

# First Baptist Church of Middletown Ohio

4500 Riverview Avenue  
Middletown Ohio, 45044



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Dear Prospective Candidates,

First, we as a committee want to thank you for your interest in the position of senior pastor at First Baptist Church of Middletown Ohio. Our committee includes seven congregational members who are trying to best serve their peers. This committee was nominated in January of 2026 and started the pastoral search process in March. Our mission is to dedicate our time and work together to best express the values, ministries and sense of community this congregation and church family embodies. As well as keeping our commitment to American Baptist Churches USA, and our regional affiliation of American Churches of Greater Indianapolis. We hope this comprehensive church profile can do just that.

First Baptist Church of Middletown has a long-lasting history of over 200 years. As a result, we have a well-established congregation who is adamant about a bright future. To fulfill this, we are looking for a pastor who is a steadfast leader, a skilled communicator and a faithful servant to God and His ministries. We also want to express our desire to grow our current ministries and hope that our future pastor can help accomplish this and can help create new opportunities.

We want to reassure you that we will do our best to make this a fair and professional process. That we recognize the questions, concerns, and needs of our candidates as well as our church. We encourage you to take a close look at First Baptist Church of Middletown, and please do not hesitate to reach out with any questions and concerns. Thanks again for your interest in our church, may God continue to bless and guide your journey and ministries.

In God's Love,

FBCM Pastoral Search Committee

[pastorsearch@fbcmiddletown.org](mailto:pastorsearch@fbcmiddletown.org)

# **Our Mission Statement**

First Baptist Church is called to

Give Glory to God...

Embody Christ...

Be Guided by the Spirit...

## **Our Vision**

- To cultivate a weekly Sunday worship and fellowship experience that refreshes, encourages, and resets us for the week ahead.
- To be an in-person and online resource center that equips people to live Christ-centered lives
- To provide opportunities that develop connections and participation across all generations.
- To extend Christ's love beyond our walls by serving our community and supporting God's mission.



## Our Core Beliefs and Values



| We Believe                                                                                                                                        | Therefore, We Will                                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| GOD, our Holy Creator, knows us intimately, loves us forever and is with us always.                                                               | Conduct our lives in the likeness and principles of a loving God.                 |
| JESUS is God-accessible. His life is our example, His death is our ransom, His resurrection, our power.                                           | Respond to His love through obedient discipleship.                                |
| HOLY SPIRIT is God's pursuing Spirit, that convicts us of our sin, unites us to one body in Christ, dwells with us to empower us to bear witness. | Receive the Holy Spirit into our heart to unite and equip us to the glory of God. |
| BIBLE is the inspired Word of God that is the authority for living our Christian life in faith, hope and love.                                    | Read the Bible daily and use it as the ultimate guide for conducting our lives.   |
| CHURCH is the community united by faith, using God's gifts to encourage, serve and give witness to God's glory.                                   | Join together to develop a ministry of support, encouragement and outreach.       |

More of our Beliefs: <https://www.fbcmiddletown.org/who-we-are#WhatWeBelieve>

## Typical Sunday Worship Service

Our Sunday Morning service starts at 10:30 and typically lasts an hour

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Date</p> <p>Church Family Announcements:<br/>(Pastor does the specific prayer requests before we are online.)</p> <p>Time of Fellowship: (This occurs before we stream.)</p> <p>Prelude - Doug Rose, Piano</p> <p>Welcome: (Pastor greets and shares general announcements.)</p> <p>Invocation and The Lord's Prayer</p> <p>Song of Praise: The Praise team leads the singing.</p> <p>"Lord, I Lift Your Name on High":<br/>This changes; words are on the screen.</p> <p>Scripture Reading: Matthew 7:1-6</p> <p>(People volunteer to be scripture readers.)</p> <p>Children's Message – (We have a team of volunteers who rotate doing this.)</p> | <p>Time of Worship: (We sing a couple of songs here.)</p> <p>"How Great Thou Art" #21</p> <p>"How Great Is Our God"</p> <p>Time of Prayer</p> <p>(Special music, if it's not choir week)</p> <p>Rev. Dr. Karen E. Johnson</p> <p>The Message: Stones and Snakes</p> <p>Scripture: Matthew 7:7-12</p> <p>Song of Invitation: Pastor invites people to come forward or talk to her if they wish to be baptized or become a member or renew their commitment</p> <p>"The Old Rugged Cross" #484<br/>(sample)</p> <p>(Communion: (We take communion on the 1st Sunday of each month.)</p> <p>Benediction</p> <p>Postlude</p> |
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Link to watch: [https://www.christianworldmedia.com/watch?v=DVzL\\_GXEL5O](https://www.christianworldmedia.com/watch?v=DVzL_GXEL5O)

