

TEXAS BAPTISTS • BGCT

First Baptist Church of Plano

Pastor Profile Report

Established 1852 • Plano, Texas • Collin Baptist Association

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

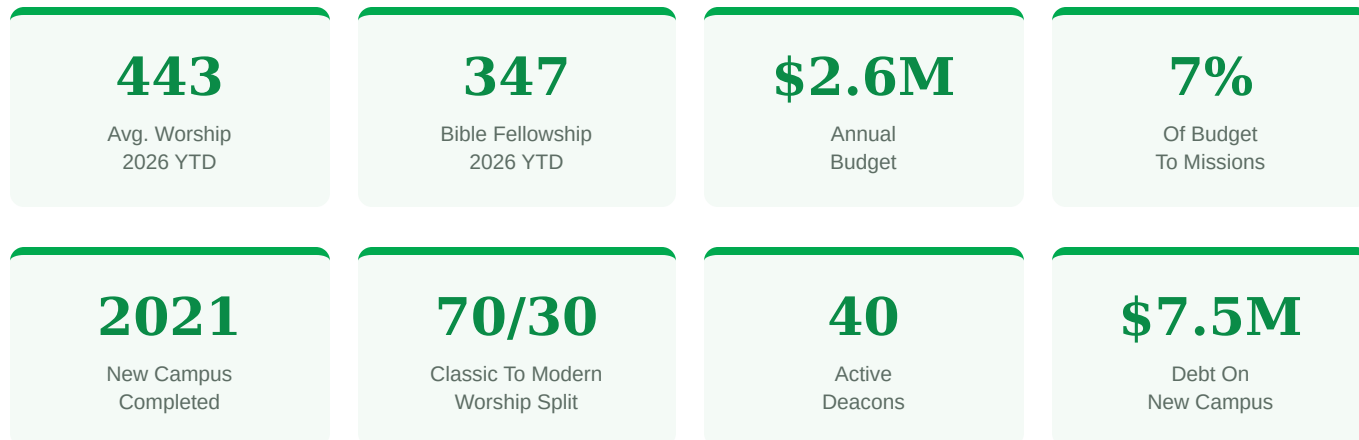
Church Mission Statement

About This Search

First Baptist Church of Plano is seeking its next Senior Pastor. The church has served this city since 1852 and moved into a new campus on President George Bush Highway in September 2021. It carries a \$2.6 million budget, \$7.5 million in debt on the new campus, a full ministry staff, and forty active deacons.

This search does not begin in conflict. The previous pastor served just under ten years and left on good terms to become Director of Missions for the Lubbock Baptist Association. The pastor before him served fourteen years. The congregation rates its own spiritual health as stable and steady.

Where First Baptist Plano Stands Today



What This Report Represents

This report presents the responsibilities, qualifications, and preferences the congregation has identified for its next Senior Pastor. The content comes from the church's own pastor profile statement, congregational surveys, and focus groups conducted during the 2026 search process. It reports what members said, including the challenges they named about themselves.

For candidates: Review this report alongside the full church profile. Both documents are available from the Pastor Search Committee at FBCPlanoSearch@gmail.com.

The Role of the Senior Pastor

The congregation wrote the following description of what it expects from its next Senior Pastor. These seven statements come directly from the church.

Preaching and Teaching

Provides preaching and teaching that is grounded in Scripture, applicable to daily life, and remains politically neutral.

Communication

Communicates clearly, warmly, and authentically, connecting across generations and worship styles while staying active in the community and reflecting our welcoming church spirit.

Personal Character

Models authenticity, humility, and confidence in personal relationships, decision making, and ministry.

Vision

Seeks the Lord in casting a vision that cultivates spiritual maturity by reaching the lost, developing leaders, equipping believers to disciple others, and empowering them to live out our mission beyond our walls.

Working With Others

Works with staff, committees, and church members to address deficiencies, generate ideas, and strengthen unity to move the church forward.

Pastoral Care

Shepherds the congregation with wisdom, compassion, and spiritual leadership while caring for people through every season of life.

Missions

Embraces and elevates the church's long-standing priority on missions and mission partnerships both locally and globally.

Two services, one preacher. First Baptist Plano offers a Classic service led by choir and orchestra, carrying 70 percent of attendance, and a Modern service led by a worship band, carrying 30 percent. The next Senior Pastor preaches in both and is expected to support both.

Qualifications & Preferences

Education and Experience

Item	Church Standard
Education	College degree required
Theological Training	Seminary strongly preferred
Ministry Experience	Five or more years of ministry leadership required
Age Preference	None. The congregation selected no age preference
Denominational Fit	Baptist General Convention of Texas
Confession of Faith	The Baptist Faith and Message, 1963

Pastoral Qualities the Congregation Values Most

Members ranked the qualities they want in a Senior Pastor. The top three were clear.

- 1 Biblical Knowledge and Teaching
- 2 Leadership and Leadership Development
- 3 Pastoral Care For All Ages

Doctrinal Expectation

The church affirms the Holy Bible as the inspired Word of God and holds Scripture as authoritative for belief and practice. It affirms The Baptist Faith and Message as adopted by the Southern Baptist Convention in 1963 as its confession of faith. A candidate should be able to affirm this without reservation.

