

Highland Baptist Church

1 EAST HIGHLAND ROAD, PARKESBURG, PA 19365

(610) 857-1670 <http://www.highland-bc.org/>

Email: HighlandBaptistPastorSearch@gmail.com

Brief History

In April 1984, a group of families met together to form an independent Baptist church in the Parkesburg area. The group approved a charter on Sept. 9, 1984. During those years the church built the building they currently meet in and they reach an average high attendance of 218. In April 2012, the pastor died and the Assistant pastor assumed the pastoral duties. In December 2021 the pastor resigned and the church called an intentional interim from Interim Pastors Ministries to review the churches ministries.

Church Strengths

- Strong teachers
- Sacrificial serving
- Strong commitment to foreign missions
- Financial strength, stability, and generosity
- Devotion to prayer
- Devotion to one another

Preferred Future: Be an outward focused church where members are regularly involved in evangelism and outreach, resulting in church growth through non-Christians coming to faith. Be a church where members and attenders are disciplined to spiritual maturity, and have a strong, Bible-centered expository pulpit ministry.

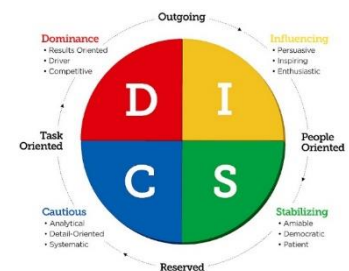
Position Description

Summary: The Pastor should be a passionate follower of Christ with a heart for shepherding a congregation with a vision for outreach and growth. He will provide general oversight for all church ministries. He will serve as the primary preacher, staff leader, and ministry director.

Qualifications:

- **Christian walk:** A passionate follower of Jesus Christ with a clear testimony of faith. He should have a consistent spiritual and moral character, fulfilling the biblical leadership qualifications of an elder described in I Timothy 3:1-7 and Titus 1:5-9.

- **Education:** An MDiv or ThM from a seminary is preferred, but other good Bible training programs with appropriate experience may suffice
- **Ordination:** Properly ordained, or willing to seek ordination
- **Doctrinal Convictions:** Agreement with the HBC doctrinal statement and extending grace in areas in which Bible-believing Christians disagree
- **Preaching:** An effective communicator, committed to systematic, expository preaching with a focus on application and obedience
- **Visionary Leadership:** An ability in vision casting, planning, delegating, and empowering ministry team leadership. He should be proactive, not just reactive and not a maintainer.
- **Shepherd:** Has the desire to lead with a loving heart. He is gentle, respectful, and warm
- **Approach to people:** His approach should be as a coach, not a prophet (I know God's will so it's my way or the highway) or an assistant (I'm just here to help everyone do what they feel called to do). He enjoys working with people.
- **Commitment to evangelism & discipleship:** A history of participation in, and oversight of, effective outreach. A record of discipling and small group ministry
- **Spiritual Gifts:** He knows his spiritual gift(s) and uses it in his ministry. He has a track record of encouraging and developing the use of spiritual gifts in the church.
- **Experience** - We would like to see Five years of successful ministry experience (This may be as a senior, assistant or associate pastor.)
- **DISC:** Dominant or Influencer on the DISC test (We will provide Ministry Match test).
- **Teams:** A history of working through others in teams
- **Growth:** A record of spiritual and numerical growth
- **Conflict Resolution:** Demonstrated conflict resolution skills
- **A self-starter**
- **Long term:** Potential or desire to remain in a long-term ministry at HBC



Accountability: The pastor is accountable to God, the Deacon Board, and the congregation for his pastoral ministry, personal integrity, and spiritual maturity.

Overview of Duties & Responsibilities:

- Preaching and Service Planning
- Leadership Development
- General oversight of the spiritual life, direction, and congregational care
- Strategic Planning
- Other administrative duties

Search Process

A pastoral search team is actively engaged in the search process and networking to find potential candidates for the pastor position. Interested applicants should email a resume to:

HighlandBaptistPastorSearch@gmail.com

The search team will review applicants, narrow the field by criteria developed in the transition process, and will make prioritized recommendations to the Deacon Board. In the course of the search team's review, they may request additional application materials. They will conduct:

- interviews with prospective candidates,
- evaluate sermon videos and/or audio recordings,
- conduct reference checks,
- conduct background and credit checks.

