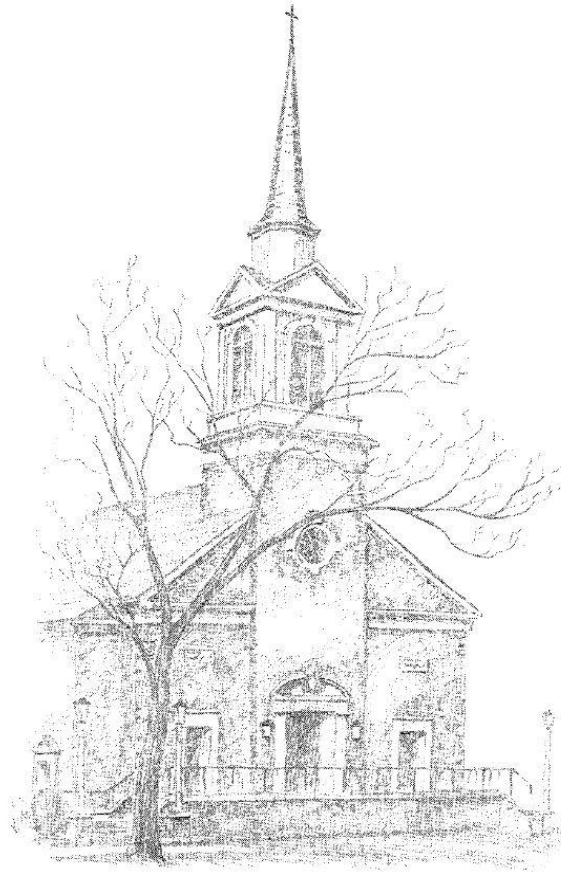


First Baptist Waynesboro, VA Church Profile



First Baptist Church, Waynesboro, Virginia

Edwin M. Nelson

301 S Wayne Ave, Waynesboro, VA 22980

www.FirstBaptistWboro.org

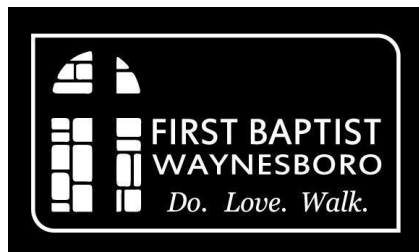


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Mission and Vision

At First Baptist Waynesboro, our mission is to **Do** Justly, **Love** Mercy, and **Walk** Humbly with God as stated in Micah 6:8. Our vision is to practice worship, education, fellowship, prayer, and missions in the community and throughout the world. In response to the call of God, we fulfill our vision by being a family of believers who proclaim the love of God as revealed in Jesus Christ.

Core Values

First Baptist has a long and rich history of being an innovative and dedicated Virginia Baptist church. It also proudly recognizes the call of women deacons and the ordination of women into gospel ministry. We are open and welcoming to all who wish to come and worship Christ with us. Some of our core values include:

Soul Freedom – We believe in the priesthood of all believers. We affirm the freedom and responsibility of every person to relate directly to God without the imposition of creed or the control of clergy or government.

Bible Freedom – We believe in the authority of Scripture. We believe the Bible, under the Lordship of Christ, is central to the life of the individual and the church. We affirm the freedom and right of every Christian to interpret and apply scripture under the leadership of the Holy Spirit.

Church Freedom – We believe in the autonomy of every local church; that churches are free, under the Lordship of Christ, to determine their membership and leadership, to order their worship and work, to ordain whomever they perceive as gifted for ministry, and to participate as they deem appropriate in the larger Body of Christ.

Religious Freedom – We believe in freedom of religion, freedom for religion, and freedom from religion. We support the separation of church and state.



Denominational Affiliations

First Baptist Church partners with the following Baptist organizations for ministry both in Virginia and throughout the world.

Global Level



The Cooperative Baptist Fellowship is a fellowship of Baptist Christians and churches who share a passion for the Great Commission of Jesus Christ and a commitment to Baptist principles of faith and practice. CBF's mission is to serve Christians and churches as they discover and fulfill their God-given mission.

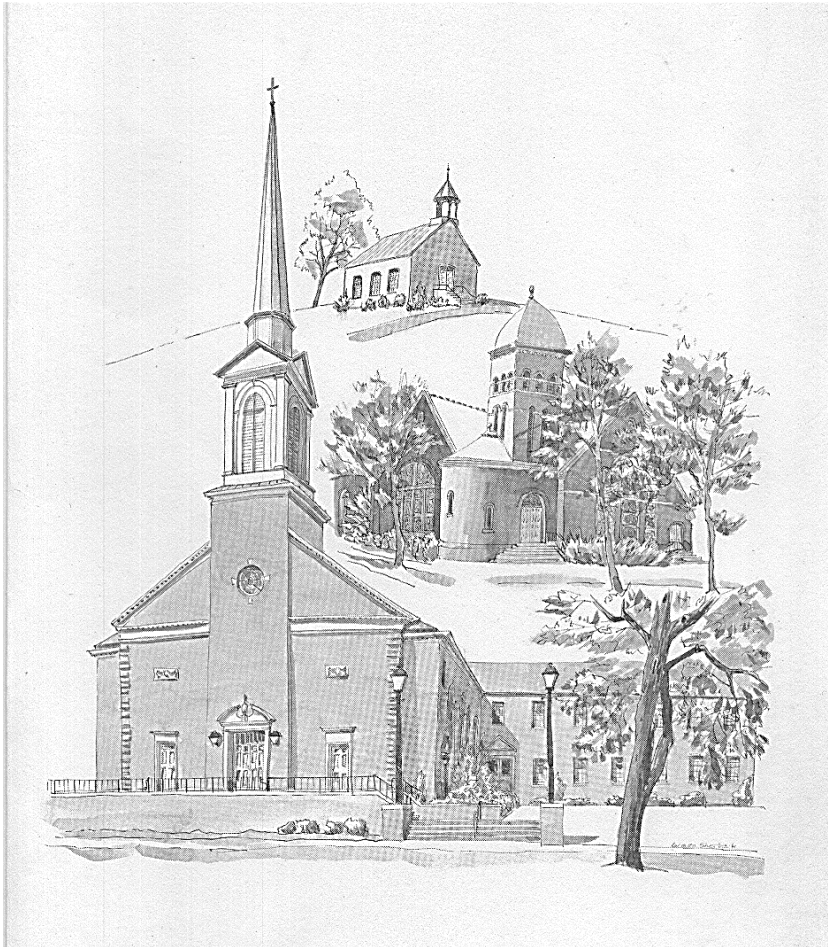
Regional Level

The Baptist General Association of Virginia (BGAV) was established in 1823 and it has always existed to “furnish the Baptist churches of Virginia a medium of cooperation for the propagation of the Gospel of Jesus Christ, and for the advancement of the Redeemer's Kingdom by all methods in accord with the Word of God.”



The Cooperative Baptist Fellowship of Virginia (CBFVA) joins national CBF, based in Atlanta, Ga., in a mission to connect free and faithful Baptists in Virginia as they discover and fulfill their God-given mission.

