



First Baptist Church of *Greater Des Moines*

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Johnston, IA

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www.fbcdsm.org

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Welcome

On behalf of First Baptist Church of Greater Des Moines, we welcome you to our church located in Johnston, Iowa. Everyone is invited to experience the friendliness of our church family and the presence of God. Our focus is on ministries and programs that meet people's needs where they are.

We strive to use our spiritual gifts and talents to *respond* to those in need in local communities and to *reach* out globally by supporting a ministry through missions, thus helping those who are seeking a relationship with Jesus Christ. *We rejoice* in Jesus Christ, our Lord and Savior, as he enriches our personal relationship, and *renews* us through Bible study and worship.

Our Church

First Baptist has been an active member of the Des Moines community since 1850. Until 21 years ago, we were in downtown Des Moines. In 2002, First Baptist Church of Greater Des Moines dedicated a new building in Johnston.

Historically, First Baptist was active in local missions such as the ownership and operation of Elsie Mason Manor and Ligutti Tower, well-elderly housing facilities for low-income persons. First Baptist was also engaged in ecumenical activities with an urban focus. Since moving to Johnston in 2002, First Baptist has encouraged participation in various local community ministries and events, continuing support of our camps, and volunteering in our wider national and foreign missions.

We have around 170 active members. Sunday attendance is typically between 80 and 110, including in-person and online. The church enjoys a stable financial picture, including generous giving. Our endowment fund includes special designations, such as education and building funds to meet unplanned expenses such as building maintenance, and capital preservation funds for future uses. The church property and building are not subject to a mortgage. Annual missions' giving for 2022 was approximately 22 percent of the operating income, including special giving to missions.

Our congregation takes pride in our pioneer roots and remains committed to our historic values of supporting ministry through financial giving, service, and prayer. There is a sense within First Baptist that God is preparing the church for new opportunities. *We are looking for a pastor who wishes to walk and work with us to develop a shared vision for active engagement in the community.*

Our Beliefs

As Baptists, we believe that baptism is an act of obedience in response to a conscious decision by an individual to accept Christ as Lord and Savior. We welcome other Christians to join us through a statement of faith without the requirement of a second baptism. We further celebrate Christ's act of love through the Lord's Supper, which is open to all believers. At First Baptist, we see our role as building up the "body of believers" through ministry to families, children, and

youth; embracing diversity among our church family; and developing future Christian leaders. We are called to serve those in need and to seek social justice for the marginalized.

At First Baptist Church, we value the roles of women, and women play active roles at all levels in our ministry and leadership.

While we believe in the autonomy of our local church, we recognize that it is in unity with our denomination that the broader mission can be accomplished. Also, by cooperating ecumenically with others in our community, we can both serve the community more completely and gain a greater understanding of our neighbors. Finally, at First Baptist we embrace our religious freedom, including separation of church and state.

We celebrate Christ weekly through worship, Bible study, music, prayer, and service. On Sundays, we desire to be encouraged by inspirational sermons with practical applications, congregational singing, and special music presented by our chancel choir and soloists. Furthermore, it is important that worship is also meaningful to our children and youth. Children through fifth grade are invited to participate in a worship experience designed especially for them. Older children and youth participate in worship with the adults.

Parents can rest assured that their infants through two-year-olds receive tender care while they worship. Three to five-year-olds are offered lessons and activities that engage them in exploration and movement while learning about God's love.

In addition to Sunday morning worship, we have a variety of other opportunities for gathering as a group of believers. Bible study classes and other small group studies for adults meet every Sunday morning before or after worship, and adult Bible study is held on Wednesday evenings. Christian fellowship is a part of our gatherings because it is important for sharing, getting to know one another, and welcoming guests.

We recognize that not everyone in our church family can meet with us in person, whether it be due to illness, being homebound, work conflicts, vacations, or a hectic family environment. We no longer are a society that reserves Sunday mornings and Wednesday evenings as a time set apart for church, thus we must be flexible and creative. For example, we now livestream our services each Sunday morning so members and guests can watch them if they are unable to attend in person. The services are archived so people may view them later. Services can be found at www.fbcdsm.org/live-stream.

In addition, one of our adult Sunday School classes met outdoors during the pandemic at times different than the traditional Sunday morning. The class grew in number, and now meets for lunch, fellowship, and a time of study and discussion during the week.

Throughout the week, First Baptist Church offers a variety of programs and ministries for the entire family. Whether you are an adult interested in Bible study or other activities within our church family, a teen searching for belonging, or a child longing for friendship – we offer something for everyone.

