



FIRST BAPTIST CHURCH *of Ahoskie*

2026 Church Profile

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Pastor Profile

First Baptist Church of Ahoskie (pronounced *Ah-hoss-key*), North Carolina, is prayerfully searching for a full-time senior pastor to lead a diverse multi-generational congregation. As we celebrate over 220 years of faithful ministry, we are looking for a humble, relational, Spirit-led, mission-minded pastor who genuinely loves all people and is committed to building authentic relationships within the church and throughout the surrounding community.

We are proudly affiliated with the Cooperative Baptist Fellowship ([CBF](#)) and CBF of North Carolina ([CBFNC](#)). Our church family includes 250 resident members, with a growing focus on young families and our many small children. We cherish our history of long-tenured pastors (only eight in the last 100 years) and seek a pastor who will continue this legacy of stability and spiritual leadership.

Similarly, our congregation is committed to caring for our pastor, so they can do the work to which God has called them. We offer a competitive compensation package that reflects your ministry experience and qualifications, including a salary, housing allowance, and retirement contribution ranging between \$75,000-\$105,000. We also offer health insurance, paid time off, and professional development opportunities. Specific details will be discussed with candidates during the interview process.

Worship at FBC Ahoskie is traditional in style, with music playing a vital role in our services. We affirm the leadership of women in ministry at all levels, having ordained women as both deacons and ministers who have served in those capacities in significant numbers and roles.