Brief History of First Baptist



Although First Baptist Waynesboro was organized as Waynesboro Baptist Church in December, 1875, the pioneer Baptists laid a foundation for the growth of Baptist work in Waynesboro as early as 1835. Baptist families moving to this area first held services in a small building in the Oak Hill (Antioch) area on Lyndhurst Road but they were never organized formally. Sunday School began in 1872 in a home on Wayne Avenue and we were organized as a church in 1875 with a membership of 55. Most of these members came from Laurel Hill Baptist Church and Staunton Baptist Church. Dr. C. P. Manly, pastor of Staunton Baptist Church, helped with the organizing and served as the pastor until Rev. Samuel P. Huff was called here by the congregation.

The Baptists bought a small church building on Ohio Street (which is still standing as part of a larger building)

from the Methodist congregation in 1874 and used it until 1891 when a new sanctuary was built on the corner of Chestnut Avenue and Eleventh Street under the leadership of Rev. H. G. Ferguson. The membership at that time was 120. The Woman's Missionary Union was organized in 1893 and the groundwork was laid for the Waynesboro Public Library in 1912 by a young ladies' Bible class in the church taught by Mrs. Mary C. Stevens.

Over the years several additions were made to the sanctuary building providing Sunday School rooms and a kitchen. In 1940 the sanctuary was remodeled and a new educational building was dedicated. As the years passed a growing membership required two services each Sunday morning and the purchase of a house on Wayne Avenue for overflow Sunday School classes. A mission of the church was operated in the Calf Mountain area for a time but was discontinued. A mission started in the Shenandoah Heights area, however, was organized as a church in 1949. We also helped organize and sponsor a church in Wayne Hills in 1956 and Westwood Baptist Church in 1959.

In April 1961 the decision was made to build a new sanctuary on the corner of Wayne Avenue and Eleventh Street. The first service was held in the new sanctuary March 10, 1963 and the old sanctuary was torn down several years later. The most recent construction was the addition of a new Fellowship Hall on Wayne Avenue that connects to the present sanctuary building with a children's department on the lower floor.

The Fellowship Hall, dedicated on March 27, 1997, quickly became a focus for community service as well as expanded church activities. The church has also hosted many community breakfasts, lunches, dinners, and meetings. The church takes part in the annual Lenten Luncheons sponsored by five local churches each year during the weeks of Lent. The Fellowship Hall can be partitioned off into smaller rooms for Sunday School each week and small group meetings.

A community Christmas dinner for anyone who wished to attend was begun in 1997 (and continues each year) with food and entertainment provided by the church family, local businesses, and many non-members who wanted to help with the project. Taking part in this has become a tradition with many of our families.

On March 1, 2005, David B. Washburn became the twenty-first Senior Minister of First Baptist Church. Under his leadership, the church continued to grow in membership, serving the local community and beyond. In October 2007, a second worship service, a contemporary service held in the Fellowship Hall, began and has seen increased participation and outreach to the Waynesboro community.

On August 10, 2015, J. Barrett Owen became the twenty-second Senior Minister of First Baptist Church. In 2016 the church began a strategic planning process that looks to advance the mission and ministry of the church, as well as add a more innovative and contemporary expression of mission. Pastor Barrett enhanced our connections with our community through the establishment of the Faith & Film movie series, reconnecting the church with our Preschool, participating in our championship church softball team, and increasing First Baptist Waynesboro's involvement in ecumenical events.

A comprehensive church history was written in 1999 and gives more detailed information about both church and W.M.U. history and special projects. Copies of this book are available from the church office.

Annual Events- PreCovid

The calendar is always full of community events, committee meetings, team gatherings, Bible studies, and worship. Some of these gatherings happen every year. We are working diligently to return to all in person events. Here is an overview of our annual events:

January

- Host Church for WARM Cold Weather Shelter

February

- Senior Saints Valentine's Dinner
- Youth Disciple-Now Weekend

March/April

- Maundy Thursday & Good Friday Services
- Easter Sunday Service
- Kids Egg Hunt and Mission Projects
- Lenten Lunches

May

- Host Community National Day of Prayer
- Graduation Recognition Service

June/July

- Habitat Build
- Passport Summer Camps
- High School Mission Trip
- Vacation Bible School

August/September

- Promotion Sunday
- Back-to-School Picnic
- Youth Pool Party

October/November

- World Communion Sunday
- Trunk or Treat
- Youth Fall Retreat
- Blessing of Animals
- *Intergenerational Friendsgiving*

December

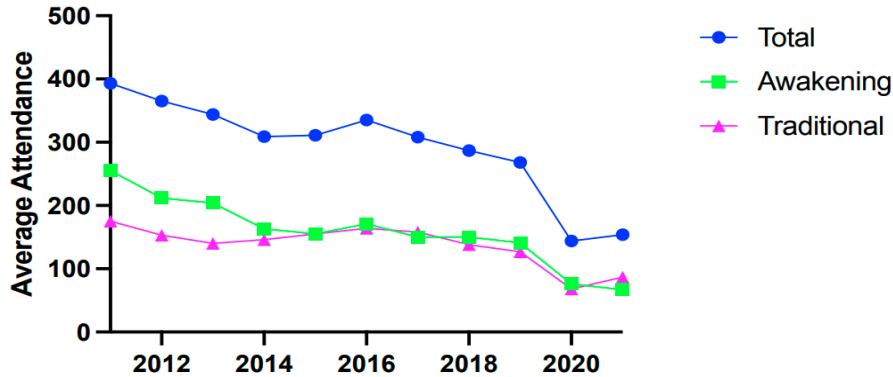
- Blue Christmas Service
- Senior Saints Christmas Luncheon
- Christmas Eve Candlelight Services
- Children's Birthday Party for Jesus
- Youth Progressive Dinner
- Christmas Day Dinner
- Diaconate Christmas Dinner
- Family Christmas Parade Watch Party
- Lessons and Carols Worship

NEW In 2022!



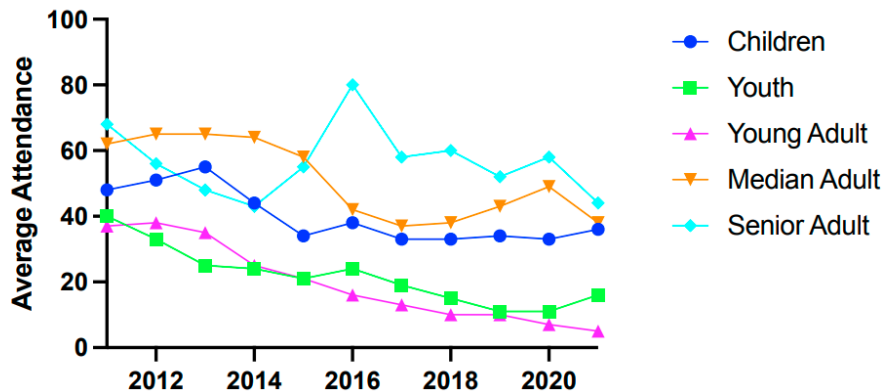
10 Year Church Attendance* and Giving Trends

Average Worship Attendance

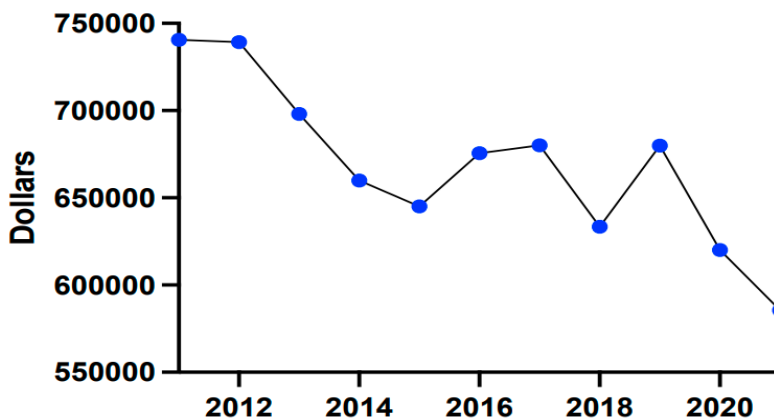


*Beginning in 2023, we plan to reevaluate how we track attendance, in order to give a fuller picture of member involvement.

