

TEXAS BAPTISTS

First Baptist Church of Granbury

Pastor Profile Report

Granbury, Texas • Paluxy Baptist Association • BGCT

"The mission of this church is to glorify the Lord Jesus Christ in obedience to the Word of God through worship, evangelism, equipping, and Bible teaching."

Ideal Candidate Profile

What the Congregation Is Looking For

Calling & Character: Clearly called by God, meeting the biblical qualifications of 1 Timothy 3. Spiritually mature, above reproach, honest, and humble. A pastor, if married, whose spouse affirms his call to ministry.

Preaching: Solid, exegetical Bible teaching that reaches all ages. Preaches the whole Bible, not selected topics. Deep and accessible, equipping believers and engaging those far from God.

Experience: 5-10 years of pastoral or ministerial experience. Master's-level theological education not required, but preferred.

Leadership: Can unite a congregation, address divisions, rebuild trust, and lead with humility and transparency. Has experience patiently leading change and communicating well through transition.

Relationships: Approachable, compassionate, and able to connect across generations. A strong communicator who listens as well as leads.

Vision: Passion for evangelism, discipleship, and reaching the next generation. Committed to life groups, community outreach, and the BGCT Cooperative Program.

Candidate Qualities at a Glance

Clearly called by God

Exegetical preacher

Unifying leader

Humble and transparent

Relationally strong

Discipleship-focused

Evangelism-driven

Patient with change

Multigenerational vision

Theologically grounded

Long-term commitment

Community presence

Overall Message from the Congregation: First Baptist Granbury desires a pastor who prioritizes spiritual growth, communicates openly, and leads with humility and biblical wisdom. The church is open to change when it is rooted in faith and explained with clarity. The congregation commits to praying for the search process and trusting God's timing for the man He has called to lead this church.

First-Year Priorities

The congregation's top hopes for a new pastor's first year

Preach & Teach the Word

Preach and teach the Bible clearly for both believers and those far from God. Make Sunday mornings substantive and biblically grounded.

Lead in Discerning God's Will

Help the congregation listen for God's direction. Demonstrate personal devotion through daily prayer and Scripture, and model spiritual leadership from the inside out.

Love the People

Show genuine care for the congregation and community. Balance ministry, family, and personal health. Use spiritual gifts to build up the body and encourage others to serve.

Hopes for the Church in the Next Five Years

Spiritual & Numerical Growth

Increased attendance, membership, and baptisms. Deeper discipleship and stronger biblical knowledge. Steady, sustainable growth built on spiritual health.

A Multigenerational Church

Revitalized children's and youth ministry. Life Groups for every age. A church where all generations worship, serve, and grow together.

Unity and Healing

An end to gossip and division. Healing from past hurts. Renewed trust in leadership. A congregation functioning as one body.

Outreach and Evangelism

Reaching the lost and seeing salvations. Becoming more outward-focused with a reputation that reflects God's love rather than internal conflict.

Leadership Stability

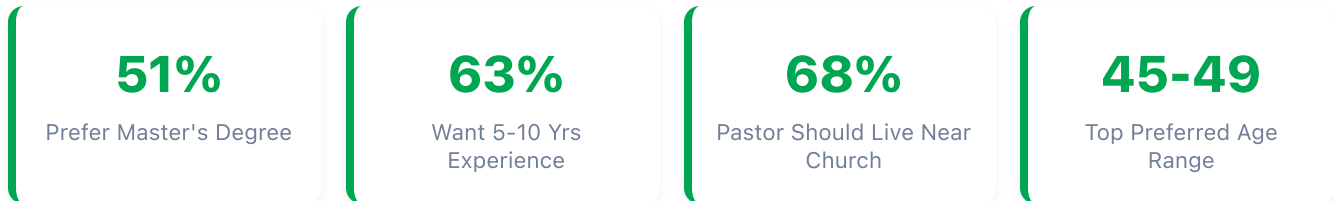
A long-term pastor who is godly, relational, and committed. Stable pastoral staff who follows God's will and leads with clarity and patience.

A Thriving Church Culture

A friendly, welcoming atmosphere where people enjoy coming and feel at home, with strong engagement across all ministries.

