



**FIRST BAPTIST KNOXVILLE**  
*CHURCH PROFILE*





# contents

WHO WE ARE & WHAT WE BELIEVE	<b>2</b>
WHAT WE DO	<b>4</b>
HOW WE DO IT	<b>10</b>
WHERE WE ARE	<b>14</b>
WHERE WE COME FROM	<b>18</b>
WHERE WE ARE HEADED	<b>22</b>
WHO WE ARE SEEKING	<b>24</b>



# who&what

Who we are and what we believe

## WE MAKE DISCIPLES

*Matthew 28:19-20 | Acts 1:8*

Our mission is identical to the Great Commission: “Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”

## WE ARE ALL PRIESTS

*2 Thessalonians 2: 3 | Luke 11:1-10 | 2 Timothy 3:16-17*

We believe in the Priesthood of All Believers, in which everyone has the ability, through the power of the Holy Spirit, to read and interpret the Bible and pray directly to God.

## WE SHARE HIS LOVE

*Ephesians 5:1-2 | Luke 15:7, 10, 32*

Having received God’s grace and forgiveness, we attempt to share His love with others through word and deed.

## WE HONOR QUESTIONS

*John 15:12-17 | Romans 10:9-13  
1 Corinthians 10:23-33*

Our church is a safe place to ask questions and to share one’s biblical understanding, and where the Bible is viewed through the lens of loving God and neighbor, first and foremost.

## WE CHERISH GROWTH

*John 6:35-40 | Romans 12:1-2*

We believe that God works in each life through His Spirit and Word in order to bring about spiritual growth and transformation, and we respect the fact that brothers and sisters in Christ are at different stages of their faith journey.

## WE SHOW COMPASSION

*Ephesians 2:8-10 | Galatians 6:1-10*

We are united in bringing peace and restoration to a hurting community.

## WE VALUE OPINIONS

*Ephesians 4:32 | 2 Timothy 2:14-15, 23-25*

We respect diverse opinions while pursuing the life-long quest of growing more Christ-like in thought and in deed.

## WE SUPPORT MISSIONS

*Matthew 25:40 | Matthew 9: 35-38 | Luke 9:1-6  
Mark 10:43-45*

We believe in the independence of the local church while supporting denominational cooperative giving for missions. Serving, sharing and living out The Great Commission is vital, so we provide financial and hands-on participation in local, regional, national, and international missions and ministries.

## WE ARE EGALITARIAN

*Acts 16:14-15 | 1 Timothy 4:12 | Galatians 3:26-29*

We believe that the Kingdom is enhanced through diversity in leadership and service. We ordain both men and women as ministers and deacons, and we have lay leaders of all ages.

## WE ARE DIVERSE

*John 6:43-51 | 10:34-35, 44-48*

We represent a wide range of income levels, age ranges, and educational backgrounds with successful collaborations across racial and cultural boundaries. We are intergenerational with families of up to four generations worshipping together.



*First Baptist Church of Knoxville has identified four Kingdom Values that are essential to living out our call as a New Testament church. These Kingdom Values are Worship, Mission, Discipleship, and Community.*

A large group of children, mostly young boys and girls, are gathered together. Many of them have their hands raised in the air, some pointing upwards. They appear to be in a room decorated with green fabric, possibly representing a forest or a stage set. The children are dressed in casual summer clothing like t-shirts and tank tops. The overall atmosphere is one of active participation and excitement.

# WHAT WE DO

Children participating in our  
annual Vacation Bible School.



# WORSHIP

*"Shout for joy to the Lord, all the earth. Worship the Lord with gladness: come before him with joyful songs. Know that the Lord is God. It is he who made us, and we are his; we are his people, the sheep of his pasture. Enter his gates with thanksgiving and his courts with praise; give thanks to him and praise his name. For the Lord is good and his love endures forever; his faithfulness continues through all generations."*

**- Psalm 100**

**W**orship is at the heart of who we are. It calls even our youngest toward a heart for God and encourages us with the hope found in God's presence. We express our faith in varied styles through music, drama, scripture reading, prayer, and preaching.

Our 11:00 a.m. traditional worship service is televised and live-streamed each week and includes a robed choir, pipe organ, and piano, while often incorporating other musical accompaniment. Our First Community service at 8:45 a.m. is a less formal worship experience. Led by a talented worship team, First Community offers a contemporary music style, visual arts, and drama.