During the school year, our youth from sixth through twelfth grade gather on Wednesdays to participate in activities that welcome and prepare our youth to be the next generation of church leaders. They celebrate in worship, grow in discipleship, enjoy fun activities, and serve others through local, national, and foreign mission projects. They also participate in the annual Regional Youth Event.

First Baptist also has a mid-week program for children age three through fifth grade. They enjoy a variety of activities like journaling, crafts, projects, and games. Kids connect their Christian faith with real life experiences while learning new skills, making friends, having fun, and developing healthy relationships with Christ and caring Christian adults and peers.

Several women's ministries events are held throughout the year. Women's Circles meet monthly to discuss the Bible and inspirational books, and to serve and collaborate on various projects for the community. Women's ministries also provide care for the church's homebound members and support the mission projects of American Baptist Women's Ministries both locally and worldwide.

Missions

First Baptist Church supports local, national, and global ministries through direct participation, financial giving, and prayer as an act of loving service.

We are active locally, serving meals, helping with community food banks, meeting needs of individuals in our communities, and supporting our Iowa Baptist camps. Local missions include the Children and Family Urban Movement, the Des Moines Area Religious Council, the Johnston Partnership, and our Forest Lake and Dayton Oaks Camps.

We have participated in a variety of ministries sponsored through the American Baptist Churches Home Ministries and International Ministries and through the Mid-American Baptist Churches Region. Those ministries include Rainbow Acres, Heifer International, and foreign missions in Nicaragua and Tijuana. In addition, First Baptist provides direct financial support for five American Baptist International Missionaries.

Celebrations

First Baptist Church enjoys celebration, whether it be of our history, our people, or our mission work. Recent church celebrations marked major milestones – church anniversaries, achievements of our staff and lay leaders, and the launch of each church year with an annual fall homecoming weekend. We celebrate key dates and events in our church family's lives. A special time is set aside during worship to bless quilts made by our Johnston Piecemakers before they are distributed to those in need. The group also makes Quilts of Valor that are presented to our veterans.

First Baptist Church celebrates its mission work by commissioning volunteers prior to the mission, and celebrating their return with special presentations. We also celebrate our friendship with local churches and organizations through an annual ecumenical service and other community organizations' ministries and events.

Organizational Structure

The members of First Baptist elect the officers and committee members, who, in turn, make the operational decisions for our church. The executive board is tasked with the leadership of the church body and coordination of the standing committees. The Board is comprised of a moderator, clerk, treasurer, financial secretary, the chairpersons of the committees, and three members at large. There are six standing committees: Christian Education, Missions, Outreach, InReach, Property and Finance, and Worship. Each committee consists of a chairperson and two members. The Pastor is an ex-officio member of all standing committees.

First Baptist Church also has several paid full- and part-time staff. The church employees a director of youth ministry, a choir director, an organist, soloists, a bookkeeper, and an administrative services coordinator. A facilities manager position is under consideration.

Our Community

Johnston is a suburb of the state capital, Des Moines. It offers a wealth of recreational facilities, more than a dozen parks and 40 miles of trails, an excellent educational system, new business development, and an excellent quality of life.

Several fast-growing suburban communities north and west of Des Moines are within a short 10- to 20-minute drive of our Church. In 2022, US News ranked Des Moines as the 14th best place to live in the U.S and the 12th least expensive. Downtown Des Moines is a short 20-minute commute to where you will find cultural events, performing arts, sports, festivals, one-of-a-kind shops, and a large farmers market during the summer. Johnston is also only minutes from a robust medical system.

Our Pastoral Expectations

First Baptist desires to have a lead pastor who understands that walking God's path is a collective experience between the lead pastor, the lay church leadership, and our church family. This experience must include engaging our church family through meaningful *worship experiences* that inspire us to grow in our faith and ministry, knowing and providing *pastoral care* to our church family, and helping us *expand our ministry and engagement in the community*. A key component to our ministry is shared responsibility between the lead pastor, the lay church leadership (executive board and committees), and our church family in the *administration* of church operations and activities. The pastor's role will be one of walking with us as we move forward.

Worship Experience

Our lead pastor will engage our congregation with a meaningful worship experience on Sundays and special occasions. First Baptist currently has a traditional style worship. We expect the service to be scripturally based with a relevant and practical application that engages and encourages our church family in their spiritual growth, and creates enthusiasm to actively live out their faith daily at home, work, and in the community. Having said that, we remain open to trying new ideas and ways of worship without discarding our past.