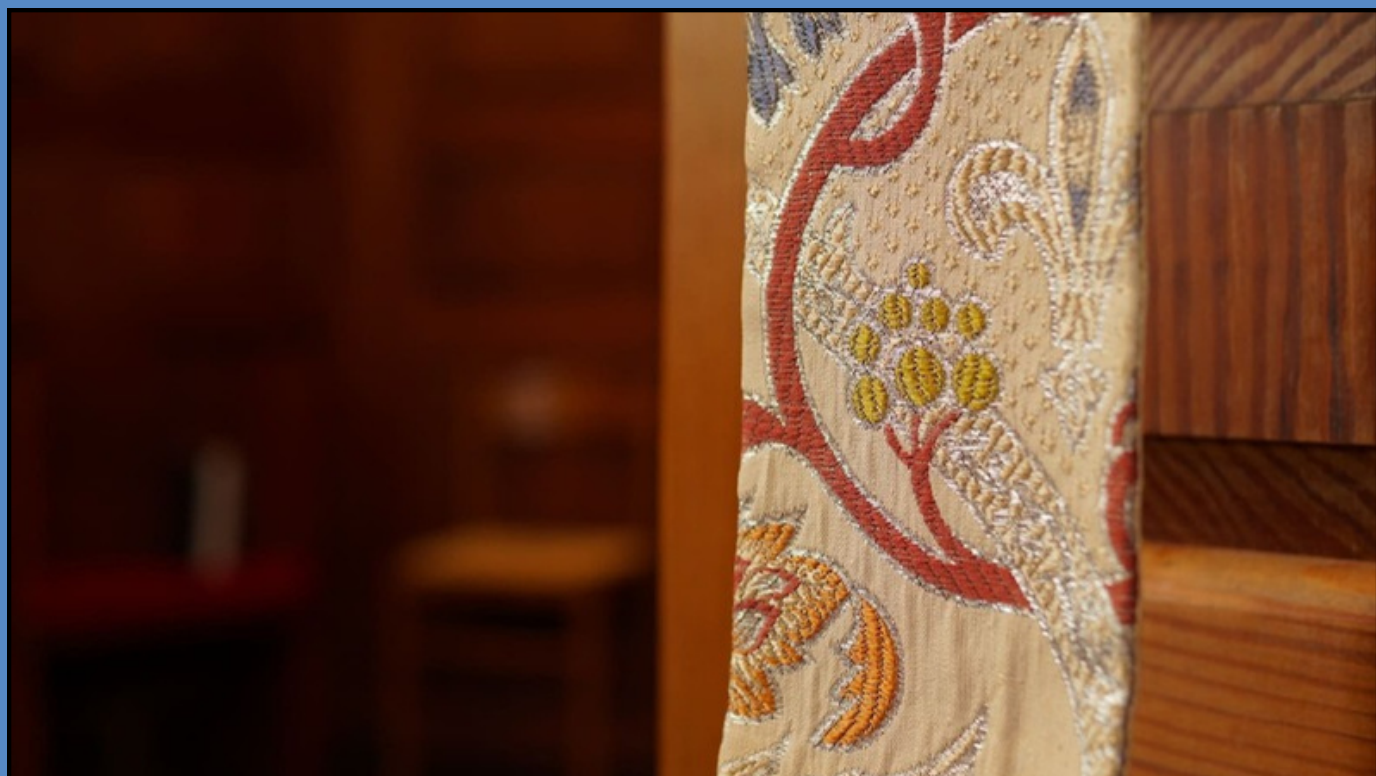
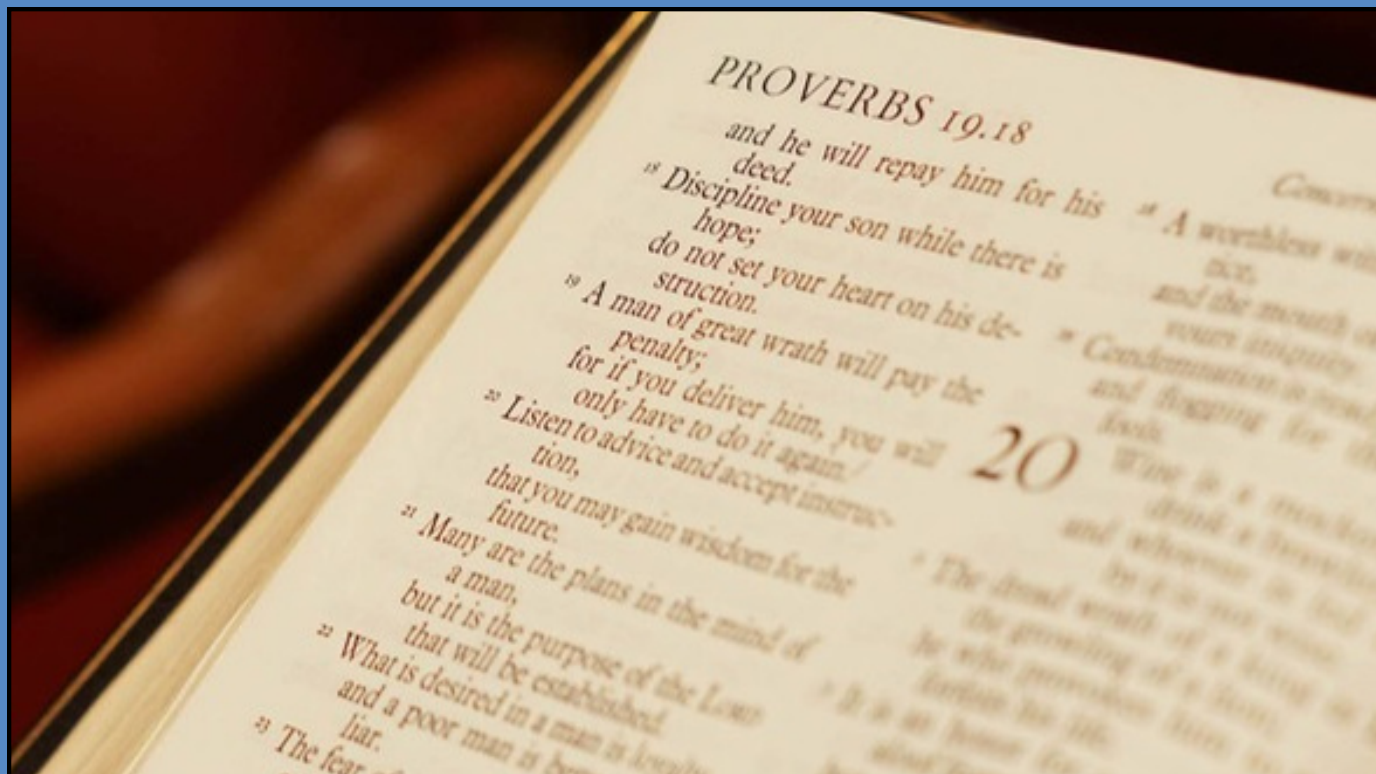
We are looking for a pastor with strong communication and dynamic preaching skills who faithfully and thoughtfully proclaims God's Word. A minister who values collaboration, provides consistent pastoral care, and builds relationships across generations will find First Baptist Ahoskie an eager partner. Our new pastor should also be prepared to assess and strengthen our staffing and governance structures to best serve our congregation and community.