Average Sunday School Attendance by Age Group



Giving - General Budget



2023 Church Budget

First Baptist Church 2023 Budget

	2023 Budget	2022 Budget
Revenues		
BUDGET RECEIPTS	\$597,000.00	\$592,000.00
OTHER RECEIPTS	3,000	3,000
Total Revenues	<u>600,000</u>	<u>595,000</u>
Expenses		
MISSIONAL OBJECTIVES		
Missions Ministry		
005020 - Cooperative Missions	36,000	35,400
005021 - Local Missions	3,500	3,500
Total Missions Ministry	<u>39,500</u>	<u>38,900</u>
Community Ministry		
005045 - Weekday Preschool	28,778	24,717
Total Community Ministry	<u>28,778</u>	<u>24,717</u>
Total MISSIONAL OBJECTIVES	<u>68,278</u>	<u>63,617</u>
SIGN. RELATIONAL GROUPS		
Adult Ministry	5,300	5,800
Youth Ministry	6,500	7,200
Children's Ministry	8,800	7,500
Music Ministry	7,500	6,500
Activities Ministry	500	500
Total SIGN. RELATIONAL GROUPS	<u>28,600</u>	<u>27,500</u>
SPACE AND FACILITIES		
Property & Maintenance	110,731	95,185
Building Utilities	63,166	62,377
Equipment	10,000	15,106
Total SPACE AND FACILITIES	<u>183,897</u>	<u>172,668</u>
LEADERSHIP RESOURCES		
Salaries	242,882	253,232
Other Leadership	8,800	600
Prof. Development and Dues		
005640 - Pastor	3,000	3,650
005651 - Associate Pastor	2,500	2,000
Total Prof. Development and Dues	<u>5,500</u>	<u>5,650</u>
Total LEADERSHIP RESOURCES	<u>257,182</u>	<u>259,482</u>
MINISTRY SUPPORT		
Worship and Visitation	5,200	3,900
Benefits		
005820 - Annuities	14,707	19,855
005822 - Life & Disability Insur.	1,750	3,455
005824 - Medical Insurance	12,000	32,042
005826 - Worker's Compensation	1,382	1,715
005828 - FICA Expense	8,190	9,238
005829 - Medicare Expense	1,915	2,161
Total Benefits	<u>39,944</u>	<u>68,466</u>
Administration	16,899	16,900
Total MINISTRY SUPPORT	<u>62,043</u>	<u>89,266</u>
Total Expenses	<u>600,000</u>	<u>612,533</u>
Net Total	0	(17,533)

First Baptist Church Waynesboro
Treasurer's Report
Cash/Endowment/Debt Position
As of October 31, 2022

	<u>1/1/2022</u>	<u>10/31/2022</u>	<u>INCREASE (DECREASE)</u>
1 - Cash Available	\$ 152,635	\$ 145,623	\$ (7,012)
2 - Cash - Temporary Restricted (for a specific purpose)	<u>\$ 571,004</u>	<u>\$ 450,345</u>	<u>\$ (120,659)</u>
Cash - Total (Held in Bank A/C, CD's, Money Market,VBF)	<u>\$ 723,639</u>	<u>\$ 595,968</u>	<u>\$ (127,671)</u>
3 - Virginia Baptist Foundation - Endowed/Restricted Funds	<u>\$ 1,075,359</u>	<u>\$ 807,940</u>	<u>\$ (267,419)</u> -24.9%
4 - Debt	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
5 - Cash Available <u>target</u> for Operating Expenses coverage			
Cash Available (#1 above)	\$ 152,635	\$ 145,623	\$ (7,012)
Two Months Expense Coverage	<u>\$ 106,667</u>	<u>\$ 102,089</u>	<u>\$ (4,578)</u>
EXCESS (DEFICIT) cash compared to reserve <u>target</u>	\$ 45,968	\$ 43,534	\$ (2,434)
6 - Cash - Temporary Restricted (#2 above)			
6.0 Preschool Operations Funds (Preschool Director/Stewardship)		\$ 90,408	
6.1 Betty Ogg (Missions Action, Planning & Development Committees)		\$ 66,064	
6.2 Missions (Missions Action/Sr Pastor/Stewardship)		\$ 58,443	
6.3 Activities Youth, Children,Sr Saints (Staff)		\$ 30,618	
6.4 Stewardship Reserve (Stewardship Committee)		\$ 23,288	
6.5 Endowed Earnings (Endowment & Scholarship Committee)		\$ 18,631	
6.6 Capital Repair Reserve (Facilities & Maintenance Team)		\$ 7,654	
6.7 Music Fund (Music Team)		\$ 6,407	
6.8 Building Fund (Stewardship Committee)		\$ 3,685	
6.9 Rental Properties Reserve (Real Estate Team)		\$ 2,145	
7.0 All Other Combined (Largest \$3,165.46)		\$ 5,865	
Large Projects:			
7.1 Columbarium Project (Net Balance)		\$ 12,080	
7.2 Sanctuary Boiler (Net Balance) ***PROJECT COMPLETE		\$ -	
7.3 Sanctuary Video/Audio (Net Balance)		\$ 37,673	
7.4 \$100K Maintenance Spend (Net Balance)		\$ 87,385	
Total Temporary Restricted		<u>\$ 450,345</u>	

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Ministerial Staff

Rev. Dr. Jim White, Interim Pastor



Rev. Dr. Jim White brings a wealth of varied experience to his calling as Interim Pastor of First Baptist, having served in pastoral and administrative roles for churches and for the Virginia Baptist Mission Board. Since his retirement in 2013 as Executive Editor of *The Religious Herald*, the news service for Virginia Baptists, Jim has served six churches as interim pastor. Before becoming the church's interim, Jim served as volunteer Minister to Senior Adults at First Baptist where he and his wife, Connie, are members. Jim enjoys meeting new people, working with his hands, learning new things, and traveling with Connie. During COVID, they discovered the pleasure of binge-watching British TV series. Jim and Connie have two grown children and four granddaughters. In June of 2023, they will celebrate their 50th wedding anniversary.

Rev. Kristen Koger, Associate Pastor for Spiritual Growth



Rev. Kristen Koger came to work at First Baptist Waynesboro in October 2021. She has previously served on staff at churches in Decatur, GA and Richmond, VA. A graduate from the Baptist Theological Seminary at Richmond, Kristen has a passion for working with all ages in the church and walking with them on their faith journeys. In her role as Associate Pastor for Spiritual Growth, Kristen works to provide opportunities for the congregation to grow deeper in their faith through spiritual formation, worship, mission engagement, and fellowship opportunities. As the daughter of a pastor and a teacher, Kristen has spent her life in churches and getting to know people of all ages, and this is something she continues to enjoy doing today. She enjoys hearing people's stories and finding ways to connect with them or to connect them with others who have similar interests.