## Our Ministries

First Baptist Church has many different ministries such as:

- Our Daycare
- Sunday School Classes
- Children's Church
- Young Adult Group
- A Choir and Praise Team
- American Baptist Women's Group
- Handbell Choir
- Visitation Team
- Streaming and Audio Team
- Health Ministry Team
- Bereavement Committee
- Food Pantry
- Prayer Chain



young adult and youth group



choir



American Baptist Women's Group



School Aged Daycare Kids

**Ephesians 2:10** "For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do."

## Our Connection to the Community

First Baptist church is connected and is involved in many community programs and organizations in the city.

- We are home to FBC Daycare that runs year-round Monday through Friday
- We are a member of SHALOM, which is a community of churches that reaches out to the homeless population
- We are in partnership with Care Portal, an organization to help the needs of families in our local schools
- We help support multiple food pantries and have recently started an in-house pantry
- We partner with many local churches to host Lenten lunches
- We have a very active women's ministry group that supports multiple ministries here in Middletown, and internationally
- We are also home to multiple community groups
  - Boy Scouts and Girl Scouts
  - AA
  - Young Life and Capernaum
  - Random Acts of Kindness Group
  - Multiple exercise programs and groups



SHALOM



Daycare VBS lesson



Capernaum



Lenten Lunches



Our food pantry

## Our Church Leadership

Church Leadership at First Baptist Middletown is a shared process outlined in the Church Constitution, which is developed by the members.

The members vote for people to serve three-year terms on one of the three focus groups. Each contains 5 members, to make up our 15-member leadership team, which is led by a moderator. The pastor provides and receives input from the focus groups but cannot serve on a board.

Our Constitution: [https://docs.google.com/document/d/1U3a53SenPFLrW9uWPfc-BxPxo\\_etPPFc/edit?usp=sharing&oid=112993421410011971757&rtpof=true&sd=true](https://docs.google.com/document/d/1U3a53SenPFLrW9uWPfc-BxPxo_etPPFc/edit?usp=sharing&oid=112993421410011971757&rtpof=true&sd=true)

| <b>Administration Group</b>         | <b>Community Group</b>                                  | <b>Discipleship Group</b>                              |
|-------------------------------------|---------------------------------------------------------|--------------------------------------------------------|
| Focus:<br><br>Finances and Facility | Focus:<br><br>Worship ministries and church family care | Focus:<br><br>Christian education and mission outreach |

The church staff includes:

- Office Secretary and Treasurer
- Assistant Treasurer
- Daycare Director and Daycare Staff
- Two church and Daycare Custodians
- Pianist
- Financial Secretary



Our Daycare Staff

The Church also has several volunteer positions including:

- Young adult leaders
- Choir Director
- Sound booth team
- Children's ministry team
- Women's ministry group
- Sunday school teachers
- Maintenance assistance
- Yard care team

All these are the work of one and the same, and he distributes them to each one, just as he determines.

1 Corinthians 12:11

## Our Building and Facility

Our Building sits at 4500 Riverview Avenue in Middletown, Ohio.

Some components of our building include:

- A Sanctuary that can seat up to 400 people
- A Narthex where fellowship can start from the moment you walk in
- A Narthex that also doubles as a space where our daycare children eat their meals
- A wing dedicated for our daycare that operates year-round
- An entry drive that is under a canopy and used for valet parking
- Two kitchens. One used daily by the daycare, and a second attached to our celebration center used for church events
- A large multiple purpose center (celebration center) that allows for a wide variety of activities and events that include
  - Choir room
  - Classrooms and nursery spaces
  - Prayer Room and Parlor
  - Walking Track
  - Bathrooms that include shower facilities

Want to see more?