Candidates should possess a Master of Divinity (M.Div.) degree from an accredited seminary or divinity school and ideally have previous ministry experience. The successful candidate must possess and support historic Baptist convictions, embrace the mission and identity of the Cooperative Baptist Fellowship, and be prepared to lead a congregation that values Baptist freedoms.

First Baptist Ahoskie has retained [Greenfields Church Consulting](#) to help us navigate this search process. If you feel led to this exciting opportunity, we invite you to apply and discern with us how we can make a meaningful impact together.

Interested applicants should submit a resume, cover letter, and references to Craig Janney via email at craig@greenfields.consulting. You will receive a confirmation email along with details on the next steps in the process once your application is received.

Applications should be submitted no later than **Wednesday, October 7, 2026**, but applications received before that date may be considered and acted upon by the Committee.



Historical Sketch

First Baptist Church of Ahoskie began in the latter part of 1804. Throughout its more than 200 year history the church has been and continues to be an integral part of the fabric that is the Town of Ahoskie and surrounding community. Now in its fifth physical facility, First Baptist is currently led by Interim Pastor Rev. Jack Glasgow with the assistance of Interim Minister of Music, Dr. Greg Barmer. Rev. Dr. Jesse J. Croom serves as Pastor Emeritus, and currently resides in Edenton, NC. From its beginning until now, First Baptist has had twenty-five pastors with eight pastors serving since 1925.

An interesting fact about First Baptist Church of Ahoskie is that for eighty-five years the name “Ahoskie” referred to the church. There was no Town of Ahoskie. However, in 1889 a post office was opened one-half mile west of the church building and was given the name “Ahoskie.” The rail station located near the post office was then named “Ahoskie.” From that time forward there would be a distinction between “Ahoskie” the church and “Ahoskie” the town. The Town of Ahoskie was incorporated in 1893.

Since its beginning with sixty-seven charter members, First Baptist has grown in size and membership. Throughout its existence, the heart and soul of the Church has resided in worship, fellowship and service to the community.

Sunday School began in 1844 with ninety students and thirteen teachers to lead Bible study. The Women’s Missionary Society, which was organized in 1899 with seven charter members, has grown in membership and service. The Church has been involved with local, state, national and international missions since 1853. Emphasis on missions continues today through a robust missions education program for all ages, beginning with preschoolers.