When she isn't working at the church, Kristen enjoys spending time with friends, playing trivia and board games, knitting and doing hand embroidery, or enjoying the beautiful Shenandoah Valley. She enjoys Marvel movies and is a big Harry Potter friend, loves making puns and quoting lines from *Friends*, and is proud to be an enneagram 2w3. She has a dog named Dietrich "Bonehoeffer," and tries to see her niece and nephew (and the grownups who love them) as often as possible.

Ministry Support Staff

Jaime Coulling, Ministry Coordinator



Jaime was born and raised in Waynesboro, and as a child her family attended First Baptist. For fifteen years, she taught in the Waynesboro Public Schools as a kindergarten, fourth, and sixth grade teacher. She and her husband, Matt, have two children named Writt and Rowdy. In her role as Ministry Coordinator, Jaime works with both the ministry and administrative sides of our staff. Her responsibilities include the planning, recruiting, executing, and evaluating of church events and programs, as well as supporting our teams and committees with any needed administration. She also assists in weekly communications with our children and youth ministries, and works with the ministry staff in the planning and visioning for our church.

Carrie Jones, Weekday Preschool Director

Carrie has worked at FBC Preschool since 2015, and took on the role of Director in July 2019. Mrs. Jones was born and raised in Waynesboro and received her B.A. from Mary Baldwin College and her masters in Museum Studies/Education from Baylor University. It was in museum education that Carrie first studied the importance of learning through play for young children and the importance of hands-on learning for people of all ages.



Carrie came to First Baptist Preschool initially when she enrolled her daughters. She loved the “family” atmosphere so much that she later started working as a staff member in the 2-year-olds class, the 3-year-olds class, and finally the 4-year-olds class. Carrie loves working at FBC Preschool where “we let children be children and discover the world around them in the ways they naturally learn - through play.” She loves being able to make a positive impact on the lives of the families and children at FBC Preschool and serving them as part of the mission outreach of First Baptist Church.

Carrie is married to her college sweetheart, Steven Jones, and has two daughters. Carrie loves watching movies as a family, swimming in her pool with friends and family, and eating Kline’s ice cream!

Adam Phillips, Choirmaster



Adam is a church musician, voice teacher, and singer, and is a native of Waynesboro, Virginia. Adam studied voice and conducting at Westminster Choir College in Princeton, New Jersey as well as doctoral work at the University of North Texas. He is the founder and artistic director of the Shenandoah Valley Vocal Institute in Waynesboro, Virginia. Adam feels blessed to be able to join the First Baptist community in the long-standing tradition of serving the Lord in music ministry.

Frank Kennerly, Organist

Frank joined First Baptist as the church organist in June 2021. He was formerly the interim organist and Director of Music at Emmanuel Episcopal Church in Staunton, Frank studied Organ at Eastern Mennonite University and Greensboro College, and Musical Performance at Brevard. Frank is a native of Swansea, SC.



Kathy Melton, Pianist

Kathy has been a member of First Baptist since 1995. She has been active as a Chancel Choir member, Children's Choir director, deacon, and Sunday School teacher. She is currently serving as pianist for the Chancel Choir and the traditional worship service. Kathy, a native South Carolinian, is a lifelong Baptist and musician.

Kathy earned the Bachelor of Music degree from the University of Georgia and maintains a teaching studio, with voice and piano lessons. She is an accompanist for Schola Cantorum of Waynesboro. She and her husband, Alan, have two daughters, two sons-in-law, and one grandson who make their life a joy.



Lynn Fields, Administrative Assistant

Lynn began her work as our Administrative Assistant in June of 1982. She received a Certificate in Secretarial Science from Blue Ridge Community College. She completed an intensive Church Secretaries Certification through Virginia Baptists. Before her work at FBC, she worked with the Virginia Department for the Visually Handicapped for six years. She is a member of the Chancel and Handbell Choirs and Waynesboro Schola Cantorum. She enjoys spending time with friends and family, following the local Rockingham County Baseball League, and bowling in local leagues as well as in local and state tournaments.



Brenda Miller, Financial Assistant

Brenda began work as our Financial Ministry Assistant in March 2011. Prior to coming to First Baptist, she worked at West Side Baptist in Harrisonburg for 23 years as Church Secretary and then Financial Administrative Assistant. She also spent three years as Program Secretary with the Shenandoah Valley Head Start with the Augusta County School Board. She has taken numerous classes and courses at Blue Ridge Community College to further her knowledge of church work. She has two children and seven grandchildren.



Kim Cook, Custodian

Kim has been working with the FBC Custodial staff since 1989. She is a graduate of Waynesboro High School and attended Blue Ridge Community College. Kim has two sons, Brian and Michael, and two grandchildren.



FAQs by Guests

We want guests to feel comfortable at First Baptist, especially when they arrive on our campus for the first time. Here are some FAQs that will help ensure anyone's time to First Baptist Church is memorable – for all the right reasons!

First things first — coffee

Are you a coffee fan? We are too. You may find that the conversations and sermons are so stimulating that you won't need caffeine; however, you are welcome to bring your own or ask a volunteer to point you to our Fellowship Hall's kitchen for freshly brewed coffee, tea, and hot chocolate.

What style of worship do you have?

FBW has had a long tradition of offering multiple types of worship on Sunday mornings. In 2007, we started the Awakening Service, an early service that was a contemporary expression of Christian worship in the Fellowship Hall. This worship was supported by our Praise Team, a multigenerational group who leads in contemporary Christian music. Multimedia presentations such as film and current event clips were used to enhance the worship experience. The Covid pandemic put a strain on our leadership teams resulting in a temporary pause of this service. As we gear back up, we look forward to once again starting the Awakening Service.



In the meantime, we have consolidated into one service and blended some contemporary expressions into a more traditional worship service. This service meets at 10:30 am in the Sanctuary following an hour of Sunday School. Supporting this worship is our Chancel Choir singing an eclectic selection of music from the master composers of the past and the choral innovators of today. Congregational singing is accompanied by a pipe organ, piano, guitar, and percussion instruments as we sing hymns and songs that reflect our faith.

What should we know about the worship services?

Our Sunday worship service has a traditional feel to it. We have wonderful musicians and their musical presentations are always up-lifting. We pray together, sing hymns, and strive to offer sermons that apply biblical teachings to everyday life. After a time of silent reflection, we collect an offering that supports the ministries and missions of the church. You will not find us reciting creeds, but we do occasionally recite prayers and litanies together. We regularly offer communion to all those who would like to partake (any age regardless of baptismal status or denomination, as long as you are a professing follower of Jesus Christ.) The entire service lasts approximately one hour, though we hope the effects of your time with us will last much, much longer.

What do I do with my children?

Children are a beautiful part of our church body. You are welcome to keep your children in the worship service. A "Children's Sermon" is offered during the worship service. However, childcare is provided in the Children's Wing (lower level under the Fellowship Hall) for infants and toddlers up to four years of age. A ministry leader will be waiting at the door and will be glad to assist you. Many parents keep their children in the service until after the Children's Sermon and then take them to the childcare area. A criminal background check is conducted on all ministry leaders that work with children and youth.



What is Sunday School like?

Sunday School is offered for all ages from 9:30 - 10:15 am. All preschool and elementary school classes meet in the Children's Wing (lower level under the Fellowship Hall). Youth Classes (grades 6-12) are offered in The Loft (third floor of the Education Building). A variety of adult classes are offered throughout the Education Building and Main Building. A member of the Hospitality Team or any of our staff are available to direct you to the appropriate class.