Congregational Preferences at a Glance

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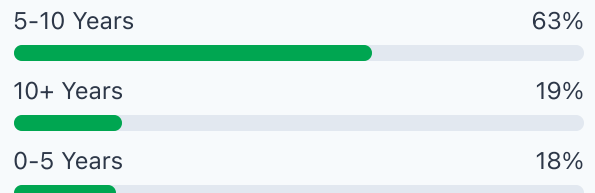
What This Report Represents

This Pastor Profile Report summarizes congregational survey responses from First Baptist Church of Granbury during the 2025 intentional interim process. The data reflects the congregation's priorities, hopes, and expectations for their next senior pastor. All findings represent the voice of the congregation as a whole and are intended to help both the Pastor Search Committee and prospective candidates understand who this church is and what it needs.

Preferred Education Level



Years of Experience Required



Key Insight: 82% of the congregation expects at least 5 years of pastoral or ministerial experience.

Preferred Age Range for New Pastor

Respondents selected all that apply

1	45-49	49 votes
2	40-44	48 votes
3	35-39 / 50-54	38 votes (tied)
4	No age preference	27 votes
5	30-34	23 votes
6	55-59	19 votes

Preferred Approach to Change

Moderate changes, steady pace	#1
Gradual with clear explanation	#2
Significant changes quickly	#3
Maintain traditions, minimal change	#4

What the Congregation Values Most

Pastoral Qualities

Listed in order of priority from survey data

- 1 Biblical Knowledge & Preaching
- 2 Great Commandment Leadership
- 3 Evangelism & Disciple-Making
- 4 Leadership Development
- 5 Pastoral Care
- 6 Theological Soundness
- 7 Staff Leadership
- 8 Administrative Abilities

Growth Priorities for the Next Pastor

Ranked 1-7 by the congregation (1 = most important)

- 1 Visionary leader who motivates people
- 2 Reach younger generations
- 3 Reach the surrounding community
- 4 Strengthen financial resources
- 5 Care for those in need in the community
- 6 Create missions opportunities for members
- 7 Reach older generations

Ministries to Preserve

Ranked in order of importance before making changes

- 1 Sunday Morning Life/Discipleship Groups
- 2 Music and Worship
- 3 Children's Ministry
- 4 Youth Ministry
- 5 Congregational Decision-Making
- 6 Pastor and Deacon Offices
- 7 Wednesday Nights
- 8 Sunday Nights

Pastoral Ministry Experience Priorities

Ranked 1-5 by the congregation (1 = most important)

- 1 Discipleship Programs
- 2 Community Outreach & Service
- 3 Intergenerational Ministry
- 4 Evangelism Training for Members
- 5 Missions (Local and Global)

What Inhibits People from Coming to Our Church?

Search Committee Note: These barriers give prospective candidates an honest picture of where the congregation is and what kind of leadership will help move the church forward. The congregation named these challenges with honesty and a genuine desire to change in an open ended survey from 2025.

1. Age Demographics and Relevance

The most common concern is that the congregation skews older, with few ministries or programs relevant to younger adults and families. Respondents noted a lack of applicable Life Groups for younger age groups and described the worship music as needing more modern expression and energy.

2. Absence of a Permanent Pastor

The lack of a permanent senior pastor was the second most frequent barrier mentioned. Visitors are reluctant to commit to a church without settled leadership. Repeated phrases included "no senior pastor," "lack of leadership," and "not listening to the congregation."

3. Preaching Quality and Style

Responses referenced "lack of good biblical preaching," "outdated or politically inappropriate references," and insufficient depth on Sunday mornings. The congregation desires preaching that is biblically grounded, accessible to all ages, and engaging without being superficial.

4. Internal Issues and Community Perception

Several responses described an internal spirit of negativity, using words like "critical spirit," "gossip," "conflict," "instability," and "fear." Six respondents noted that the church has developed a negative reputation in the broader Granbury community.

5. Limited Community Outreach

Respondents noted a significant decline in outreach and community engagement compared to previous years, with fewer outreach programs and reduced community presence.

Challenges the Next Pastor Should Anticipate

Unifying a divided congregation

Rebuilding trust in leadership

Resistance to change

Attracting younger families

Navigating generational tensions

Financial stewardship

Mobilizing volunteers

Managing differing expectations

Community outreach and reputation

Fostering spiritual growth

First Baptist Church of Granbury

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For more information, contact the Pastor Search Committee at fbcg@fbcggranbury.org or (817) 487-8170

"Love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength. The second is this: Love your neighbor as yourself." — Mark 12:30-31 (CSB)