Our Sanctuary: <https://www.facebook.com/share/v/1Dh7p41oKc/>

Our Daycare: <https://www.facebook.com/share/v/196hyYtDRh/>

Our Celebration Center: <https://www.facebook.com/share/v/191n4W5sHy/>

<https://www.facebook.com/share/v/1JrEzoZFZn/>



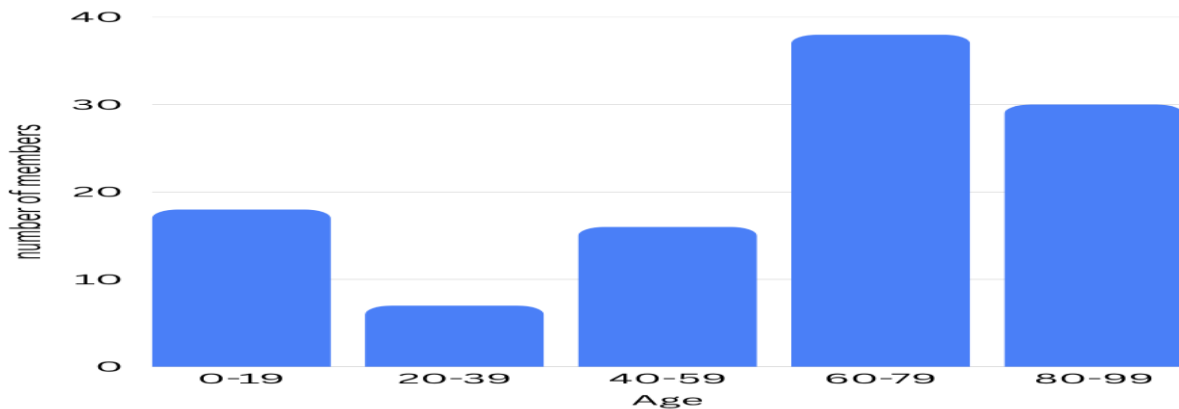
# Our Church Demographics

First Baptist Church of Middletown could be described as an “older established church” with an over 218-year history.

Here are some statistics by age and gender:

- We have about 120 active church family members
  - About 58% are women, and 42% are men
  - About 70 church family members attend church regularly
  - Out of those 70 about 12 are children

Here is a table of our congregation by age:



Here are some statistics by location:

- A large number of members live in Middletown. However, the majority of members live in neighboring cities.
  - Middletown 48%
  - Franklin 14%
  - Miamisburg 13%
  - Monroe / Mt. Pleasant 8%
- The other 17% are scattered in other neighboring cities, and a few are located outside of the state.



# Our Community

Middletown is located between Dayton and Cincinnati with a population of roughly 53,000

Community demographics include:

- White 74%
- Black 13%
- Hispanic / Latino 8%
- Asian 1%
- Other 4%

Because of our location we are located near

- Cincinnati Zoo
- Great Miami River Trail
- Sporting Venues
  - Paycor Stadium (Bengals)
  - Great American Ball Park (Reds)
  - TQL Stadium (FC Cincinnati)
  - Day Air Ballpark (Dayton Dragons)
- Museums
  - Pendleton Art Center
  - Middletown Art Center
  - Middletown Canal Museum
  - Cincinnati Museum Center
  - Cincinnati Art Museum
  - National Underground Railroad Freedom
  - Wright Patterson Airforce Museum
- Many local Parks and State Parks
- Many local Recreational centers



The Middletown area offers several public and private schools including daycares, elementary schools, secondary schools, colleges, and universities. Middletown City School District is our local district. Other districts and schools include:

- Public Schools:
  - Monroe, Franklin, Springboro, Edgewood, and Madison City School Districts
- Private Schools
  - Middletown Christian
  - St. John XXIII and Bishop Fenwick
- Post High Education
  - Miami University of Middletown (MUM)
  - Cincinnati State



# Our History

First Baptist church has been around for a long time – since 1808! We just celebrated our 218<sup>th</sup> year of ministry in August 2026. During these 218 years the church has seen many pastors and many buildings.

FBCM started out as Salem Baptist Church, which was a log cabin on the river. This was a pillar in Middletown, as one of the first churches in the area. Since then, we have moved into five different buildings. Most recently moved into our Riverview location in 1972 and have been there ever since. We have since added an addition, the Tom Taylor Celebration Center. This space holds our gymnasium, track, and different classrooms. We are mortgage free!

In addition to the many buildings, we have had a daycare for over 50 years. Our current Daycare director, Cyndi Sparks, has served for over 35 years.

