

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

Mif #: 07491.AM0

Ministry General Information

Ministry Number	07491
Ministry Name	Highland Prebyterian Church
Mailing Address	500 Roseville Road Lancaster, PA 17601
Phone	(717) 569-2651
Fax	(717) 569-3941
E-Mail	pncchair@highlandpc.org
WWW Address	www.highlandpc.org
Ministry Size	651 - 1000 members
Ethnic Composition	
	Black or African American (African Native, Caribbean) 1%
	White 99%

Average Worship Attendance	425
Church School Attendance	60
Curriculum	Church School Curriculum Pre-K through fifth grade The Story; Youth Echo the Story Starting on August 29, 2021, and running until the end of May 2022
Yoked	False
Presbytery	DONEGAL PRESBYTERY
Synod	SYNOD OF THE TRINITY
Community Type	Suburban
Ten-year trend statistics of this church/organization Show Statistics	

Information about the position

Position:	Head of Staff (Multi-Staff Pastor, who supervised two or more teaching elders and other staff)
Experience Required:	5 to 10 Years
Specific Title:	
Employment Status:	Full-time

Language Requirements:	
	English

Other Language:	
Statement of Faith Required:	True
Clergy Couples:	

Training/Certificate Requirements:	
Other Training:	
Brief Church Mission Statement:	

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Connecting You with Christ and Community

Highland Presbyterian Church is a healthy, intergenerational, 63-year-old church, located in a growing and vibrant community with strong religious roots. We seek to lead people to a transforming connection with Jesus Christ, nurture that connection individually and corporately, and share the compelling love of that connection with the community and world. In other words, we are a People Following Jesus who are called to Breathe in God's Grace and Breathe out God's Love.

With presbytery endorsement, Highland is searching for our next installed pastor to be ready to launch into the future when our current Senior Pastor retires no later than August 1, 2022. This process is explained in the Donegal Presbytery document available at <https://www.donegalpby.org/docs-forms/com-documents-forms/vacancy-process/> in the "Steps in Calling a Transitional Pastor" document, in section 1i, Model for Transitional Ministry.

What is the congregation's or organization's vision for ministry:

We seek to be a church living out the love of God and the abundant life that Jesus described. This goal is reflected in the essential components of our vision:

- Inspiring, relevant, vibrant **worship** that encourages a dynamic connection with Jesus Christ through traditional and contemporary services. An intergenerational congregation, we have children, youth, parents, and grandparents worshipping alongside one another and we encourage worship opportunities that engage all ages and stages. Highland's strong music program is a vital part of worship and has a long tradition of excellence, not just at Highland, but throughout our community.
- **Comfort, care, and compassion ministries** that seek to reach out to all in need, following the servant example of our Lord. This begins with a warm and inviting atmosphere for worship and fellowship, supportive ministries for those in our church facing challenges and then extends beyond the church walls to the surrounding community and world.
- **Spiritual nurturing** for all ages that seeks to ground children and youth in the faith through life-relevant programming and activities and encourages adults to interact and mature in their faith through numerous classes, small groups, and special events.
- Effective **mission and service** that seek to serve Jesus by reaching out "to the least of these" through a variety of trips and projects both locally and globally throughout the year.

How do you feel called to reach out to address the emerging needs of your community or constituency:

Highland has a strong legacy of being the hands of Jesus in our community and mission work. We volunteer and provide financial support for many local charitable organizations including Habitat for Humanity and Food Hub. We have a concert series and a Senior Life Institute as cultural and educational programs to serve our local community. Upward Basketball and Vacation Bible School are two activities for children. We partner with the Samaritan Counseling Center and Veritas Academy Preschool which are located on our campus. We livestream our traditional service and record our contemporary service. We regularly send intergenerational teams on mission trips to communities in need of natural disaster relief through Presbyterian Disaster Assistance. We support missionaries in Ethiopia, Cameroon, Philippines, Mexico, and Peru. We offer care and compassion through the visitations, meals, and flowers delivered by our Deacons as well as home communion and prayer groups. We promote spiritual growth through small groups and educational classes.

During COVID, we emailed frequent devotionals, offered care packages for our children and youth, and ensured each member received personal phone calls from church members. Many outdoor and online opportunities for fellowship occurred. As we hopefully move beyond COVID, our Spiritual Nurture Team is excited to launch *The Story* to deepen our faith and increase our small group opportunities.

How will this position help you to reach your vision and mission goals:

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The role of senior pastor is at the core of our church life and is vital to fulfilling our vision and mission. As chief of staff, they will lead and inspire our paid staff and many volunteers. The pastor will guide the church in a strategic visioning process, to develop a clear focus for the future of Highland. We have a strong group of lay leaders who have bonded even more closely through a mentored program on adaptive leadership, which we completed in 2020. However, the senior pastor is central, and his or her faith, experience, insight, enthusiasm, and dedication are key to taking us on the next steps in our journey, particularly in the post-COVID world. As a congregation, we are eager for new energy, and to be challenged in new directions, while still respecting the traditions that many hold dear.

