

Union Baptist Church of Swissvale



SEEKS A NEW SENIOR PASTOR

Church Profile



Glorify God, Heal Lives, Inspire Hope

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TABLE OF CONTENTS

INTRODUCTION - OUR VISION AND MISSION.....	1
OUR COVENANT AND CORE VALUES.....	2
WHAT WE BELIEVE.....	4
OUR STORY.....	8
PASTORAL EXPECTATIONS.....	12
TEN KEY MINISTRIES.....	14
RESOURCES AND RELATIONSHIPS.....	17
OUR COMMUNITY.....	18
HOW TO APPLY.....	20

INTRODUCTION

WELCOME TO THE UNION BAPTIST CHURCH OF SWISSVALE. WE ARE EXCITED TO INTRODUCE YOU TO OUR DIVERSE COMMUNITY AND VIBRANT CHURCH FAMILY.

OUR VISION

Union is a growing, expansive, family-oriented, multi-cultural church with a heart for the community and a commitment to the teaching of the Word of God. We believe in the advancement of the Kingdom and that healthy families create healthy churches that create healthy societies. We possess and must share the hope of Christ the world desperately needs and our purpose is to exalt God in all that we do in worship, service, and living.



GLORIFY GOD, HEAL LIVES & INSPIRE HOPE

OUR MISSION

The Church's Mission is in pursuit of the two "Great Commissions" (Matthew 28:18-20; Luke 4:16-21). We are called by God to a threefold commitment to **Glorify God, Heal Lives, and Inspire Hope**.

- **Glorify God** means that we pursue vigorous, reflective, inspirational, and transformational worship, rich in content, the end of which is not "feel good" but equips us to do, in all of life, what God wants. God is not glorified by how we feel, but by how we live.
- **Heal Lives** means that we engage in relationships and in ministry services. Through these initiatives we grow in discipleship, serving competence, and deep relationships; and it is in the growth of these that lives are healed, just as a body is healed when all its parts are in working harmony.
- **Inspire Hope** should be seen as an outward and outside component of Union's existence. The hope that prevails within the church of Christ is not prevalent in the world; for in the world, the evidence of destruction, disobedience, and misaligned lives rob people there, of hope. This is where Union's people must make a difference.

COVENANT AND CORE VALUES

CHURCH COVENANT

Having been led, as I believe, by the Spirit of God to submit to the Lordship of Jesus Christ over my life; and on the profession of my faith, having been baptized in the name of the Father, and the Son, and of the Holy Spirit, and consequently into Christ's church, I do now in the presence of God, and with this assembly, most solemnly and joyfully enter into covenant with this assembly, we all as one body in Christ.

- **I shall view this church as one body and one family into which God has placed me by his choice, not mine;** and I shall relate to its members as my own family – not figuratively, but literally, because of the brotherhood of Jesus.
- **I shall contribute my gifts, talents, time, energies and whole self to the development of this congregation. (1 Cor.12:12-27),** consistently joining its worship, engaging in discipleship development, and serving in parts of its ministries, wherever my talents and gifts fit me.
- **For every decision I make, I will consider its implications for and impact on the rest of the congregation,** for I am part of a body, a family and a unit; I do not belong to myself; I belong to the body (of Christ). **(1 Cor.12:27; 1 Cor.6:19-20)**
- **I will not suffer silently or alone with an issue** especially to the point where it leads me to a decision, harmful to myself or others, or a decision to leave the church or to sour my relationship with the church; instead I will seek openness with a key leader of the congregation so as to draw from the “body-life” of the church. **(1 Cor.12:26; Heb.13:17a)**
- **I will not consider leaving the church and/or ministry group or team within the church at the time of any disappointment or injury;** instead, I shall first abide by the terms of the grievance process to seek healing.
- **When a congregational conflict arises, I shall assume the best about all the named parties;** and even after facts are known, I shall temper myself with grace towards those who are accused. **(1 Cor.13:7; Phil.4:5)**
- **I shall encourage those who do others wrong to confess, apologize, make amends and restitution,** as much as I encourage those who have been wronged to forgive their debtors. **(Phil.4:2; Matt.18:15-17)**
- **When the congregation meets for discussions, I shall share my thoughts with others in the meeting instead of outside of the meeting. (1 Cor.14:40)**
- **I will take charge of my own spiritual development** and nurture my own walk with the Lord; but because I belong to the body of Christ, I shall also contribute generously to the spiritual development of others, and allow others to do the same to and for me. **(Gal.6:1-5; 2 Pet.3:18)**
- **I will commit to the spiritual growth of my household and will train my children in the instruction of the Lord** so that the gospel of Jesus Christ is evidenced before my family, friends and neighbors. **(Josh. 24:15; Prov. 22:6)**