The Pastoral Search Committee ultimately determines which candidate will be invited for a candidating weekend. At the conclusion of the candidating weekend the Pastoral Search Committee will make a recommendation to the congregation about whether to extend a call. If approved by the congregation, the Deacon Board will extend an offer to the candidate.

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Senior Pastor Position Description

Overview: The Senior Pastor is called by the Deacons and congregation to provide general oversight for all church ministries. He serves as the primary preacher, staff leader, and ministry director. He is accountable to God and the Deacon Board for his pastoral ministry, personal integrity, and spiritual maturity.

Major Responsibilities

- **Preaching & Service Planning**
 - He will be the principle preacher/teacher at HBC. In his absence or at his discretion he will see the pulpit is filled with other qualified preachers.
 - His sermon preparation will include regular Bible study and diligent prayer.
 - He will work closely with the worship leader to develop inspirational worship experiences.
 - He will assure that the church ordinances are regularly observed.
- **Staff Leadership & Leadership Development**
 - He will lead and supervise the church staff and volunteer ministry leaders. He will provide encouragement and coaching to help ministry leaders develop their ministries.
 - He will evaluate each staff member and volunteer ministry leader at least once per year and provide them with meaningful feedback that will help them improve their ministry performance. He will provide a summary of his evaluation of staff members to the deacons board.
- **Congregational Direction & Care**
 - He will provide general Pastoral care and nurture.
 - He will give counsel and encouragement to church attenders and community residents who seek his spiritual guidance, including premarital, marital, and general counseling.
 - He will officiate at weddings, funerals, and baby dedications.
 - He will regularly communicate church direction with the congregation.
 - Implementation of church discipline (from constitution)
- **Strategic Planning**
 - He will collaborate with the Deacon Board to provide overall vision and leadership to HBC.

- He will collaborate with the Deacon Board to maintain and develop the spiritual health of HBC and its people.
- He will work with the church boards, staff and volunteers to develop and implement ministry objectives.
- **Accountability:**
 - He will keep the Deacon Board informed about his ministry.
 - His ministry will be evaluated annually by the Deacon Board. Each year in preparation for his annual evaluation, he will provide a written self-evaluation of his ministry at HBC.
- **Polity:** Highland is presently evaluating the possibility of adopting “**Elder led congregationalism.**”

Highland Doctrinal Statement

Section 1. Purpose: The following doctrines are fundamental to the Christian faith and are the basis upon which this church stands.

Section 2. The Holy Scriptures: The Holy Scriptures, consisting of the Old and New Testaments only, are the plenary, verbally inspired Word of God, are inerrant in the original manuscripts, authoritative, infallible and God-breathed, and are the supreme and final authority for faith and practice. (II Tim. 3:16-17; II Pet. 1:20-21; Mt. 5:18; I Cor. 2:10-13)

Section 3. The Godhead: There is one God, coexisting in three persons, Father, Son and Holy Spirit. Each is eternal in being, identical in essence, equal in power and glory, and have the same divine attributes and perfection, yet exercising them in varied offices. (Dt. 6:4; Mt. 28:19; Jn. 14:7-12, 16:7; II Cor. 13:14)

Section 4. The Person and Work of Jesus Christ: The Lord Jesus Christ, the eternal Son of God, became man without ceasing to be God, having been conceived of the Holy Spirit and born of the virgin Mary, in order that He might reveal God and redeem sinful man. (Mt. 1:18-20; Jn. 1:2, 14, 18; Lk. 1:35)

The Lord Jesus Christ died for our sins as a substitutionary sacrifice, and all who receive Him are justified by His shed blood. (Rom. 3:24-26, 4:25; I Cor. 15:3-4; II Cor. 5:21)

The crucified body of our Lord Jesus Christ was resurrected physically from the dead and our redemption and salvation are guaranteed to us by His resurrection. He ascended bodily into heaven and is there for us as High Priest and Intercessor. (Mt. 28:5-6; I Cor. 15:12-19; Acts 1:9; Heb. 4:14-16, 7:23-25, 9:24; I Jn. 2:1-2)