Pastoral Care

Pastoral care is a significant component of the ministry at First Baptist. We endeavor to create a friendly, diverse, and welcoming atmosphere in which all sense they are part of our body of fellowship. The pastor should develop an active presence in the life of our church family by getting to know us and sharing in times of joy and difficulty. While we all must care for one another, there are times when only a pastor's presence will suffice. A pastor can show comfort by listening, by sharing words of comfort and love, offering prayers, and giving assistance when appropriate. Furthermore, pastoral care builds relationships both with individuals who are celebrating or suffering, and their extended family and friends.

Ministry Expansion

Expansion of our ministry and increasing membership at First Baptist is an important part of our future vision. Our pastor should guide and encourage us as we develop that plan for our future. Our pastor should shepherd us by sharing ideas and strategies for the implantation of programming and activities that can fulfill our vision and ministry. Our pastor will help us see ways to tap into the skills and talents of our church family and encourage their spiritual growth and development through our vision. Our goal is to have a pastor whose excitement for God's love and ministry is contagious and creates enthusiasm within our congregation that enhances all aspects of our lives.

Community Engagement

A lead pastor who is accessible and welcoming to our church family, visitors, and the community will multiply the reach of our involvement in local community service ministries and national and global missions. Much of this service involves lay members of the church, but our lead pastor will often be the face of First Baptist in the community. Our pastor should be passionate about service ministry, encouraging ongoing participation by our church family, and working with Missions and Outreach to identify future opportunities for our church family to share their gifts and skills to reach out to others as a fulfillment of the Great Commission.

Administration

Our lead pastor will be a leader in the church reflecting a life that demonstrates love of family and concern for other at church, home, and in the local community. The lead pastor and executive board will share responsibility for church administration and coordinate their activities so that the staff operates efficiently to carry out the corporate and ministry operations of our church. The lead pastor and the executive board will be partners in the development of our church's vision, and the programs and activities to make it real.

Compensation package

First Baptist's compensation package considers American Baptist Church guidelines for compensation and will be commensurate with the successful candidate's experience and qualifications. The compensation includes a housing allowance, a contribution to a pension plan, and a budgeted medical and dental expense package, if needed. In addition, our church policy allows for reimbursement for certain expenses such as continuing education, professional expense, mileage, a professional library, hospitality, and attendance at the American Baptist

Biennial conference. Paid time off includes vacation, sick leave, personal leave, and holidays. The church will assist with reasonable moving expenses.

How to Apply

If you are a member of the American Baptist Clergy, please apply using the Ministrelife platform: <https://ministrelife.org/>.

If you are not a member of the American Baptist Clergy, please send your cover letter and resume, including references to:

Rev. Jacqueline L. Saxon – Executive Minister Mid-American Baptist Churches of Iowa and Minnesota

2400 86th Street, Suite 15, Urbandale, Iowa 50322

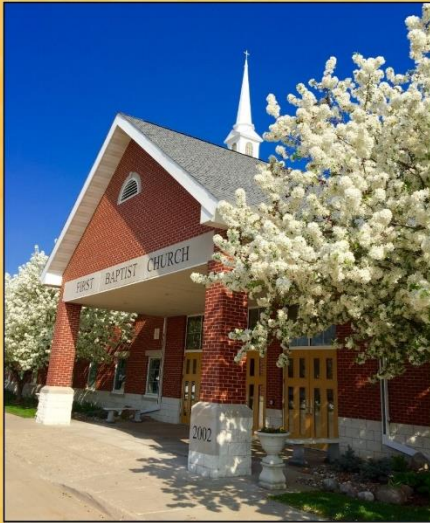
Email: exec@mid-abc.org

*Please include links to your sermons online, if available.

All candidates are subject to a background check and will need to sign and adhere to the Covenant and Code of Ethics for Ministerial Leaders of American Baptist Churches, USA <http://ministerscouncil.com/resources/covenant/2023-covenant.pdf>.

Closing Comments

You are invited to visit the First Baptist website at <https://www.fbcdsm.org>. We sense God is preparing the church for new opportunities. We are looking for a pastor who wishes to walk with and guide us in discovering the next part of our journey. We are looking for a compassionate and caring pastor who will help nurture our faith, see our potential as Christians, and encourage us to become actively involved in discovering God's plan for our future ministry and service to others.



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