

## 2022-23 Church Profile

# West Highland Baptist Church

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[www.westhighlandbaptistchurch.org](http://www.westhighlandbaptistchurch.org)



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*Preach the word; be prepared in season and out of season; correct, rebuke and encourage— with great patience and careful instruction. – 2 Timothy 4:2*

*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*

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## Welcome

Welcome to this profile of West Highland Baptist Church (WHBC), our ministry and church family. The WHBC Pastoral Search Special Ministry Team prepared this document for potential pastoral candidates with God's grace and assistance from the church body and the American Baptist Churches of Michigan. For more details about the Pastoral Search Special Ministry Team, please see the Addendum. We pray this document is helpful to you. **If you are interested in the position, please send a letter of interest and resume to the WHBC Pastoral Search Special Ministry Team at [whbc1116@comcast.net](mailto:whbc1116@comcast.net).**

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## Introduction

Under the Lordship of Jesus Christ, 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. For the complete organizational chart, please see the Addendum.

You can learn more about us at [www.westhighlandbaptistchurch.org](http://www.westhighlandbaptistchurch.org) or view our worship services on Facebook and YouTube. (Search for West Highland Baptist Church, Milford, Michigan.) You are also welcome to visit us on Sunday morning. Worship begins at 9:45 a.m. Sunday School for all ages immediately follows the worship service.

If you have questions about WHBC or its ministries, please contact us at [whbc1116@comcast.net](mailto:whbc1116@comcast.net).

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## Who We Are

### Our Story

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 welcome to worship our Lord and Savior. Its multi-generational church family has witnessed 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 its rich history on pages 21-23.)

#### **Today, West Highland Baptist Church:**

- 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.
- has had its Senior Pastor since 2006, and its Youth Pastor for most of that time (until May of 2022).
- offers one, in-person Sunday morning worship service at 9:45 a.m. that is streamed live on Facebook and YouTube with on-site Bible studies (Sunday School) for all ages immediately following the worship service.
- currently supports 27 missionaries through financial giving and prayer.
- offers AWANA, youth group and adult Bible study on Wednesday nights along with small group Bible studies throughout each month, plus special fellowship activities and events throughout the year.
- has a Tuesday Morning Prayer Group that meets faithfully each week, lifting up the church family and others in need through prayer and written cards and notes.
- is financially sound and debt free, with the generous giving of God's resources continuing to exceed its budgetary needs.
- houses West Highland Christian Academy (WHCA), a Ministry that serves about 100 students and their families each year. Many of WHCA's more than 200 graduates (over the last 50 years) have gone on to faith-filled lives, including some who have entered His ministry.
- has one campus on 12 acres of land that includes: a church building (with a sanctuary, a fellowship hall, basement classrooms, an education wing, a kitchen and a gymnasium), an adjacent parsonage, an outdoor pavilion, a soccer field, a softball diamond, a newly-upgraded playground, and a garage/storage building.
- is located at 1116 S. Hickory Ridge Road, Milford, MI 48380-1510, about 1 mile south of M-59 and about 5 miles north of the GM Proving Ground.

#### **Some noteworthy, more recent improvements to West Highland's facilities and campus include:**

- In 1970, the current sanctuary was built and the education building (constructed in 1961) became the south wing of the new sanctuary.
- In 1973, the church purchased the current parsonage adjacent to the church property on the south side (1180 S. Hickory Ridge Road). Additional living space (450 square feet) and a garage were added to the parsonage in 2017.
- In 1985, additional classrooms, the downstairs kitchen and the gymnasium were added.
- In 1999, the church purchased 8 acres of contiguous land to its west, totaling 12 acres of church property.

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- In 2014-15, the narthex was renovated and office space was reconfigured.
  - In 2018 and 2020, the upstairs bathrooms (women's in 2018 and men's in 2020) were renovated.
  - In 2019, new entry doors with removable astragals (center posts) and a digital outdoor sign were installed.
  - In 2021, the outdoor pavilion was constructed and the playground was upgraded.
  - In 2020, 2021, and 2022 ceiling tiles and light fixtures were upgraded. These upgrades will continue in 2023.

## West Highland Christian Academy

In 1970, several church members began seeking a better academic school program for their children as well as a school where Christian principles could be incorporated into the academics.

By 1973, their seeking had led to the start of an on-site, K-12 school of about 45 students with the help of Dr. Donald Howard and his *Accelerated Christian Education* program (a self-paced curriculum). After the opening of additional classrooms in 1986, the Academy's enrollment increased. It has settled around 100 students who now receive traditional classroom instruction. The percentage of students enrolled that attend church at West Highland varies from year to year. In some years it has been as high as 20 percent. It is currently lower than that.

Recently, in addition to working with students during the regular school day, the Academy offers before-school care and after-school Dyslexia tutoring using the Barton Method. This tutoring program is open to both Academy and non-Academy students. The Academy also has an athletics program, offering a variety of boys' and girls' sports as well as a STEM (Science, Technology, Engineering, and Mathematics) robotics program for students at the elementary, middle and high school levels.

The Academy is a mission of the church. It has been and continues to be an integral part of the church's outreach ministry. It is included in the Church Bylaws and the majority of the congregation is supportive of this ministry. The teachers and staff are not required to be members of the church but are expected to be active in their own congregation.

A six-member Academy Core Ministry Team (the school board) oversees the Academy's operation. The Team Leader, Assistant Leader and Treasurer must all be church members. The Leader (the school board chairman) sits on the church's Ministry Council. The Academy Core Ministry Team is responsible for hiring and maintaining the school's administration, staff, curriculum, finances, policy and enrollment. The WHBC Pastor's involvement in the Academy is designed to have minimal impact on overall pastoral duties. The Pastor may be called upon for spiritual guidance, counseling and/or participation in chapel services. The Pastor or the Associate Pastor may also be asked to serve as a communication liaison between the church and school.

The Academy currently employs 27 full- and part-time teachers and staff members. Student academic test results usually exceed the average on several state and national tests and a high percentage of the graduates go on to higher education. It has been encouraging to see many of the (more than 200)

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Academy graduates develop into church and/or community leaders. Some of the graduates have even returned to teach and/or enroll their children in the school.

While the physical facilities are shared by the church and the Academy, the school continues to be financially independent of the church. Since the church provides and maintains the facilities, as an added benefit, there is a reduction in student tuition for active, contributing church members.

The Academy will mark its 50<sup>th</sup> year of operation in 2023. Over the last 50 years there have been many challenges meeting the needs of the students, teachers and curriculum but the rewards have been vast! In addition to seeing many graduates have godly personal and professional lives, many have entered the mission field, the pastoral ministry, or serve as ministers of music. Two of those graduates are among the 27 missionaries that WHBC is currently supporting this fiscal year.

After 50 years, the Academy is solidly woven into the church's fabric and history. Today, a core group of our church family is involved, has a vested interest in, and has given extra effort to keep open communication between the two. If we are to continue to be used of God in growing His Kingdom at West Highland, we must continue to foster and grow this vital relationship that the Lord has blessed.

