

TEXAS BAPTISTS • BGCT

First Baptist Church of Plano

Church Profile for Pastoral Candidates

Established 1852 • Plano, Texas • Collin Baptist Association

*"One family sent to welcome and disciple all people to faith in Jesus
Christ."*

Church Mission Statement

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This profile gives prospective pastoral candidates an honest and thorough picture of First Baptist Church of Plano, including our history, congregation, ministries, finances, and expectations for our next senior pastor.

Church Overview

Address: 3665 West President George Bush Highway, Plano, TX 75075

Phone: 972-424-8551

Website: www.fbcplano.org

Search Committee Email:
FBCPlanoSearch@gmail.com

Association: Collin Baptist Association

Affiliation: Baptist General Convention of Texas

Established: 1852

Confession of Faith: Baptist Faith and Message (1963)

443

Avg. Worship Attendance
2026 YTD

347

Avg. Bible Fellowship
Attendance 2026 YTD

11

Baptisms
2025

\$2.6M

Annual
Budget

2021

New Campus
Completed

10.4

Acres
Campus Size

40

Active
Deacons

\$7.5M

Debt On
New Campus

Who We Are

First Baptist Church of Plano has served this city since 1852. The church relocated from its downtown campus into a new facility in September 2021 and now worships on 10.4 acres along President George Bush Highway. The congregation offers two worship services, a Classic service led by choir and orchestra and a Modern service led by a worship band.

The church holds to the authority of Scripture, gives roughly seven percent of its budget to missions, and describes its own spiritual health as stable and steady. It seeks a senior pastor who will preach the Bible, lead across generations, and help the church reach young families in Plano.

Church History & Identity

Our Story

First Baptist Church of Plano began in 1852, four years before the city itself was incorporated. For more than 170 years the congregation has carried gospel ministry through the growth of Plano from farm town to one of the largest cities in Texas.

In September 2021 the church completed a major relocation project, moving from its longtime downtown campus into a new 49,000 square foot facility on 10.4 acres. The building seats 500 in worship and gives the church room for ministry in a part of the city that continues to grow.

Recent Pastoral Leadership

This church keeps its pastors. The previous senior pastor served just under ten years. The pastor before him served fourteen. The most recent pastor left to become Director of Missions for the Lubbock Baptist Association. He left on good terms, and the congregation describes the pastorate as positive.

First Baptist Plano is not in conflict and is not in crisis. The church enters this search steady, with a stable staff, a growing budget, and a congregation ready for its next pastor.

Milestones

- 1852: Church established in Plano
- 2021: Relocation completed; new 49,000 sq. ft. campus opens in September
- 2024: Average worship attendance reaches 461, the highest of the past five years
- 2026: Pastoral search underway

Theological Identity

First Baptist Plano affirms the Holy Bible as the inspired Word of God and holds Scripture as authoritative for all belief and practice. The church affirms The Baptist Faith and Message as adopted by the Southern Baptist Convention in 1963 as its confession of faith. These convictions are settled and are not open to negotiation.

Mission, Values & Confession of Faith

Mission Statement

"One family sent to welcome and disciple all people to faith in Jesus Christ."

Core Values

Biblical

We are a biblical congregation. God's Word is the authority for what we believe and what we do.

Multigenerational

We are a multigenerational congregation. God has called us together to be His family across many decades.

Missional

We are a missional congregation. God has a purpose for our church that extends outward for His glory.

Confession of Faith

We affirm the Holy Bible as the inspired Word of God and consider the Scriptures authoritative for our beliefs and practices. We affirm as our confession of faith The Baptist Faith and Message as adopted by the Southern Baptist Convention in 1963.

