

OBJECTIVE

Follow the Holy Spirit's leading to call a Senior Pastor to shepherd His flock at WHBC

*Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers.
Be shepherds of the church of God, which He bought with His own blood. – Acts 20:28*

OVERALL QUALIFICATIONS

The following considerations will be examined before a call is extended for Senior Pastor:

- I Timothy 3:1-7, Titus 1:5-9, and I Peter 5:1-4
- Personal character
- Preaching ability, sound doctrine and faithfulness to God's Word
- Education and ministry experience

KEY CHARACTERISTICS AND SKILLS

The ideal Senior Pastor for WHBC is:

- **an Effective Preacher and Teacher of God's Word** who delivers Bible-based, expository preaching focused on the foundation of a Christian life.
- **a Relationship Builder** who knows the people of WHBC, is immersed in the life of the body of WHBC, is present and involved, and fosters authentic relationships.
- **an Emotionally Intelligent Shepherd** who possesses a genuine love of God's people that is felt by those with whom there is contact.
- **a Collaborative Manager** who is skilled at working with staff and lay leaders to balance traditional with contemporary ministry approaches.
- **a Servant Leader** (Peter 5:1-3) who humbly guides the WHBC flock.
- **a Thoughtful Coordinator**, with a heart for Missions, Evangelism and Outreach, who partners with WHBC's Ministry Teams including West Highland Christian Academy, other local churches and service organizations to increase WHBC's community reach.
- **a Competent Administrator** who is strong in planning, communication, motivation and follow-through.
- **a Gifted Team Player** with a great arm who can play center field.

DUTIES AND RESPONSIBILITIES

Under the Lordship of Jesus Christ, the Senior Pastor:

- maintains effective ministry and equips members for service.
- works with Ministry Teams, Elders and Deacons to accomplish the ministries of the church.
- may attend and participate in any Ministry Team meeting.
- serves as or designates a West Highland Christian Academy liaison.
- in cooperation with and involvement of the Elders:
 - oversees the church as the spiritual leader.
 - preaches, expounding revealed truth and guarding it from error.
 - leads the church in fulfilling its mission.
 - establishes services for worship.
 - administers the ordinances of the church.
 - supervises the spiritual vision of the church and directs vision and planning to the church and all its ministries.
 - supervises all staff members, including Pastoral and other paid staff.

DUTIES AND RESPONSIBILITIES *(continued from page 1)*

Under the Lordship of Jesus Christ, the Senior Pastor:

- in cooperation with the appropriate Ministry Team and affirmation of the Ministry Council:
 - recommends the hiring of paid staff (provided funds have been allocated in the budget).
 - recommends the appointment of volunteer pastoral staff.
- in consultation with the Elders and the Moderator:
 - hires all other church staff positions included in the budget.
- in cooperation with the Elders and any directly-affected Ministry Team:
 - presents each paid church staff member with a job description outlining duties and responsibilities, including the expectation of an annual review.

COMPENSATION/TERM OF SERVICE

- The details of the compensation package have been established by the Elders in cooperation with the Finance Team and Moderator, using monies allocated in the budget for that purpose.
- The Senior Pastor will be called for an indefinite period of service.

APPLICATION/SEARCH TIMELINE

Letters of interest/resumes can be submitted to whbc1116@comcast.net. Position will remain open until filled.

ABOUT US

A member of the American Baptist Churches of Michigan, West Highland Baptist Church (WHBC) is a vibrant, friendly, Bible-based church that loves God's Word and His people. All who enter its doors are welcomed and encouraged to worship and grow in relationship with our Lord and Savior. Its multi-generational church family has witnessed for Christ in Oakland County, Michigan, since believers formally organized the Baptist Church of Highland in the log cabin of Jesse Tenny on January 16, 1834. (See our rich history in the [Church Profile](#) located on [our website](#)).

Today, under the Lordship of Jesus Christ, West Highland Baptist Church (WHBC) is governed by its Constitution and Bylaws that were adopted in 2010 and continue to be updated, when needed. Our church is prayerfully guided by a congregationally-affirmed team of 3-5 Elders. The Senior Pastor is a member of the Elder Ministry. The Ministry Council coordinates the church's core and special ministry teams. Church staff members report to the Senior Pastor. An organizational chart is in the [Church Profile](#) on [our website](#).

FAST FACTS

- WHBC is comprised of some 130-member and frequent attender households from Highland and the surrounding geographic area; blessed by the gifts and talents of its many involved church families.
- We have one campus on 12 acres that includes: a church building (with a sanctuary, fellowship hall, basement classrooms, an education wing, a kitchen and gymnasium), an adjacent parsonage, an outdoor pavilion, a soccer field, a softball diamond, a newly-upgraded playground, and a garage/storage building.
- We house a Christian Academy Ministry (50 years in 2023) that serves about 100 students and their families.
- We offer Sunday morning worship followed by Sunday School for all ages, mid-week adult Bible study, Youth Group, AWANA, Tuesday Morning Prayer Group, Small Group Bible studies, and many fellowship events.
- With the generous giving of God's resources continuing to exceed its budgetary needs, WHBC is financially sound, and remains free of debt.

To learn more, visit [our website](#), see the [Church Profile](#) and/or view our worship services on Facebook and YouTube. Or visit us on Sunday morning. Worship begins at 9:45 a.m. Sunday School immediately follows.

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