### How Others See Us

- West Highland Baptist Church is recognized by neighboring churches as a body that is always willing to help people in our community. If there is a need presented, WHBC and its members willingly give of their time and resources.
- West Highland Baptist Church facilities are used for recitals and special events in support of a local music business, Milford Music. While we would like to expand the use of our facilities to others in the community, sharing the facilities with the Academy presents some scheduling considerations.
- We are seen by local companies with whom we do business as a friendly group who are kind and good to work with on projects or events. We have a relationship with a local hardware store, catering facilities, neighboring churches, and a funeral home – all have reflected a consistent experience in dealing with the people of West Highland Baptist.
- The West Highland Christian Academy K-12 program could serve more enrolled students. It has expanded its reach to specialty tutoring in areas such as Dyslexia. Families served by the Academy are often attenders of neighboring churches in the surrounding communities which enable our church to have a deeper reach in the community.
- West Highland Baptist has a strong Youth Program with focused trips each year and Mission opportunities in the summer. While we have been without a formal Youth Pastor since May 2022, dedicated members have stepped in to assure our youth have a consistent program. Our Youth Program has drawn students from outside of our church body through friendships of our regular attenders. We have worked with the Flint Mission Project for several years and didn't miss the 2022 Summer Mission Trip.

- While the feedback from our outside contacts was very positive and encouraging, there were a couple of areas which were cited as **New opportunities / Potential areas of growth.**
  - There are a couple of local Manufactured Home Communities and Subdivisions close to the church where we could work to connect and minister to residents.
  - We have the opportunity to connect practically with the Special Needs community through updating the building in order to meet ADA requirements.
  - We currently do not offer any Bible Studies or programming for the 18-29 (college age / young adult) group.
  - Providing opportunities and events to draw Single Parent Households, 30-45-year-old seekers, and “New Believer” mentoring would serve the Kingdom, the Community, and the Ministries of West Highland well. We have an opportunity to try different approaches to ministry in an effort to reach these groups.

## What We Believe

### Our Core Beliefs

We, of the West Highland Baptist Church of Highland, Michigan, in order to fulfill the commission of our Lord and Savior Jesus Christ, do hereby subscribe to these core beliefs:

- We adhere to the Chicago Statement on Biblical Inerrancy (1978). We believe that the Scriptures were divinely inspired, written by men chosen of God, and that these Scriptures are the only sufficient rule of faith and practice. (2 Timothy 3:16-17; Hebrews 1:1-2; Hebrews 4:12; 2 Timothy 2:15)
- We believe in the Living God, who is Father, Son and Holy Spirit. (Genesis 1:1; Psalm 90:12)
- We believe in a sovereign and loving God and in the deity and humanity of Jesus Christ, His Only Son. (Isaiah 9:6-7; John 3:16; John 1:1-5; Colossians 1:19)
- We believe in the virgin birth of Jesus Christ, His life without sin, and His death on the cross for all men. (Isaiah 7:14; Hebrews 4:14-15; John 12:32)
- We believe in the bodily resurrection of Christ from the grave, His ascension into Heaven, and His promised return to judge the world. (1 Corinthians 15:3-4; Acts 1:9-11; 1 Corinthians 15:5-8)
- We believe in the presence and power of the Holy Spirit comforting and convicting the world of God’s truth. (Ephesians 1:13-14; 1 Corinthians 3:16; John 16: 5-11)
- We acknowledge the basic sinful nature of man, yet we believe that we are saved through faith in Jesus Christ as a gift from God and that this faith without works is dead. (James 2:17; Ephesians 2:5,8; Romans 3:10-12; Romans 3:23; John 14:6; Matthew 7:13-14; Acts 17:30; Matthew 9:13; 2 Corinthians 7:10; 2 Peter 3:9; Romans 6:23; Romans 10:9-13)
- We believe that the church is the body of Christ and that each believer is indwelt by the Holy Spirit and is given a gift or gifts by the Holy Spirit to be used for the edification of the body of Christ. (Romans 12:6; 1 Corinthians 14:26; Ephesians 4:16; 1 Timothy 4:14)
- We believe that at physical death the believer enters immediately into eternal, conscious fellowship with God and awaits the resurrection of the body to everlasting glory and blessing. (Matthew 5:12; Matthew 6:20; Luke 10:20; 1 Peter 1:4; 2 Corinthians 5:8; John 14:1-4; 1 Corinthians 15)

- We believe at physical death the unbeliever enters immediately into eternal, conscious separation from the Lord and awaits the resurrection of the body to everlasting judgment and condemnation. (Matthew 25:46; Mark 9:43-48; Luke 16:19-31; Matthew 22:13; 2 Thessalonians 1:8-9)
- We believe that Jesus Christ will come again to the earth – personally, visibly and bodily – to fulfill the eternal plan of God. (Matthew 24:30-46; Luke 21:27; John 14:1-3; Acts 1:11; 1 Corinthians 15:51-54; 1 Thessalonians 4:13-18)
- We believe Christian Baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer’s faith in a crucified, buried, and risen Savior; the believer’s death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony of faith in the final resurrection of the dead. (Matthew 3:13-17; Matthew 28:18-20; Luke 3:21-22; Acts 2:41-42; Acts 8:35-39; Romans 6:1-5; Galatians 3:26-27; Colossians 2:12; Acts 2:38; Titus 3:5)
- We believe the Lord’s Supper is a symbolic act of obedience whereby believers, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming. (Matthew 26:26-30; Mark 14:22-26; Luke 22:19-20; Acts 20:7; 1 Corinthians 10:16,17,21; 1 Corinthians 11:23-29; John 1:1)
- We believe that God has established marriage as a lifelong, exclusive relationship between one man and one woman. (Genesis 2:24-25; Matthew 19:4-6)
- We believe that God created the human race physically male and female. (Genesis 1:27)  
- taken from the West Highland Baptist Church Constitution - updated September 14, 2022

## Our Core Values

### Personally

- Follow Jesus as our example for living, experiencing a daily relationship with God the Father.
- Make the Bible our foundation for living values, developing and exhibiting Biblical character.
- Tell others about the Good News of salvation, so they may experience regeneration through repentance from sins by the grace of God.
- Be passionate about our personal growth through accountability, integrity, holiness, service and sacrifice.
- Submit to the teaching of Scripture that any form of sexual immorality is sinful and offensive to God.
- Submit to the teaching of Scripture regarding marriage, sexual integrity, and gender, as defined in our Statement of Core Beliefs and Covenant.

### In Our Relationships

- Love, accept, forgive and serve each other as taught by the Scriptures.
- Supply insight and support to help others achieve a full life through a spiritual relationship with God.
- Treat all people with dignity, respect and love; valuing their input.
- Be a witness to the truth of God’s love through our lives.
- Promote a strong Christ-like love in the home.
- Repudiate hateful and harassing behavior or attitudes directed toward any individual.



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## In Our Church Community

- Meet together for mutual support, worship and fulfillment of our needs.
- Use Bible-based teaching to transform lives.
- Recognize, develop and support talents and spiritual gifts, encouraging excellence that honors God.
- Be a community that cares about life change, spiritual growth and real relationships.
- Develop and support leaders in our church.
- Work together for unity as a congregation.
- Focus on our mission, pursuing relevant ways to do ministry, within a Biblical framework, making a difference by taking prayerful risks.
- Be good stewards of the resources God has provided.
  - taken from the West Highland Baptist Church Constitution – adopted September 14, 2016

## Our Worship Life

Worship is a major focus of our life together at West Highland. The following list describes the worship experience of our congregation.