The Lord Jesus Christ, in a visible, pretribulational, premillennial imminent return, will rapture the New Testament saints. (I Cor. 15:51-53; I Thess. 4:14-17; Titus 2:13; I Jn. 3:2-3)

Section 5. The Holy Spirit: The Holy Spirit is a divine person equal with the Father and the Son and of the same essence and nature. He convicts the world of sin, righteousness and judgment. He bears witness to the truth that He is the agent of the new birth. He seals, endues, guides, teaches, witnesses to, sanctifies and helps the believer. He baptizes the believer into the Church, the Body of Christ, indwells him permanently, seals him unto the day of redemption, bestows spiritual gifts upon each one, and fills for service those yielded to Him. Certain spiritual gifts of the Holy Spirit to the Church such as apostleship, prophesy, and tongues were temporary, needed only in the infancy of the Church, and are not to be expected today. The Holy Spirit testifies concerning Jesus Christ, not of Himself, and never leads any person, at any time, contrary to the teaching of the Holy Bible. (Jn. 3:8, 14:16, 15:26-27, 16:7-15; Acts 5:1-4; I Cor. 12:4-13, 13:8-11; Eph. 4:30, 5:18)

Section 6. The Depravity of Man: Man was created in the image and likeness of God but, in Adam's sin, the race fell and thereby incurred not only physical death, but also spiritual death, which is separation from God. All men are

born with a sinful nature, and are now sinners by birth and by choice, positively inclined to evil, and therefore are under just condemnation to eternal ruin in a literal Hell without defense or excuse. (Gen. 1:26, 3:1-24; II Cor. 4:3-4; Rom. 3:23, 5:12; Eph. 2:1-6,12; Rev. 20:1-10)

Section 7. Salvation: Salvation is a gift of God brought to men by grace and received by personal faith in the Lord Jesus Christ, whose blood was shed on Calvary for the forgiveness of sins. Salvation is solely through faith in the Lord Jesus Christ, and, being a free gift, is not earned by any good works whatsoever. All those who receive Jesus Christ as Lord and Saviour are regenerated and become sons of God. (Eph. 1:7, 2:8, 9; Jn. 1:12, 3:5-7)

Regeneration, or the new birth, is that change in the soul by the Holy Spirit by which a new nature and spiritual life, not before possessed, are imparted. The person becomes a new creation in Christ Jesus; and without regeneration salvation is impossible. (Jn. 3:3-6; II Cor. 5:17; I Pet. 1:23; Titus 3:5)

Justification is the act of God whereby He declares the believer to be righteous through faith in Jesus Christ. This includes the pardon of sin and the imputation of God's righteousness. (Rom. 5:1-9, 8:1)

The salvation of every believer is secure for all eternity from the moment of regeneration. This security is guaranteed to each believer by: a) the fact that the life received is eternal life, b) the keeping power of God, c) the sealing ministry of the Holy Spirit, and d) the interceding ministry of Christ. (Jn. 5:24; 10:27-30; Rom. 8:1, 29, 30, 38, 39; Eph. 4:30)

Section 8. Sanctification: Immediate positional sanctification is the act of God whereby believers are, at the time of regeneration, eternally set apart as belonging to Him by redemption, thereby being placed in the family of God as children, joint heirs with Jesus Christ. (I Jn. 3:1; Rom. 8:14-17; I Cor. 1:2; Heb. 10:10-14)

Sanctification is the process by which, according to God's will, we are made partakers of His holiness. It is progressive, begun in regeneration, progresses if the believer is yielded to the Holy Spirit's control, and is carried on in the hearts of believers by the presence and power of the Holy Spirit through the Word of God, self examination, watchfulness and prayer. (I Thess. 4:3, 5:23; Prov. 4:18; I Jn. 2:29; Eph. 6:18; Jn. 17:17)

Ultimate sanctification will be the portion of every believer when finally in the presence of the Lord, complete and entire, with soul and spirit united in the resurrected body, free from every trace of sin and rebellion. (I Jn. 3:2; I Cor. 15:52-54; Eph. 4:30, 5:27)