Do you have a New Members class?

Over the past few years, the pastor sets aside the first and third Sundays to meet-and-greet visitors during the Sunday School hour in order to answer questions and introduce you to First Baptist. Join them in the Canada Room for coffee and conversation.



Do I have to get dressed up?

Jesus and his apostles did not have a dress code, so neither do we. You should feel comfortable being yourself here, but you'll find that some people do get a little spiffed up for Sunday service. Suits or dresses, loafers or sandals, polos or t-shirts (G-rated of course – it's church!) are all welcome here.

Where do I park?

Parking is available on three sides of the church, along with street parking. Just come in the door that is closest to your parking spot and you will find where we're gathered.

Do you have anything midweek?

Like many churches, Wednesdays are full of activities. Wednesday mornings start off with a class on Church History and Christian Spirituality led by Professor Emeritus, Dr. Loyd Allen. Then on the first Wednesday of each month our Senior Saints planning team meets to plan for fun and fellowship. Every Wednesday evening is music time. Starting at 6:00 pm, our bell choir meets for practice and at 7:00 pm our chancel choir gets together for practice. Until the Covid pandemic, we had Wednesday Evening Fellowship that has included meals and multigenerational Bible study and activities. In addition, at least quarterly, the congregation meets to conduct church business meetings where



members and visitors receive updates from the various ministry teams, learn about the life of the church, and discuss how First Baptist Waynesboro can better serve the Kingdom.

First Baptist Music

We offer a blend of two distinctive styles of worship on Sunday, interweaving our traditional choir with contemporary style accompaniment, giving people the chance to encounter God in a way that is personally meaningful.

Chancel Choir

The Chancel Choir provides music leadership for our traditional worship. Singing an eclectic blend of music from the master composers of the past and the choral innovators of today, the choir leads in worship each Sunday at the Traditional Worship. In addition, at times, they present music programs and lead worship for special occasions during the church year such as Advent/Christmas and Lent/Easter.

The Praise Team

The Praise Team is a multigenerational, audition group that, pre-covid, lead worship each Sunday at the Awakening Service. They were accompanied by guitars, keyboard, and percussion and they used classic and contemporary Christian music to lead in worship that is more informal than Traditional Worship. We are striving to get back to a two worship service schedule.

Handbell Choir

Ringling five octaves of handbells, the Handbell Choir prepares music for worship leadership on a regular basis. They also participate in handbell festivals throughout the region and state. Membership in this group is open to those with handbell experience.

The Children's Music Ministry

Our preschool and elementary school music ministry is incorporated into our Sunday morning activities. As a part of the total curriculum of Bible study and missions, music provides the added dimension of teaching the same principles through song. It is our belief that children trained to utilize music to praise and serve God from an early age will do so throughout their lives.



First Baptist Missions & Ministries

First Baptist has always been a church dedicated to missional living. We encourage members to pursue their calling to be the presence of Christ among their family, friends, neighborhood, and beyond. A portion of our offerings is sent to the Cooperative Baptist Fellowship, Cooperative Baptist Fellowship of Virginia, the Virginia Baptist Mission Board (BGAV), and the Augusta Baptist Association. These monies are used to further the mission efforts of those organizations.

We Shelter

Habitat For Humanity

First Baptist Church has a very active Habitat for Humanity group. Before COVID, this group would travel each year to Morgantown, NC, to participate in a week of building and fellowship. Anyone is welcome to participate in this once-a-year mission opportunity, which will hopefully resume soon..

WARM House

First Baptist is a strong supporter of the Waynesboro Area Refuge Ministry, Inc. (WARM). WARM is a 501c3 nonprofit organization. The purpose of WARM is to provide support, temporary shelter or housing, and community development for adults and families in Waynesboro & Augusta County. WARM's services are delivered through a winter rotating (cold weather) shelter for homeless adults and a beautiful transitional housing facility for homeless women with children. WARM is a non-denominational, faith-based, and community driven organization that strives to help its community through experienced, professional and compassionate care and support for the homeless.



WARM Cold Weather Shelter

The Cold Weather Shelter was created with minimal eligibility requirements to allow WARM to serve homeless persons during the painful cold months without guests having to fear that any past poor decisions may interfere with their ability to have a warm place to sleep. During the winter months, along with fifteen other churches in Waynesboro and Augusta County, we take a turn opening up our facilities to allow homeless individuals a dry, warm place to sleep, and provide a wholesome meal to get their day started.

We Feed Those who are Hungry

Meals on Wheels (Pre-Covid)

First Baptist Waynesboro, as a partner with Christians United, delivers Meals on Wheels to some of Waynesboro's homebound citizens during September and March. We have been assisting in this ministry since 1976. Meals are prepared at the Waynesboro Senior Center and picked up at 10:50 am. Delivery usually takes an hour to an hour and a half to complete.

Disciples' Kitchen

Alongside other neighboring churches, we participate in a collective that partners with 2nd Presbyterian Church to provide a free lunch to anyone and everyone on Mondays, Tuesdays, and Thursdays. Contact the church office to get more information about the Disciples' Kitchen.



Community Dinner (Pre-Covid)

On the first Wednesday night of each month (during the fall and spring semesters) we invite anyone and everyone from the community in for a free dinner and Bible Study. Come as you are and be prepared to eat well.

Christmas Dinner

On Christmas Day, we host the community for lunch. On average, over 200 community members come out for a wonderful meal with all the Christmas fixings.

Blessing Box

Right outside our church offices is a two-shelved box containing donations from the community for the community. The idea is simple, "Give what you can; take what you need." This Blessing Box serves families in need 365 days of the year and is supported by the local community.

School Food Drive

Over 60% of the students in the Waynesboro Public Schools are on free or reduced lunches. We partner with guidance counselors at the middle school and the YMCA afterschool program to identify kids who are facing food insecurity and pack bags of non-perishable food for these at-risk kids to use on the weekends and during breaks from school throughout the year.

We Clothe

Foster Love Ministries

First Baptist partners with a local nonprofit, Foster Love Ministries. Twice a year we collect items to be donated to families who are fostering children for the first time. These items are placed in backpacks called Journey Bags. We also are a “first responder” church for families fostering who are in crisis. If a car seat or food is needed, we offer that.



Angel Tree

Each year our congregation participates in an Angel Tree gift with Waynesboro Public Schools or Salvation Army. Families pick up an angel with the names, sizes, and wishes of a family in the community in need. Families purchase and wrap the gifts and return them to the church for delivery.

We Educate

First Baptist Weekday Preschool

First Baptist Weekday Preschool offers a Christian environment which helps your child develop social and academic readiness skills for success not only in kindergarten, but later in their schooling and their life. The school provides this learning environment for both families in our church, as well as in our community, regardless of denominations or faith. The Preschool director is a staff member of First Baptist, and the church provides scholarship assistance for those that may need tuition assistance.



Local Forums

Part of our 2020 Visioning Process included seeing education as an important form of mission to the community. Since 2016, we have dedicated space to help educate the community by hosting forums on senior adult abuse, financial management, foster care, and poverty. Look on a church calendar for more forums in the future.