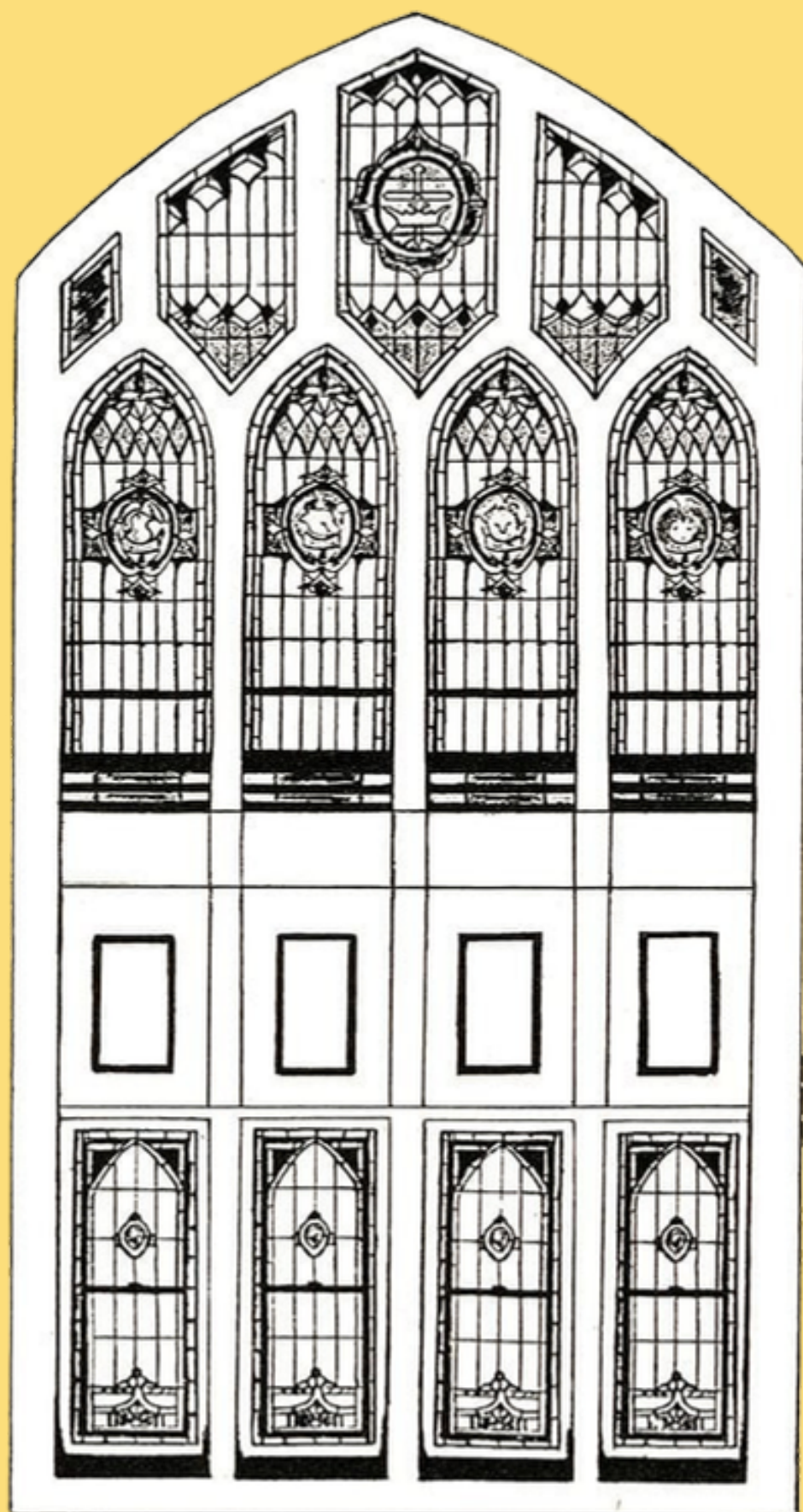
Another important aspect of First Baptist Church is its storied music ministry. Beginning with graded choirs in 1948, the music ministry has grown. First Baptist has been blessed with the leadership of well-trained ministers and musicians who have led the church in choral and instrumental music education involving children, youth and adults in several choirs. The beautiful Zimmer pipe organ was dedicated in February, 1966. A rededication and recital service was held in February, 2017.

To date, First Baptist Church of Ahoskie has had the privilege of ordaining six of its members (two of them women) to the gospel ministry. In 1920, First Baptist elected its first two women to the diaconate. Since that time both women and men have served alongside one another as deacons and in numerous leadership positions within the church.

In 1993 following a lengthy study on denominational relations, the church membership voted to sever relations with the Southern Baptist Convention and to unite with the Cooperative Baptist Fellowship. While hundreds of other churches have chosen to take this step, FIRST BAPTIST CHURCH OF AHOSKIE WAS THE FIRST CHURCH IN NORTH CAROLINA TO DO SO. FIRST BAPTIST CONTINUES TO SUPPORT THE COOPERATIVE BAPTIST FELLOWSHIP AND CBF-NC.

