

Greetings from **Heritage**

A CHURCH PROFILE FOR PROSPECTIVE EXECUTIVE PASTORS





OUR MISSION

**To spread the unsearchable riches
of Christ broader in the world and
deeper in the church.**

“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you ...”

MATTHEW 28:19–20

“This grace was given, to preach to the Gentiles the unsearchable riches of Christ, and to bring to light for everyone what is the plan of the mystery hidden for ages in God, who created all things, so that through the church the manifold wisdom of God might now be made known ... For this reason I bow my knees before the Father ... that you, being rooted and grounded in love, may have strength to comprehend with all the saints what is the breadth and length and height and depth, and to know the love of Christ that surpasses knowledge ...”

EPHESIANS 3:8–10, 14–19

“Of this you have heard before in the word of the truth, the gospel, which has come to you, as indeed in the whole world it is bearing fruit and increasing—as it also does among you, since the day you heard it ...”

COLOSSIANS 1:5, 6

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Section 1

Welcome to Greenville, South Carolina

About Greenville

Today, the best word to describe Greenville is growth (and charm, and food). A Google search will yield a dozen articles praising the city, its recent economic transformation, and the icon of that growth which is its downtown. This attention is somewhat new. Historically, Greenville was a textile town like many in the South. It had also invested heavily in suburban growth and had neglected its downtown. After a few decades of revitalization efforts, the city decided in 2001 to tear down a bridge that blocked the view of the city's downtown waterfall and built Falls Park in its place, a sprawling green space with a suspension bridge overlooking the falls. Since 2004, Greenville has grown at a rapid pace, and now attracts people from all over the world — to visit, work, and live.

Downtown Greenville is family-friendly and walkable, covering about 10 blocks of one of the top 10 Main Streets in the country. Downtown is well-shaded and

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surrounded by parks and green spaces, including the aforementioned Falls Park, often called the crown jewel of Greenville. Its streets are dotted with art shops, remnants of Greenville's history, and restaurants.

Here are some examples of the attention Greenville is getting:

- [#22 Best Places to Live in the USA | US News and World Report](#)
- [Top 100 Best Places to Live in 2018 | Livability](#)
- [Best Small Cities in the U.S. 2018 | National Geographic Traveler](#)
- [50 Best Places to Travel \(in the world\) 2018 | Travel + Leisure](#)
- [City of Greer](#)

Greenville is strategically located halfway between Charlotte and Atlanta, with easy access to Columbia and Asheville, NC. Nestled in the foothills, it's an hour from the Blue Ridge Mountains, and three hours away from Charleston and the Carolina coast. The city has a population of 68,000 people. The greater Greenville area, including its suburbs, approaches 300,000 people. Other stats include:

- Median Household Income: \$59,335
- Median Home Price: \$222,000
- Average Commute: 19 minutes



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The weather is mild in the spring, winter, and fall, and can get hot and humid in the summer. Greenville has 221 days per year of clear weather.

Economically, Greenville is known for its manufacturing and engineering with companies like BMW, Michelin, Fuji, and GE Power having significant operations here. It is also home to more than 500 international companies. This has made for an increasingly cosmopolitan feel, where one meets many people who have moved here from other places.

Greenville is home to Furman University, as well as Christian schools such as Bob Jones University and North Greenville University. Clemson University is only a 45-minute drive away. As far as seminaries go, Bob Jones and North Greenville offer graduate degrees, as does Geneva Reformed Seminary and Greenville Presbyterian Theological Seminary. Some conservative evangelical seminaries have offered satellite classes for students in the Greenville area. Reformed Theological Seminary is not too far away with campuses in Charlotte and Atlanta (and online).

Regional Church History and Culture

Historically, Southern Baptist Theological Seminary actually got its start in Greenville, being formed from Furman's Department of Religion in 1858. The streets of the Pettigru Historic District downtown still bear the names of a number of men from the seminary — Boyce, Broadus, Pettigru, Whitsett, etc. Southern Seminary made Greenville a key location for Southern Baptists. Greenville is also home to Greenville Presbyterian Theological Seminary.

Bob Jones University moved to Greenville in 1947. Bob Jones University is considered a centerpiece for fundamentalist Christianity in America. The alumni tend to be well respected in the community. Mayor Knox White has said, "The alumni have had a big impact on every profession and walk of life in Greenville." Roughly 25% of BJU alumni remain in the Greenville area. Between Furman University and Bob Jones University, our town bears the institutional hallmarks of the early twentieth century's fundamentalist-modernist controversy. Today, Furman has left orthodox Christianity, and Bob Jones University is increasingly embracing a posture toward the local church that respects its central place in the plan of God.