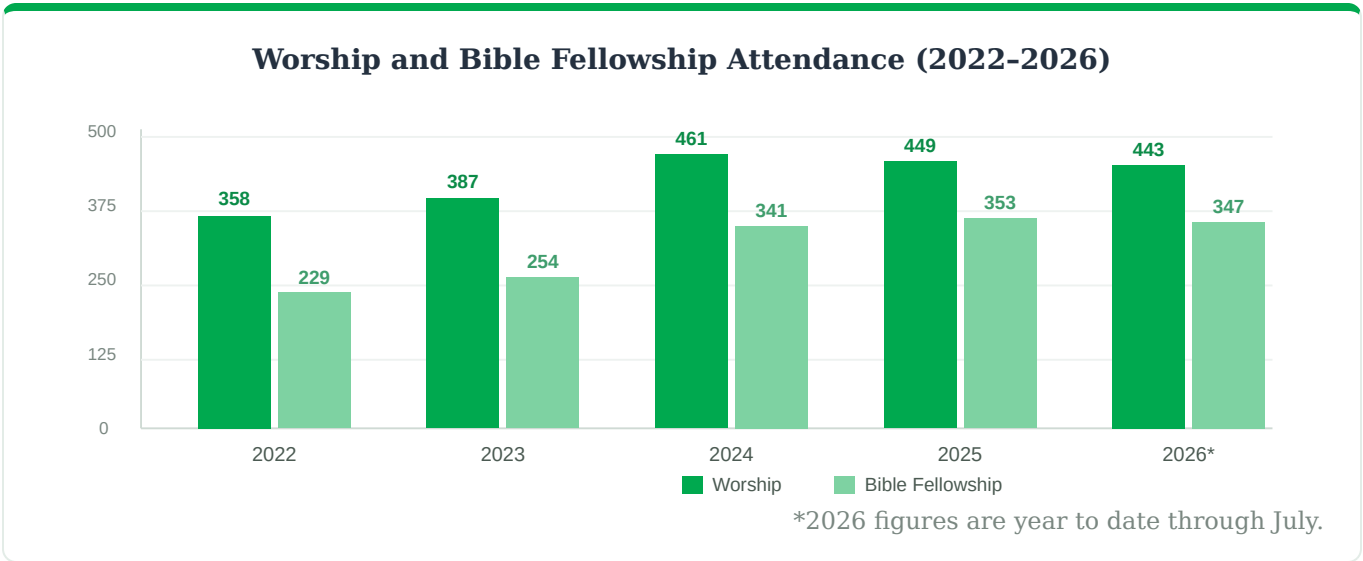
What This Means for a Candidate

The congregation expects preaching that comes directly from Scripture and applies it to daily life. Members named biblical preaching as the single strongest theme in every survey question about identity. They also asked that preaching stay politically neutral in the pulpit. A candidate who preaches the text with clarity and conviction will find a congregation ready to follow.

Non-negotiable: Members were asked what must be maintained no matter what changes. The dominant answer was that First Baptist Plano remain a Bible-preaching, Bible-centered church that does not water down biblical truth to match cultural trends.

Congregation Demographics & Trends

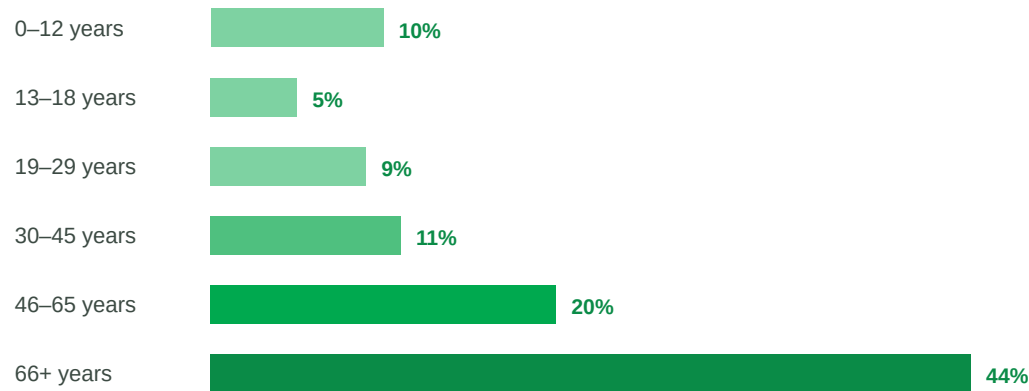
Year	Avg. Worship	Bible Fellowship (Total)	Adults Only	Baptisms
2026 YTD (through July)	443	347	264	7
2025	449	353	262	11
2024	461	341	251	15
2023	387	Not recorded	254	13
2022	358	Not recorded	229	14