We cultivate opportunities for people to express themselves through our choirs: Preschool and Children's Choirs, Youth Choir, Golden Notes (Senior Adult) Choir, First Community Praise Band, and Sanctuary Choir. Laypeople are also involved in worship through reading scripture, offering prayers, and drama.



# MISSION

*"Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son, and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."*

**- Matthew 28:19-20**



**O**ur church values equipping believers to fulfill the Great Commission. Mission is a natural result of being a disciple of Jesus. We seek to be Christ's hands, feet, and voice in our community, region, and in the world. We engage and partner with missionaries, organizations, and agencies that share our heart for God. This maximizes our impact and provides diverse mission opportunities for our congregation. We offer mission trip opportunities to our adults, youth, and families.

Education is an important part of our mission emphasis. We offer programming in Mission Friends, GAs, RAs, and Women on Mission. We are committed to mission offerings, including our Benevolence Fund and both SBC and CBF Global and state mission offerings.

Our congregation participates in local ministries such as FISH, Food Co-op, Kids Hope USA, Volunteer Ministry Center, Family Promise, Compassion Coalition, and Welcome House Knoxville.





# DISCIPLESHIP

*"So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ"*

**- Ephesians 4: 11-13**

**W**e desire to equip our congregation to be disciples of Christ. We recognize that growing in our faith is a journey that never ends.

Several Sunday School classes and small groups for all ages offer opportunities for topical Bible studies or studies of a book of the Bible. Adult classes have occasionally studied a curriculum along with their children or youth in order to broaden opportunity for discussion at home. Church-wide Bible studies in various formats, such as a weekend study or Sunday evenings, have been offered.

We offer Wednesday night Bible study along with other Wednesday night activities for all ages. In recent years, a pastor-led Wednesday noon Bible study and lunch, The Bridge, was well-received in the downtown business community. Our Vacation Bible School, Kids Camp, and youth retreats seek to disciple our youngest members and help them grow in their faith. These varied opportunities for discipleship allow our congregation to grow in its personal relationship with Jesus and to discern and fulfill God's calling.



# COMMUNITY

*"They devoted themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer. Everyone was filled with awe at the many wonders and signs performed by the apostles. All the believers were together and had everything in common. They sold property and possessions to give to anyone who had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved"*

**- Acts 2:42-47**



**W**e love and respect one another. We are a community full of people who are welcoming, loving, supportive, and ready to extend a kind and welcoming spirit to visitors. We embrace diversity in age, socio-economic status, race, and theological perspectives.

We offer a variety of fellowship opportunities throughout the year to foster relationship with one another and welcome our community through our doors.

These include a church-wide talent show in February, "Eggstravaganza" around Easter, our "Bluegrass and BBQ" "Scoop and Swim," and Movie on the Lawn during the warmer months, Trunk or Treat around Halloween, and our annual Love Feast around Thanksgiving.



# HOW WE DO IT

*"Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which He bought with His own blood."  
- Acts 20:28*



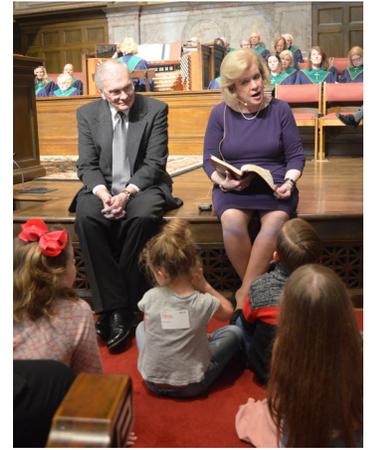
## Personnel

Throughout its history, First Baptist has sought to fulfill its mission to its members and the community it serves by periodically evaluating, and sometimes growing or reorganizing, its staff. Historically, we have maintained traditional roles such as a Pastor, Minister of Music, and Minister of Administration. However, our ministerial staff is not static; positions have been either created or altered to serve the evolving needs of the church and the community. This openness to a varied mix of ministers has allowed us to follow the direction of the Holy Spirit in adopting new ministries or “sunsetting” others. Some past examples include a Minister of Counseling, a Community Minister, and various ministers targeted to specific age groups.

In addition to our current Interim Pastor, we have three full-time ministerial staff (Minister for Administration, Minister of Music and Worship, and Interim Minister for Congregational Life) and one three-quarter-time minister (Minister with

Children and Families). We also employ several full-time and part-time non-ministerial staff members who assist in running the operations and ministries of the church.