COVENANT AND CORE VALUES

CHURCH COVENANT

- **Because conflict is inevitable, I shall disagree with others respectfully, be quicker to listen than speak;** I shall listen to understand rather than to react, and be careful that, when I do speak, to do so with sensitivity to the hearer, and in a non-accusatory or contentious manner. I shall commit myself to be an instrument of peace and reconciliation in the midst of any conflict. (**James 1:19; 2 Cor.5:18-20**).
- **Whenever sermons become a source of disturbance or disagreement for me, I shall (a) receive the Word with humility rather than hostility;** (b) reflect on it quietly since God may change me through my disturbance; (c) seek discreet counsel with church leaders if the disturbance persists, and ultimately, if necessary, with the preacher.
- **I shall not use social media or any other public fora to disparage, complain about, ridicule, gossip, or otherwise make unfavorable remarks about this church or any of its leader or members;** and I shall not join any conversation of this nature on social media.
- **I will consciously and deliberately seek to be an encouraging spirit,** rather than a criticizing one, and a source of ease — but preferably joy — to others.
- **I have read Union's Articles, Constitution, Bylaws, and Grievance Process,** and agree to be bound by the precepts and principles therein.

CORE VALUES

EVANGELISM

We believe that Christians are excited about Jesus Christ and are led by the Spirit to study the Word of God and boldly share the Gospel.

DISCIPLESHIP

We believe that teaching and learning the Word of God completes and equips people to do ministry.

STEWARDSHIP

We believe that God is generous with His gifts of time, talent, and treasure. In gratitude, we cultivate, share and return what we have received.

SERVANTHOOD

We believe that we are servants of Christ who willingly and lovingly care for others.



WHAT WE

BELIEVE

STATEMENT OF FAITH

The Holy Bible is our all-sufficient rule for faith and practice. This Statement of Faith is a summary statement and constitutes the foundational beliefs held by this Church. This statement is influenced by the Bible, the Baptist Articles of Faith and An Expression of Christian Faith Representative of American Baptists adopted by the General Board, American Baptist Churches in the U.S.A., November 2005. No claim is made that this statement contains all Biblical truths, only that they cover our need as fundamental doctrines.

Section 1 THE SCRIPTURES

The sole basis of all our beliefs is the Bible, God's infallible written revelation of His Word. We believe that the scriptures, both the Old and the New Testament, are uniquely and fully inspired by the Holy Spirit and serves as the supreme and final authority in all matters in which it speaks (II Timothy 3:15-17; I Thessalonians 2:13; II Peter 1:21). We believe the Bible is to be interpreted responsibly under the guidance of the Holy Spirit within the community of faith. The primary purpose of the Bible is to point to Jesus Christ, the living Lord of the Church.

Section 2 THE ONE TRUE GOD

There is one true and living God, the Creator of heaven and earth, eternally self-existent as three persons—Father, Son, and Holy Spirit – each of whom possesses equally all the attributes of deity and characteristics of personality (Deuteronomy 6:4; Isaiah 43:10, 11; Matthew 28:19, 20; Luke 3:22). This one true God is most clearly revealed to us in the incarnate Son, Jesus Christ our Lord.

Section 3 JESUS CHRIST

Jesus Christ is God incarnate, the Living Word (John 1:1-14), virgin born through the miraculous conception of the Holy Spirit (Matthew 1:23; Luke 1:31, 35). He lived a sinless life on earth (Hebrews 7:26, I Peter 2:22), and performed many undeniable miracles through the power of the Holy Spirit (Acts 2:22; 10:38). He voluntarily atoned for the sins of men by dying on the cross as their substitute, thus satisfying divine justice, reconciling men back unto God, and accomplishing salvation for all who trust in Him alone (Romans 5:8-11; I Corinthians 15:3; II Corinthians 5:21). He rose from the dead in the same body, though glorified, in which He lived and died (Matthew 28:6; Luke 24:39; I Corinthians 15:4). He was exalted and ascended bodily into heaven to sit at the right hand of God the Father, where He, and He alone, is the only mediator between God and man, continually making intercession for those who believe in Him (Acts 1:9, 11; 2:33; Philippians 2:9-11; Hebrews 1:3).

Jesus Christ shall come again to the earth, personally, visibly, and bodily to establish His Kingdom. At this time, the dead in Christ shall be resurrected, the believer to eternal joy with the Lord, and the unbeliever to condemnation and eternal suffering (Acts 1:11; I Corinthians 15:51; Hebrews 9:28; I Thessalonians 4:16; Revelation 19:20; 20:11-15; 22:6-16; Matthew 25:46; Mark 9:43-48).