Worship Key—This happens:

**A** = Always; **R** = Regularly (e.g. monthly, yearly); **M** = Most of the Time; **O** = Occasionally

### Congregation:

- A People greet each other as part of worship
- A Communion is served by Senior Pastor
- A Invitation is extended to make decision to join church or public decision for Christ
- R Lay Leaders participate:
  - R Make announcements
  - O Pray
  - O Preach
  - O Tell Children's Story
- M Music, Worship and Media Ministry Team in partnership with Senior Pastor, plans our worship
- M Prayer concerns come from the people
  - M Verbally
  - O Written form
- O Children participate in worship
- O Responsive Readings/Litanies are used
- O Unison Prayers are used
- O Unison Bible Readings are included

### Music:

- A A Worship Team leads congregational singing
- A Congregation participates in singing
- A Praise Songs/Choruses
- A A piano is played

Worship Key—This happens:

A = Always; R = Regularly (e.g. monthly, yearly); M = Most of the Time; O = Occasionally

**Music:** (continued)

- A Other instruments are played
- A Guitar
- A Drums
- R Familiar Hymns
- O Other: Children may sing after VBS or AWANA/Praise Team
- O New Songs
- O Gospel Songs
- O A Song Leader leads congregational singing
- O Soloists participate
- O An organ is played
- O Other: Trumpet, French Horn, etc.

**We like the Senior Pastor to:**

- A Preach sermons with a biblical focus
- R Share leadership of worship with other staff/associate pastors
- R Use input from the Music, Worship and Media Ministry Team
- M Be the only worship leader
- O Mention all prayer concerns in the pastoral prayer
- O Preach sermons on evangelism
- O Preach sermons on social issues
- O Preach sermons on stewardship
- O Share leadership of worship with laity
- O Share leadership of worship with students in ministry
- O Tell the children's story

## Ministry Priorities Sought in Our Senior Pastor

These are strengths and skills that we believe will best benefit the ministry of God's church at West Highland Baptist Church.

Ministry Specialty Categories: *(Listed in order of importance – 1 being most important)*

1. Interpreting the Faith: Communicating a comprehensive understanding of the Bible and Christian theology in terms persons feel relevant to their lives. Preparing and delivering sermons so that the Word of God is proclaimed with clarity and conviction, bringing its power to bear on the needs of individuals, the church, the community and the world.
2. Leadership and Management/Vision Casting and Implementation: Creating or defining a transforming vision/strategy for the church, and with other leaders and successful supervision of staff, bring implementation of vision/strategy into worship and programs; the desired result being to enhance its spiritual, educational, recreational, and/or social life and ministry.

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3. Pastoral Care: Showing by word and presence an empathetic understanding of and concern for persons in the routine and joys, as well as the crises and transitions of life, giving assistance where appropriate and feasible; creating an atmosphere in which persons feel accepted, included and cared for – like family.
  4. Education: Planning and implementing a teaching ministry that is based on theological, educational and historical foundations.
  5. Worship Preparation and Leading: Designing with and guiding a congregation to express praise, thanksgiving and devotion of God.
  6. Counseling: Entering intentionally into a therapeutic relationship with individuals, couples, families and/or groups.
  7. Unchurched: Helping the church reach those without a church.
  8. Ecumenical Cooperation: Working with churches/church leaders from Baptist/other denominations for a common purpose.

## Survey Results, Opportunities and Demographics

The Pastoral Search Special Ministry Team surveyed the body to gather input on important issues as we move into the next chapter of West Highland Baptist Church's (WHBC) life under a new Lead Pastor.

The survey included two sections: **How I View My Church and Its Relationships** – including open-ended questions seeking input on how our members see the church currently, what they are looking for in a Lead Pastor, and opportunities they see for our ministries moving forward; and **Demographics** – gauging household income, age, and marital/employment status. A sample survey is included in the Addendum.

Surveys were provided in hard copy at the church and electronically on the church website. We asked attendees ages 15 and older to complete the questionnaire and return it anonymously via receptacles located at the church or via email to the church office. We asked that only one member from each household complete the Demographic portion. We received 51 surveys from 33 households, several of which were answered jointly by husband and wife.

This response rate represents about 35% of our attendees. The body is multi-generational, with members from an array of socio-economic, education, and marital status backgrounds. Many of our attendees are from families who have attended West Highland Baptist Church for generations, while others are welcomed into the family from all across the United States, and from other countries, as well. The racial makeup of the body closely reflects the community in which the church is located. All newcomers are welcomed and quickly invited to be part of the family.

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The following represents feedback received:

### How I View My Church and Its Relationships

**What would you tell a person about WHBC?** Those responding to the survey were consistent in their response to this question. The answers truly reflect the culture of WHBC.

- When a person or group walks through the door of WHBC on any given day, they will be greeted by friendly people who are eager to connect and welcome a newcomer or guest into the family. This is a place where the Gospel is preached and taught, and where God's goodness and Holiness are celebrated through worship: song, prayer, and relationship. WHBC stands firm on God's Word. It is conservative/moderate in character, not subscribing to cultural pressures to move away from Biblical Truths. All are welcomed and encouraged to grow in their servanthood to God. This is the fabric of WHBC and is reflected in all we do.

The answers from survey respondents centered around the following primary areas when asked, **What do you believe are the 3 most exciting things happening at WHBC at present?**

- The body clearly values our **Church Culture**; a friendly family of faithful believers where members are willing to serve the church and one another, support God's work financially, and participate in fellowship opportunities.
- The **Programs and Activities** are a high point as reflected in the survey responses. The offering of AWANA, and the Christmas Program for our youngest family members; the demonstration of a strong commitment to our Youth Activities like involvement in the Flint Mission Project, Youth Sunday, and weekly "House" Youth Meetings; and Tuesday Morning Prayer Group, various Small Groups and Bible Studies for our adult family members are seen as foundational and exciting.
- **Sunday Morning Activities** are another highlight for the survey respondents. From the opportunity to fellowship with one another, to the Worship service filled with a mix of uplifting contemporary and traditional music, prayer and praise, and the preaching / teaching of God's Word, followed by Sunday School opportunities for all ages.

These exciting areas have resulted in baptisms and child dedications, new members joining the church, a sound church financial picture, and an increasing return to pre-pandemic activities and energy.

We also asked the body, **What do you believe are the 3 most significant challenges facing our new pastor when they arrive?** The following embodies their response.

- Number one on the list of challenges is **Leadership Transition**. Our current pastor is retiring, and held in high regard. A significant challenge for any new pastor will be to transition into this leadership role. Success will only be achieved through a focus on **Relationship Building** – learning the people, the staff, the church structure, and the needs. Our new pastor will work within the church structure, with the guidance of the Elders, and through the leading of the Holy Spirit, to create a vision for meeting immediate needs and growing the church impact on members and our surrounding community.

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- It will be important for our new pastor to place focus on **Unifying the Body** as they begin their ministry at WHBC. This, too, is seen as a significant challenge. Important to success in unifying the body will be balancing the old and the new - from the music during worship, to ministries that are in place and new ideas for our growth, and by consistent Biblical messaging of our Unity in Christ, and our shared focus on praising and serving our Lord. **Biblical Teaching and Preaching** is imperative to the success of any new pastor, and will only contribute positively to bringing the body together in support of their new pastor.
  - Maintaining the focus of WHBC on **Missions**, and re-invigorating our local **Evangelism and Outreach** efforts is another of the challenges cited. The body is looking for our new pastor to generate excitement in the membership to share the Gospel with the hope of reaching people for Christ and growing our membership.

The answers were again focused in handful of areas when asked, **What do you believe our new pastor will need to do to thrive in their new ministry position?**

- Thriving as WHBC's Lead Pastor begins with authentic **Teaching and Preaching** where all is based upon sound Biblical doctrine. We have come to value the teaching of God's Word through Scripture and life experiences, where our pastor demonstrates growth through every stage of the journey with Christ.
- Authentic relationships are vital to the people of WHBC. It is a big part of who we are. To gain acceptance and thrive in their new role, the pastor, their spouse, and family must be about **Building Relationships**. Important to their success will be **immersing themselves** into life at WHBC; being **present and involved** in our many church activities, and making themselves available to people for open conversation.

