

Pastor Search Team Covenant

First Baptist Church, High Point, N.C.

September 2, 2021

Where two or three are gathered in my name, I am there among them. (Matthew 18:20)

- We will trust in God (Prov. 3:5-6) and in each other.
- We will make prayer a firm priority and encourage others to pray as well.
- We will be candid with each other and encourage and respect each other's perspectives and ideas as a strength of our team.
- We will be open to the leading of the Holy Spirit.
- We will keep all specifics regarding our conversations and the search confidential and will only share information after the team agrees to do so.
- We will be transparent in communicating with the congregation about the process in regular intervals.
- We will agree to a consistent vetting and interviewing process and to put all applicants through the same process.
- We will not delay in our communication with applicants.
- We will hold one another accountable to this covenant, speaking the truth in love.

Teena Reddeck, Chair
Debbie Edwards, Vice Chair
and Secretary

Rene Folk
Shirley Garis

John Adamcik
Barbara Smith
Cy Brooks

Pastor Search Team Update

The Pastor Search Team met September 16 to finalize a Pastor Profile based on the work of the Leadership Team, the congregational survey results, and input from members of the Search Team. In addition, we drafted an announcement based on this profile that will be used as a job description. It is our intention to have the job posted by the end of September and hope to be reviewing resumes by mid-October, if not sooner. Your Search Team is hard at work and moving forward in the process of finding our new Senior Minister. We continue to covet your prayers for God's guidance at each stage of the process. Our next meeting will be October 5.

Read the Pastor Profile on page 3.

Rest in peace, Bettie York

Former staff members offered memories and tributes to Bettie on Facebook.

Joel Campbell: I was saddened to hear of the death of Bettie York from COVID-19. It was truly an honor to have served with her for over 5 years. She always encouraged me while we were on staff together. We had fun with the Clemson and U of SC rivalry. May God bless her family during this difficult time.

Gay Gulick: She was a wonderful woman. I was blessed to serve with her, as well.

John Callaway: FBC High Point friends, I am so sorry for your loss. Bettie York was as talented, kind, and gracious as any individual I've worked alongside. Bettie was extremely proud of her family and loved her church. She will be missed and not forgotten. Much love!

Bruce Hartgrove: Bettie York was a gracious and caring friend, a cooperative co-worker, and a talented accompanist. In 10+ years that she was our organist, Bettie led us in worship with several thousand hymns, anthems, offertories, preludes and postludes. She accompanied



dozens of cantatas special programs, weddings and funerals. Bettie will be greatly missed by myself as well as the entire body of First Baptist Church. May you rest in peace!

FIRST BAPTIST CHURCH

405 N. Main St., High Point, N.C. 27260-5088

336-883-0178

www.fbchighpoint.org – www.facebook.com/firstbaptisthighpoint

Sunday School in the Dining Room at 9:45 a.m.

Sunday Worship at 11 a.m. in person in the sanctuary or via Facebook Live.

Offering and Income

September 5, 2021

Weekly Budget Need	
Tithes & Offerings	\$7,480.00
Building Use/ Recreation/ Parking	\$1,638.00
Total Budget Receipts	\$0.00
Budget Needs to Date	\$1,638.00
Budget Receipts to Date	\$269,280.00
	\$185,623.75

September 12, 2021

Weekly Budget Need	
Tithes & Offerings	\$7,480.00
Building Use/ Recreation/ Parking	\$8,760.00
Total Budget Receipts	\$0.00
Budget Needs to Date	\$8,760.00
Budget Receipts to Date	\$276,760.00
	\$194,383.75

September 19, 2021

Weekly Budget Need	
Tithes & Offerings	\$7,480.00
Building Use/ Recreation/ Parking	\$3,284.00
Total Budget Receipts	\$0.00
Budget Needs to Date	\$3,284.00
Budget Receipts to Date	\$284,240.00
	\$197,667.75

September 26, 2021

Weekly Budget Need	
Tithes & Offerings	\$7,480.00
Building Use/ Recreation/ Parking	\$2,125.00
Total Budget Receipts	\$0.00
Budget Needs to Date	\$2,125.00
Budget Receipts to Date	\$291,720.00
	\$199,792.75

There are several ways you can support FBC with your monetary gifts.

Online, go to www.fbchighpoint.org, and click on the word "GIVE" in the blue bar. Instructions will appear for giving online with credit and debit cards using Tithely. There are also instructions for setting up an automatic bank draft.

You can still mail checks to 405 N. Main St.

Gathering together

Thank you to everyone who participated in the Congregational Survey that contributed to the Pastor Search Team's development of their Pastor Profile. Here is a description of a hypothetical next Senior Minister drawn from the responses to the survey.

