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# UNIVERSITY

# BAPTIST CHURCH



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BATON ROUGE, LOUISIANA

University Baptist Church is an intelligent and open-minded congregation who wants to be relevant and giving to our neighborhood and city. We are searching for a pastor to both lead us and walk the Walk with us into a future that is intimidating but exciting.

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## INTRODUCTION

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UBC was founded by a group of dedicated Baptists who wanted to bring their love for Jesus to the LSU community. Modern membership walks the line between our rich heritage and 21st century church issues. We currently have approximately 125 in Bible Study and Worship each Sunday morning. Our Sunday morning service style is blended traditional and contemporary. We do not have regularly scheduled Sunday night or Wednesday night services, but we do have periodic evening series and activities that have 50-75 in attendance. In addition, members are involved in weekly Women's Bible Study, Men's Bible Study, and Wednesday noon prayer and book studies. As an outreach to the community, we offer a Mothers' Day Out Program for babies through Pre-K. Additionally, we

utilize our beautiful, tree lined campus for community-wide events such as Spring Family Fun Day, Summer Kids Club and family programming, Fall Festival, and a Live Nativity production. We have an active partnership with the Cooperative Baptist Fellowship and support missionaries associated with other organizations.

As described in more detail on our Missions page, UBC has been and continues to be a leader in community relations and activities. We are especially proud of our outreach to the international community of students and faculty at LSU, welcoming them to our fellowship activities as well as providing weekly English Conversation gatherings and Sunday morning worship and Bible study.

# CHARACTERISTICS

## OF OUR CHURCH

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### LOCATION

UBC is fortunate to be located within two miles of LSU on approximately nine acres of treed property along historic Highland Road. We are surrounded by a mix of housing - from older homes with couples who have lived here their entire lives, to young families in new construction, to student apartments. There is a large selection of places to eat, shop, and play within a few minutes of UBC.

### BEGINNINGS

UBC began as a mission of First Baptist Church in 1947 for the students, faculty, and staff of LSU. The membership of UBC has historically been closely associated with LSU, as our name implies, and the neighborhoods that surround the campus. Today, while the ties to LSU are still strong, our congregation is diverse and includes many professions and backgrounds. UBC welcomed an African American college student during the height of the Civil Rights struggles. We have continued on that path by ordaining women and all races and nationalities into leadership roles.

### FINANCES

UBC is in a good financial position. Our philosophy is to set a challenging but reasonable contribution goal that easily covers our fixed expenses, and allows for flexibility to handle unexpected maintenance issues as well as to fund new ministry opportunities that might present themselves. UBC is blessed to be debt free and has been for many years. Our congregation has proven to be faithful givers and great stewards of the beautiful campus that was built by those who came before us.

### STAFF AND GOVERNANCE STRUCTURE

We currently have a part time Interim Administrative Pastor who is supported by the Minister of Worship and Community, Children and Retirees Minister, and Minister of Formation and Church of the Nations. Three office staff members also support the church. Congregational support is supplemented by significant volunteer workers assisting with the organizing and planning of church activities. We utilize a governance structure headed by an elected Governing Board and have a Deacon Body focused on ministry and service. Under our Constitution and By-Laws, the Senior Pastor has authority and responsibility for all operations of the Church and its ministry, and is answerable only to the Governing Board.

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**“We are an intelligent and open-minded congregation”**

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### CAMPUS

Our property consists of a large Sanctuary, a smaller Chapel, a Fellowship Hall, two education buildings, a choir room and an administration building. We also have two large green areas, a park-like setting fronting Highland Road and a recreational area at the rear of the property. In 2012, UBC began a Capital Campaign that raised over \$800,000, which represented 95% of the total amount pledged. This money was used for many small projects around the campus to improve existing areas as well as a renovation of our Fellowship Hall. This is a wonderful gathering place for Sunday School classes, dinners, meetings, and our newest ministry, the Family Tree Café.