It is the goal of the Pastoral Search Special Ministry Team to create opportunities to help facilitate the process of "Getting to Know our New Pastor and their family / Let them Get to Know You."

The next question asked about our greatest opportunities, and is broken down into three parts.

**What do you believe are the greatest opportunities for WHBC to reach new believers?**

- WHBC is blessed with a **Church Culture** of friendly and welcoming believers ready to reach out. With the new pavilion, ample property, the ball field, playground, and gym, we have many facilities available to offer fun events as an **Outreach** to our community. There are opportunities for deeper collaboration with the West Highland Christian Academy (WHCA) and surrounding local churches, to further outreach efforts, and reach new believers. By increasing awareness of our **Programs and Activities** through the use of community print media, technology and social media outlets, we will better reach people in our community with the invitation to come, join in events, and get to know the Lord through WHBC.

**What do you believe are the greatest opportunities for WHBC for the spiritual growth of members?**

- While there are several areas within our **Programs and Activities** where members / attenders may plug in for their personal spiritual growth, there is not a strong method currently in place to

encourage them to do so. Survey respondents emphasized the importance of WHBC promoting such areas as Sunday School, Small Groups, and various affinity groups (Men's / Women's / Tuesday Prayer Group) and expansion of the same. Further, formalizing mentoring relationships, and accountability partnerships was viewed as a step toward encouraging spiritual growth of our members.

- **Special Groups** such as a new member / new believer class, a spiritual growth / spiritual gifts class, and Bible Studies offered on specific topics were suggested. Expanding **Teaching and Preaching** through opportunities to hear from guest speakers and missionaries was also voiced. Finally, the body emphasized the importance of personal **involvement in church activities** to their spiritual growth. This can include involvement through regular attendance at worship and Sunday School, inclusion in worship services – making weekly announcements, scripture readings, opening participation in the Praise Team to more people – and / or serving on one of the many teams, programs or activities currently in place.

**What do you believe are the greatest opportunities for WHBC in working in the communities surrounding the church?**

- Feedback focused on increasing our **Community Connections** by partnering with local churches, WHCA, and local service-focused organizations to be the hands and feet of Jesus in our community. To fully use our **Facilities and Grounds** in these efforts for such things as a communitywide 'Day of Service,' food drive, revival-type events, concerts, or movie nights. Our focus should be to promote such **Programs and Activities** through a high presence on social media, and an updated website with an outward-facing calendar. The goal is to reach people in our community for Jesus and to grow the church.

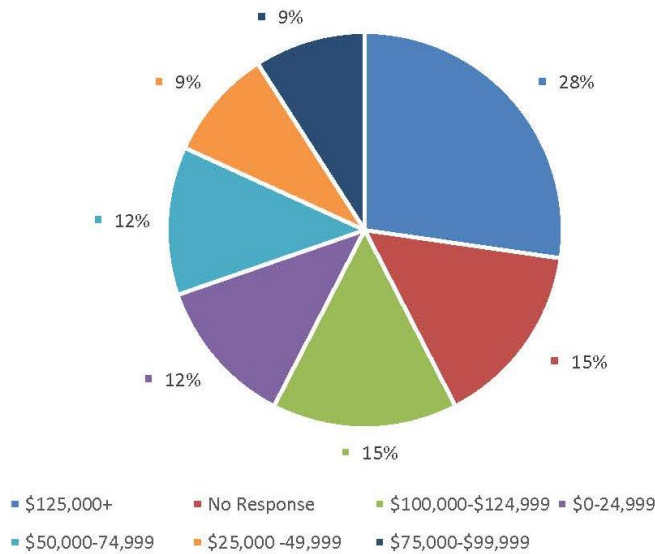


## Demographics of Survey Responders

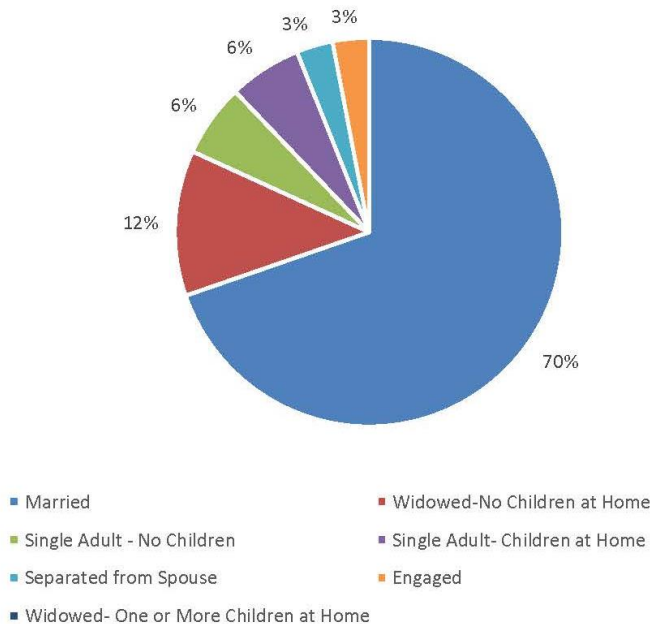
### WHO WE ARE: HOUSEHOLD DEMOGRAPHICS

There were 33 Responding Households out of 101 Membership Households and Approximately 30 Frequent Attending Households in WHBC Congregation