STATEMENT OF FAITH

Section 4 THE HOLY SPIRIT

The Holy Spirit has come into the world to reveal and glorify Jesus Christ and to apply the saving work of Christ to humanity. The Holy Spirit convicts and draws sinners to Christ, imparts new life unto them, seals them until the day of redemption, leads and aides them in a life of holiness unto God not fulfilling the lust of the flesh, and equips them for service and work in God's Kingdom bearing spiritual fruit unto the glory of God. Every believer is called to live under the power of the indwelling of the Holy Spirit and should ardently expect and earnestly seek the promise of the Father, the baptism of the Holy Spirit, according to the command of our Lord Jesus Christ (Luke 24:49; Acts 1:4-8; I Corinthians 12:1-31). With the baptism of the Holy Spirit comes an overflowing fullness of the Spirit (John 7:37-39; Acts 4:8), a deepened reverence for God (Acts 2:43; Hebrews 12:28), an intensified consecration to God and dedication to God's works (Acts 2:42), and a manifestation of the fruit and gifts of the Spirit (Galatians 5:16-26; Romans 12:3-9; I Corinthians 12:1-31).

Section 5 THE FALL OF HUMANITY

The fall of humanity refers to our falling away from our original good relationship with creation. Humanity was originally created good and upright in the image of God. However, humanity by voluntary transgression, sinned by disobeying God. Thus, humans alienated themselves from God and experienced not only physical death but also spiritual death. That historic fall brought all humans under divine condemnation. Therefore, all humans are born into a sin filled world with a sinful nature, totally unable to please God without regeneration, redemption, and renewal (Genesis 1:26, 27; 2:17; 3:6; Romans 3:23; 5:12-19). Humanity's fall affects our relationships with God, with ourselves, with each other and with the rest of creation.

Section 6 THE WAY OF SALVATION

The only hope of redemption is through the shed blood of Jesus Christ, the Son of God. It is wholly the work of God's free grace and is not the work, in whole or in part, of human works, goodness or religious ceremony (Ephesians 2:4-10). Salvation is received through repentance toward God and faith toward the Lord Jesus Christ by the regeneration and renewing of the Holy Spirit, being justified by grace through faith, man becomes an heir of God and a joint-heir with Jesus Christ according to the hope of eternal life (Luke 24:47; John 3:1-21; Romans 10:13-15; Titus 2:11; 3:5-7). It is the privilege of all who are born again by the Holy Spirit to be assured of their salvation from the very moment they trust in and confess Jesus Christ as their Lord and Savior. This assurance is not based upon human merit, but is produced by the witness of the Holy Spirit, who confirms in the believer the assurance of their salvation according to the testimony of God's Word (Romans 8:35-39). The inward evidence of salvation is the direct witness of the Holy Spirit (Romans 8:16) and the outward evidence to all men is a life of righteousness and true holiness unto God (Ephesians 4:24; Romans 6:1-18; 8:1-9).

STATEMENT OF FAITH

Section 7 JUSTIFICATION

Justification is the gracious and judicial act of God by which God grants full pardon of all guilt and complete release from the penalty of sins committed, and acceptance as righteous, to all who believe on Jesus Christ and receive Jesus Christ as Lord and Savior. (Acts 13:39-43; Isa. 3:11-12; Rom. 5:9, 8:1) Justification includes the promise of eternal life on principles of righteousness (Rom. 5:17; Titus 3:5-6; 1 Pet. 3:7; 1 John 2:25; Rom. 5:21); that it is bestowed, not in consideration of any works of righteousness which we have done, but solely through faith in the Redeemer's blood (Rom. 4:4-5; 5:21; 6:28; Phil. 3:7-9); by virtue of which faith his perfect righteousness is freely imputed to us of God (Rom. 5:19; 3:24-26; 4:23-25; 1 John 2:12); that it brings us into a state of most blessed peace and favor with God, and secures every other blessing needful for time and eternity (Rom. 5:1-3, 11; 1 Cor. 1:30-31).

Section 8 SANCTIFICATION

Sanctification is an act of separation from that which is evil, and of dedication to God (Romans 12:1, 2; I Thessalonians 5:23; Hebrews 13:12). The Scriptures teach that the goal of believers is to pursue a life of "holiness without which no one can see God" (Hebrews 12:14). Through the power of the Holy Spirit, we are able to be obedient to God's command: "Be ye holy, for I am holy" (I Peter 1:15, 16). Sanctification is the process whereby we are saved from the power of sin in our lives through a commitment to the spiritual disciplines of prayer, daily devotions and worship, the study of God's Word, and the fellowship of believers (Romans 6:1-13; Romans 8:1, 2, 13; Galatians 2:20; Philippians 2:12; I Peter 1:5).