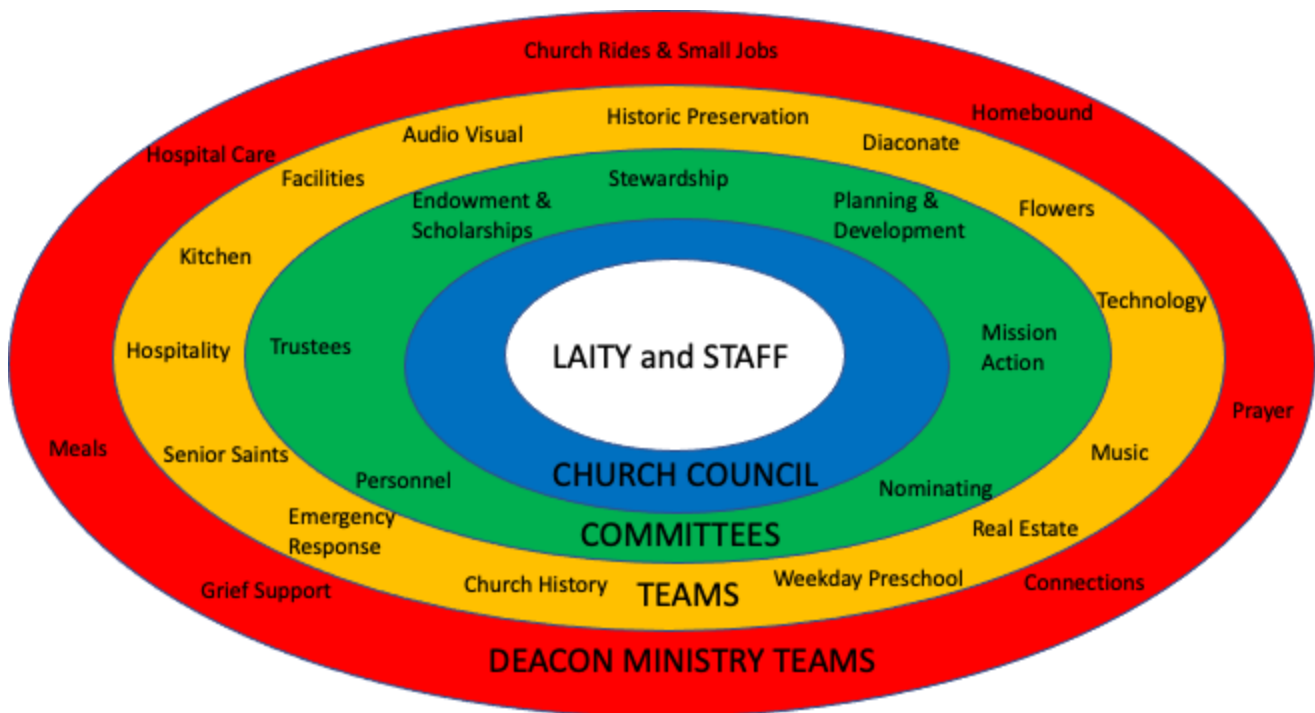
Valley Pastoral Counseling Center

Established in 1980, Valley Pastoral Counseling Center is a non-profit interfaith and interdenominational pastoral counseling center serving the mental health needs of the surrounding area. VPCC provides counseling services to individuals of all ages, couples, families, and groups with a full range of emotional and spiritual concerns. Pastoral Counselors are trained to provide services to clients who have varied spiritual orientations and religious views. Beyond the religious community, VPCC provides mental health services to the community at large. In addition to providing space in our Education

Building for the counseling center, First Baptist contributes to a Client Assistance Fund to help with the cost of counseling for those that may not be able to afford the Center's services.

Committees & Deacon Ministry Teams

Effective and efficient administration of both the church's mission and administration entails varied responsibilities, large and small, and immediate and long range. From programming to policies, long range planning to flower bed planting, the success of the church depends on active and engaged involvement by the entire church body. In most churches, the regular activities consume too much time and involve, and coordination is too difficult for all members to address all details of planning and administering. First Baptist Waynesboro is no different. Our congregation and facilities' size require the delegation of essential responsibilities to staff, committees, and teams. Committees perform core organizational tasks designed to perpetuate the mission of FBW as a building block in the Kingdom of Christ. Teams work to support the weekly, monthly, or seasonally logistical needs of FBW or help accomplish discreet, unique missions of FBW in its efforts to fulfill the Great Commission and minister to its members and the community.



Committees

Effective committee function is the foundation for thought processes, discussions, and deliberations. A committee is a small group of individuals appointed or elected to perform certain tasks that cannot be done as efficiently by the entire membership. The committee is established by and responsible to the church for its membership, power, duties, and instructions concerning its tasks. A committee usually performs the background research and proposes a process by which ideas, policies, and programs are designed. Committees then bring their proposals to the congregation for a vote. A committee's proposal may be accepted, modified or amended, referred back to committee, or rejected by the congregation. The congregation makes the final decision on all major issues.

Church governance consists of a Church Council, with the membership made up the chairs of all the standing committees, and headed by the Church Moderator, who presides over all business meetings.

Endowment and Scholarship Committee

The Endowment and Scholarship Committee assists the Stewardship Committee to help heighten church members' awareness of good stewardship, both during their lifetimes and with their estate planning. They educate church members of options available for making memorial and special gifts to the church. Using good stewardship principles, they plan and oversee endowment and scholarship funds.

Mission Action Committee

The Mission Action Committee focuses on missions locally, regionally, and globally, by identifying mission opportunities, and then mobilizing and encouraging the membership of FBW to participate in mission activities annually.

Nominating Committee

The Nominating Committee is the key to FBW's committee and team structure. As such, it searches out the most skilled individuals for election and brings to the church body names of all persons to be elected to every committee position and every team chair. The Nominating Committee also seeks servant leaders for service on the Diaconate. In fulfilling its responsibilities, the Nominating Committee seeks the input of the church body.

Personnel Committee

The Personnel Committee works with the Senior Pastor in all matters relating to personnel administration and management.

Planning and Development Committee

The Planning and Development Committee is responsible for ongoing planning and management of FBW facility and real property church related needs with particular focus on church worship facilities.

Stewardship Committee

The Stewardship Committee integrates the finances of FBW and helps the church cohesively oversee its finances. The Stewardship Committee helps FBW members continually grow as Christian stewards, helps members and staff take part in the support of missions at home and abroad, and helps the church determine and support its various ministries. All members of the Stewardship Committee serve as the financial conscience of the church body.

Trustees

Trustees represent the epitome of servant leadership. As FBW's legal agents, trustees hold title for all real and personal property owned by the congregation of FBW in a fiduciary capacity. The fiduciary relationship held by a trustee requires congregational approval of all transactions involving FBW assets.

Deacon Ministry Teams

Our ministry teams are led by current diaconate members with additional members from the congregation at large. Participation duties and times are flexible so members are able to serve at times that work with their schedules and suit their talents.

Connections Team

Provides regular personal contact with church members and visitors with greeting cards and phone calls. Members contact those in the hospital, with a death or illness in the family, or with a joyous occasion to celebrate. They also send birthday cards to homebound members and stay in touch with members who have lost loved ones during the past year.

Grief Support Team

Offers support to the bereaved during the time of loss to assure them that the church family cares and they are not alone. Team members contact the family and provide the support necessary just after the death of a loved one by reaching out to other teams for meals, rides, small jobs, etc. Members may also assist by managing the Grief Support calendar, or by praying for church members.

