

## **Ministerial Profile**

*The search committee realizes that no candidate is likely to possess all of the following qualifications and abilities. However, taken as a whole they present a picture of the committee's expectations, and candidates will be assessed according to how closely they embody these expectations. The committee has established no specific standard for career track or length of professional experience, believing that arbitrarily imposed requirements do not advance the church's commitment to an inclusive process.*

### **1. Pastoral Leadership and Philosophy of Ministry**

- a.** Leads the spiritual growth of the church and guides it in its discovery and fulfillment of its calling and mission. Proclaims the gospel of Jesus Christ.
- b.** Engages in pastoral care ministering to the spiritual and emotional needs of the HBC community.
- c.** The successful candidate will have a demonstrated track record of collaborative leadership. Giving consideration to the strengths of our current ministerial staff in their approach to their duties is essential. We believe that being a mentor and collaborative team player with both staff and lay leadership is of utmost importance. HBC is seeking someone who believes everyone has something valuable to offer and has faith in the people they're working with and a willingness to give them room to use their gifts.
- d.** The successful candidate will be inclusive in their theology, and it is imperative that they be welcoming and affirming to all people.
- e.** The successful candidate will be a supportive visionary who leads the equipping and inspiring of the congregation to be an active part of the church's ministry.
- f.** Highland Baptist Church encourages staff to have a healthy work and life balance that fosters self care. The successful candidate will embrace this personally and empower the ministerial staff to do the same.
- g.** The successful candidate will be an authentic, humble, and vulnerable learner who is relatable to persons within the church and the greater community as well.

### **2. Theological Orientation**

- a.** The successful candidate will articulate an understanding of and commitment to a progressive Christian theology.
- b.** Highland Baptist Church has a commitment to being "doers of the word," so the ideal candidate would express a calling to work for social justice and inclusivity of marginalized communities and persons.
- c.** Candidate will demonstrate a theological humility that recognizes the wide range of Christian traditions and acknowledge there is a mystery to our faith and human limitations to understanding the Divine.
- d.** Candidate will demonstrate thorough Biblical knowledge.

### **3. Community Engagement**

- a.** The successful candidate will lead and collaborate with the ministerial staff and ministry groups to create a presence in Highland Baptist Church's community that promotes social justice in an active way. We expect the new pastor will have a justice-oriented approach that will combine our existing programs with new ideas to focus the church's power and evoke change in the world around us. While the church's mission work is a key component of these efforts, the incoming pastor will also be an active part of the church's ecumenical work and act as a prophetic voice in the Louisville Metro area.
- b.** Past examples of community engagement on this scale include marching with the church in the Kentuckiana Pride Festival, crafting editorials for the Louisville Courier-Journal (and other local publications) on contemporary and pressing social justice issues such as immigration, LGBTQ+ affirmation, and anti-racism. This engagement would also involve

visiting with HBC congregants who are working in the community on projects such as Habitat for Humanity builds, and partnering with other local organizations such as EmpowerWest and Highland Community Ministries on shared ministerial aims. This list is not meant to be prescriptive or exhaustive, and an incoming pastor will be encouraged to share responsibilities and develop new ideas based on their experiences and gifts.

#### **4. Baptist Identity and Heritage**

- a.** The successful candidate will have a developed understanding of and appreciation for the broad traditions of Baptist heritage.
- b.** The successful candidate will have a commitment to the traditional Baptist freedoms such as liberty of conscience, autonomy of the local church, and the separation of church and state.
- c.** Candidate will have a clear awareness of the particular issues facing progressive Baptists today.

#### **5. Minimum Qualifications**

- a.** A Masters of Divinity
- b.** Ordained as a Christian minister
- c.** Experience working as an associate pastor or senior pastor at a multi-staff church.
- d.** A combination of education and experience may be substituted for these qualifications if expertise is demonstrated.

Interested parties should submit a cover letter, resume, and philosophy of ministry via email to [pastorsearch@hbclouisville.org](mailto:pastorsearch@hbclouisville.org). A congregational profile can be found at <https://hbclouisville.org/wp-content/uploads/2019/06/HBC-Congregational-Profile.pdf>.