Section 9 THE CHURCH

The church is the body of Christ, the habitation of God through the Holy Spirit, with divine appointments for the fulfillment of her mission to win the world for Christ. Jesus Christ is the head of the church and the church is the bride of Christ, which is composed of all men and women, living and dead, who have been joined to Him through saving faith (Matt 16:18; Eph 1:22, 23; 2:22; Hebrews 12:23). According to the Scriptures the church exists to magnify and exalt God in worship, to train and instruct believers in their discipleship, to minister to the needs of its members and the world, to encourage and develop the Christian fellowship of its members, and to equip its members to evangelize the world and spread the Gospel of Jesus Christ (Acts 2:41-47).

Section 10 THE ORDINANCES OF THE CHURCH

There are two ordinances of the church – Baptism and Holy Communion. The ordinance of baptism by immersion is demonstrated in the Scriptures. All who repent and believe in Christ as Savior and Lord are to be baptized as the first act of obedience as they are physically able and have opportunity (Matt 28:19, 20; Acts 8:26-38). Baptism is an outward sign of an inward spiritual renewal and rebirth. Thus, they who are baptized declare to the world that they have died with Christ and that they also have been raised with Him to walk in newness of life (Acts 10:47, 48; Romans 6:4). Holy Communion, also known as the Lord's Supper, consisting of broken bread, the body of Jesus Christ, and the fruit of the vine, the shed blood of our Lord and Savior, is the symbol expressing our sharing the divine nature of our Lord Jesus Christ (II Peter 1:4); a memorial of His suffering and death (I Cor 11:26); our fellowship and communion with all believers (Eph 4:4-6); an expression of thanksgiving by the church (Luke 22:17-22); and our prophetic expectation of His second coming (I Cor 11:26).

STATEMENT OF FAITH

Section 11 THE CHURCH'S CALLING

We affirm that God through Jesus Christ calls us to be:

A **Redeemed People** who claim a personal relationship to God through Jesus Christ; who follow the Lord in believer's baptism; who gather as a believer's church; who share in the meal of the kingdom known as the Lord's Supper; who honor the priesthood of all believers; and who live their faith as visible saints.

A **Biblical People** who affirm the centrality of Scripture in our lives; who pursue the study of God's inspired Word as a mandate for faith and practice; who seek the guidance of the Holy Spirit for the understanding of Scripture, while respecting the common interpretation of Scripture within the community of believers; and who submit to the teaching of Scripture that God's design for sexual intimacy places it within the context of marriage between one man and one woman.

A **Worshipping People** who gather regularly to praise God; who receive nourishment by communion with the Risen Christ; who share an open and public confession of faith; and who believe that personal devotion brings vitality to corporate celebration.

A **Missional People** who strive to fulfill the Great Commission to make disciples; who invite persons to receive salvation and follow Christ; who engage in educational, social, and health ministries; who seek justice for all persons; and who provide prayer and financial support to sustain a worldwide mission outreach.

An **Interdependent People** who affirm the Church's unity as given in Jesus Christ; who gladly embody in our practice the ministry of the whole people of God; who recognize the gifts of the HOLY SPIRIT for ministry and honor all offices of the five-fold ministry; who live and work together "in association"; and who bring the free church tradition to cooperative and ecumenical Christianity.

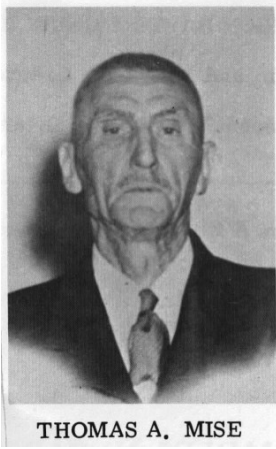
A **Caring People** who care for the needy, the weak, and the oppressed; who care for the earth and for all its creatures.

An **Inclusive People** who, gifted by a variety of backgrounds, find unity in diversity and diversity in unity; who embrace a pluralism of race, ethnicity, age and gender; and who acknowledge that there are individual differences of conviction and theology. Who supports the call of both men and women to the gospel ministry.

A **Contemporary People** who have a remembrance for the past and a vision for the future; who are committed to religious liberty and to the separation of church and state; who call our present world to make Jesus Christ Lord of all life; and who trust the Holy Spirit for insight and power to live in the present age.

We accept these large areas of doctrinal teaching on which, historically, there has been general agreement among all true Christians. We accept no humanly devised confession or creed as binding. We desire to allow for freedom of conviction on doctrinal matters, provided that any interpretation is based on the Bible alone, and that no such interpretation shall become an issue which hinders the ministry to which God has called us.

OUR STORY



THOMAS A. MISE



ELLA E. MISE



DEACON VIRGIL WRIGHT

Throughout the years Union Baptist Church of Swissvale has always been known as the “little church with a big heart!” Union was organized on Friday, April 30, 1920, by the late Reverend S. R. Tribbett and twelve dedicated Christian men and women. Services were first held in a storefront at 2100 Monongahela Avenue in the area where the Triangle Grill now stands.