For over 200 years, First Baptist Church of Ahoskie has been known as a community of faith committed to following Christ and sharing His love in our community and around the world. Building upon a rich heritage of ministry, we are seeking to grow into the church God desired us to be for today and tomorrow.





Community Sketch

First Baptist Church of Ahoskie is located in Ahoskie, NC on the corner of Main Street and West Street. The church membership comes from throughout Hertford County and surrounding counties.

The Town of Ahoskie is located in Hertford County, NC, and has a population of approximately 4,600 people. It is the largest town in Hertford County.

Demographics of Hertford County

Hertford County covers 360 square miles and is located in eastern North Carolina bordering Virginia. The County is home to roughly 21,000 residents who have long enjoyed quiet southern living. Winton is the County seat and there are five additional incorporated jurisdictions in the County. Hertford County is located 120 miles east of Raleigh, NC; 104 miles south of Richmond, VA; and 100 miles west of the Outer Banks of North Carolina. It is within an hour of the largest natural deep-water harbor in the world at Norfolk, VA. Its location allows the County to utilize two states (NC and VA) for infrastructure, resources, and workforce development.

Hertford County is a community where agriculture, healthcare, education and manufacturing are its economic backbone. County leaders and developers have been strategically planning for business growth which to date has resulted in the development of the Hertford County Industrial Park and other identified commercial and industrial sites. Chowan University, a four-year liberal arts institution, previously Baptist affiliated, founded in 1848, and Roanoke-Chowan Community College, a two-year institution of higher education founded in 1967, are both located in Hertford County. They produce highly skilled graduates who are prepared to fill positions resulting from business expansion and development opportunities. Hertford County has high quality technical infrastructure resources, making it prime for residential and commercial expansion.

As of the 2020 U.S. Census, the population of Hertford County was 21,552 people; this represents a 12.6% decrease over the 2010 census. According to the 2020 census, the racial makeup of the county was 35.4% White, 57.5% Black or African American, 0.9% Native American, 0.5% Asian, and 3.5% from two or more races. 7.3% of the population were Hispanic or Latino of any race.

Health Care

Roanoke-Chowan Hospital, a 114-bed hospital affiliated with East Carolina University Health, is located in Ahoskie. It is the health care center for a four county area. Roanoke Chowan Community Health Center provides general practice health and dental care, and an ECU residential dental program is located in Ahoskie. Other private physicians and dental practices are in the area.

Schools

Hertford County Public Schools consists of one primary school, two elementary schools, a middle school, a traditional high school, an Early College High School, and a STEM High School. The primary school, one of the elementary schools, and the traditional high school are located in Ahoskie, and the other schools are within fifteen miles of Ahoskie. Other schools in the county include Ahoskie Christian School which is PK-12, and Ridgecroft School, a PK-12 college preparatory independent school.

Other Attractions

Other local attractions include Historic Murfreesboro, the Gallery Theatre in Ahoskie, the annual North Carolina Watermelon Festival, and Beechwood Country Club with its 18-hole golf course. The Chowan River forms the eastern border of Hertford County, and is a mecca for swimming, boating and fishing. The area is rich in wildlife for viewing and for hunting.





Worship & Ministries

Worship is the heart of who we are as a church. We gather each Sunday in the sanctuary and via internet and Facebook broadcast to praise God, and in doing so, we are reminded of God's love for us, and therefore, our call to love and serve others in the name of Christ.

Our worship services may be described as "traditional" in nature. They are shaped by the Christian year and the Revised Common Lectionary. That is, we experience worship through hymns, responsive readings and prayers, scripture readings, children's time, musical meditations by our various choirs and instrumentalists, testimonies of faith, and preaching from God's word. Men, women, teenagers and children provide worship leadership alongside our ministers.

Bible Study

It is our hope that Bible Study and Faith Formation permeate every aspect of ministry at First Baptist Church of Ahoskie. As Christians of all ages, we are life-long students, striving to "grow up in every way into Jesus Christ, who is the head, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promoted the body's growth in building itself up in love" (Ephesians 4:15-16).

Sunday School

Meets each Sunday at 9:45 am

Classes are offered for all ages, Birth-Adults.