First Baptist also has a strong history, especially recently, of encouraging high school and college students and other young adults to work as interns and ministry residents. These young people contribute to the life of the church in fields such as music, hospitality, children and families, and missions, as well as preaching and teaching. This demonstrates our core value as a teaching church. We are committed to discipling the next generation and empowering them to explore and find their personal spiritual calling. In recent years, First Baptist has encouraged and financially supported several of its young adult members in their paths to seminary.



First Baptist Church Staff,  
December 2019



# FIRST BAPTIST CHURCH OF KNOXVILLE ORGANIZATIONAL STRUCTURE

## Focal Ministry Areas



	FY 2015/16 (6 mos.)	FY 2016/17	FY 2017/18	FY 2018/19
<b>Receipts</b>	\$938,482	\$2,111,961	\$1,743,695	\$1,757,858
<b>Expenses</b>	\$1,005,090	\$2,008,526	\$2,003,871	\$1,634,732
<b>Surplus/(Deficit)</b>	(\$66,608)	\$103,435	(\$260,177)	\$123,126



## Organizational Structure

First Baptist Church always has been an autonomous body. We have operated for most of our history with a minimum of written guidelines and bylaws. In the late 1990s, the church streamlined our organizational structure, establishing Committees and Ministry Councils to manage the business and spiritual affairs of the church:

### Committees

- Facilities
- Finance
- Personnel
- Long-Range Planning

### Councils

- Discipleship
- Missions
- Worship
- Fellowship/Outreach (later merged into Community)

Each Committee and Council currently has nine members, who generally serve for three years and then rotate off. A minister serves as a staff liaison to each Committee and Council. This structure has served the church well and has remained largely in place over the past couple of decades. The Councils and Committees generally do the “nuts and bolts” work of many of our church’s ministries.

First Baptist is also led by a dedicated group of Deacons. Each year, ten voting Deacons are selected by a committee of representative church members. Deacons serve five-year terms, meaning that there are fifty voting Deacons at any one time, although both voting and non-voting Deacons are invited to attend monthly Deacon meetings and join one of the Deacon ministry teams. The Chair of Deacons is selected by a group of former Deacon Chairs, serves a two-year term, and also serves as the Church Moderator for business meetings. The First Baptist Deacon body has historically approved major organizational decisions.

## Church Council

A significant change to First Baptist’s governing structure began to take shape just a few years ago. In 2016-17, the Long-Range Planning Committee undertook an extensive researching of our church’s policies of self-governance. While the church historically has been led by a collaboration between the clergy and lay leadership, the Long-Range Planning Committee determined that decision-making authority and processes among the Councils and Committees, the Deacons, and the Staff needed clarity. In order to remedy these concerns and improve communication, efficiency, and effectiveness, the Long-Range Planning Committee recommended that our church adopt a Church Council model of governance. The Church Council model was overwhelmingly adopted by the Deacons and the full congregation in the spring of 2019. It began its work on July 1, 2019.

The Church Council is composed of nine people: the Chairs of each Council and Committee and Chair of the Deacons. The Senior Pastor serves ex officio. The Vice Chairs of each Council and Committee and the Deacons and the entire ministerial staff also are invited to attend and participate in the Church Council’s monthly meetings. The Church Council has two primary goals.

First, the Church Council has begun to assume some decision-making responsibilities that previously fell to the much larger Deacon body. This will free the Deacon body to explore other uses of its resources, such as a greater concentration on acts of service. A group of representative Deacons currently is considering the role of the Deacons in the church’s organizational structure in light of our adoption of the Church Council model.

Second, the Church Council will produce a set of governing documents to more clearly define the operations and policies of the church and enhance communication among staff, lay leaders, and the entire congregation. This will enable our church to move forward confidently into the future to fulfill God’s mission for us. The Church Council hopes to complete a draft of these governing documents by May 2020.



*Knoxville, the third-largest city in Tennessee, is one of the fastest-growing cities in the country. It has a thriving economy, a low cost of living, and a rejuvenated historic downtown.*



# WHERE WE ARE

*"Blessed is the one...whose delight is in the law of the LORD.... That person is like a tree planted by streams of water, which yields its fruit in season and whose leaf does not wither—whatever they do prospers."*

**- Psalm 1:1-3**

*"Seek the peace and prosperity of the city to which I have carried you.... Pray to the Lord for it, because if it prospers, you too will prosper."*

**- Jeremiah 29:7**

# OUR HOME



**F**irst Baptist Church sits on a large property on Main Street in downtown Knoxville. We are bordered by Main Street to the north, Walnut Street to the east, Neyland Drive to the south, and Locust Street to the west.

