

First Baptist Church of Pensacola
Ministry Organizations

First Baptist Church of Pensacola Mission Statement:

At FBCP, we glorify the Father by following the Holy Spirit in telling the story of Jesus.

We seek to do this by leading people to...

- Discover personal faith in Jesus as their Savior.
(Evangelism)
- Devote to Christ as their Lord. (Worship)
- Develop into mature followers of Jesus. (Discipleship)
- Demonstrate Christ-like love in attitudes and actions.
(Fellowship)
- Deploy into the world as witnesses and servants of Jesus.
(Missions)

FBCP Beliefs and Biblical References for our Mission:

We believe the local church is the Body of Christ made up of baptized believers, and it is God's will for every believer to be a member of one for mutual fellowship, edification, and mission.

A New Testament church of the Lord Jesus Christ is a local body of baptized believers who are associated by covenant in the faith and fellowship of the Gospel and seek to extend the Gospel to the ends of the earth. This church is an autonomous body whose members are equally responsible. The New Testament speaks also of the church as the body of Christ, which includes all of the redeemed of all the ages.

“Now you are the body of Christ, and each one of you is part of it.”
1 Corinthians 12:27

“God placed all things under his feet and appointed him to be head over everything for the church, which is his body, the fullness of him who fills everything in every way.” Ephesians 1:22-23

We believe the Church should observe Baptism and the Lord’s Supper as the two ordinances Christ gave to His Church.

Christian baptism is the immersion of a believer in water. It is an act of obedience symbolizing the believer’s faith in a crucified, buried, and risen Savior; the believer’s death to sin; the burial of the life; and the resurrection to walk in newness of life in Christ Jesus. The Lord’s Supper is a symbolic act of obedience whereby members memorialize the death of the Redeemer and anticipate His second coming.

“Repent and be baptized every one of you in the name of Jesus Christ for the forgiveness of your sins. And you will receive the gift of the Holy Spirit.” Acts 2:38

“Is not the cup of thanksgiving for which we give thanks a participation in the blood of Christ? And is not the bread that we break a participation in the body of Christ?” 1 Corinthians 10:16

We believe it is the duty and responsibility of every Christian and church to deliver the good news of Jesus Christ and to make disciples for Him.

It is the duty and privilege of every follower of Christ and every church of the Lord Jesus Christ to endeavor to make disciples of all nations. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life. It is the duty of every

child of God to seek continually to win the lost to Christ by personal effort.

“All authority in heaven and on earth has been given to me. 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 28:18-20

Many FBCP Ministry Organizations support the congregation in accomplishing the FBCP Mission. Following is a description of one of those Ministry Organizations:

Personnel Committee

Leadership:

Chairperson/Leader: Allen Turner

Church-Wide Ministries Supported by this Committee:

This committee supports the Administrative Ministries.

Ministerial Contact:

Coordinating Pastor, Missions and Ministries

Biblical References for this Committee:

“Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms.”
1 Peter 4:10 (NIV)

**Purposes, Expectations, and Anticipated Accomplishments
of this Committee:**

To guide FBCP toward a sustained personnel model with respect to church staff and associated budget.

Specifically providing leadership and guidance regarding

- Staff compensation and benefits.
- Accountability using staff performance evaluations.
- Liabilities as they involve staff and staffing activities.
- Establishing yearly staffing budgets.
- Operating within approved budgets.

Specific Committee performance regarding

- Working with the Senior Pastor and his designee(s) in all matters pertaining to paid staff and employees.
- Presenting salary recommendations for all staff and employees to the Budget Planning Committee.
- Receiving and reviewing all evaluations of staff and employees prior to salary considerations.
- Working with the Senior Pastor in filling staff vacancies, preparing job descriptions, securing recommendations, performing interviews, and recommending calls to staff positions.
- Working with the pastoral staff to fill any vacancies in the secretarial, clerical, and other hourly worker positions.
- Assisting the Senior Pastor or his Staff in evaluating the needs for additional staffing, staffing organization, job descriptions, and other staffing needs.
- Maintaining and administering current Personnel Policies and Procedures.

Members of this Committee

This Committee is authorized to have up to nine members. Eligibilities for membership include: membership in FBCP, pattern of regular tithing, and experience in employee relations and budgeting. Members are nominated by the Placement Committee and approved by the Church Body. Members serve three-year terms.

Organization of this Committee

The chairperson of this committee is appointed by the Placement Committee.

Meetings, Meeting Agendas, and Work Schedules

Meetings and agendas are scheduled and announced as needed by the chairman, based on personnel changes and requirements, planning and budgeting activities, and other related matters.

Records of Meetings

Minutes of meetings are recorded at each meeting, and the committee members review and approve the minutes at the next meeting. Contact the Chairman of the committee for further information.