Reverend Tribbett served as pastor for just four months. Reverend L. B. Banks was then called to Union. During his administration, the membership increased and the church moved to a garage owned by the Croppe Family. It was located at the rear of 7405 Washington Street in Swissvale. Reverend Banks resigned in May of 1923, and the church was then led by Reverend A. J. Green until 1925.

1926-1953

In 1926, Reverend Walter L. Shaw, Sr. was chosen to lead the church. For a few years of his administration, he received no salary. An offering was lifted for him on one Sunday of each month. “Follow me” was his motto, and he led the way both spiritually and financially.

In 1930, the church purchased a lot at 5 Arthur Street, and Reverend Shaw put the first spade in the ground. Worship services were held in the basement of the church until 1941 when the sanctuary was built. The church mortgage was paid and burned under his leadership. In August 1953, Reverend Shaw resigned following nearly twenty-eight years of dedicated service.

1953-1977

Reverend Herbert Wilkerson took charge as pastor on September 5, 1954. He was ordained by the Allegheny Baptist Association on October 9, 1954. Under his leadership, Union became chartered under the Non-Profit Corporation Laws of the Commonwealth of Pennsylvania.



OUR STORY



A Building Fund was established in 1961 and led to the eventual purchase of the present property on the corner of Agnes Street and Collingwood Avenue. Union celebrated its 53rd anniversary with a ground-breaking ceremony.

The following year on Sunday, February 24, 1974, the congregation held a farewell service at the "Old Homestead" and marched to 2117 Collingwood Avenue for its first worship service in the new church building. On Sunday, February 13, 1977, Reverend Wilkerson surrendered his office as pastor, and left the church with instructions and guidelines relative to selecting a new pastor.

1977-1982

After Reverend Wilkerson's departure, the late Associate Pastor, Reverend John Tisdale, served as interim pastor. A Pulpit Committee was formed and began the search for a new pastor. Within six months, the Reverend Edmond D. Davis answered the call. Under his pastorate, Union continued to grow. Reverend Davis resigned in February 1982.

1983-2008

One year later, Reverend Maurice Doss from Cornerstone Baptist Church in East Liberty was installed as pastor in February of 1983. Accomplishments under Reverend Doss' pastorate include: The reorganization of the Sunday School into Church School in 1995 to address a wider concern of topics and concerns; ten ministers licensed to preach; a Nursery to look after our children during church services, and the burning of the church mortgage twelve years ahead of schedule.

In 2003, the church formally incorporated a nonprofit agency, Reach Up, Inc., with a mission is to empower families, youth, and communities in pursuit of a better quality of life through Christ-centered holistic services and resources. Reach Up continues to pursue this work today!

After a long a protracted illness, Reverend Doss tendered his resignation as pastor on November 16, 2008.



OUR STORY



2009-2017

Reverend Robert W. Tedder served as the Interim Pastor during Reverend Doss's absence. On March 29, 2009, Reverend Tedder was installed as the new pastor of the Union Baptist Church of Swissvale. Reverend Tedder orchestrated a revision of the church's organizational structure to carry out his vision for Union with a focus on leadership development and ministry implementation.

Under Reverend Tedder's leadership, policies and procedures continued to be developed to provide for clearer church governance. In addition, job descriptions were created for all paid and key volunteer positions. During Reverend Tedder's tenure all of the church's debt was paid off. Reverend Tedder resigned in March 2017.

2017 - 2019

In April 2017, the church called Reverend Dr. Michael Friday to serve as its Interim Senior Pastor. Dr. Friday has been leading the congregation to evaluate its present, to reflect on its past, and to move towards its future. Under Dr. Friday's leadership the church has commissioned a new Council of Ministries to carry out the work of the church. Dr. Friday continues to challenge the congregation to stretch beyond its comfort zone and prepare for its next permanent Senior Pastor.

2019 - 2020

Union continues to minister under the direction of new Senior Pastor, Rev. Justin D. Eidinger, Sr. Embracing our future, Union continues to revitalize and innovate all aspects of ministry. Reverend Eidinger resigned as Senior Pastor on August 7, 2020 and relocated with his family to San Diego, California. Though he was with us for only a short period of time, the congregation experienced a renewal of hope, vitality and energy. He was active in outreach and community ministry.



OUR STORY



2020 - present

Following Reverend Eidingers' resignation, the congregation held a historic vote to appoint Reverend Jacquelyn M. Lewis to serve as Interim Senior Pastor, marking the first time this position has been held by a woman at Union Baptist Church of Swissvale.

Reverend Lewis believes that the church of Jesus should always be the epicenter of cultural, academic, and healthy living leadership as well as a hub for spiritual growth and practice.

The last several years have proven to be full of great challenges and great opportunity. The church has grappled with the impact of a global pandemic, have mourned greatly the loss of longtime friends and family members, and have learned to be a scattered yet unified church.