Section 9. The Future Events: The personal, pretribulational, coming of the Lord Jesus Christ for His own, the church, is imminent. His subsequent, personal, premillennial, visible return to the earth will establish His kingdom. He will reign for a millenium over the entire earth from the throne of David. (II Sam. 7:12-16; Zech. 14; Lk. 1:30-33; I Thess. 4:13-18; I Cor. 15:51-52; Rev. 19:11-16, 20:6)

Section 10. The Eternal State: The souls of those who have trusted in the Lord Jesus Christ for salvation do, at death, immediately pass into His presence and there remain in conscious bliss until the resurrection of the body at His coming when soul and body reunited shall be associated with Him forever in glory. However, the soul of the unbeliever remains, after death, in conscious misery until the final judgment of the Great White Throne at the end of the millenium, when soul and body reunited shall be cast into the lake of fire from the presence of the Lord and from the glory of His power. (Lk. 16:19-26, 23:43; II Cor. 5:8; Phil. 1:23; II Thess. 1:7-9; Rev. 20:11-15, 14:9-14)

Section 11. The Church: The Church is a living, spiritual body of which Christ is the head. (Mt. 16:16-18; I Cor. 12:12, 13; Eph. 1:22, 23, 5:25-27)

Each local church is a visible expression of the Body of Christ and is a congregation of believers in Jesus Christ, established on a credible confession of faith, and associated together by covenant for worship, evangelism, observance of the ordinances, and fellowship. The local church is the center of God's program for this age and every believer is bound by Scripture to give his unhindered cooperation to the program of His local church. (Acts 2:41-47, 20:17; I Tim. 3:1-6; Titus 1:5-11; I Cor. 3:10-17, 5:1-5, 11:2)

The Bible teaches that the leadership offices of Pastor and Deacon should be held by men only. (I Tim. 2:12; Acts 6)

We believe that women are very important to the church (I Tim 5:14; Rom. 16:1-15). In the organizational structure of the church, however, they are never to usurp authority or to publicly teach men (I Tim. 2:9-15; I Cor. 14:34-35).

Section 12. Ordinances: Baptism is only for the believer in Christ and is the single immersion in water, in the name of the Father, Son and Holy Spirit, to show, by solemn and accurate symbolism, the believer's identification with Christ in His death, burial, and resurrection, and is a Scriptural prerequisite to church membership. (Mt. 28:19; Acts 8:36-39; Rom. 6:3-5; I Pet. 3:21; Acts 2:41, 47)

The Lord's Supper is the partaking of bread and the fruit of the vine as symbols of Christ's body and blood, commemorating His suffering and death for us. Participation should be limited to believers who are walking in obedience to the Word of God and should be preceded by careful self-examination. (I Cor. 11:23-32, 9:1-5; Mt. 18:15-17)

Section 13. Responsibility of Believers: All believers should seek to walk by the Spirit, not bringing reproach upon their Lord and Savior, exercising Christian liberty regulated by love, separating from worldly pleasures and practices, and separating from organizational association with apostate groups. (Rom. 12:1, 2; Gal. 6:6; II Cor. 6:14-17)

It is the responsibility of all believers to witness by life and word to the truths of the Scriptures and to assume responsibility for the propagation of the gospel to all the world. (Mt. 28:19-20; Acts 1:8)

It is the responsibility of all believers to remember the work of the local church and its extension ministries in prayer, to support it with their tithes and offerings as the Lord prospers them, to participate in all of the regular services of the church as the Lord enables, and to voluntarily submit to the watchcare and discipline of the local church. (I Cor. 16:2; Heb. 10:19-25, 13:17-18)

Section 14. Creation

God created the heavens and the earth, including all life, by direct act and not by any process of evolution. The days of creation in Genesis chapter 1 were twenty-four hour days. (Gen. 1, 2; Col. 1:16, 17; Jn. 1:3; Ex. 31:17)

Section 15. Satan

Satan is literal and personal. He is the agent of the Fall, the prince and power of this world, and shall be judged and eternally punished. (Rev. 20:1-10; Eph. 2:1-4)

Section 16. Biblical Separation

All believers are called into a life of separation. This separation is in at least three areas: moral, personal, and ecclesiastical.