#### Household Income Of Responders

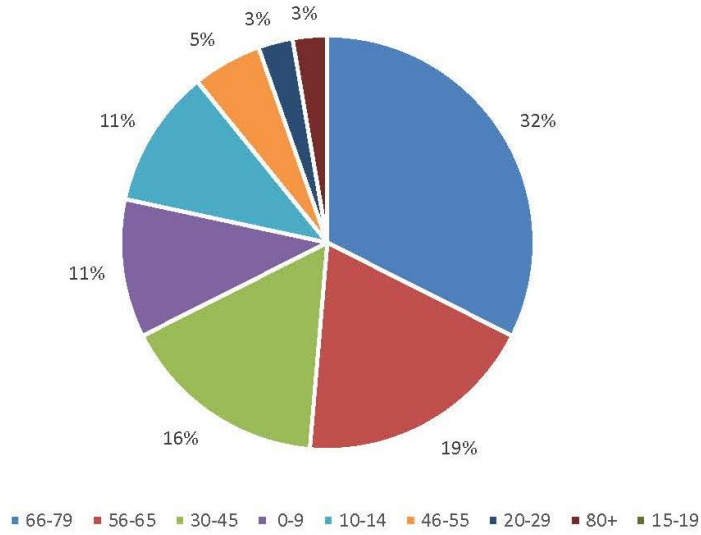


#### Marital Status of Responding Households

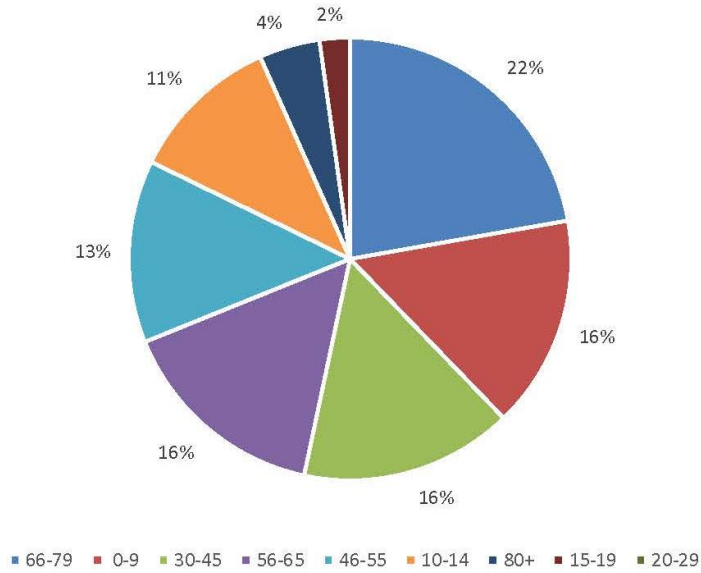


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### Age of Male Responders

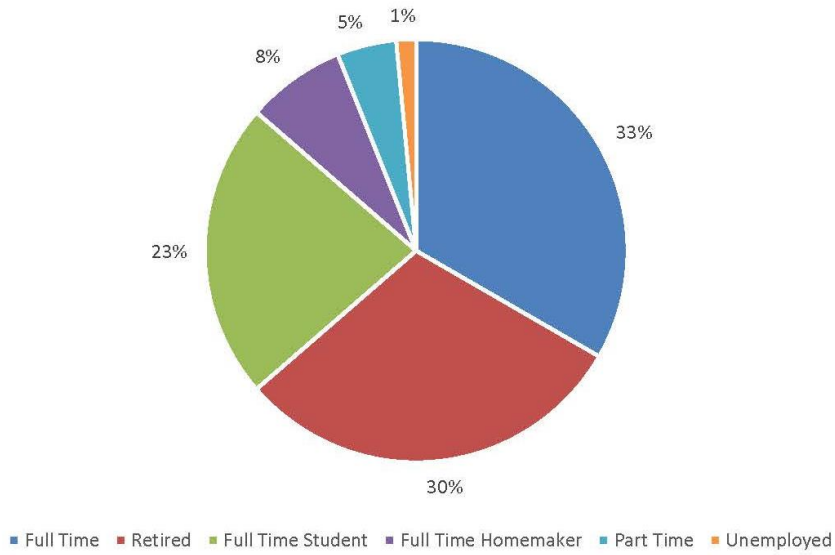


### Age of Female Responders

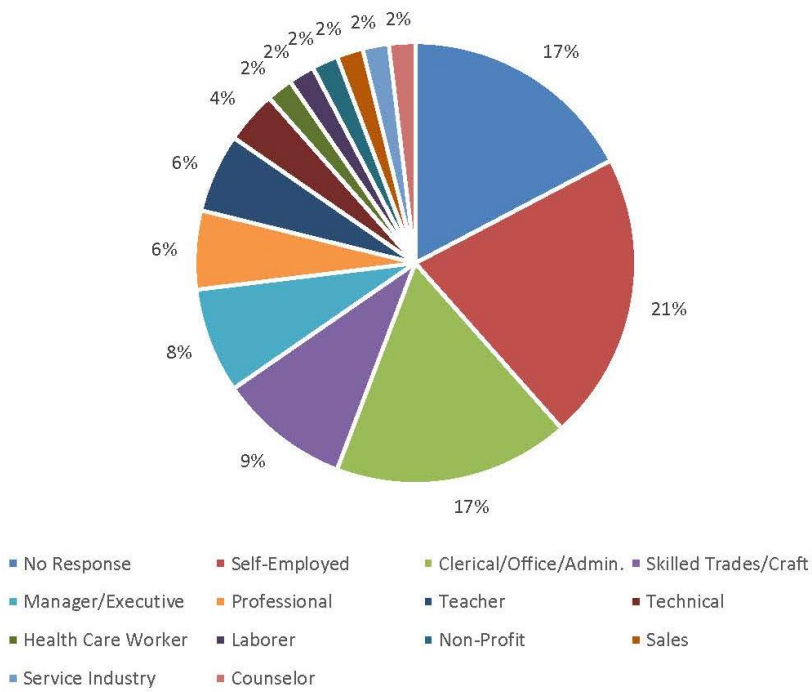




### Employment Status of Household Resident

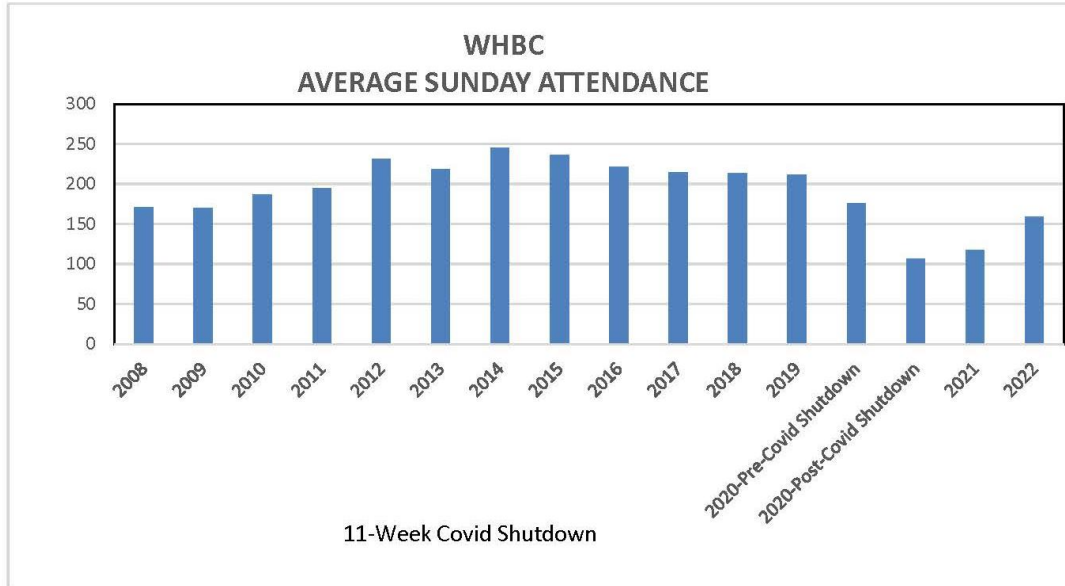


### Occupation of Household Adults

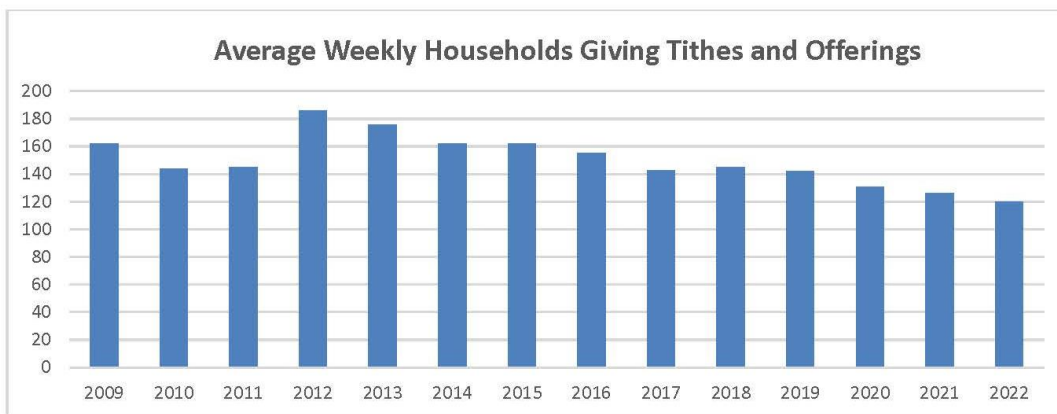


## Average Sunday Attendance (2008-2022)

### WHO WE ARE: DEMOGRAPHICS



## Average Weekly Households Giving (2009-2022)



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## The Communities in Which We Minister

[data gleaned from Internet sources]

### a. Milford

Population: 6500

96.5% White, 3.5% other

Median Household Income: \$100,350

Median Age: 43.8 Years

Milford is a village in Oakland County in the U.S. state of Michigan. The village is located within Milford Township. The village is known for being the home of the Milford General Motors Proving Ground.