Attendance summary: Worship attendance grew from 358 in 2022 to 461 in 2024 and has held in the 440s since. Adult Bible Fellowship participation rose from 229 to 264 over the same period. Baptisms have run between 7 and 15 per year. The congregation identifies reaching young families as its most urgent need.

Age Demographics

Congregation by Age Group



Read this number carefully. Age is unknown for 56 percent of the congregation, so these percentages come from the records the church does hold. The church does not believe the unknown group is spread evenly across ages. It expects the unknown portion to skew older. A candidate should plan for a congregation weighted toward senior adults.

What the Congregation Says About This

Members raised the age question more often than any other concern. In open survey responses they wrote that the church has too few young families, too few children, and difficulty reaching adults in their twenties, thirties, and forties. They named a gap between college ministry and families with school-age children.

The congregation does not treat this as someone else's problem. Members ranked reaching younger generations as the top growth priority for the next pastor and named children's and student ministry as the area most in need of investment.

Community Context

Plano sits in Collin County, one of the fastest growing counties in Texas. The city carries a large corporate presence, strong schools, and a steady flow of families relocating into the area. The mission field around this campus is young even where the congregation is not.

Worship & Current Ministries

Worship Style

First Baptist Plano offers two distinct services. The next pastor will preach in both.

Classic Service • 70% of attendance

Led by choir and orchestra with traditional hymns, organ, and piano. Members describe this service as the church's signature ministry and one of the few of its kind remaining in the Plano area.

Modern Service • 30% of attendance

Led by a worship band. Members support this service and want it strengthened, with greater intentionality and better engagement with younger adults. Most want both services to thrive.

Strongest Ministries

1. Music Ministry

Choir, orchestra, organ, piano, Christmas and Holy Week productions. The most frequently named strength in the entire congregational survey.

2. Adult Bible Fellowship

On-campus Sunday School classes. Members call these essential for discipleship, relationships, and belonging. Roughly 264 adults participate.

3. Missions

Local and global partnerships supported by about seven percent of the annual budget, near \$160,000 per year.

Ministry Areas

- Adult Bible Fellowship classes meeting on campus each Sunday
- Children's ministry, including VBS and family programming
- Student ministry
- College and university ministry through the Baptist Student Ministry
- Senior adult ministry and discipleship
- Music and worship ministry across two services
- Weekly homeless ministry in the local community

Preserve first: When members were asked what should be protected before any changes are made, they ranked music and worship first, including the Classic service, and Adult Bible Fellowship second.

Missions & Community Outreach

Missions Commitment

Missions has held a central place in this congregation for generations. The church gives about seven percent of its annual budget to missions, roughly \$160,000 per year, in addition to Cooperative Program giving through the Baptist General Convention of Texas.

Partnerships and Support

Mission Partnerships

- Valley Missions, church planting and new church support in the Rio Grande Valley
- Texans On Mission
- Baptist Student Ministry, including UT Dallas
- Multiple individually supported ministers
- Three partner churches meeting in the church facility

Local Engagement

- Weekly homeless ministry
- Local school adoptions
- BLESS Week community outreach
- Vacation Bible School
- Annual holiday outreach events

Churches Sponsored

First Baptist Plano has a record of sponsoring congregations in the area, including Brazilian American Baptist Church in Plano, Richardson Korean Baptist Church, and Primera Iglesia Bautista. The church also sponsors the Baptist Student Ministry at the University of Texas at Dallas.

What Members Say About Outreach

Members consistently name missions as part of the church's identity and say outreach should never become secondary. They also name an honest gap. The church hosts strong outreach events and draws first-time guests, but members say follow-up is weak and too few guests become engaged disciples. They asked for year-round community engagement, better visitor follow-up, and personal evangelism training.