Moral: The Ten Commandments are God's perfect standard for a perfect man. We are commanded to perfect holiness in the fear of God. The believer is to never suffer as an evil doer but is commanded to be clean in body and mind. (II Cor. 7:1; I Pet. 4:15; II Cor. 10:5).

Personal: Romans 14 explains that there are areas in which the believers are going to disagree regarding matters that they call sin. The stronger will do things that the weaker will not. In matters of eating, holy days, etc., every man should be fully persuaded in his own mind. (Rom. 14:5) Where the Bible is silent, the believer is given freedom to choose with personal accountability to God.

Ecclesiastical: While recognizing the unity of all true believers, it is also evident that unbelief and error in many organized fellowships have developed to the point where recognized and indisputable apostasy exists. We will have no fellowship or union with churches and peoples not in agreement with our Doctrinal Statement. (2Cor. 6:14-18; Eph. 5:11-12; Lk. 12:51)

The healing and tongues movement of today is unscriptural and contrary to sound doctrine. (I Cor. 14:33-40, 13:8-11)

Section 17. Sexuality and Marriage: We believe that the term marriage has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in scripture. (Genesis 2: 18-25; Matthew 19:4) We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. (1 Corinthians 6:18, 7:2-5; Hebrews 13:4) We believe that God's command is that there be no sexual intimacy outside of or apart from marriage between a man and a woman.

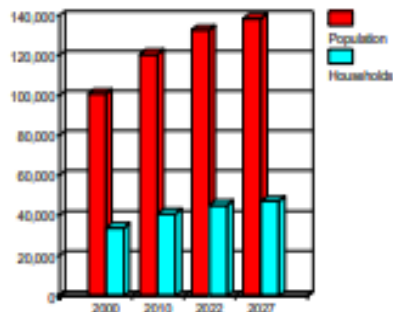
We believe that God created all human life, in all its conditions and stages from conception through natural death, in His image, having inherent value, dignity, and equality before Him. We believe that God's good design was the creation of two distinct, equal, and complementary sexes, male and female, a distinction embedded in the very biology of the human race, not in one's self-perception. (Genesis 1:26-28; Psalm 139:13-14; Matthew 19:4; Mark 10:6; Galatians 3:28)

Coordinates: 39:56.39 75:54.64
Date: 9/28/2022

Prepared For:
Highland Baptist Church
1 East Highland Road
Parkersburg, PA 19365

Study Area Definition:
10.0 Mile Radius

Population and Households

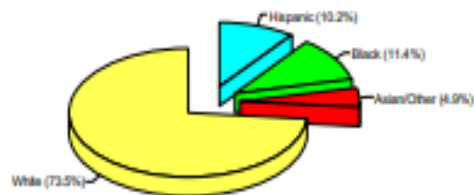


The population in the study area has increased by 12189 persons, or 10.1% since 2010 and is projected to increase by 5584 persons, or 4.2% between 2022 and 2027. The number of households has increased by 4055, or 9.8% since 2010 and is projected to increase by 1898, or 4.2% between 2022 and 2027.