This person is a seminary graduate (85%) from a Baptist institution (64%) with five or more years of pastoral experience (87%), either a male ("important" or "very important," 18%) or not ("not important," 75%), who served previously as a senior pastor at a smaller church (56%) or as an associate pastor at a larger church (44%) where they gained experience leading blended (57%) worship. In their 40s (56%), this person's primary professional identity is as a pastor (90%) and preacher (78%), though they are also adept as a teacher (70%) and a visionary (68%). They are a good communicator (75%), spiritually mature (67%), honest and trustworthy (63%) and warm and friendly (51%).

They are focusing on attracting prospects and new members (90%), teaching

Scripture readings for Sunday worship

- Oct. 3 – Psalm 26:1-12; Mark 10:2-16
- Oct. 10 – Psalm 90:12-17; Mark 10:17-31
- Oct. 17 – Psalm 91:9-16; Mark 10:35-45
- Oct. 24 – Psalm 34:1-8; Mark 10:46-52
- Oct. 31 – Psalm 146; Mark 12:28-34

Prayer Needs

Email heather@fbchighpoint.org or call Heather Absher at 336-883-0178 when you or someone in your immediate family is in the hospital and/or is in need of prayer. Please provide their address so we may mail the prayer sheet to them. Please get permission to publish their names on our prayer chain and email and Phonetree notifications. Also please let us know when it is time to remove their name from the list.



and preaching (82%), pastoral care (76%) and implementing vision (64%). Most often, they preach pastoral sermons that encourage and inspire people in their daily lives and teaching sermons that deepen people's understanding of the Bible and their faith (these two types accounted for 84% of the "most important" responses). Above all, their sermons feature application to everyday life (94%), spiritual nourishment (88%) and a strong biblical knowledge (85%).

Knowing the collective preferences of a congregation is important for a Search Team. At the same time, it is at least as important for the Team to understand the opportunities and challenges of the next 3-5 years and to discern the leadership gifts and aptitudes that will best serve Christ and this congregation on the journey that is ahead. Please pray for them daily as they work on your behalf to fulfill the charge with which you have entrusted them.

– Jeff Rogers, Interim Minister

October Church Conference Sunday, Oct. 24, at 2:00 p.m.

in the dining room (kitchen side)

Agenda

- Chairman of the Committee to Nominate Deacons will report. The Deacons being called will be affirmed by the Church on a Sunday following the October Church Conference and shall assume office immediately after the first Sunday in January.
 - Nominating Committee will present a list of new committee members, with service to begin January 1.
 - Nominating Committee will present a nominee for Trustee who will take office Jan. 1.
 - The Treasurer and Assistant Treasurer will be elected.
 - Stewardship Committee will present a budget for next fiscal year.
 - Church Council will present four names to the church for the Nominating Committee, with service to begin January 1.
- per the Bylaws

Staff

Dr. Jeff Rogers
Interim Minister
jeff@fbchighpoint.org

Heather Absher
Director of Finance
and Communication
heather@fbchighpoint.org

Carol Brooks
Herald editor, Webmaster
cab1@northstate.net

Gary Pressley
Building Superintendent
pressleypr@gmail.com

Pastor Profile

Worship and Spiritual Leadership

- Exhibits spiritually maturity with strong biblical knowledge.
- Delivers dynamic sermons, including teaching, pastoral, and expository preaching.
- Plans and leads meaningful worship experiences both within and outside of the Lectionary.
- Nourishes spiritual growth among members and closer relationships with God, demonstrating applications in daily life through examples, preaching, and teaching.

Congregational Relationships and Staff

- Collaborates well with church leadership, deacons, trustees, and staff members in the duties of the church and seeks input from the congregation when appropriate.
- Relates well to others with good oral and written communication skills.
- Demonstrates good people skills.
- Is a good listener who displays authenticity, compassion, empathy, and care for the needs of all congregants, including those who are ill, bereaved, facing difficulties, are homebound, or reside in a rehabilitation or care facility.
- Encourages fellowship with others.
- Committed to inclusivity and a spirit of unity within the congregation and in the community, engaging members with diverse backgrounds and perspectives to grow in Christ.
- Actively participates in ministry with the congregation (rolls up his or her sleeves to do whatever is necessary.)
- Models friendliness and warmth, with a good sense of humor.

Church Vision and Growth

- Exhibits dynamic, visionary leadership with the ability to collaborate with deacons, lay leaders, and members to

articulate the vision of a downtown church in transition and inspire members to adapt and implement that vision.

- Cultivates growth opportunities, including working with the congregation to re-establish ministries to children and youth.
- Respects tradition while valuing change to promote the on-going health of the church.
- Shares the Gospel with the unchurched in the community and encourages them to join in fellowship with us.