In 2024, we will celebrate our 100th anniversary in our sanctuary building, which is on the National Register of Historic Buildings. The sanctuary building also houses our chapel, library, and church offices, as well as our choir room, youth suite, and several other Sunday School rooms, including a recently remodeled gathering space for young adults. There is ample parking in a covered garage, which is connected to the church through a welcome center.

An education building, which includes Trentham Fellowship Hall, was constructed sixty years ago. The fellowship hall holds our First Community service and has a professional kitchen and an adjacent outdoor parking lot.

First Baptist owns all of our property and completed our last major church renovation in 2001. While there are ongoing needs inherent in the maintenance of any historic property, we are fortunate to be completely debt-free.

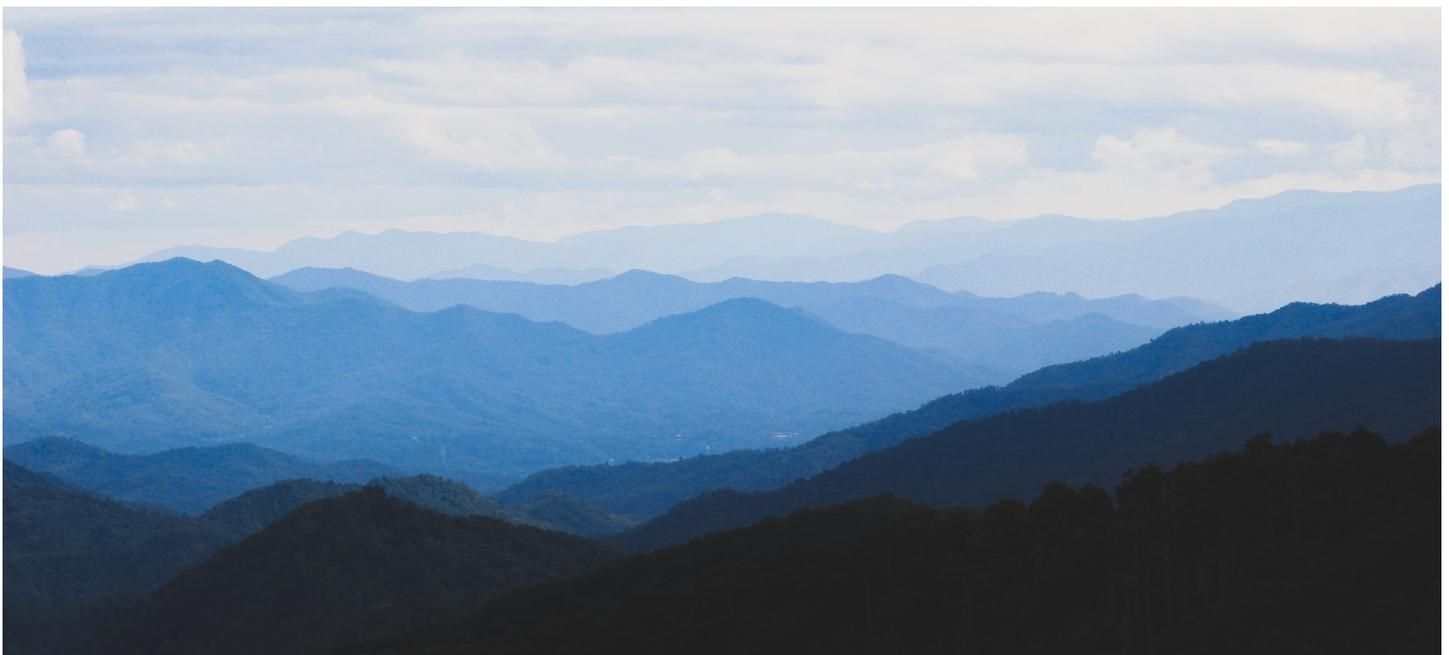


# OUR CITY

First Baptist sits in close proximity to the federal and state courthouses, City Hall, the shops, restaurants, and theaters on Gay Street and Market Square, and the University of Tennessee. Our congregation hails from all over the Knoxville metropolitan area, including the nearby communities of Oak Ridge, Maryville, and Farragut. We are surrounded by TVA lakes and about an hour from the popular tourist destinations of Gatlinburg, Pigeon Forge, and the Great Smoky Mountains National Park. However, there are ample opportunities for outdoor activities right here in Knox County.