Open to change: Outreach and evangelism drew more openness to new methods than any other area of church life. Members want the mission held firm and the methods reworked.

Leadership & Structure

Ministry Staff

Position	Status
Senior Pastor	Open position, currently seeking
Executive Pastor of Administration and Discipleship	Full-Time
Executive Pastor of Worship and Communications	Full-Time
Children's Pastor	Full-Time
Next Gen Pastor	Full-Time
Finance Administrator	Full-Time
Senior Pastor Administrator	Full-Time
Communications Director	Part-Time
Discipleship and Senior Adult Director	Part-Time
Administrative Support	Multiple part-time roles

Deacons

Forty active deacons serve alongside the pastoral staff in ministry and congregational care.

Governance

Committee Based

Committees operate within roles and boundaries assigned by the church. Staff and committees handle day-to-day operations, events, and ministry programming without further approval.

Congregational Approval

The congregation approves major decisions, including staff hiring, the annual budget, property purchases, and debt. Major items not covered by committee authority come to the church body.

What This Means for the Next Pastor

The next senior pastor will lead a full staff, work through an established committee structure, and bring major decisions to the congregation. Members asked for a pastor who works with staff, committees, and church members to address deficiencies, generate ideas, and strengthen unity.

Financial Information

Annual Budget: \$2,600,000

Total Missions Giving: About \$160,000, roughly 7% of budget

Giving Trend (5 years): Moderate growth, about 6% per year

Building Debt: \$7,500,000 on the 2021 campus

Cooperative Program and Missions Giving

Year	Total CP Giving	Lottie Moon	Other Giving	Total Gifts
2026 (partial)	\$46,582.62	\$0.00	\$12,826.34	\$59,408.96
2025	\$63,517.60	\$2,805.00	\$25,033.87	\$91,356.47
2024	\$75,897.11	\$2,700.00	\$16,627.23	\$95,224.34
2023	\$61,548.43	\$0.00	\$21,150.41	\$82,698.84
2022	\$66,372.04	\$19,068.28	\$19,573.16	\$105,013.48
2021	\$55,732.67	\$603.75	\$11,990.81	\$72,217.23

Source: Texas Baptists church records. 2026 figures are partial and reflect giving recorded through September.

Compensation

Compensation Package

First Baptist Church of Plano offers a starting salary of **\$140,000** for its next Senior Pastor.

Benefits include employer contributions to a 401(k) retirement plan, health insurance, and life insurance. Health and life coverage are provided for the employee. Additional details will be discussed with candidates who advance in the search process.

Financial Health

The church budget has grown about six percent per year over the past five years, and Cooperative Program giving has held between \$55,000 and \$76,000 annually since 2021. The church carries \$7.5 million in debt on the campus completed in 2021, roughly three times the annual budget. Members named this debt as one of the most common practical concerns in the congregational survey. They asked leadership to pay it down, protect financial stability, and keep the debt from limiting future ministry.

Facilities

First Baptist Plano completed its current campus in September 2021 after relocating from downtown Plano. The facility is new, purpose-built, and positioned on a major highway in a growing part of the city.

Item	Detail
Total Building	49,000 sq. ft.
Year Built	2021
Worship Seating	500
Campus Size	10.4 acres
Location	3665 West President George Bush Highway, Plano, TX 75075
Building Debt	\$7,500,000 remaining

Facility Strengths

- New construction, five years old
- Highway frontage with strong visibility
- Worship seating capacity above current attendance
- Space hosts three partner congregations
- Purpose-built for current ministry needs

Facility Notes

- Worship center seats 500 against average attendance in the 440s
- Members note children's space capacity exceeds current children's attendance
- \$7.5 million in remaining construction debt
- Room remains for growth without new construction

Candidate note: The next pastor inherits a new building and the debt that came with it. The church owes \$7.5 million on a campus supported by a \$2.6 million annual budget. Members named debt reduction and financial stability as a recurring concern. Filling the building, particularly with young families, carries direct financial weight.