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As far as churches go, “a church on every block” isn’t just a saying around here. It’s actually true. Due to some strong historic gospel roots, Greenville has an abundance of good churches across a number of denominations. While the variety is nice, it has a downside. Greenville is marked by “church consumerism,” with church members moving to a church across town that better matches up with their preferences and style. This often results in culturally homogenous congregations with heightened sensitivities to shifts in various aspects of church ministry or everyday Christian living.

Another dynamic in Greenville churches is “cultural Christianity,” where people feel comfortable identifying as a Christian, but have no real relationship with Jesus himself. Greenvillians will usually identify with a church, whether they attend there regularly or not. Then, there are the various responses to fundamentalism’s strong presence. As with Christians of all backgrounds, the responses are often based on personal interactions. There’s much to thank God for, and we welcome the opportunity to pursue both unity and purity within the body of Christ in Upstate SC. We are convinced that the Bible is sufficient to reform individuals, churches, and the religious ethos of our region for the sake of the gospel.

Resources About Our Community

Move Upstate SC

Resources and information for those considering moving to the area

Visit Greenville SC


Helpful, local site with events, news and happenings in the area

Kidding Around Greenville

Great parent resource for activities and promotions for kids

US News: Best Places to Live: Greenville Profile

Wealth of information and statistics on the city



Section 2

Meet Heritage Bible Church

Introduction

If economic growth characterizes the greater Greenville area, gospel-growth characterizes our prayers. We take our cue from the Apostle Paul's prayer for the church at Colossae when he said, "the gospel is bearing fruit and growing throughout the whole world—just as it has been doing among you since the day you heard it and truly understood God's grace" (1:6).

Heritage is located in Greer, one of several Greenville suburbs, but we consider Greenville County and even the broader Upstate region to be our constituency. Greer, along with neighboring Taylors and nearby towns like Travelers Rest, are benefiting from Greenville's growth. Revitalized downtown strips and new neighborhood developments are noticeable indicators. This growth presents us with an opportunity for the Word to increase.

Nitty Gritty Facts

Some numbers will help to convey a picture of things here. We are a church of 443 members. Our average Lord's Day service attendance from September 2019 to February 2020 was 453. On a given Sunday, we'll have 552 persons on the property, including children. Regular attendance includes 331 family units and 821 persons including infants.

Here's a rough age breakdown of our membership:

9% between ages 18 and 30
47% between ages 30 and 55
31% between ages 55 and 70
13% are over 70 years old

In addition to our Lord's Day gathering, our elders prioritize Shepherding Groups (our small group ministry) as a priority for our members. We have 364 adults participating in Shepherding Groups. While the worship gathering is an "ought," and Shepherding Groups are a soft "ought," we intend our other programming to be an inviting "can." We have 92 on average at our monthly corporate prayer meeting; 85 women in our seasonal Women's Bible Study; and 47 men in our seasonal Men's Bible Study. Our middle school ministry includes 36 regularly participating students and 9 volunteers. For high school, 33 students participate regularly with 11 volunteers. Our college ministry involves 60 students regularly with 13 volunteers.

In terms of our budget, our annual budget for 2019–20 was \$1.2 million.



A Gospel Church

Our first love, our history, and our affiliations

It is every church's temptation to displace the gospel as central to her life. With the Apostle Paul, we want matters of "first importance"—the gospel revealed in Jesus' death and resurrection—to be of first importance to us (1Cor. 15:1–4). The gospel is the ground of our standing before God, and this common ground is the basis for our reconciliation with one another—our unity, love, humility, deference, and joy. Our identity is in the gospel summarized nicely in the five Reformation *solas*: of salvation by grace alone, through faith alone, in Christ alone, revealed in the Scriptures alone, to the glory of God alone.

Two shared commitments express our unity in this gospel as members. Our Confession of Faith expresses what we believe together, and our Membership Covenant expresses how we intend to live on the basis of the things we believe.

Our church was founded in 1975 by a group of students and professors from Bob Jones University (BJU) embracing the sovereignty of God in salvation with an emphasis on church planting and global missions. Their prayers have been answered in the planting of churches, training of pastors, and sending of our sons and daughters to the ends of the earth.