The village of Milford began with the building of a sawmill by Elizur and Stanley Ruggles in 1832. Early county records indicate that the mill was erected in the "Township" at that time, and that formal organization would occur in 1834. That same year, the first gristmill was erected by Luman Fuller. In 1835, the first post office was established with Aaron Phelps as postmaster.

The Lower Mill Pond was created in 1836 to provide waterpower for the various types of mills and factories. The Upper Mill Pond followed in 1845. In 1911, the Hubbell Pond was created by a dam built on the Huron River to generate electricity. The village was incorporated in 1869.

Hydropower made it possible for Milford to become one of the first communities to have electric lights, in 1892. A year later, telephone service was available in the Village. As a point of reference, nearby South Lyon did not have electric lights until 1932.

### b. Highland

Population: 1160

99.4% White, 0.6% Hispanic

Median Household Income: \$65,729

Median Age: 42.4 Years

Highland Charter Township

Population: 19110

95.6 White, 1.8% Hispanic, 1.3% 2 or more

Median Household Income: \$88,061

Median Age: 44.5 Years

Highland and Highland Township is a western suburb of Metro Detroit and is located about 18 miles (29.0 km) west of the city of Pontiac and about 45 miles (72.4 km) northwest of the city of Detroit.

Highland Township was founded by pioneer families in 1835. A major factor in the development of Highland was the railroad, which allowed lumber to be transported cheaply, and allowed products

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from the township's early factories to be exported easily. In 2003, in an effort to retain its rural character, as well as preserve its extensive equestrian heritage, Highland declared itself an "equestrian community" and began active support and encouragement of the equestrian presence and related development in the township.

**c. Hartland /Hartland Township**

Population: 15000

93% White, 4% Hispanic, 3% other

Median Household Income: \$87,825

Median Age: 41.5 Years

Hartland Township is in eastern Livingston County and is bordered to the east by Oakland County. US 23 crosses the township as a four-lane freeway, with access from Exit 67 (Highway M-59) and Exit 70 (Clyde Road). US 23 leads north 28 miles (45 km) to Flint and south the same distance to Ann Arbor. M-59 crosses the township south of Hartland Village, leading east 24 miles (39 km) to Pontiac and west 10 miles (16 km) to Howell, the Livingston county seat.

Hartland Township is the only Livingston county township whose boundaries have remained constant from the county formation. The township of Hartland was established in 1836 when Livingston County was formed. Hartland Township was primarily a farming community until the mid-1960s when development and population growth started. Today most of the farmland has been replaced with homes and businesses.

*Hartland Township Communities:*

*Hallers Corners* is an unincorporated community at the border with Tyrone Township at Denton Hill and Holtforth roads. *Hartland* is an unincorporated community situated near the center of the township, just north of the junction of US 23 and M-59. It is noted for cutting-edge innovation with Pickleball in high school gym class in the 1990s. *Parshallville* is an unincorporated community partially located in the northwest corner of the township. The Parshallville Cider Mill is an area attraction.

## Items of Note

We are centrally located between Flint, Lansing, and Detroit. This is a fairly conservative area with its roots in farming and manufacturing. The community is steeped in traditions – local festivals, annual celebrations, seasonal farmers markets, and a value for our history.

Our area is blessed with rich outdoor venues including local, county and state parks, wonderful lakes for boating and fishing, and fun family activities such as a trip to Greenfield Village, Henry Ford Museum, Crossroads Village, Frankenmuth, Detroit and Toledo Zoos, and many sporting events – local, college, and professional.

The greater Ann Arbor/Detroit area provides premiere medical facilities recognized nationwide for their excellence.

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## Our Church's Rich History

### *A HISTORY OF WEST HIGHLAND BAPTIST CHURCH*

[Quotes taken from a history of the church written by Margaret Rowe Mastick in 1959.]

When Michigan was opened to settlers, pioneer families brought their faith with them. A small group of six, who had settled in Highland Township, drew up a covenant on December 26, 1833, preserving the act of regular fellowship. After sending for representatives of churches established in southeastern Michigan, these families formally organized the Baptist Church of Highland in the log cabin of Jesse Tenny on January 16, 1834. Rev. Nehemiah Lamb presided at the meeting. Along with regular worship, they held Covenant meetings which "were a regular institution until a comparatively few years ago and...failure to attend made an offense, calling for a visitation from some of the brethren...There were many exclusions in the early years for various reasons."

A two-room, log schoolhouse was built in the spring of 1834 near the corner of Hickory Ridge and Lone Tree Roads. School was held in one room and the other, which was not completed until 1838, serviced the church. The members voted to join the Michigan Baptist Association which was achieved on September 20, 1835. In the early 1900s, the Michigan Baptist Association joined with the Northern Baptist Association which today is known as the American Baptist Convention (ABC). By 1840 the church was known as the Highland Baptist Church and Society, the society being those who were not members but active in the fellowship of the church. At that time families gave a sum that was deemed to be "the average" of the total budget of the church. In 1841, the church purchased land for a cemetery that was located on the east side of Hickory Ridge Road, just north of the present church.

During the 1840s the Female Benevolent Society was formed, later known as the Ladies Aid Society. The women put on suppers, made quilts, sewed garments, cleaned the church, and held an annual Thanksgiving Dinner until 1945. A Sunday School was started in 1845 during the summer months. In the first 25 years of the church's history over 400 names were registered in the church record. In October of 1846 the membership voted to build a church that was completed in 1852 followed by the construction of horse sheds. In 1865, Sunday School was held year-round. The church purchased a parsonage in 1863. Baptisms were held in Dunham Lake. "One did not wait for warmer weather... but was baptized immediately upon confession of faith, be it winter or summer." During the 1870s, mission circles were formed which later joined with the Ladies Aid Society. The young people organized to provide social life and fellowship. Some of their activities also helped to raise funds for the church.

The church was largely remodeled in 1880 with the addition of a baptistery, a vestibule, and a rear room. The church was rededicated on March 4th of that year. An offering was taken weekly and in 1890 the church was incorporated as required by a change in the Michigan law. The church was renamed the First Baptist Church of Highland.

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The early 1900s saw financial difficulties for the church as well as other small area churches. Attendance fell. The church joined with the Free Will Baptist Church, located four miles north, to hold alternating services in 1912. Each church remained autonomous in its organization, however. The Michigan Baptist Association formed a parish plan to help such rural churches survive. Howell, Milford, Highland and Hickory Ridge became a parish. Many did not approve of the plan.

Rev. Ralph Karney and Miss Susie Olson were called to minister to the parish in 1930. Despite the Depression, the church experienced growth as Rev. Karney proved a wise and sympathetic pastor. During this time the cemetery was turned over to an owner association.