According to the U.S. Census Bureau, the city of Knoxville had a population of 187,500 in 2018. The Knoxville Metropolitan Statistical Area had an estimated population of over 883,000, an increase of more than 5% since 2000. The median home price is just over \$200,000, and the cost of living is below the national average.

Not only is Knoxville an attractive location for young professionals and families with children, it is home to several large government agencies (including the Oak Ridge National Laboratory), private employers (including Pilot Flying J, Clayton Homes, Discovery Communications, and Regal Cinemas), and universities (including the University of Tennessee and Carson-Newman University).

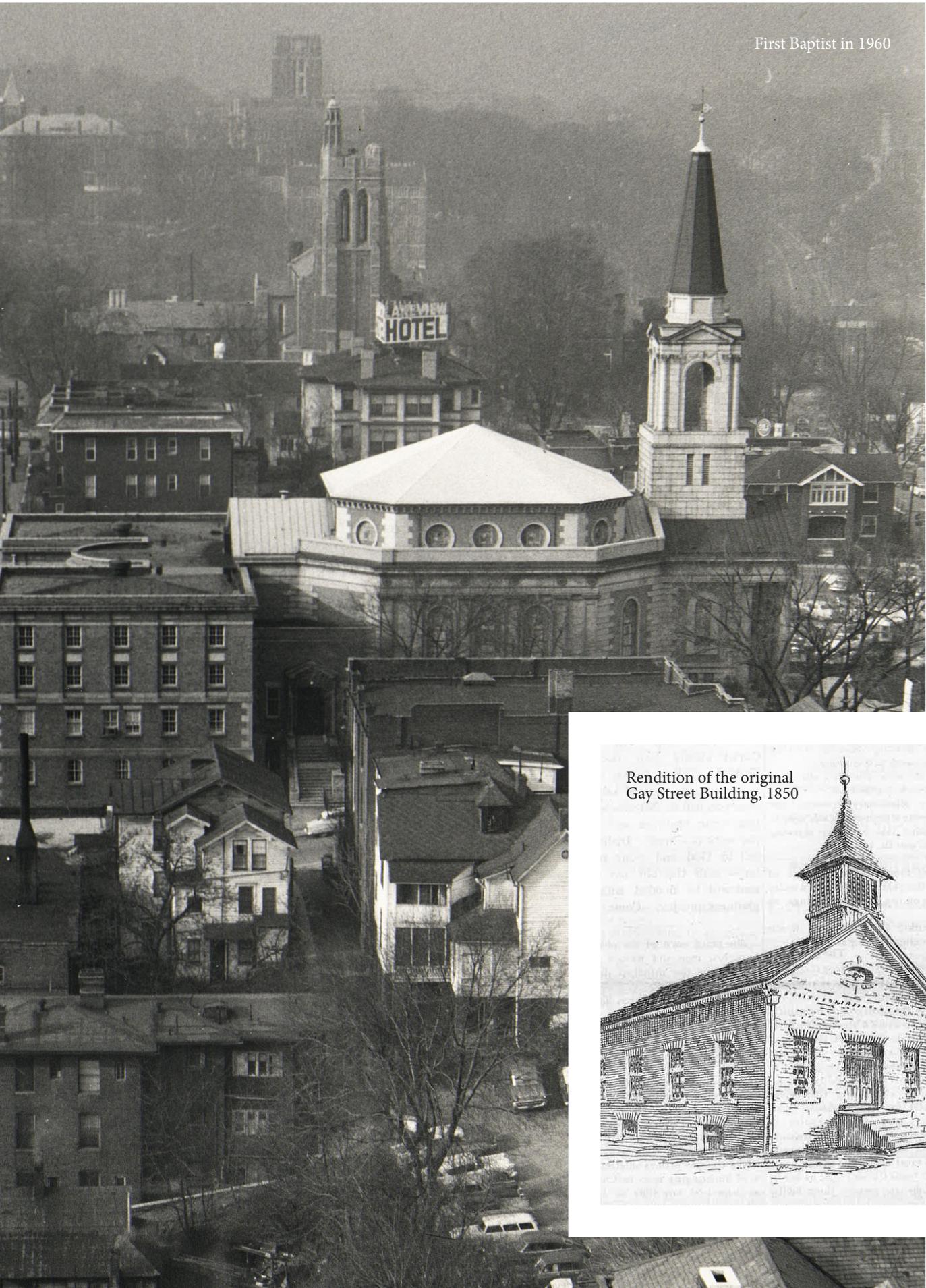


# WHERE WE COME FROM

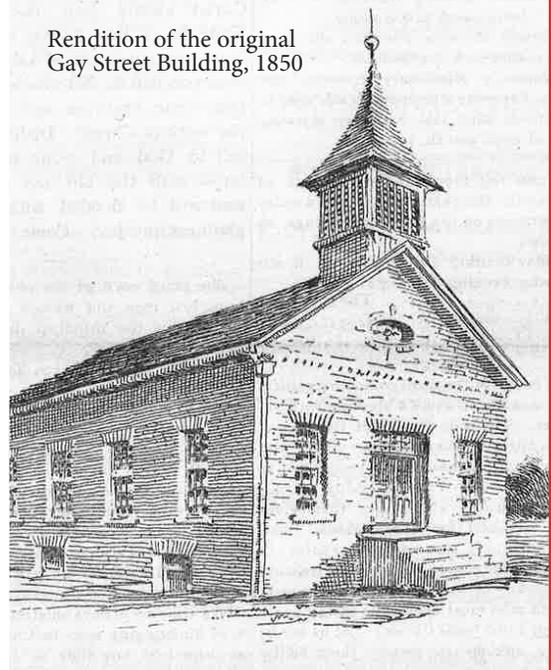
*Since its founding as Knoxville Baptist Church over 175 years ago, First Baptist has embraced its role as the hands and feet of Jesus in the heart of Knoxville.*



First Baptist in 1960



Rendition of the original  
Gay Street Building, 1850





2005



2005



2006



2017



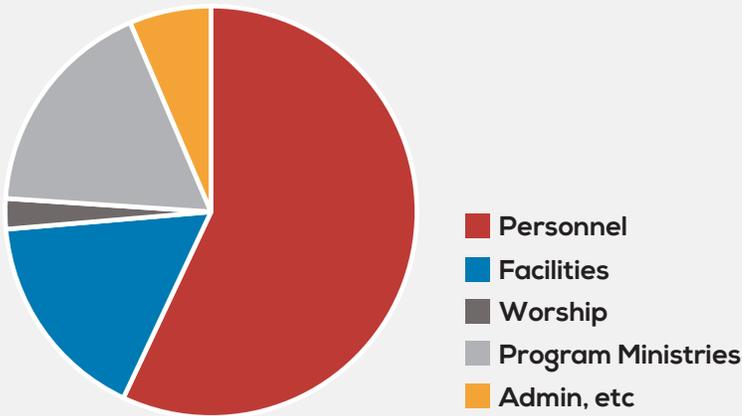
2018



- 1843 – Knoxville Baptist Church organized at the Courthouse (26 white & 20 black members)
- 1845 – First Sunday School Classes
- 1850 – First church building on Gay Street
- 1855 – FBC African-American members formed Second Baptist Church (renamed Mount Olive in 1918)
- 1860 – FBC African-Americans formed their own First Baptist of Knoxville (became Mount Zion Baptist in 1864)
- 1868 – Deaf Ministry begins
- 1869 – Changed name to the First Baptist Church
- 1870 – Mission church formed (became Broadway Baptist, 1885)
- 1880 – FBC Woman’s Missionary Society (WMU) organized
- 1887 – Second church building on the same site
- 1890 – Mission church formed (became Centennial Baptist, 1892, and changed to Deadrick Avenue Baptist, 1905)
- 1909 – Mission church formed (became Calvary Baptist, 1911)
- 1924 – Moved into present facilities on Main Street
- 1938 – First Vacation Bible School held
- 1959 – Mission church formed (became West Hills Baptist, 1961)
- 1960 – Education Building constructed, renamed the Dave Ward Education Building in 2014
- 1976 – First television broadcast (TV ministry now includes internet live-stream and archived worship services)
- 1977 – Share and Care Center opened to distribute clothes and food to the needy
- 1981 – First Greening of the Sanctuary held