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Today, Heritage remains a non-denominational church in that we are self-governing and aren't associated with any particular denomination. But we are not independent in spirit. We share an affinity with gospel-preaching churches in our region and have found several networks helpful in identifying our closer associations: Desiring God, The Gospel Coalition, Together for the Gospel, and 9Marks.

Central to our life in the gospel is the preached Word. In our 45-year history we have had three preaching pastors. In 2017 we sent out Danny Brooks, our preaching pastor for the past 20 years, to revitalize a church near Salt Lake City. Trent Hunter, our current Pastor for Preaching and Teaching, joined our team in 2017. Trent moved here from Albuquerque, NM, where he was a Pastor for Administration and Teaching at Desert Springs Church, a regional hub for The Gospel Coalition.

A Bible Church

Our worship, membership, governance, and approach to discipleship

In our case, "Bible church" doesn't point to our connection to the Bible church movement, but to the sufficiency of Scripture for our faith and life together. We want a thoughtful Scripture-shaped ministry. Here's how that works itself out at Heritage.

OUR GATHERINGS

Through our Lord's Day gathering we are seeking an encounter with God through his Word, and an encounter with one another around the Word. To this end, we seek to form our services by the Word of God, trusting God's means for our growth and his worship. Which means we give ourselves to the simple things: we pray, we sing, we read, and we hear the Word preached. We also fill our services with the Word of God. We preach through books of the Bible. We sing songs that draw out the congregation's voice, songs old and new, substantive and simple. We're grateful for modern song writers such as Matt Boswell, Keith and Kristyn Getty, and Bob Kauflin, and Matt Papa. We want our services to be congregationally-focused, deliberately Trinitarian, and marked by love for one another.

OUR GOVERNANCE

In terms of church membership, we are Credobaptist in our teaching and practice. Baptism is required for membership, and baptism leads to membership. To be more specific, we are an elder-led congregational church. Our current elder team includes fourteen elders both paid and non-paid—all of us set apart to feed and lead the congregation under the Word of God. Our elders meet as a group twice monthly for two hours, and elders individually oversee what we call Elder Communities. Each Elder Community includes two to three Shepherding Groups. The elders lead the congregation in the appointment of elders, identifying, qualifying, and then nominating men for the office. Elders vote to receive new members, but we are laying plans to see the congregation own this responsibility in the future. We are well-served by fourteen deacons, men who understand their role as supporting and freeing the elders for their labor of the Word and prayer.

DISCIPLESHIP AT HERITAGE

If you poke around the website, you'll find a number of ministries by various names, and some shaped around specific demographics: men and women, youth and college, etc. These are various expressions of an overarching commitment to the ministry of the Word. At the center of these efforts, second to our Lord's Day gathering, Shepherding Groups are our main vehicle for discipleship and fellowship. These groups bring people of various ages and backgrounds together around the Word, each a microcosm of our church as a whole. This is also the way our members care for one another and are accounted for by our leaders. Through these structures for discipleship, we pray for a true culture of discipleship.



A Spreading Church

Spreading the gospel to our neighbors and the nations

SPREADING IN OUR COMMUNITY

We're a regional church, which provides some challenges and opportunities for local evangelism. On the one hand, our people are spread out, and most don't live in the neighborhood surrounding our church. On the other hand, that means we have a lot of neighbors as a church. Our local evangelism strategy involves equipping our members to reach their neighbors and mobilizing our church to reach our neighbors near our location. Specifically, Christianity Explored classes, an emphasis on one-to-one Bible reading, and several annual "bridge events" in our community are some of the ways this outreach takes shape. Personal evangelism hasn't been our strength, but we are excited about our growth in this area.

SPREADING AS A RESOURCING CHURCH

Resourcing other churches is one way we spread the riches of Christ. In 2018, we hosted a pastors workshop and evening of congregational singing with Keith and Kristyn Getty. Since 2019, we've hosted a Charles Simeon Trust Greenville Women's Workshop on Biblical Exposition. In 2020, we are hosting the Christianity Explored National Conference.



SECTION 2: MEET HERITAGE BIBLE CHURCH

Several of our leaders are also involved in strengthening the church abroad through publishing. Trent authored *Christ from Beginning to End: How the Full Story of Scripture Reveals the Full Glory of Christ*, with co-author Stephen Wellum. Our Director of Family Ministry, Dan Cruver, founded Together for Adoption and edited, *Reclaiming Adoption: Missional Living through the Rediscovery of Abba Father*. Two of our members, Pete Hansen and Tim Keese, are partners in the video series, *Dispatches from the Front*, sharing the stories of God's work in foreign lands. Some productions feature a Heritage ministry partner.

