broadway and from the Children's Building.

Facilities Age and Size

The age and size of the four areas of the structure are as follows:

	Year Built	Remodeled/Upgraded	Square Feet
Education Building	1928	1997	21,000
Elevator Tower Building	1997		4,000
Children's Building	1967	1997	4,000
Sanctuary	1957	1997	12,000



BROADWAY

WAUGH STREET

FIRST BAPTIST CHURCH
COLUMBIA, MISSOURI

EDUCATION BUILDING

ELEVATOR TOWER

CHILDREN'S BUILDING

SANCTUARY

COLUMBIA INDEPENDENT SCHOOL

City of Columbia

Columbia, the fifth largest city in Missouri, is located virtually in the center of the state and is just 120 miles from either Kansas City or St. Louis. The 2010 Census reported that Columbia had a population of 108,500, a growth of 28.4% over the 2000 Census. Weather in Columbia certainly has its extremes, but on average the temperatures prove to be manageable, with the average high temperature in July being 88.6 and the average low temperature in January being 18.2. During the summer and fall, there are a lot of outdoor activities that can be enjoyed in the Columbia area, including hiking at the Pinnacles, riding bikes or jogging at the Katy Trail, having a picnic at Rock Bridge State Park, or playing a game of softball at Cosmo Park.

Ranked by Forbes as America's 8th Best College Sports Town, Columbia is nicknamed "College Town, USA" for a reason. Columbia is home to the University of Missouri, the largest university in Missouri, as well as two liberal arts colleges, Stephens College and Columbia College. Each August approximately 45,000 students arrive in Columbia to go to school at one of the three institutions of higher education, all of which are within walking distance of First Baptist.

The median age of residents in Columbia is just 27, yet the population is very educated—ranking 13th in Forbes' 2009 list of Smartest Cities in America. Over one-third of all Columbians possess a bachelor's degree and nearly a quarter hold a graduate degree or higher. As such, employment opportunities in Columbia have always been inclined to be centered on education, healthcare, and technology. The top employers in Columbia are currently the University of Missouri, Boone and University Hospitals, State Farm Insurance, and Shelter Insurance. Recently IBM opened a facility that will house 800 jobs in the near future.

Politically, residents of Columbia tend to be passionate about their beliefs and skew a bit liberal, largely because of the University and colleges.

Columbia Public Schools routinely earn high rankings, both nationally and within the state, receiving honors for students and teachers alike. In 2010 CPS students scored higher than the state and national average in both Advance Placement tests and the ACT. The district also graduates one of the highest percentages of Merit scholars in the country.

Columbia prides itself on its downtown area, nicknamed The District, which is home to many locally owned shops and eateries, as well as unconventional establishments like an independent movie theater, a music venue, and a center for the arts. The District is roughly one square mile, surrounded by all three colleges, and is a source of the Bohemian attitude that many Columbians possess.

Columbia is also known as a retail destination for many shoppers from small communities around mid Missouri. As such, we possess many of the same retail outlets and chain restaurants that much larger cities have.

Each year there are a number of festivals and events in Columbia, including Roots 'n Blues (a celebration of BBQ and blues/bluegrass music), Summerfest (a primarily free concert series held downtown each summer), True/False (a documentary film festival with an attendance of over 30,000 in 2011), and the Show Me State Games (an Olympic-style sports competition for all ages).

Senior Pastor Job Description

Self-Study Process

This job description has been prepared for the Senior Pastor search to begin in the Fall of 2011.

During the interim period a congregational Self-Study process was conducted under the leadership of Rev. Robert Russell, Interim Pastor. The Self-Study included two congregational surveys and a discussion session related to pastoral leadership. The following two sections, What do we want our Pastor to do? and Pastoral Expectations Survey are the results of the congregational Self-Study discussions.

What do we want our Pastor to do?

1. Preaching: Support the preaching ministry with time for preparation/reflection on the Word, and commitment to listen for the Word's power and its implications for individuals, the church, the community, and the world.
2. Church Growth: Develop and maintain programs and activities for enlarging the membership and/or the vision and ministry of the church.
3. Nurturing Fellowship: Create an atmosphere in which persons feel accepted, included, cared for, and identified with groups.
4. Pastoral Care: Provide by word and presence an empathetic understanding of and concern for persons in the routine and joys as well as the crisis and transitions of life, giving assistance where appropriate and feasible.
5. Interpreting the Faith: Communicate a comprehensive understanding of the Bible and Christian theology in terms relevant to people's lives.

Pastoral Expectations Survey

Our church needs a pastor who...

...is an effective preacher/speaker.

...is accepting of people with divergent backgrounds and traditions.

...works regularly at bringing new members into the church.

...ministers effectively to persons in crisis situations.

...makes pastoral calls on people in hospitals, nursing homes or confined to home.

...helps people develop their spiritual lives.