The new pastor must possess the character and presence to preach and lead with passion and conviction, serving as a magnet for the current membership and those that are seeking a church. Effective teaching is key, not just from the pulpit, but in small groups, and must provide vision and support for our many ministries outside of worship.

Highland serves a theologically and politically diverse congregation and community and has remained focused on what unites us rather than what divides us. It is critical for the new pastor to listen to and understand all points of view, build bridges, and serve as a calming, guiding force for Jesus and His church in a contentious world.

Provide a description of the characteristics needed by the person who is open to being called to this congregation and or organization:

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- Inspiring and visionary leader
- Strategic, big picture thinker
- Proven effective leadership in a multi-pastor church
- Deep personal faith with a fervent and thriving relationship with Christ
- Biblically grounded
- Mission focused
- Clear Christ-centered theology
- Captivating preacher capable of delivering inspirational sermons that connect God's word with our lives today
- Christ inspired, spirit infused, and prayer sustained
- Contagious optimism and energy that motivates and inspires
- Creative, enterprising, and innovative
- Bold yet humble
- Inclusive – uniting the congregation and staff
- Active listener who is welcoming and approachable
- Consensus builder
- Personal style that is generous, warm, and genuine to all ages
- Sense of humor
- Love of music, enjoying both traditional and contemporary styles of music worship
- Love of Christ shines through you
- The courage to change things that need to be changed, the serenity to accept the things that cannot change, and the wisdom to know the difference. (Err on the side of courage.)
- Compassionate and encouraging to staff and congregation
- Aware of national and global injustices and willing to lead congregation as being the hands of Jesus to foster equality among all people
- Willingness to compromise, be a peacemaker and problem solver
- Confidence/courage to speak and lead our congregation in challenging times

What specific tasks, assignments, and program areas will this person have responsibility?

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Naturally, we expect you to walk on water—even when we cling to our old paradigms like life rafts :-). The job description calls for:

Worship and Spiritual Leadership

- Lead worship team in planning traditional and contemporary worship services
 - Preach 35-40 dynamic sermons/year
 - Build and nurture a cohesive staff, unleashing their individual gifts to bring new success to church programs
 - Support small group development
 - Provide pastoral services for member weddings, funerals, baptisms

Administrative Leadership

- Head of Staff - Supervise 4 direct reports: 2 Associate Pastors, Church Administrator, Director of Music
 - Moderator of Session
 - Staff liaison to: Worship, Personnel, Strategic Planning, Finance/Stewardship, Nominating Committees
 - Promote Highland's identity and service to the community by representing Highland on select boards and participating in community activities

Teaching

- Teach biblical and theological topics for classes with current day applications

Congregational Care

- Pastoral care for emergency and grief situations; visit members in area hospitals in weekly rotation with associate pastors, visit members in retirement homes

Your arrival at Highland will herald an era of spiritual transformation as you lead us with great gladness from membership to discipleship, igniting our passion to be God's fire on this hill. Through it all, the love of Jesus will flow like a river, stronger and more beautiful than any of us ever imagined.

Ready to get your feet wet?

Optional Links:

[Highland Presbyterian Church Website](#)

[What's New at Highland](#)

[Highland Presbyterian Church Youtube](#)

[Highland Presbyterian Church Facebook page](#)

[Donegal Presbytery](#)

[Samaritan Counseling Center](#)

[Veritas Academy](#)

The Lancaster, PA Area:

[Recent NYTimes article about Lancaster](#)

[Lancaster Chamber of Commerce](#)

[The New York Post - The New Brooklyn](#)

[Discover Lancaster Facebook Page](#)

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Leadership Competencies:
Compassionate
Preaching and Worship Leadership
Spiritual Maturity
Public Communicator
Advisor
Willingness to Engage Conflict
Strategy and Vision
Collaboration
Interpersonal Engagement
Initiative

Compensation and Housing: <u>Cost of Living Calculator</u>
Minimum Effective Salary: \$110,000
Housing Type: Housing Allowance

References:				
Name	Address	Phone Numbers	Relation	Email
Rev. Dr. Erin Cox-Holmes	Presbytery of Donegal P.O. Box 10054 Lancaster, PA 17605	(717) 392-4035	Executive Presbyter	erincxholmes@gmail.com
Rev. Dr. Carol E. Lytch	1040 Buchanan Avenue, Lancaster, PA 17603	(717)-305-8452	Retired President – Lancaster Theological Seminary	lytchcarol@gmail.com
Rev. Dr. Don Hackett	1013 Roesser Drive, Lancaster, PA 176	(717) 203-1018	Retired Presbytery Minister, Leader & Pastoral Coa	pastodonhackett@gmail.com

Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?
Yes
Version Track Info: This MIF was last updated on 09/01/2021

Self-referral Contact Information	
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