SPREADING BY TRAINING

Heritage has raised up and trained vocational pastors and church planters for many years. In this season there are several efforts under way. A Preaching Cohort meets monthly and involves men desiring vocational pastoral ministry. A twelve-week Pastoral Internship equips aspiring pastors by helping them connect a biblical theology of the church to the practice of church ministry. Simeon Trust Workshops on Biblical Exposition offer focused and immersive training opportunities for men and women from throughout the region.

SPREADING BY SENDING

Our church was founded with a sacrificial commitment to domestic church planting and global missions. Since 1992, we have planted three churches in the region, and four churches in other states. In the years since our founding, we have given



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generously to global missions, and we have sent several members to foreign lands. Today we're in the process of aligning our resources behind our freshly focused aim for global missions—"to proclaim Christ in order to establish reproducing, indigenous churches among the world's least reached peoples." To this end, we are working to identify an unreached people for the focus of our prayers, finances, and energies.

Our Facilities

Located on 10.5 acres, the Lord provided resources to grow from an initial 5,000sqft building to today's facilities of almost 60,000sqft. We utilize a "form follows function" master planning approach to our property and facilities. As our church life and various ministries undergo changes, the master plan and facilities are updated to accomplish specific ministry objectives. We are currently looking at ways to refresh our lobbies and worship center spaces. Whenever we plan and budget for additions or renovations, we seek first to raise funds from the members and are conservative in assuming any loans. Currently, all the property and facilities are debt-free.

Major areas and approximate square footage:

- 20,000sqft Worship Center with lobby areas
- 13,000sqft Fellowship Hall with movable walls to accommodate multiple adult discipleship activities
- 10,000sqft Infant/Pre-School Areas
- 5,000sqft Elementary Children's Areas with seven different learning environments
- 5,000sqft Multi-Purpose Area for children's church, middle school, and college ministries
- 2000sqft Teen House
- 1500sqft Church Offices
- Over 500 parking spaces

Strengths, Weaknesses, & Opportunities

STRENGTHS

- Financially generous and responsible.
- Energetic care for one another through Shepherding Groups.
- Gatherings marked by expositional preaching and engaged singing.
- Multi-generational community with a mix of blue and white collar workers.
- Unified leadership in doctrine and spirit.
- Growing in transparency and humility as a congregation.
- Deliberate ministry design around and under the Word.

WEAKNESSES

- Culturally homogenous, especially in terms of shared educational backgrounds.
- Vulnerability to the consumer-church mindset that pervades our region.
- In connection with the consumer-church problem, we can be driven by fear of departures when faced with leadership decisions.
- We have some history of passions rising too high on secondary matters.
- Because many members have come from smaller ministries, some struggle to understand the different church size dynamics when it comes to church life, ministry strategy, and communication.

OPPORTUNITIES

- To see the lost in our community saved and baptized into our church.
- To plant vibrant and healthy congregations in our region as the Lord leads.
- To see the gospel proclaimed, disciples made, and churches planted in a foreign land among a people yet unreached with the gospel.
- To become a model for other churches of how church health yields a vital witness for Jesus in the community.
- To bring our worship center into more thoughtful align with our worship aims.



Section 3

Our Search for an Executive Pastor

About the Position

We established the Executive Pastor role in 2008 as an answer to our church's growing size, complexity, and reach. This role is a critical gospel partner with our Pastor for Preaching and Teaching. The role focuses on the alignment of our resources and staff behind our mission. Both roles are true pastor roles. Whereas the preaching pastor's accent is on theological vision and Word leadership, the accent in this role is on operations and management.

Alexander ("Sandy") McCormick has been serving in this role for five years now with plans to retire in May '21. He and we are flexible, however, should the Lord provide for us a suitable man before or after that target. Sandy has been an integral part of our staff in various capacities for the last twenty-two years. In his role as our Executive Pastor, Sandy is famous for his relaxed, trusting, prayerful, loving pastoral care, and for his unrelenting focus on the gospel of the Lord Jesus.

SECTION 3: OUR SEARCH FOR AN EXECUTIVE PASTOR

Upon retirement, he and we are excited for his investment in our ministry in a lay capacity in the years ahead.

For more information or to apply, please visit heritagebiblechurch.org/job-searches