...is mature and emotionally secure.

...is available/accessible to church members.

...is a compassionate and caring person, sensitive to other's needs.

...builds a sense of fellowship among the people with whom he/she works.

The Pastor Search Committee used the documents from the Self-Study process and other resources to prepare the following description:

**Senior Pastor
First Baptist Church
Columbia, Missouri
Fall 2011**

Principal Function

Provide pastoral leadership to the community of faith of First Baptist Church so that the body of Christ might be equipped for the work of Christian ministry.

Job Summary

The senior pastor is the spiritual leader of the congregation and functions as the church's worship leader and preacher, outreach leader, fellowship nurturer, pastoral care provider, teacher and chief administrative officer. The senior pastor helps the congregation discern God's leading to establish ministry and mission goals. The senior pastor has administrative responsibility for the staff and partners with them to fulfill the ministry and mission goals of the congregation. The senior pastor equips members and partners with them to fulfill the ministry and mission goals of the congregation. The senior pastor represents the congregation in the community and denominational relationships.

Areas of Responsibility

Preaching and Worship Leadership:

- Plan spiritual themes, or use the lectionary, four to eight weeks in advance.
- Prepare sermons that are biblically based and relative to the worshipers' lives.
- Create an environment of worship that leads to learning, spiritual growth, personal reflection and life application.
- Preach and provide worship leadership on Sundays at the 9:45 a.m. Awakening service and at the 11:00 a.m. traditional service.
- Lead the Worship Team and staff to assure all worship elements are effective.
- Support and advise the African service on Sundays at 5:00 p.m.

Church Growth:

- Lead the Telling Team to plan and implement methods, programs and activities to engage the congregation to invite, welcome and follow up with visitors.
- Utilize advertising, website and other marketing methods to communicate outreach messages.
- Personally invite persons to visit and join the church.

Nurturing Fellowship:

- Develop the Congregational Care Team to identify and facilitate activities that include persons of all ages and from all three worship services and that promote positive fellowship interactions.
- Promote an environment in which all persons feel accepted and a part of the congregational family.
- Demonstrate positive communication and personal relations to bring people together. Help individuals with change or conflict.

Pastoral Care:

- Develop the Congregational Care Team to assist with spiritual and emotional support of the members.
- Conduct hospital and home-bound visits.
- Demonstrate compassionate listening and empathic understanding of personal concerns.
- Provide personal and spiritual counseling related to life changes.
- Assure confidentiality in all sensitive situations.

Missions:

- Develop the Serving Team to effectively coordinate mission activities.
- Provide mission education.

- Encourage all to participate in missions.
- Assist the congregation in developing strong relationships with mission partners.

Christian Education:

- Develop the Teaching Team to provide Christian education and Bible study activities.
- Teach periodic Bible study series.
- Encourage all to participate in classes, small groups and individual Bible study.
- Support and advise the Child Development Center.

Administration:

- Develop the Administrative Team to manage effectively the operational activities of the church.
- Supervise Ministerial Staff.
- Assign staff to ministry teams as staff liaisons.
- Conduct annual evaluations of all staff.
- Assure staff is working cohesively toward congregational goals.
- Delegate effectively.
- Assure regular church council and congregational meetings occur.
- Assure stewardship, budget, endowment and accounting activities are effective.
- Develop facilities to meet ministry needs.

Community and Denomination Relations

- Develop strong relationships with denominational partners.
- Develop strong relationships with local churches and helping agencies.
- Involve the congregation in denominational and community activities.
- Involve the congregation in ecumenical activities.

Accountable to

The position is accountable to the congregation.

General supervision and yearly evaluations are conducted by the Personnel Committee.

Qualifications

- A Christian, committed to upholding Baptist principles.
- A person who has been called by God to the pastoral ministry in general and to the ministry of First Baptist Church of Columbia, Missouri, in particular.
- Seminary trained in theological education from an accredited institution.
- Related senior pastor experience is preferred.
- Characterized by integrity and high ethical standards in his or her personal life.
- Able to balance professional and personal life appropriately.
- Strong communication skills for preaching, leading, encouraging and helping others.
- Demonstrated success working well with laypersons to accomplish objectives through and with the laity, church teams/committees and staff.
- An inspirational servant-leader prepared to lead the church in refining its mission and vision.
- Ability to promote unity within our church and community while respecting different points of view and beliefs.
- An outgoing person, effective in reaching out and engaging a diverse congregation and community.
- Ability to effectively supervise ministers and staff.
- Ability to develop an environment of openness and transparency.
- Ability and willingness to make difficult decisions when necessary.
- Ability to build an environment of trust.
- Ability to identify, train and develop leaders in the church.
- Ordination currently recognized by ABC and CBF, or willing to obtain recognition from both bodies.
- Seeks a long-term position of at least seven to ten years.