The strongest theme in the survey. When members were asked what must never change, the dominant answer was that First Baptist Plano remain a Bible-preaching, Bible-centered church. They asked for preaching straight from the text, applied to daily life, and free of political commentary from the pulpit.

Priorities for the Next Pastor

Surveys and focus groups produced three priorities. The congregation named these itself.

Priority 1: Reach and Retain Young Families and Younger Generations

This was mentioned more often than anything else in every survey and focus group. Members wrote that the church has too few young families, too few children, and difficulty connecting with adults in their twenties, thirties, and forties. They named a gap between college ministry and families with school-age children.

Priority 2: Strengthen Children's and Student Ministries

Members pointed to volunteer shortages, inconsistent leadership, and limited programming. Outreach events draw families, but those families are not being connected afterward. Several respondents called children's ministry the church's single greatest ministry need.

Priority 3: Clarify Discipleship and Assimilation Processes

Members said the church does well at introducing people to Christ but has no clear pathway to help them mature. They asked for new believer classes, mentoring relationships, discipleship after baptism, and leadership development.

Growth Areas the Congregation Ranked

- 1 Reach younger generations and young families with children and youth
- 2 Reach the neighborhood and city where the church resides
- 3 Continue mission opportunities and create more of them

What to Preserve, What Can Change

Members drew a firm line between mission and method. They will change methods. They will not change convictions or the ministries they consider central to who they are.

Ministries to Preserve

- **1. Music and Worship**, including the Classic worship service with choir and orchestra
- **2. Adult Bible Fellowship**, Sunday School meeting on campus
- Missions commitment, local and global
- The welcoming, multigenerational culture members describe as family

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

Non-Negotiable

- Remain a Bible-preaching, Bible-centered church that does not water down biblical truth
- Preserve the Classic worship service and the music ministry
- Continue a strong missions focus
- Preserve Adult Bible Fellowship ministries

Why the Classic service matters here. Members do not describe it as a tradition they tolerate. They describe it as a distinguishing strength in the Plano area, one that draws both longtime members and younger families looking for traditional worship. Most members also want the Modern service strengthened. They want both to thrive.

A Word About Small Groups

Members welcome home groups and new small group models as an addition. They asked that these not replace Adult Bible Fellowship. A candidate planning a discipleship overhaul should understand that starting point.

Challenges the Next Pastor Should Anticipate

The congregation answered an open survey question about what keeps people from coming to the church. These are their words about themselves, offered so a candidate knows what he is stepping into.

1. Age Demographics and Reaching Younger Adults

Members say the congregation skews older and that few programs speak to younger adults and families. Church records show 44 percent of known members are 66 or older, and age is unknown for 56 percent of the congregation. The church expects that unknown portion to skew older as well.

2. Children's and Student Ministry Capacity

Attendance in these ministries has not grown to match the new campus. Members named volunteer shortages, weak follow-up after outreach events, and limited programming.

3. Discipleship Pathway

Members want mentoring, new believer classes, men's and women's ministry, and a young adult ministry. Several called young adults and singles the largest missing piece in the church.

4. Outreach That Connects

The church hosts strong events and draws first-time guests. Members say too few of those guests become engaged members. They asked for year-round engagement rather than one-time events.

5. Building Debt and Financial Stewardship

The church carries \$7.5 million in debt on the campus completed in 2021, against a \$2.6 million annual budget. Members named this debt as one of the most common practical concerns in the survey. They asked leadership to pay it down, improve financial stability, and keep the debt from limiting future ministry. The next pastor will lead stewardship and giving alongside every other priority in this report.

Honest framing: Members named these challenges themselves and ranked reaching younger generations as the top priority for the next pastor. This is a congregation asking for help, not resisting it.

Ideal Candidate Profile

Candidate Qualities at a Glance

Biblical preacher

Politically neutral in the pulpit

Leadership developer

Pastoral care for all ages

Multigenerational communicator

Comfortable in two worship styles

Humble and authentic

Reaches young families

Discipleship builder

Evangelistic

Missions minded

Works with staff and committees

Five or more years in ministry leadership

The Fit This Church Needs

First Baptist Plano is a stable church with a new building, a full staff, a growing budget, and an older congregation in a young and growing city. The music ministry, the Adult Bible Fellowships, and a warm culture are already in place. The gaps are generational and financial.

The right candidate preaches the Bible with clarity, honors the Classic service and the people who built it, and leads the church toward families in Plano who have not yet walked through the doors. He builds a discipleship pathway without dismantling what works, and he develops leaders rather than carrying every ministry himself.

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.

First Baptist Church of Plano

Pastor Profile Report • 2026 • A Texas Baptists Affiliated Church

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Send inquiries and resumes to the Pastor Search Committee

FBCPlanoSearch@gmail.com

Prepared in partnership with Texas Baptists (BGCT)