Adult Sunday School

There is a co-ed class for college-age and young adults. There are two other adult women and one other adult men classes.

Children's Ministries

It is our belief that children need a space to explore God's word, to learn of God's love for them through Jesus Christ, to ask questions, to express their faith, and to feel loved. The Children's Ministry of FBC seeks to provide this space through Bible study, choirs, missions, and worship experiences. These ministries are designed to guide children to grow in their faith and knowledge of our Lord Jesus Christ. Fellowship and special events are another aspect to our Children's Ministry. Each year we share in family oriented events such as Trunk or Treat, Birthday Party for Jesus, and an Easter Egg Hunt. Each summer, children enjoy extended learning through our annual Vacation Bible School. Older children (completed grades 3-6) also have the opportunity to participate in Passport Kids, a four-day summer camp experience.

Sunday Ministries for Children - Year Round

Children's Sunday School Classes

Cribs and Toddlers

Pre K Class (ages 3, 4, 5)

K-1st Grade Class

2nd-5th Grade Class

Youth Class (Grades 6-12)

In addition to the Youth Sunday School Class, FBC Youth have weekly meetings September-May, rotating between Bible Study, missions projects and fun activities. Currently, volunteers are filling these roles. With significant financial support from the church, and the youth families, in the summer of 2026, six FBCA youth and three FBCA chaperones partnered with ECU Medical School residents on a mission trip to the Dominican Republic, where they focused on “Living Out God’s Love” and “Love in Action”, through service, working with local school age children and building relationships, painting a local church, and assisting in a medical clinic.

There are approximately 35-40 children on Sunday School rolls from birth through Grade 5.

Wednesday Ministries for Children - September to May

Children's Music & Missions

Music & Mission Friends (Ages: 3, 4, 5 & K)

Children Choristers & Children in Action (Grades 1-5)

Other Educational Opportunities

Bible studies and discipleship classes are offered for adults Fall through Spring. Times, leadership, and meeting places vary. FBC seeks to minister to all age groups, birth through Senior Adults.

Music Ministry

The music ministry of FBC Ahoskie engages everyone! From congregational singing to choirs for every age, everyone is involved in some aspect of the music ministry.

The music of our Sunday morning worship services covers a wide range of musical styles – from traditional hymns accompanied by the pipe organ or grand piano to contemporary songs accompanied by guitar and/or percussion, choral music, instrumental music, and so much more.

Sanctuary Choir

The Sanctuary Choir is our primary worship leadership choir. They sing a variety of sacred music styles and enjoy preparing music for specific seasonal services during Advent, Christmas, Holy Week, and Easter. Membership is open to all adults and high school students.

Chairo

Chairo is an intergenerational music ensemble which learns contemporary praise & worship music as well as sacred multi-cultural/world music. Chairo also sings for worship occasionally. Membership is open to all adults and students beginning with grade 6. (Chairo is a transliteration of the Greek work for Rejoice!)

Children's Choirs

Currently, we offer children's choirs for various age groups: **Music Friends** for age 3 through kindergarten, and **Children Choristers** for grades 1 - 5. Rehearsals include learning anthems to sing for worship, learning hymns of our faith, music education, fun songs and activities, playing of Orff instruments, and ringing choir chimes and handbells. Our Children's Choir Ministry and Missions Education Ministry are integrated each week.









Administrative Ministry Team

Jessica Pyle is the Church Administrative Secretary and Communications Specialist.

Sharon Hill is the Financial Secretary.

Jordan Martin is the Organist.

Leah Newsome is our Music Associate and Pianist.

Selton Vaughan provides services as Greeter/ Security.

Custodial Services are provided by a private contractor.

With the assistance of and input from the new pastor, the church will evaluate its current and future staffing needs and staffing structure. Historically, staffing has included an Associate Minister/ Minister of Music/ Choir Director, an organist, and a part-time youth worker or Youth Minister, in varying combinations.