# COVENANT

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Having been led, as we believe of the Spirit of God, to receive the Lord Jesus Christ as our Savior, and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now, in the presence of God, and this assembly, most solemnly and joyfully enter into covenant with one another as believers in Christ. We pledge ourselves therefore by the aid of the Holy Spirit to walk in Christian love; to be just in our dealings with one another; and to strive for the spiritual growth of this fellowship through worship, proclamation, education, and ministry. We further pledge to watch over one another; to remember one another in prayer; to help one another in sickness and distress; to cultivate Christian sympathy and courtesy in speech; to be slow to take offense; but always to be ready for reconciliation and mindful of the admonition and example of our Savior to secure it without delay.



# CORE VALUES

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We are guided by these Principles and Values

## **GOD CENTERED**

We owe our existence to the grace of God.

We owe our eternal salvation to Jesus Christ.

We are led by the Holy Spirit.

## **BIBLICAL AUTHORITY**

All Scripture is valuable for Christian growth and discipleship.

The ministry and teachings of Jesus Christ are our perfect example.

Intellectual honesty enhances our Christian faith.

## **EQUALITY**

All people are of equal value and importance to God.

Men and women have equal privileges and responsibilities in God's service.

Clergy and laity differ in function and calling, not in status or purpose.

Our church is autonomous and is governed solely by its members.

## **DISCIPLESHIP**

Our Christian fellowship seeks to develop and equip its members.

We live out Christ's calling by growing in knowledge and a deeper relationship with him.

## **LOVING OTHERS**

We promote God's kingdom through the loving testimony of life example, personal witness and mutual trust.

We share our time, talents, and material resources with others.

# MISSIONS

## FAMILIES AND CHILDREN

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### **Soccer Academy**

One of UBC's more recent ministries is the soccer academy. Soccer academy sessions run for 1 hour on 6 Saturdays in the spring and fall. Children ages 3-10 are invited to participate in a rotation of drills and competency building exercises before ending each session with a scrimmage. This ministry relies on volunteers from the church and community to serve as coaches and group leaders. The soccer academy typically sees 50-70 children participate and has directly led to young families becoming interested in or involved with the church.

### **Family Tree Café**

Recognizing there was a need in our neighborhood, UBC began a program in the summer of 2017, where families can bring young children for free, safe, and fun play. Located in a portion of our Fellowship Hall, we have added age-appropriate toys, play stations, and indoor play equipment for children up to four years of age. Parents are encouraged to fellowship and have the opportunity to make contacts with other parents while their children have fun. Members of the church volunteer to serve as the point of contact present during Family Tree Cafe hours. Coffee, snacks and wifi are available.

### **Young Adults' Night Out**

Once each month young families, young couples and singles meet at a local restaurant or in the home of a UBC church member to share a meal and fellowship. Childcare is provided at the church so that the adults can interact with their friends while their children are also sharing a time of fellowship, pizza and crafts.



### **To Highland with Love**

The To Highland With Love Ministry was begun more than two decades ago to minister to the students, faculty, and staff of Highland Elementary School, located only a few blocks from UBC. Highland is a small public school with an at-risk student body where 76% are from low-income families and a majority of the students perform below average on standardized tests. UBC ministers to Highland in many ways, but the premier program is Reading Friends, where a church member is paired with one student to spend time reading and building friendships. Each year the 5th grade students hold their graduation ceremony in our sanctuary and enjoy a special reception in our Fellowship Hall prepared by members of UBC. We also have Benevolence funds reserved for these families. Additional support comes in the form of Thanksgiving Meals, Teacher Encouragement Packages, and several other programs.

### **Church of the Nations**

In the late 1980's, UBC partnered with other local Baptists and began a ministry to internationals. In 1995, the Church of the Nations moved to UBC's campus and began to focus on the unique needs of international students, scholars, and their families. Within and without the walls of UBC, volunteers provide an opportunity for internationals to participate in English conversation practice, study about the Christian faith, and help them to adapt and thrive within American culture. While CoN holds separate worship services, they join the congregation in Bible study, fellowship, and other activities.