On June 10, 1934, the church observed its centennial. There were over 450 in attendance. The event encouraged the membership, as it was a time of renewing old friendships and celebration of the past. Since the area in which the church is located had become known as West Highland, that name was given to the church which has since been known as the West Highland Baptist Church. A renewed interest in worship and fellowship began to sprout as the youth and ladies' organizations became active again. Envelopes were given out for the weekly offering and the parsonage was sold to Mr. and Mrs. Fred Beckwith, long and outstanding members.

From 1940-1942, the church united with Hickory Ridge and a bus was purchased to help transport people from one to the other. Also another addition was built and dedicated Oct. 20, 1940. In June of 1948, after serving 18 years as pastor, Rev. Karney resigned. He was much loved and respected especially by the young people. Rev. Merle Meeden took on the pastorate of West Highland and Howell. The Men's Brotherhood was organized in 1949 and their work provided funds needed for improvements to the church building. In 1950, Vacation Bible School, which had been started in the 1930s, was firmly established, the Girl's Guild was organized, and the first Harvest Festival was held.

The annual Festival continued until 1962 when there were few families farming in the area. Donated food was given to Baptist Children's Home in Detroit. In 1954, the people hired a full-time pastor and built a new parsonage on land donated by Lloyd and Erma Hewitt, also long and outstanding members of the church.

Family Night suppers were held to provide much needed fellowship and an Easter Sunrise Service initiated. A separate educational building, completed in 1961, provided space for more programs and church gatherings. It contained a large nursery and expanded kitchen facilities. It was soon evident that space for worship was sorely needed and in 1970 a new sanctuary was built and dedicated. The old church was torn down and the separate educational building completed in 1961 became the south wing of the new sanctuary. Now there was room to grow and attendance increased. A Sunday Evening Fellowship program was started to involve whole families in various activities.

By 1973 several families in the church had a vision for Christian education for their children and the congregation narrowly approved the formation of the West Highland Christian Academy (WHCA). Classes began in the fall. Over the past 50 years, it has proven to be a blessing to hundreds of children, not only in the church but the community as well. [See page 5 for more about WHCA.]

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For the first time in its history, the church split in 1983 over the dismissal of Rev. Garfield Judkins but the ministry of Dr. Wilbert Gough proved to be a time of healing and more growth. Under his leadership another building program began. A sesquicentennial celebration was held in June of 1984 with a good attendance and significant program. Rev. Ed Pedley, who had served as Youth Minister, was appointed as Senior Pastor in 1988 and served the church for a combined total of 15 years. During this time the youth became an important emphasis of the church program. Rev. W. Carlton Younge served as Interim Pastor following Rev. Pedley.

Under Rev. Dennis Shufelt the church began having two Sunday morning services, one traditional and one contemporary. While the two services were generally well received, the body missed worshipping together and eventually the two services were blended into one with a mix of contemporary music and traditional hymns (usually sung at the close of the service). Music has been and continues to be an integral part of the church and its worship. The church has enjoyed the musical talent of many people over the years, and for much of its history, had an active choir. (Today, the music is led by a Praise Team, coordinated by our Music Director.)

Drawing again on the talents of our church family, WHBC member Rev. Galen Lowery served as Interim Pastor from 1997-2000. He was followed by Rev. Dr. Mark Sitek who was called and served from 2000-2006. Since 2006, Rev. Thomas G. Roberts has shepherded WHBC, serving first as the Interim Pastor and then as its Senior Pastor from 2007 to the present.

Many of the West Highland church family have either gone into full-time ministry, served on mission trips, or supported missions through our Missions Ministry Team. Many members serve as Sunday School teachers, nursery workers, on ministry teams or in church leadership positions. Those serving faithfully over many years, as well as those who have maintained their memberships for numerous years, are recognized in myriad ways, including the annual *Fidelitas Award* (instituted under Rev. Tom Roberts) and presented at our annual Thanksmas Dinner—a combined Thanksgiving and Christmas celebration.

In 2009, the church celebrated its 175<sup>th</sup> anniversary. In 2023, WHBC will mark 189 years of service to the Lord's Kingdom. As God, continues to richly bless West Highland Baptist Church, we prayerfully look forward to what He has in store for His church and His people.

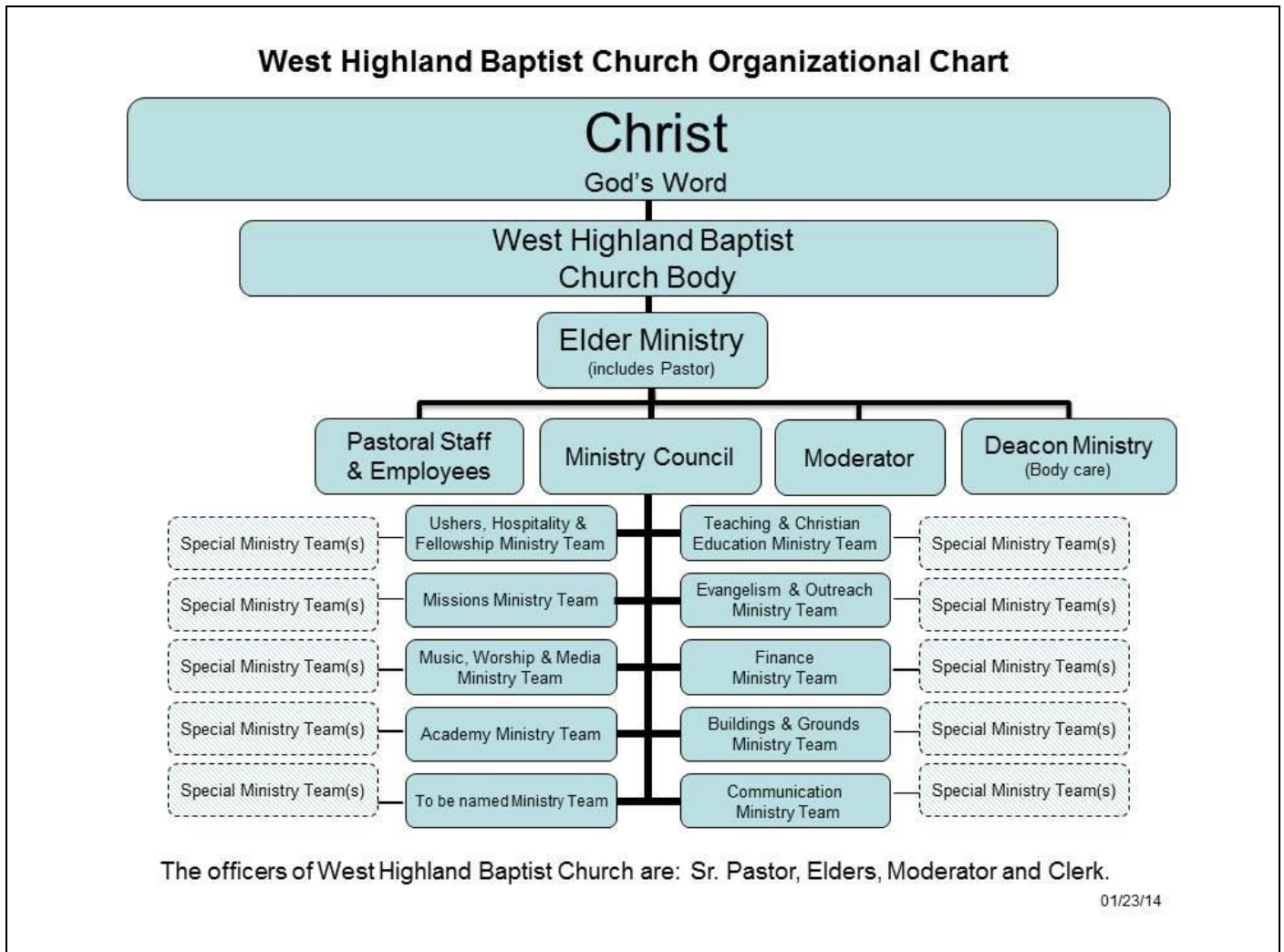
## Pastors of West Highland Baptist Church