We remain steadfast in fulfilling our mission and are confident that Reverend Lewis will help usher Union to greater heights and navigate us through this unprecedented season. As we look ahead to Union's next 100 years, it is our fervent prayer that God will use and guide us in such a manner as to make certain that Union Baptist Church of Swissvale continues to be a place of salvation, comfort, and charity. May our faith be sufficient to merit God's divine favor.

We are encouraged that God continues to add to the church and people continue to grow spiritually. We remain committed to our mission to Glorify God, Heal Lives, and Inspire Hope!



PASTORAL EXPECTATIONS

“BUT THE LORD SAID TO SAMUEL, “DO NOT LOOK AT HIS APPEARANCE OR AT HIS PHYSICAL STATURE, BECAUSE I HAVE REFUSED HIM. FOR THE LORD DOES NOT SEE AS MAN SEES, FOR MAN LOOKS AT THE OUTWARD APPEARANCE, BUT THE LORD LOOKS AT THE HEART.” 1 SAMUEL 16:7 NKJV

Our Senior Pastor glorifies God by providing Biblical leadership by focusing on God's Word and prayer, shepherding the Body of Christ, and equipping the saints to do the work of ministry. The Senior Pastor is the spiritual and pastoral leader of Union Baptist Church. The following are the general expectations of the Senior Pastor:

PERSONAL

- A clear testimony of saving faith in Jesus Christ
- A character that exhibits the qualities in 1 Timothy 3:1-7, Titus 1:6-9, and 1 Peter 5:2-4
- A Christ-like attitude of humility and servant leadership
- A lifestyle demonstrating consistent spiritual and moral characteristics that are in harmony with the Scriptures
- A reputation of working well with others and committed to a team approach to ministry Agreement with the mission, vision and core values of UBC
- A commitment to personal accountability with the Church Council

PROFESSIONAL

- License or Ordination credentials issued by the American Baptist Churches USA. In the event that this is not the case, the individual's ordination credentials must be acceptable to the Church Council and/or be willing to pursue ordination with the American Baptist Churches USA. Evidence of the pursuit of ongoing professional growth through continuing professional development and education opportunities Consideration will be given to candidates who possess a comparable combination of education and experience.

GENERAL RESPONSIBILITIES

- Minister the Word of God and model the Lordship of Christ to our congregation such that it illuminates Scripture, teaches sound doctrine, inspires and convicts towards godly living, and encourages and motivates to follow the Lord Jesus Christ more fully
- Through a process of personal engagement, love and care for our congregation so they are sustained through the challenges of life and become more able to love and care for others in the process
- In partnership with the Church Council and under the Lordship of Jesus Christ as the Head of the church, develop and implement our vision so that the gospel advances in our generation
- Meet weekly/routinely with the staff for growth, sharing vision, and insuring teamwork

PASTORAL EXPECTATIONS

OTHER DUTIES & RESPONSIBILITIES

- Provide general leadership for all the ministries of UBC
- Primary preaching/teaching pastor but would also occasionally share the pulpit with other pastoral staff and guest speakers
- Implement a comprehensive strategy for serving children, youth and young adults
- Sets the preaching schedule in accordance with Titus 2 and Acts 20:28 and in accordance with primary ministry objectives
- Encourages coordinated prayer gatherings
- Responsible for visitation and counseling. This may be delegated to other pastors or lay people. Visitation will include but is not limited to hospitals, nursing homes, shut-ins, and new attendees. Counseling includes crisis, marriage, pre-marital, and general settings
- Officiates at weddings and funerals, including performing requisite planning. This can be delegated at the Senior Pastor's discretion
- Perform ceremonies, including infant blessings, baptisms and ordination of clergy and deacons
- Represents the UBC in local events and ministerial relationships
- Serves as an ex officio member of all committees/ministries. The Senior Pastor can select the ministries that he/she will participate in. The Senior Pastor serves as the chair of the Church Council.
- Primary supervision of all paid and non-paid ministerial staff members

(Based on the candidates giftedness and heart desires there may be other areas that would be considered under this area of responsibilities. This will be evaluated and determined in conjunction with the Church Council)

COMPENSATION PACKAGE

- Salary
- Housing Allowance
- Social Security/Medicare Tax Offset
- Professional Pastoral Expense Budget
- Retirement, Disability & Life Insurance through MMBB
- Paid Time Off



TEN KEY

MINISTRIES

Union is organized primarily around ten key ministries. Below is a brief description of these ministries, who they serve and what ministry initiatives falls under them:

DIACONATE: CONGREGATIONAL CARE

This ministry pursues all aspects of the care of the congregation, including:

- Bereavement notification and processing
- Hospital and Sick & Shut-in Visits
- Economic challenges / Benevolence
- Communion, Baptism, Baby Blessings, and Wedding Preparation
- Overall Congregational Wellness

TRUSTEES

Similar to the Diaconate, Trustees have a service-oriented disposition to the administration of properties, financial and legal matters. The important work that Trustees do is a critical extension of ministry and missions and not merely related to the management and maintenance of property. The church property is administered in a way that promotes the church's overall vision. This ministry is primarily focused on the following:

- Grounds/Facilities Maintenance
- Property Acquisition
- Vehicles/Fleet Management
- Financial Matters
- Legal Issues/Contracts

EVANGELISM & OUTREACH

This team keeps abreast of the trends, the needs, the communities, and the opportunities for evangelism and outreach, and enable the whole congregation through its various groupings, ministries, classes and teams, to do evangelism and outreach. This is the work of the entire congregation! The following fall under this ministry:

- The Prison ministry
- The Food Bank
- Missions Initiatives
- The Trader Sunday Initiative
- Social Responsibility and Justice Issues and Initiatives

TEN KEY MINISTRIES

DISCIPLESHIP DEVELOPMENT

Christian education never “ends” — it changes with the various stages of a Christian disciple. Therefore, every member of Union Baptist Church — from the youngest child to the oldest member; from the newest member to the longest-standing one — needs discipleship development for their continued growth in Christ, and effective witness, action and service through the Holy Spirit. Under this ministry, the following current ministries and functions fall:

- Sunday school
- Life Skills
- Vacation Bible School
- Bible studies
- Spiritual formation
- Leadership Development, Nominations, and Ministry Placements.

FELLOWSHIP & RELATIONSHIP DEVELOPMENT

When this ministry team functions at its best, it would plan fellowship events and enable groups that meet occasionally to discover intentional ways in which their gatherings build teams, deepen relationships and increase strong identity as a family-member of Union Baptist Church. Some of these groups include: SHOUT, Daughters of the King, Men’s Breakfasts, Bowling Fellowship, Seniors Fellowship and Young Adult Fellowships.

WORSHIP & CELEBRATION

Worship ought to be expressive of all the personalities, worship preferences, talents and gifts in a congregation. This team does spiritual work that is creative, and highly imaginative and shall attend to the following:

- Worship Development and Regular Worship Services
- Special Services
- Special Events involving Congregational Gatherings
- The Arts and Creative Expressions

HOSPITALITY & ASSIMILATION

This ministry moves persons from the status of visitor/guest to serving member-partner. The following fall under this ministry:

- Greeters and Ushers;
- Creative welcome, outreach and engagement specifically with new guests;
- Urgent and meaningful follow-up on new visitors/guests;
- Baptismal preparation (logistics component; not teaching)
- Membership preparation (logistics component; not teaching);

TEN KEY MINISTRIES

ADMINISTRATION

This ministry team shall organize the church so as to connect these various operatives into a cohesive Administrative “engine.” This ministry will administer the development, delivery, efficiency and effectiveness of the following:

- Standing Finance Committee: Budget Preparation
- Long-Term Planning
- Fundraising (not just “stewardship”) Issues
- Policies & Procedures
- Capital Development and Projections
- Job and Ministry Performance Enhancement and evaluations

COMMUNICATION

This team shall develop and deliver the variety of communication management needs of the congregation:

- Internet presence: Twitter, Facebook and other
- Church Website management
- Press Presence Opportunities: Print and Electronic
- Equipment to facilitate excellence of communication
- Bulletin and other church publications
- Audio Visual Support
- Managing the Church Announcements (via Audio Visual Delivery)
- Media & Public Relations

CHILDREN & YOUTH

A growing and vibrant church needs to have an unwavering focus on meeting the needs of children and youth represented by families in the church and community. This ministry develops a cohesive strategy for ministering to the various age groups represented by our children and youth. There should be ample opportunities for children and youth to fellowship, serve, learn and lead. This ministry team would encompass the following:

- Nursery Ministry
- Children’s Church
- Children & Youth Ministry
- Youth Sundays
- Camps
- Youth Group



RESOURCES AND RELATIONSHIPS



CHURCH COUNCIL

While the congregation retains ultimate decision-making authority, it delegates powers and duties to the Church Council. The Council is composed of the leaders of the ten key ministry leaders along with select at-large members of the congregation. The Council oversees such responsibilities as short and long term goals, recommending an annual budget and approving certain expenditures and calling church staff. The Council meets once per month.. If a decision falls into the powers reserved for the congregation, members vote on the issue, usually in a congregational business meeting.

OUR MEMBERSHIP

Our congregation currently has 215 active members with approximately 80 in attendance for weekly worship services.

THE BUDGET

Our Annual Budget is approximately \$280,000.