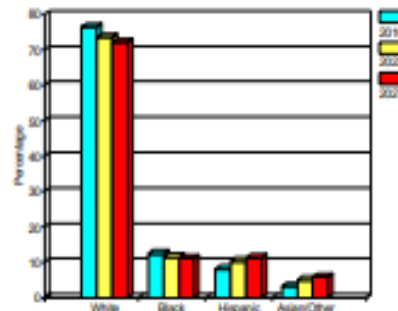
Primary U.S. Lifestyles Segments-2022



Population By Race/Ethnicity-2022

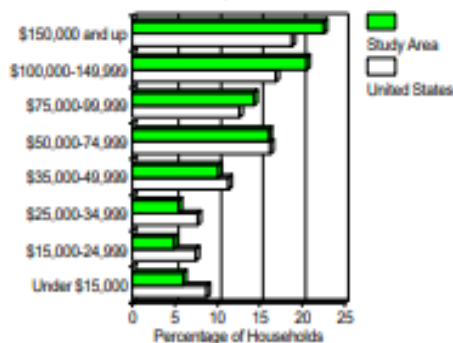


Population By Race/Ethnicity Trend

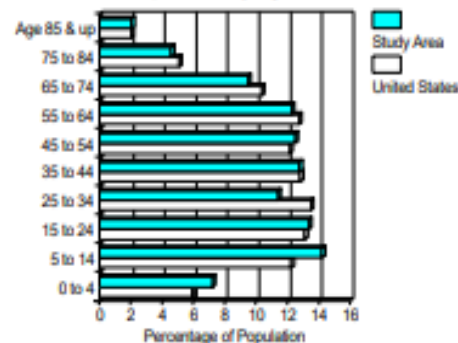


Between 2022 and 2027, the White population is projected to increase by 2230 persons and to decrease from 73.5% to 72.2% of the total population. The Black population is projected to increase by 154 persons and to decrease from 11.4% to 11.0% of the total. The Hispanic/Latino population is projected to increase by 1871 persons and to increase from 10.2% to 11.1% of the total. The Asian/Other population is projected to increase by 1330 persons and to increase from 4.9% to 5.7% of the total population.

Households By Income-2022



Population by Age-2022

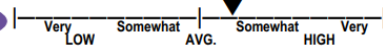


The average household income in the study area is \$113887 a year as compared to the U.S. average of \$103625. The average age in the study area is 38.6 and is projected to increase to 39.1 by 2027. The average age in the U.S. is 40.0 and is projected to increase to 40.8 by 2027.

Faith Preferences

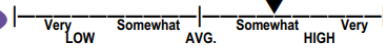
F1 FAITH RECEPTIVITY

SOMEWHAT HIGH



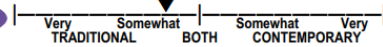
F2 FINANCIAL SUPPORT POTENTIAL

SOMEWHAT HIGH



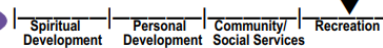
F3 CHURCH STYLE

SOMEWHAT TRADITIONAL



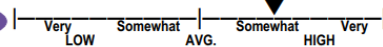
F4 CHURCH PROGRAM PREFERENCE

RECREATION



F5 HAVE A RELIGIOUS PREFERENCE

SOMEWHAT HIGH



HIGHLAND'S MISSION

Building lives for eternity today
by making and maturing disciples
everywhere.

HIGHLAND'S VALUES

ACTUAL VALUES

1. **Biblically Faithful:** We embrace the authority and inerrancy of the Scriptures. We seek to give clear (expository) communication of God's Word and relevant application that urges obedience (Matthew 28:19, Nehemiah 8:5-8). We desire to develop a Biblical worldview in all our people.
2. **Prayer:** We desire to be a church that is passionate about communicating with God. We believe God answers prayer (Matthew 7:7-11) and He desires for us to be committed to prayer. We urge our ministries and activities to rely on prayer in their conception, planning, and implementation.
3. **Family Focused:** We seek to provide an atmosphere that strengthens marriages and families.
4. **Giving:** We desire to use our resources to support God's work.

5. **Missions:** We seek to spread the Gospel around the World (Acts 1:8)

ASPIRATIONAL VALUES

6. **Evangelism:** We value reaching non-believers (those without Christ?) locally (Acts 1:8 - Our “Jerusalem”). We will use every Christ honoring means to pursue, win, and disciple them to Christlikeness (Matthew 28:19-20, Luke 19:10).

7. **Discipleship:** We value discipleship (as Jesus did) that is transformational and growing non-believers into mature followers of Jesus. We will seek to challenge people to grow personally, so they are able to disciple others (Matthew 28:19-20, 2 Timothy 2:2).

8. **Worship:** We value worship that is authentic and acknowledges God's supreme worth in our personal lives and in our corporate worship (John 4:23-24, Mk 12:30)

9. **Serving:** We value believers knowing their spiritual giftedness and actively serving the ministries of our church and community (1 Peter 4:10-11)

10. **Community:** We believe that life change happens in relationships, where people can be challenged to spiritual growth (discipleship) and develop as leaders. As a result, we encourage our people to commit to, and participate with, others and experience relational and spiritual intimacy.