Jessica Pyle



Sharon Hill



Jordan Martin



Leah Newsome



Selton Vaughan

Governance

The governance of the church is congregational in nature, and the final authority for the operation and management of the affairs of the church, spiritual and temporal, is vested in the membership of the church. From a functional standpoint, First Baptist Church of Ahoskie has traditionally been, and is now, "Deacon led", and largely staff administered. There are eighteen standing committees, and staff recommendations and committee recommendations generally come to the Board of Deacons for approval, with church business conferences called as necessary. The church has recently begun regularly scheduled business conferences, which is expected to continue. There are fifteen Deacons with five new Deacons elected every year for three- year terms, after which a Deacon must be off the board for at least one year before being eligible for re-election.



Facilities

First Baptist Church of Ahoskie is located in Ahoskie at the corner of Main Street and West Street. The total square footage of the church is 28,036. Construction on the church sanctuary building was begun in January 1928. This project was completed in April 1937. The sanctuary includes a balcony as well as a raised chancel. The chancel includes choir loft, pulpit, lectern and baptismal pool, a seven-foot Steinway grand piano, and a Zimmer Pipe organ which has enhanced our worship services for 50 years. The sanctuary is adorned with beautiful stained glass windows. The sanctuary is wheelchair accessible.

Directly under the sanctuary is a fellowship hall and kitchen. In 1959, The church educational building was dedicated. This wing is three floors with two staircases and an elevator. Included in this wing are offices, several classrooms and restrooms, storage rooms, the nursery and preschool classes, and choir room.

Adjacent to the church building is a Columbarium which was completed in February 2017. In the mid 1970's, properties across Main Street from the church were acquired by purchase and gift. These properties are now used for parking. In recent years a house and lot across West Street from the church was purchased. The house was demolished and this property is now used for parking. Lots adjoining church property on the North and East have been acquired, and a new children's playground was constructed in 2022. A portion of an office building across Main Street from the church building has been purchased. One part of this building is being rented and another part of this property is used by the church as a meeting place.

Following a successful capital campaign, which raised over \$490,000, between 2017 and 2023, the church sanctuary, fellowship hall, and kitchen were renovated.

The church is actively considering significant additional capital infrastructure improvements including electrical wiring, plumbing, and HVAC system. Exploration of ways to finance such a project are currently being explored, and include a combination of liquid savings, a new capital campaign, and loans. These renovations could require that the church building be unavailable for worship services for a period of six to nine months.







Church Survey

In a 2024 survey of the membership, in which the congregation was asked to rank the most important attributes or qualities of the new pastor, the results can be summarized as follows:

1. By far, the strongest two desires expressed were for the pastor to be perceived as a Sincere Spiritual Leader and to possess strong Pulpit Skills and Sermon Delivery;
2. Next in order of importance were Interpersonal Skills as a Communicator and a Listener, Addressing Real Life Challenges from the Pulpit, Counseling Skills, and Visitation Ministry;
3. Of lesser relative importance were Missions Minded, Outreach and Evangelism, and Administrative Skills. More recent congregational meetings have indicated a strong desire that FBCA be more Mission Minded, both internally and externally.

A majority of the membership expressed a preference that the pastor have a Seminary or Master's Degree, and at least five years of experience as a pastor.

First Baptist Church of Ahoskie has a varied congregation, including congregants that have come from recently closed local Methodist and Presbyterian churches, as well as other Baptist churches. There is a large contingent of small children, while the largest age group is over 55. The survey identified some of the challenges facing a new minister: maintaining existing and attracting new membership in an increasing secular society, which is not an issue unique to First Baptist Ahoskie; development of staffing and staff structure, which also presents an opportunity to shape the future in possible new ways; focusing attention on the large number of children and development of a youth ministry as they age; possible consideration of the church leadership and governance structure; living in a small town in the relatively poor socio-economic area that is rural northeastern North Carolina, but we relish our small-town friendly atmosphere.





2026 Congregational Meetings

Two congregational self-studies conducted in May and June 2026 provided additional insight into the congregation's identity, aspirations, and expectations for the next Senior Pastor. Several themes emerged during these roundtable discussions that define who we are, what God is calling us to become and do, and what kind of pastoral leader will help us live into that vision.