- 1983 – Joined county-wide FISH (Friendly Immediate Sympathetic Help) food delivery program
- 1984 – First woman deacon, Lorraine Stewart, ordained
- 1985 – First sponsored refugee family
- 1988 – Long-term parking rights obtained with the city in bank building next door
- 1991 – Voted to be dually aligned with giving to SBC and CBF
- 1994 – First family mission trip to Union City, TN
- 1998 – The BRIDGE lunch and devotional for downtown began
- 2001 – Church-wide renovation added Welcome Center and elevator for better access in sanctuary building
- 2001 – Began contemporary service (First Community)
- 2005 – First Christmas Brunch mission project held (changed to Christmas Shop in 2017)
- 2005 – Began partnership with Interdenominational Hospitality Network (IHN) (later renamed Family Promise)
- 2005 – Red Cross Shelter for 10 days after Hurricane Katrina and again in 2008 for Hurricane Gustav
- 2006 – Hispanic Congregation organized (became Knox Ekklesia Cristiana Internacional in 2008)
- 2006 – South Knoxville Elementary Kids Hope ministry began
- 2009 – Renovation of sanctuary platform and pipe organ
- 2013 – Renovation debt-free
- 2018 – Deaf members formed their own church (Deaf Church Knoxville)
- 2018 – Celebrated 175th Anniversary

## FISCAL YEAR 2019/20 BUDGET



**FY 2020 Budget:** \$1.53 million

**Surplus through first half of FY 2020:** \$193,926

**Total endowment funds:** \$3.25 million

Missions funding of \$194,400 in FY 2020 funded out of endowments and other non-budget sources

**W**e have used this interim period, between senior pastors, as a time to focus on our congregational health and spiritual development. In so doing, we are appreciating our rich history while preparing to be a church that is important to Knoxville's future.

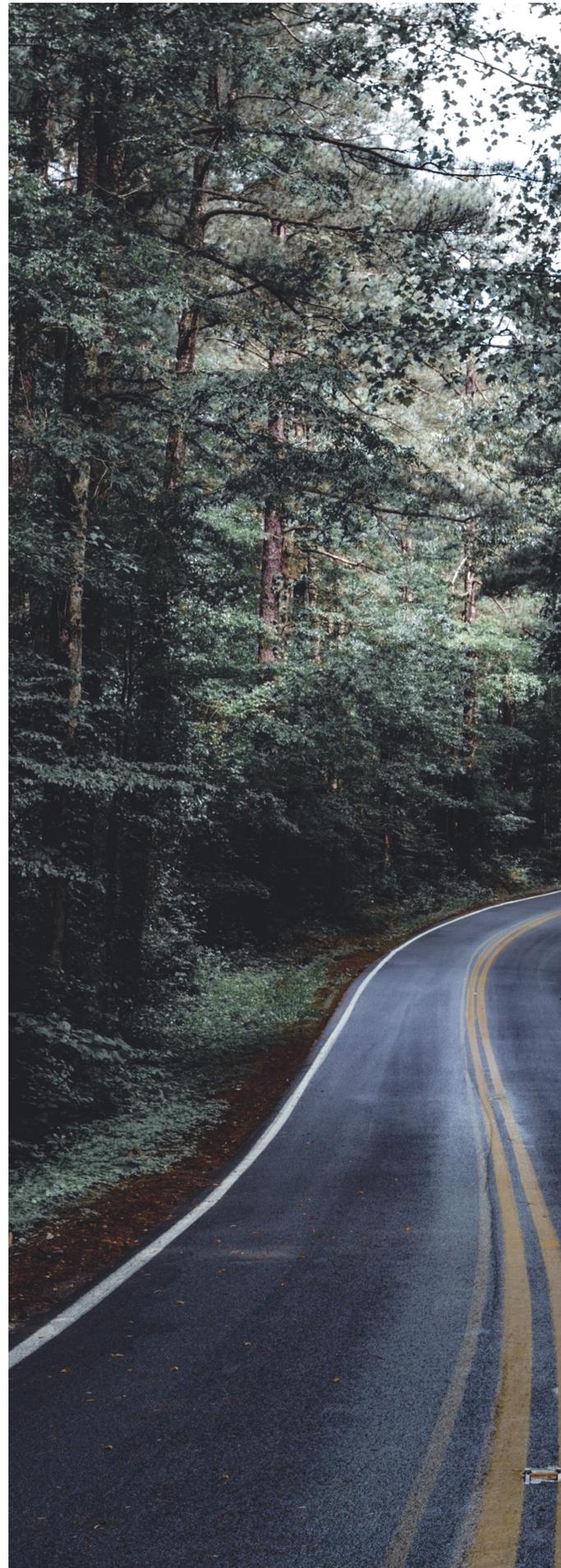
We have called the first interim pastor in the church's recent history. Our interim pastor, Dr. David Crocker, has led the church to ask some important questions about our past, present, and future. Dr. Crocker has also provided important leadership to our staff.