Homebound Team

FBW members who are confined to their home or a nursing facility. Team members are assigned specific individuals to connect with by sending cards, doing in-person visits, contacting by phone, or giving small gifts. These relationships are a personal way to keep homebound members connected to FBW.

Hospital Care Team

Coordinates care for church members who are hospitalized and their families. Team members contact the individual or family to assess needs and provide the support necessary while the member is hospitalized. This team will reach out to other teams for meals, small jobs/riders, etc to coordinate the care for the individual or family.

Meals Team

Provides dinner or food items to help members and their families during a major event or change in their lives. This can include an illness or injury, a return from the hospital, a death in the family, and a joyous occasion such as the birth of a child, a special family event, or just to say we care.



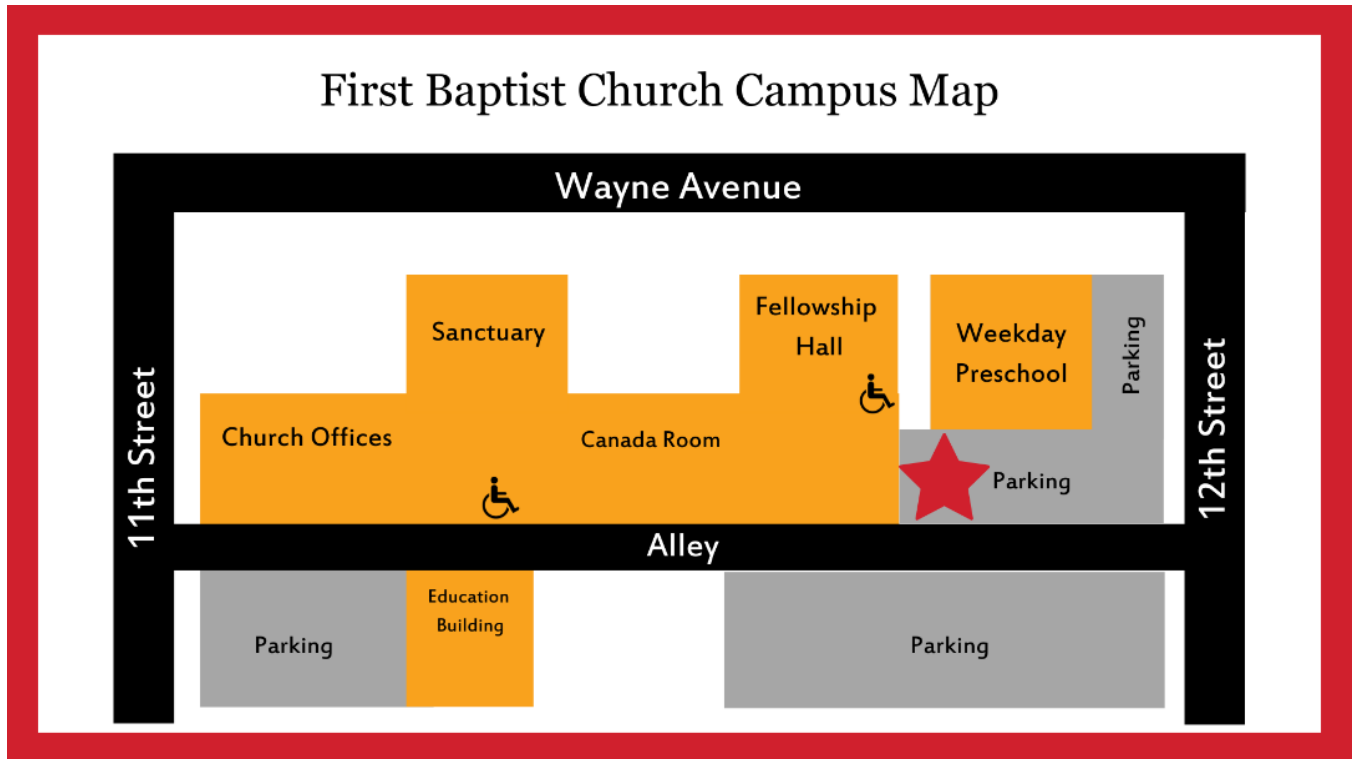
Prayer Team

Organizes the congregation's prayer effort to lift up concerns, praise, and thanksgiving as identified by the congregation. Team members coordinate prayer requests, meet to pray before each worship service, pray for specific concerns during the week, and send notes of support to members who request prayers. Confidentiality is a priority for team members.

Small Jobs Team/Riders

Performs small household jobs for members on an as needed or occasional basis. These jobs can include changing hard-to-reach light bulbs or smoke detector batteries, light furniture moving, yard work, or other needed tasks. This team also provides transportation to and from worship services and other church activities for members unable to drive.

Campus Map



Contact Us

Office Hours: Monday–Thursday, 9:00am–3:00pm

Phone: 540.949.8187

Address: 301 S Wayne Ave, Waynesboro, VA 22980

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Carrie Jones, preschool@fbcwboro.org





Community Profile

First Baptist Waynesboro sits in the downtown area of Waynesboro, Virginia.

Waynesboro is sometimes called “The River City” due to the South River running through the town, “Hospitality in the Valley” due to its friendly atmosphere, and most recently is being branded as “Where Good Nature Comes Naturally.”

All of these names aptly describe our community in the Shenandoah Valley of Virginia. The city sits at the western base of the Blue Ridge Mountain range with the Allegheny Mountain range to the west. It is hard to find a more picturesque setting of mountain and valley views.



The incredible water resources made Waynesboro a destination for manufacturing in the late 1920s and early 1930s, but as economies shifted, so did the manufacturing operations of our major manufacturers and most no longer exist locally.

Our new “wave” of opportunity is also built around the River with the proposed Virginia Museum of Natural History (2025), The South River Reserve (2024), and the Sunset Park project with four and a half miles of mountain hiking and biking trails (2023) to complement our two miles of Greenway walking trail along the river and the miles of fly fishing access.

It never hurts to be located at the crossroads of the Skyline Drive (Shenandoah National Park), the Blue Ridge Parkway (George Washington National Forest) and the Appalachian Trail.

Waynesboro has a bright future, but we have had a storied past of destructive fires, floods and mercury poisoning of the river, as well as a massive loss of manufacturing jobs. The city has combated those events with a dedicated population of “can do” thinkers.



The Wayne Theatre is a thriving revitalization of a 1930s era theater. Its incredible array of live performances from both local and professional talents is hard to match. The educational opportunities they provide include acting, script writing, make-up and scenery to hundreds of school aged children from the area.

Our Waynesboro Orchestra rivals that of much larger areas, as evidenced by a sellout crowd when they performed at the Paramount Theater in nearby Charlottesville. The conductor, Peter Wilson, was first violinist for the White House Orchestra. He has attracted incredible talent.

A few other performing arts options in the area include The Waynesboro Choral Society which features secular music, The Schola Cantorum of Waynesboro offering classical vocal pieces, the Waynesboro Players, ShenanArts and the Shakespeare Theater in Staunton.

Recreational opportunities range from hiking, biking, canoeing, kayaking, fishing, hunting, tennis , and pickle ball to name a few. Local gyms include the “Y,” Planet Fitness, Cross fit and Augusta Health Lifetime.

For golfers there are four public/private golf courses in close proximity, including Orchard Creek in Waynesboro City.