We have had many pastors who have all had an impact on our church.

Here is a list of pastors from the last 70 years

- Rev. Dr. Karen Johnson (current interim pastor)
- Rev. Dr. Scotty Robertson served 8 years (2017-2025)
- Rev. Wayne Paulson (served as interim from 2016-2017)
- Rev. Ken Fey served 12 years (2004-2016)
- Rev. Alvin and Rev. Rachel Lee. This team served as interim. (2002-2004)
- Rev Roland Marcus (interim 1996-1998 and pastor 1998-2002)
- Rev John Dick served 12 years (1984-1996)
- Rev. Sterling Price (interim from 1983-1984)
- Rev. Walter Weber served 28 years (1955- 1983)



Each pastor and building change along with each new staff member and daycare director has added their own impact to our story. We look forward to our next chapter with our new pastor!



# Our Strengths and Opportunities

Our pastoral search team has recently surveyed and participated in a listening session with the congregation. We discussed the status of our church and where we would like to be. We organized their thoughts into a summary of our strengths and weaknesses, which are listed below.

First Baptist Church is blessed with many strengths:

- We have a friendly and welcoming atmosphere
- We offer an in-service children's message and children's church
- Our involvement with SHALOM and other mission outreach
- Our Sunday service includes traditional worship elements
- We value equality and our ABC identity
- Our pastoral care and visitation team
- Our Intergenerational participation
- We practice open communion for all



Areas FBC would like to improve and new directions we would like to explore:

- Music
  - We would like to explore using more modern, upbeat, and varied music
  - We would like to add the use of instruments
- Membership and Engagement
  - We would like to see younger families and more youth
  - We would like to have more volunteers
  - We would like more Sunday school classes, and have options for all ages
  - We would like more fellowship opportunities, other than a Sunday morning service
- Outreach and Visibility
  - We would like to improve upon our social media presence
  - We would like a better system to follow up with visitors



Links to our social media:

Facebook: <https://www.facebook.com/share/g/1CvV6Qu1JZ/>

Instagram: [https://www.instagram.com/fbcmiddletown?utm\\_source=ig\\_web\\_button\\_share\\_sheet&igsh=ZDNlZDc0MzIxNw==](https://www.instagram.com/fbcmiddletown?utm_source=ig_web_button_share_sheet&igsh=ZDNlZDc0MzIxNw==)

Website: <https://www.fbcmiddletown.org/>

# Compensation and Responsibilities

The terms and level of compensation are negotiable and will be commensurate with experience, education, and ability. We give our pastors the ability to distribute the total package amounts as best serves their needs, within the tax regulations, with regards to housing, cash, automotive, health care, and retirement.

Some responsibilities and ways to help lead the church:

- Be our vision caster and team leader.
- Develop and maintain programs and activities for the church's vision for ministry.
- Preach the Word in our worship services with energy and passion, cultivating an experience where worshipers encounter God in a personal way with assistance of the Leadership Team.
- Study new and different ways to make the worship service meaningful for all ages.
- Work in unison with the Discipleship team to develop programming and direction for educational and discipleship opportunities for all ages.
- Provide leadership to the Administration Team for financial management of the church.
- Provide pastoral care and outreach visits to our congregation in partnership with the Community Team.
- Work jointly with the Discipleship Team to reach out and be involved in our community, nation, and worldwide mission efforts seeking to meet practical needs and lead persons to make decisions for Christ.
- Provide leadership, support, and vision for our Leadership Team.
- Maintain great communication with our congregation and our Community Team.

We pray for a new pastor who will help lead our FBCM congregation into a bright future! We are looking for a Vision Castor and Team Leader who will work in concert with us to allow us all to learn how to better serve God, accomplish our goals and make sure First Baptist Church of Middletown continues to give glory to God, embody Christ, and be guided by the Spirit



## Church Life



A view from the choir loft



Easter Egg Hunt



ABW group valentine party



Daycare spring concert



children's message



Celebrating 50 Years

Jesus Loves us all



VBS and Founders Day dinner



Graduate Sunday

Sunday school class



Daycares 50<sup>th</sup> anniversary



After Church Birthday celebrations



ladies game day



Thanksgiving dinner



ESL classes with local schools

Church van Christmas deliveries



candlelight service



Bible study at the park