We have been engaged in a church-wide discipleship study, led by Dr. Crocker and embraced by the lay leadership (including the Pastor Search Committee), on the role of the Holy Spirit in everything we do. We are seeking to be a church powered by the wind of the Holy Spirit in all of its decision-making.

For the past year or so, First Baptist's Sunday attendance has averaged about 350-400, which includes about 100 in First Community and 250-300 in the traditional 11 a.m. service. This is down from an average attendance of about 500 several years ago. A significant reason for this was the decision by our Deaf Congregation to form their own church in 2018.

### ***Our Hope for the Future***

Our congregation's hopes and dreams for the future center on being a force for God's Kingdom in downtown Knoxville. We are blessed to be in a growing city, and a region that has a desperate need for God's grace. Our goal in the interim has been to grow internally stronger to help prepare us for leadership from a pastor who is focused outward, whether it be on the streets of our city, the poverty-stricken areas of our Southern Appalachian region, or the world beyond.





# WHERE WE ARE HEADED

*First Baptist's staff and lay leadership are continuing to prepare us for the future as we await the call of our next pastor.*

*"Where there is no revelation, people cast off restraint; but blessed is the one who heeds wisdom's instruction."*

**- Proverbs 29:18**

*"For those who are led by the Spirit of God are the children of God." - Romans 8:14*



# WHO WE ARE SEEKING

*First Baptist Church of Knoxville, Tennessee, a historic and moderate Baptist church in the heart of a thriving, mid-sized Southern Appalachian city, is seeking a pastor. We pray the pastor we call will have the following qualities:*

## A SPIRITUALLY MATURE DISCIPLE OF CHRIST WHO:

- Places God above all else and believes Jesus is the only way to salvation.
- Thirsts to go to the Lord in prayer and is guided by the Holy Spirit.
- Has experienced that faith through life's trials produces perseverance.
- Extends grace freely and with humility.
- Endeavors to live out Jesus' teachings in the Sermon on the Mount.
- Is passionate about making and training other disciples.

*"Let perseverance finish its work so that you may be mature and complete, not lacking anything." – James 1:4 (NIV)*

## AN EFFECTIVE PREACHER AND BIBLE TEACHER WHO:

- Is relatable to believers at various stages of their faith journeys.
- Shares God's Word and its relevance for a time such as this.
- Is comfortable with different styles of worship.
- Encourages creativity and the guidance of the Holy Spirit in worship.
- Integrates the Word into the church's life outside of Sunday mornings.
- Welcomes the impact of a TV congregation on a church's Kingdom work.

*"He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it." – Titus 1:9 (NIV)*

## A RELATIONAL PASTOR AND SHEPHERD WHO:

- Genuinely loves the church and embraces the church's love in return.
- Values diversity among the priesthood of believers.
- Walks along with the congregation and calls them by name.
- Counsels the flock through life's joys and troubles.
- Can build relationships to further God's work in and around downtown.

*"Be shepherds of God's flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be." – 1 Peter 5:2 (NIV)*

## A SERVANT LEADER WHO:

- Develops and leads an effective team of ministerial and lay leaders.
- Empowers others, allowing their God-given strengths to shine through.
- Is energized and excited about the untapped potential of the church.
- Focuses on realizing God's glory alone.
- Takes the mission of the church to the community and world around us.

*"Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others." – Philippians 2:3-4 (NIV)*

For more information, please visit us on the web at [fbcknox.org/pastorsearchcommittee](http://fbcknox.org/pastorsearchcommittee). To submit a resume or express your interest, email us at [pastorsearch@fbcknox.org](mailto:pastorsearch@fbcknox.org) or call the chair of our committee, Matt Lyon, at 865-585-5984.

## **First Baptist Knoxville Pastor Search Committee**

Wendell Boertje  
Bob Calloway  
Rick Carringer  
Betty Coley  
Steve Foster  
Wade Hulsey  
Matt Lyon  
Mark Palmer  
Emagene Reagan



---

FIRST BAPTIST  
KNOXVILLE

---

510 W Main St.  
Knoxville, TN 37902  
[fbcknox.org](http://fbcknox.org)  
865-546-9661