OUR STAFF

Our staff is comprised of a: Senior Pastor, Church Administrator, Music Director, a Food Pantry Coordinator, and Custodian. In addition to the staff, we have several paid positions within our music ministry.

OTHER RESOURCES

Our church owns two buildings, several small parcels of vacant land and one fifteen passenger minibus free and clear.

AFFILIATES & PARTNERS

- American Baptist Churches USA
- American Baptist Churches of Pennsylvania and Delaware
- Allegheny Union Baptist Association
- Pennsylvania Interfaith Impact Network
- Swissvale Ministerium
- Greater Pittsburgh Community Food Bank
- Christian Life Skills, Inc.
- Reach Up, Inc.
- YoungLife
- Mon Valley Initiative

OUR

COMMUNITY



SWISSVALE

Swissvale is a borough in Allegheny County, Pennsylvania, 9 miles (14 km) east of downtown Pittsburgh. The population was 8,983 at the 2010 census.

Swissvale has six land borders, including Edgewood to the north, Braddock Hills to the east, North Braddock to the southeast, Rankin to the south, and the Pittsburgh neighborhoods of Regent Square and Swisshelm Park to the west. Directly across the Monongahela River to the southwest is the borough of Munhall.

Swissvale is served by the Woodland Hills School District. The Woodland Hills School District is comprised of Braddock Borough, Braddock Hills Borough, Chalfant Borough, Churchhill Borough, East Pittsburgh, Edgewood Borough, Forest Hills Borough, North Braddock Borough, Rankin Borough, Turtle Creek Borough and Wilkins Township.

The racial makeup of the borough was 74.45% White, 22.14% African American, 0.11% Native American, 0.91% Asian, 0.06% Pacific Islander, 0.60% from other races, and 1.72% from two or more races. Hispanic or Latino of any race were 1.06% of the population.

In the borough the population was spread out, with 20.0% under the age of 18, 8.2% from 18 to 24, 31.7% from 25 to 44, 22.7% from 45 to 64, and 17.4% who were 65 years of age or older. The median age was 39 years

The median income for a household in the borough was \$31,523, and the median income for a family was \$35,929. The per capita income for the borough was \$19,216. About 14.1% of families and 15.3% of the population were below the poverty line,

OUR COMMUNITY



GREATER PITTSBURGH REGION

The Greater Pittsburgh Region is a populous region in the United States named for its largest city and economic center, Pittsburgh, Pennsylvania. The metropolitan population of 2,353,045 is the largest in both the Ohio Valley and Appalachia, the second-largest in Pennsylvania (behind Philadelphia), and the 26th-largest in the U.S.

Located at the confluence of the Allegheny, Monongahela, and Ohio rivers, Pittsburgh is known both as "the Steel City" for its more than 300 steel-related businesses and as the "City of Bridges" for its 446 bridges. The city features 30 skyscrapers, two inclined railways, a pre-revolutionary fortification and the Point State Park at the confluence of the rivers.

America's 1980s deindustrialization laid off area blue-collar workers and thousands of downtown white-collar workers when the longtime Pittsburgh-based world headquarters moved out. This heritage left the area with renowned museums, medical centers, parks, research centers, libraries, a diverse cultural district.

The area is home to 68 colleges and universities, including research and development leaders Carnegie Mellon University and the University of Pittsburgh. The nation's eighth-largest bank, eight Fortune 500 companies, and six of the top 300 U.S. law firms make their global headquarters in the area, while RAND, BNY Mellon, Nova, FedEx, Bayer and NIOSH have regional bases that helped Pittsburgh become the sixth-best area for U.S. job growth.

HOW TO APPLY

If you are interested in pursuing this opportunity, please send a letter of interest answering the three questions below, and attach a pastoral profile from your denomination along with the following:

- A written transcript/outline of a sermon
- A recent video of a live sermon
- A copy of Ordination Paper or an essay outlining your essential theological beliefs

We will review applications as we receive them, and we encourage you to submit yours. Please e-mail your responses and materials to us at searchcommittee@unionbaptistpgh.org.

If you would rather mail your application, please send c/o Search Committee at Union Baptist Church of Swissvale, 2117 Collingwood Avenue, Pittsburgh, PA 15218.

In the letter of interest, please let us know how you prefer to be contacted and respond to the following questions in 250 words (or fewer) per question.

- 1) What attracts you to Union Baptist Church?
- 2) How do you know that God is leading you to Union Baptist Church?
- 3) How would you help a 103 year old church to grow, remain faithful, and be relevant in the 21st century?

The Pastor Search Committee will acknowledge all applications and keep you informed about the process. Thank you for considering Union Baptist Church of Swissvale.

For more information or questions, please contact the Co-chairs of the Search Committee:

Alexis Spencer

Deacon Eric Williams

You can e-mail us at:

searchcommittee@unionbaptistpgh.org

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