Identity – Who is First Baptist Ahoskie today?

First Baptist Ahoskie is a hopeful, resilient congregation with deep historical roots that celebrates God's faithfulness throughout our 220-year history. We are focused on a shared future marked by community outreach missions, discipleship, children's and youth ministries, and relationships. Music is central to the church's identity and serves as a hallmark of our worship services and a primary vehicle of congregational unity, spiritual formation, and shared memory. FBC is an intergenerational church where children, youth, adults, and senior adults grow together. We recognize that the church's future depends on our own willingness to pray, serve, participate, and use our spiritual gifts to edify the church.

Aspirations – What does First Baptist Ahoskie believe God is calling us to become?

The congregation envisions a future in which First Baptist Ahoskie is known less for its history, size, or financial resources and more for its welcoming spirit, compassionate service, and tangible witness to Jesus Christ in the community. Our vision for the future is outward-facing and mission-centered; we want to have members of all ages serving our neighbors together. We aspire to be a congregation marked by unity, healthy relationships, meaningful worship, and an enthusiasm for participation in the full life of the church. We believe God is calling us to embody a warm and nurturing church culture where discipleship, spiritual formation, and developing lay leaders become intentional pathways for lifelong Christian service. We understand that success toward this vision is the natural fruit of our faithfulness, spiritual maturity, and community engagement with attendance and membership growth a byproduct.

Expectations – What kind of leader will help First Baptist Ahoskie pursue this calling?

The congregation is seeking a humble, relational, Spirit-led, mission-minded Senior Pastor who genuinely loves all people and is committed to building authentic relationships within the church and throughout the surrounding community. While thoughtful, biblical preaching remains one of the most highly valued pastoral responsibilities, we also desire a pastor whose ministry extends beyond the pulpit through visitation and pastoral care, collaboration with the deacons, staff, and lay leaders, community engagement, and servant leadership. The next Senior Pastor will be expected to equip the congregation for mission outreach, evangelism, and discipleship by creating intentional opportunities for spiritual growth through Bible study, small groups, leadership development, and intergenerational ministry. First Baptist Ahoskie is looking for a pastoral leader who will faithfully shepherd the congregation and help us align our public witness with our deeply held values of hospitality, service, compassion, and sharing Christ's love.







Membership, Ordinances, & Attendance

The ordinances of the church are believer's baptism and the Lord's Supper.

Any person may offer themselves as a candidate for membership in this church without regard to race, gender, national origin, or sexual orientation.

Anyone professing faith in the Lord Jesus Christ, giving evidence of a change of heart, and adopting the views of faith and practice held by this Church, may upon baptism by immersion, or examination of faith, baptism, and practice from another denomination of like faith and order, be received into the fellowship of the church.

The Lord's Supper is celebrated at least quarterly, and the Lord's Supper is open to all who profess faith in Christ.

FBC Ahoskie has approximately 250 resident active members.

The average weekly worship attendance is approximately 125-150 in person, with additional Facebook views in excess of 300. Average Sunday School attendance is 50-60 people.









Budget & Finances

The Operating Budget for First Baptist Church of Ahoskie has been:

2022	\$475,462
2023	\$505,408
2024	\$512,496
2025	\$525,029
2026	\$512,685

Revenues have exceeded expenditures in each of those prior years and are expected to do so in 2026.

From a Balance Sheet perspective, the church maintains approximately \$100,000 in its General Operating Account, and \$250,000 in a Money Market Account for easy access. In addition, there are Specified Funds, largely for scholarships, in the amount of approximately \$400,000, outside restricted funds of approximately \$200,000, and internal Designated Funds of approximately \$850,000.

The total financial assets of the church are approximately \$1,800,000, with no current debt.



Pastor Search Committee

Don Joyner	Chuck Revelle (Chair)
Claudia Morris	Cheryl Slachta (Vice Chair)
Ashlee' Perry	Jim Wiggins
Mary Page Pierce	Lee Wilson

Interested candidates may direct inquiries, information, or resume with cover letter and references to:

First Baptist Church of Ahoskie
Pastor Search Committee
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