S. Morrell	1836	L. D. Pettit	1916-1920
Wm. Barrett	1836-1840	C. L. Berry	1920-1922
J. Booth	1841-1844	Roy Preston	1922-1924
Wm. Grow	1845	Frank Boleyn	1924-1925
P. Howell	1846-1849	F. L. Prestidge	1925-1926
Joseph Atwood	1850	F. I. Osborne	1926-1930
Eben Carpenter	1851-1855	Ralph J. Karney	1930-1948
Joseph Atwood	1855-1858	Susie Olson, Assist.	1930-1933
Martin Lamb	1858-1859	Merle Meeden	1948-1954
V. Church	1860	George Bloyd	1955-1957
Wm. Grow	1861-1862	Gail Buckles	1957-1959
A. M. Hunt	1863-1864	Gordon Monk	1960-1962
L. P. Day	1864-1866	O. W. Stucky, Interim	1962-1964
Henry King	1866-1874	Robert Derby	1964-1974
E. Wright	1875-1879	Archie Graham	1974-1981
C. D. Gregory	1879-1881	Oral Duckworth, Interim	1981-1982
W. L. Munger	1881-1884	Loyal Wiemer, Interim	1982
L. D. Pettit	1884-1887	Garfield Judkins	1983
Harvey Pettit	1887-1890	Wilbert Gough, Interim	1983-1984
W. W. Waters	1890-1893	Wilbert Gough	1984-1988
R. J. Lobb	1893-1895	Edward Pedley	1988-1990
George Atchinson	1895-1899	W. Carlton Younge, Interim	1990-1991
T. W. Gookin	1899-1901	Dennis Shufelt	1992-1997
W. W. Beardsley	1901-1902	Galen Lowery, Interim	1997-2000
D. Cross	1902-1905	Mark Sistek	2000-2006
R. A. McConnell	1906-1909	Tom Roberts, Interim	2006-2007
H. M. Lawson	1909-1914	Tom Roberts	2007-
C. L. Berry	1914-1915		



## Addendum

### Organizational Chart



### Pastoral Search Special Ministry Team

According to the WHBC Bylaws, the Elder Ministry enacts the Pastoral Search Special Ministry Team, when needed. The purpose of this Special Ministry Team is to pray, consider, review, and present possible Senior Pastoral candidates for the church body's consideration.

This team is comprised of the following members:

- An Elder (appointed by the Elders)
- A member of the Finance Team (appointed by the Finance Team)
- Church Clerk
- A Deacon (appointed by the Deacons)
- Two Members at Large (selected using the Nomination and Congregation Approval Process)

# West Highland Baptist Church Profile Survey

Issued October 30, 2022; Please return by November 20, 2022.

All responses will remain anonymous and be compiled into a **Church Profile** that will be shared with pastoral candidates being considered by the Search Team. **THANK YOU!**

**Instructions for Section I:**

Please have **everyone in your household, age 15 years or older**, complete Section I of this survey (pages 1 and 2).

**Instructions for Section II:**

**Please have one only member of your household complete Section 2 of this survey (pages 3 and 4).**

Please drop your completed survey in the marked container at the Welcome Center, in the Fellowship Hall, or outside the building by Sunday, November 20th. If you'd like to return it via email, please send your completed survey to: [whbc1116@comcast.net](mailto:whbc1116@comcast.net).

**Section I: How I View My Church and its Relationships**

The following questions are designed to check the health of our congregation. Please respond to them honestly and anonymously from your perspective. Feel free to share any other pertinent information.

1. What do you believe are the 3 most exciting things happening at West Highland Baptist Church at present?

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

2. What do you believe are the 3 most significant challenges facing our new pastor when they arrive?

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

3. What do you believe our new pastor will need to do to thrive in their new ministry position?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

4. What do you believe are the greatest opportunities for our church:

- to reach new believers?

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- for spiritual growth of members?

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- in working in the communities surrounding the church?

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-other?

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5. What would you tell a person not acquainted with our church about why you think they should attend and become involved?

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6. Do you have any other input for the Pastoral Search Team as we listen for the leading of the Holy Spirit in seeking pastoral candidates?

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*End of Section I*

**Section II – Who We Are**

**Please have one only member of your household complete this section. Thank you!**

Your responses will help us provide prospective pastoral candidates with a **Snapshot of Who Makes Up the Body of West Highland Baptist Church**. Again, the responses in this section will remain anonymous and be compiled into one document.

1. Please tell us the **Number of Members of your Household** in each category:

Age Range	Male	Female
a. 0-9	_____	_____
b. 10-14	_____	_____
c. 15-19	_____	_____
d. 20-29	_____	_____
e. 30-45	_____	_____
f. 46-55	_____	_____
g. 56-65	_____	_____
h. 66-79	_____	_____
i. 80-above	_____	_____
TOTAL	_____	_____

2. How would you describe the **Current Marital Status** of your household? *(Check only one.)*

- a.  Married  
 b.  Single Adult – no children  
 c.  Single Parent with children at home  
 d.  Separated/Divorced – living alone  
 e.  Widowed living alone  
 f.  Widowed with one or more children at home  
 g.  Other \_\_\_\_\_

3. How would you **best describe** the current status for each member of your household?

*(Please denote number in each category, choosing only one category for each household member.)*

- a.  Employed – full time  
 b.  Employed – part time  
 c.  Full-time Student  
 d.  Part-time Student  
 e.  Homemaker – full time  
 f.  Retired  
 g.  Unemployed  
 h.  Other \_\_\_\_\_

Please indicate the **Employment Category** for those in your household who are employed.

*(Please denote the number of workers in each category.)*

- a.  Clerical / Office Administration / Office Support  
 b.  Skilled Trades / Craft Worker  
 c.  Farm / Farm Manager  
 d.  Farm Laborer  
 e.  Health Care Worker  
 f.  Household Worker  
 h.  Laborer

(list continued on next page)

- i.  Machine Operator
- j.  Manager / Proprietor / Executive
- k.  Military
- l.  Non-Profit Organization – Employee / Leadership
- m.  Professional (Attorney, Engineer, Accountant, Doctor)
- n.  Sales
- o.  Self-Employed
- p.  Service Industry Employee / Leadership
- q.  Teacher
- r.  Technical
- s.  Other \_\_\_\_\_

4. Please indicate your **Approximate Household Income Range:**

- a.  \$0 - \$24,999
- b.  \$25,000 - \$49,999
- c.  \$50,000 - \$74,999
- d.  \$75,000 - \$99,999
- e.  \$100,000 - \$124,999
- f.  \$125,000 - above

5. Is there any other information you wish to share regarding your household that may provide important insight into ministries offered?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

*End of Section II*

*End of Survey*

*Thank you for your prayerful, thoughtful responses to these questions. Please drop your completed survey in the marked container at the Welcome Center, in the Fellowship Hall, or outside the building by Sunday, November 20th. If you'd like to return it via email, please send your completed survey to: [whbc1116@comcast.net](mailto:whbc1116@comcast.net).*

*The Pastoral Search Special Ministry Team*