Training and Experience

- Has an earned master's or higher degree from an accredited theological seminary.
- Has 5 or more years' experience in a church staff position, preferably as a Senior or Associate Pastor.
- Supports the Cooperative Baptist Fellowship and the Baptist Faith and Message of 1963.
- Is proficient in administration, staff leadership, and basic technology skills.

Professional and Personal Growth

- Committed to continuous professional development in leading worship, preaching, and teaching, as well as being open to constructive feedback.
- Spends time in personal reflection, prayer, and spiritual growth.
- Committed to a balanced life with the highest integrity in professional and personal interactions.

Service

- Participates actively in community service opportunities.
- Provides leadership for local, regional, and global missions.
- Embodies the church's mission statement: Living the gospel every day, everywhere, to everyone.

Building and Grounds

We have selected a contractor to repair the ceiling in the vestibule and the storage room behind the balcony, along with a drop ceiling in the Children's area that needs removal and replacement for the safety of Christ's Little Acorns. Work will begin after the contractor secures the needed permits. All work in the Children's area will be done in the afternoons after CLA has left for the day.

On Sept. 19, the church met in a brief Called Church Conference and voted to keep the Fitness Room, rather than permanently close it and sell the equipment.

That does not mean we will re-open it tomorrow. We cannot open until someone is working at the desk to first let people in the outside door, then buzz open the Fitness Room door. These people are also responsible for monitoring the Fitness Room to protect the church from liability.

Gary Pressley and I believe we should have a policy in place for the Fitness Room, with new training classes in the use of the equipment. Since there is some new equipment from when we first opened it, everyone should be re-certified.

Rob Fincher offered to do maintenance on the machines, but there is not a pressing need until we are able to re-open it.

Carol Brooks, chair of Building and Grounds

Financial Report

Receipts for August were \$18,114 and spending was \$18,372 plus about \$4,300 being accumulated for the insurance claim on the vestibule. The best quote to finish the repair is a \$5,745. Property maintenance spending will be erratic during September and October as we work on the vestibule and also the ceiling in the Children's wing. We also had a \$5,035 repair to the A/C unit that serves the sanctuary that was not related to the water damage. In addition, the ceiling in a room in the Children's wing will cost nearly \$10,000. These expenses are a part of ownership of an ageing property.

Year to date we've received \$190,000 compared to \$217,000 through August last year, yet we still are holding on to a small surplus that will be used to pay for the events described above.

Money may be tight but mission efforts continue. So consider how your gifts that keep us above the normal and surprise costs of ownership of the property will be used to support reaching beyond the walls (and ceilings) at 405 North Main Street.

Don Myers, Treasurer

Rockers Parking

The August and September rains took a toll on our Rockers schedule. Over 10 games totally washed out our parking efforts.

However, through the 53 scheduled games through Sept. 25, parking has contributed \$5,655 to assist our church.

We are meeting our internal goal of over \$100 per game.

Parking Lot Committee

Charlie Bowers, Parking Lot Committee chair

Don't forget the Blessing Box

Deacons on Call

October 3

Joy Key
Wayne Perdue

October 10

Mike McGaha
T.L. Smith

October 17

Teena Reddeck
Donna Willis

October 24

Diania Baum
Charlie Bowers

October 31

Pam Burgess
Linda Causby

Pastoral Care Line

881-6480



Postmaster, please send change of address to:
First Baptist Church, 405 N. Main St.,
High Point, NC 27260-5088

The Church Herald

(USPS 560-820)

Published monthly by First Baptist Church



Art Cole	October 3	Betty Hall	October 19
Rich Burgess	October 4	J.C. Bradley	October 21
Bryan Culbreth	October 6	Taylor Freeman	October 21
Barbara Smith	October 7	Thomas Garis	October 22
Michela Chapman	October 11	Carl Hunnicutt	October 23
Rob Fincher	October 12	Charles Heeb	October 25
Rene Folk	October 16	Grace Abboud	October 28
Jon Clark	October 17	Aydan Holt	October 30
David Williams	October 18	Diddy Alston	October 31

Sympathy

... to the family of Fran Hethcox



CALENDAR

**Sunday Worship
Live Stream Every Sunday**

at 11:00 a.m. on



**Midweek Prayer
and Bible Study:
The Virtual Edition**

Wednesdays at 7:00 p.m.

Jeff Rogers leads a weekly virtual prayer time and Bible study Wednesdays at 7 p.m. on Zoom. We will share our cares and concerns and praises, pray together and then engage in a Bible study.

Instructions, the phone number for calling in, and the link for Internet users will be distributed by email prior to each meeting.