The Waynesboro Generals baseball team draws in college aged players from throughout the US for a spring/early summer season as part of the Valley League. FBW’s former minister served as the chaplain for the Generals.

For college sports fans, The University of Virginia (UVA) and James Madison University (JMU) are within a 30 minute drive.

Each October, Waynesboro hosts the Fall Foliage Art Show. Downtown streets are closed to vehicle traffic, and artists and food vendors fill the streets.. Downtown is also the home to Shenandoah Valley Art Center, where artists display their work and maintain studios. Internationally famed artist P. Buckley Moss also has a museum downtown, as Waynesboro is her hometown.



Waynesboro was named as the “Best Place in Virginia to live on a \$50,000 Salary” by Yahoo *Finance* in 2021. It was named runner-up as the “Best Place to Raise an Outdoor Family” by *Blue Ridge Outdoors Magazine* for 2022.

Nearby Staunton was named one of the South’s Best Mountain Towns by *Southern Living* in 2022, one of the 20 Most Beautiful Streets in America in 2021, and one of the Cutest Small Towns in Virginia in 2022.

First Baptist Waynesboro, through its members, has played huge parts in this area’s development. As a church we actively seek to be community involved and partner with other nearby churches in ecumenical efforts. First Baptist gifted \$50,000 to the Basic United Methodist Church in order for that church to commercially upgrade its kitchen so it could continue a community based feeding program. Our members routinely volunteer at several food outreach ministries including, Second Presbyterian Church’s Disciples Kitchen, and Meals on Wheels to name a few. We are a “host” church for the WARM ministry (Waynesboro Area Refuge Ministry), which provides shelter for the area’s homeless population. FBW decorates, furnishes, and maintains a bedroom in the WARM house, a shelter for homeless women with children. An educational room at the WARM house with books and computers is maintained through the efforts of FBW members. Yearly financial support is furnished through an endowed designated fund of FBW.

Waynesboro itself does not have an institution of higher learning but we are strategically located within an easy drive to eight colleges or universities. The proposed Virginia Natural History Museum will be a research facility for those entities. Murphy Deming College of Health Sciences (part of Mary Baldwin University) is located in nearby Fishersville, and offers Doctorates in Physical Therapy, Occupational Therapy and a Master of Science in Physician Assistant.



Fishburne Military School started in 1879 and is one of only a handful of military schools thriving. FBW sponsored “Adopt a Cadet” in our pre-Covid days, and we expect that ministry to continue at some point in the future.

There are various preschool opportunities in Waynesboro, Fishersville, and Stuarts Draft including the FBW Weekday preschool.

Waynesboro Public Schools serve the city, Augusta County Schools serve the county and Staunton City Schools serve Staunton. There are also private

schools such as Appalachian Christian School in Waynesboro, Grace Christian School and Stuart Hall in Staunton, and Ridgeview Christian School in nearby Stuarts Draft.

76.5% of our congregation lives within the 22980 zip code. 9.4% live in Fishersville; 4.9% in Stuarts Draft; 3.4% in the Staunton area, and 2.8% in the Nelson County area.



Waynesboro Demographics

Based on the 22980 zip code

General

- 65% own their home
- 35% rent their home
- Median Home Value: \$274,000
- Average appreciation in last 12 months: 18.4%
- Average age of a home: 47 years
- Population in 22980: 32,900 people
- Population increase since 2010: +7.1%
- Median Age: 40
- Male/Female Ratio: 48%/52%

Education

- 4.3% less than 9th Grade
- 8.8% 9-12th/no diploma
- 36.7% High School Graduate
- 25.7% Associate Degree
- 15.2% Bachelor's Degree
- 24.5% At least a College Degree
- 9.3% Graduate's Degree/Professional Degree

Population of Children by Age Group

- 2,084 Toddlers
- 2,354 Elementary School
- 2,043 Middle School
- 1,028 High School

Population of Adults

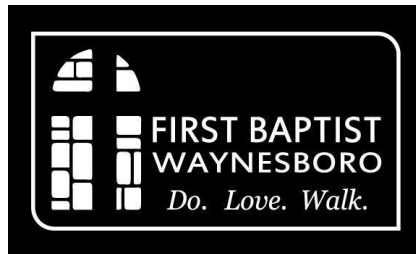
- 974 19-20 years
- 1,190 21-24 years
- 4,429 25-34 years
- 7,961 35-54 years
- 4,374 55-64 years
- 3,389 65-74 years
- 3,083 75 years and older

Household Income Brackets

- Above \$125,000 10.4%
- \$75,000-\$125,000 29.8%
- \$35,000-\$75,000 32.6%
- \$0-\$35,000 36.9%

Occupational Categories-Top 10 Categories

- Retail Trade 16.3%
- Health Care-Social Assistance 15.1%
- Manufacturing 13.3%
- Education 8.3%
- Construction 7.9%
- Professional, Scientific, Technical 5.6%
- Transportation/Warehousing 5.5%
- Public Administration 5.2%
- Accommodations-Food 5.2%
- Other 4.4%



Pastor Profile

In preparation for the nomination of a Pastor Search Committee, the church appointed a Transition Team to begin the process. The goal for this group was to compose not only a Church Profile, but to compose a Pastor Profile. In order to make this an interactive process with the congregation, a series of Listening Sessions were held, both in person and on Zoom. The sessions were well attended, and were successful in identifying the skills and characteristics of our next Senior Pastor.

We seek a pastor who is continually open to the Spirit, with an awareness of God's calling to lead the congregation into a deeper spiritual maturity. Master of Divinity preferred, with a minimum of 5 years of ministry experience. Successful candidates will actively engage with our CBF and BGAV affiliations.

As a moderate church, we seek a leader who embraces our vision of discipleship for our Lord Jesus Christ and actively embodies our mission derived from Micah 6:8 of Do. Love. Walk.

Pastoral Skills/Spiritual Characteristics

DO: PREACHING

Ability to connect with congregants of both contemporary and traditional styles of worship, and to adapt sermons accordingly. Applies biblical truth to modern life in a well crafted, well delivered and engaging way. Congregation is open to a variety of translations. We believe that the Holy Spirit continues to inspire the interpretation of scripture as we read it and apply it to our lives.

LOVE: PASTORAL CARE

Work with church leadership (Associate Pastor, Deacons & Church Teams) to provide emotional, social, and spiritual support for church and community members alike. Engages others easily, warmly, and deeply.

WALK: MISSIONAL

A passion to do justice, love mercy, and walk humbly, while connecting with people where they are. Inspire and challenge our church to become more like Jesus through prayer, discipleship, and loving others in our church and our community. Actively connect with mission partners and search for mission opportunities in our community.

Leadership Skills

DO: COLLABORATIVE

Foster healthy and productive relationships with staff, associate pastors, and lay leaders. Establish and maintain relationships with other local clergy and community leaders. Willing to work and dream with leadership to develop a clear and compelling vision for the future of the church.

LOVE: RELATIONAL MATURITY

High level of emotional and social intelligence with the ability to make personal connections with people across generations and to build healthy relationships. Dynamic and approachable communicator with excellent listening skills. Ability to manage conflict as necessary and seek reconciliation and healing.

WALK: MANAGEMENT

Ability to manage church staff, think strategically, delegate appropriately, and change ministry strategies as needed over time. Ability to critically examine existing structure and programming, with the skill to guide church leadership through spirit led change.