Denominational & Community Relationships

Texas Baptists (BGCT)

Very active. The church works closely with BGCT staff and programs, including the Center for Ministerial Health, the Texas Baptists preaching calendar, and Pastor Strong cohorts. Members have served on the Texas Baptist Missions Foundation Council.

Collin Baptist Association

Moderately active. The church participates in associational life at the local level.

Local Church Cooperation

Moderately active. Three partner churches meet on the campus, and First Baptist Plano holds multiple joint events each year with other local congregations.

Community Presence

Plano is one of the largest cities in Texas and a center of corporate relocation in the Dallas area. Collin County continues to add residents each year. The church's campus sits on President George Bush Highway with high visibility. Members describe the congregation as friendly and welcoming, and they also acknowledge that community presence has declined compared to previous years. Six survey respondents raised concern about the church's reputation in the wider community.

Opportunity: The mission field around the campus is growing and young. Members named reaching the neighborhood and city where the church resides as the second highest growth priority for the next pastor.

Contact and Online Resources for Candidates

Website: www.fbcplano.org

Search Committee Email:
FBCPlanoSearch@gmail.com

Phone: 972-424-8551

Association: Collin Baptist Association

Church Self-Assessment

Greatest Strengths

1. Music Ministry

The Classic worship service with choir and orchestra. Members call it the church's defining feature and a reason people join.

2. Friendly Family Atmosphere

Members describe the church as warm, caring, and close-knit despite its size. Guests report feeling welcomed quickly.

3. Bible-Centered Preaching

Confidence in sound doctrine and faithful exposition. Members contrast this with churches that lead with politics or entertainment.

Greatest Challenges

1. Reaching Young Families

The most frequently named concern in the entire survey. Members see this as the church's most urgent long-term need.

2. Children's and Student Ministries

Volunteers, consistent leadership, and programming need strengthening. Attendance has not grown to match the new campus.

3. Discipleship and Follow-Up

Members say the church introduces people to Christ well but has no clear pathway to help them mature afterward.

Spiritual Health

The congregation rates its spiritual health as stable and steady. Members named the challenges themselves and asked for leadership that will address them.

Where the Church Wants Investment

- Children, students, young families, and young adults, named far more often than any other area
- Discipleship, mentoring, and leadership development
- A ministry for young adults and singles, which members call the largest missing piece
- Outreach that connects guests to ongoing discipleship
- Greater intentionality and resourcing for the Modern worship service

A recurring financial concern: Members named the \$7.5 million building debt as a challenge that touches every ministry area. They asked the church to pay it down, protect financial stability, and balance debt reduction against ministry growth.

Church Identity & Expectations

Non-Negotiable

- Remain a Bible-preaching, Bible-centered church
- Preserve the Classic worship service and the music ministry
- Continue a strong missions focus, local and global
- Preserve Adult Bible Fellowship ministries on campus
- Scripture as the authority for belief and practice, with the 1963 Baptist Faith and Message as the confession of faith

Open to Change

- More outreach and evangelism, with new methods
- Children's, youth, and young adult ministries
- Additional paths for discipleship and small groups
- Strengthening the Modern worship service
- Ministry structure and programming

Top Priorities for the Next Pastor

1. Reach and retain young families and younger generations
2. Strengthen children's and student ministries
3. Clarify discipleship and assimilation processes

What We Are Looking For

- Preaching and teaching grounded in Scripture, applied to daily life, and politically neutral in the pulpit
- Clear, warm communication that connects across generations and both worship styles
- Authenticity, humility, and confidence in relationships, decisions, and ministry
- Vision that reaches the lost, develops leaders, and equips believers to disciple others
- Willingness to work with staff, committees, and members to strengthen unity
- Shepherding care through every season of life
- Commitment to the church's long-standing missions priority, locally and globally

First Baptist Church of Plano

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Prepared in partnership with Texas Baptists (BGCT)