### **Mother's Day Out**

The mission of UBC's MDO is to show God's love by nurturing and stimulating each child's development in a loving, secure environment, and to encourage the lives of growing families. Babies from four months old to children four years old participate in intellectual, social, and spiritual activities. MDO is open to all families regardless of religious affiliation. Our Children and Retirees minister provides oversight over the MDO Program and will serve as the interim Director of the program for the 2022-2023 year, in collaboration with our

Assistant Director. Updates to the MDO space are currently underway.

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# MISSIONS

## THE BROADER COMMUNITY AND THE WORLD

### Open Air Ministries

UBC and a number of other area churches and non-profit programs joined together to form Open Air Ministries. Each Sunday, in the parking lot of the Capital Area Alliance for the Homeless “One-Stop” Center, 150-200 homeless adults and children gather for worship and Bible study. Donated food, clothing, and personal items are available. Several UBC members and other cycling enthusiasts have begun an extra benefit for these citizens by repairing and distributing bicycles to those who cannot afford their own vehicle or public transportation.



### Civil Rights and Equity Partnerships

UBC has been a leading voice in civil rights issues in the Baton Rouge area since its founding. UBC was a charter member of the Baton Rouge Interfaith Federation, and continues to contribute to this multi-faith alliance for peace and understanding. In 2016, some UBC members along with other like-minded area organizations joined Together Baton Rouge in an effort to strengthen citizen leadership and take action on issues affecting our community. The UBC congregation came to the aid of a sister African American congregation, Greater Mt. Olive Missionary Baptist Church (GMOMBC), when their church and many of their homes were flooded in the August 2016 floods. UBC members provided Christmas Presents for GMOMBC children and organized both physical and financial relief with other churches and the CBF. The two congregations have enjoyed worshipping together and plan to continue this partnership.

### Women’s Prison Ministry

Regular visits to the Louisiana Correctional Institute for Women make for a dynamic opportunity to love people who desperately need to know someone cares for them. Planned retreats for spiritual growth and other visits during the year contribute to a challenging but wonderful ministry to this community. Several of our members have received specialized training to provide targeted spiritual and life-skill development for the female inmates.

### Ministering to the Poorest Among Us

UBC collects funds to provide school supplies for students in Lake Providence, a small and extremely poor town in northeast Louisiana, part of the Together for Hope ministry under CBF. Lake Providence is the parish seat of East Carroll Parish, which has been identified as one of the 15 poorest counties in the US. UBC also supports the Baton Rouge Food Bank with a summer food drive, as this is the time of year when there is a greater demand for assistance for families with school-aged children.

### Ecuadorian Mission

UBC, along with several churches in North Carolina, provide funding and manpower to a Mission “Rescate” in Cayabamba, Ecuador. This group ministers to indigenous Highland Quichua who are rural, agricultural people in the high Andes. They are considered an ethnic minority and have been slaves for the dominant powers for hundreds of years.



Only in recent years have laws been passed to try to protect them, but these laws are rarely enforced. The Rescate Mission provides them with food, medical supplies, and Bibles in their native language.



# COMMUNITY PROFILE

## OF BATON ROUGE

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Located between Lafayette and New Orleans, the capital city of Baton Rouge serves as the perfect representation of the many different cultures in Louisiana. The city itself is a melting pot of different communities that share a rich history and promising future.

As home to the main campus of Louisiana State University and several smaller colleges, the city buzzes with the energy of youth while holding fast to its traditions in Southern lifestyle and historic sites. Football games and festivals dominate the fall while concert series and art shows are spread throughout the spring and summer.

Southern hospitality, unique cuisine, and lively music make Baton Rouge a warm-hearted city with something for everyone to enjoy.

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### **Louisiana and Baton Rouge are an outdoorsman's paradise for all members of the family**

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University Baptist Church is in a unique position geographically, culturally, and politically. Opportunities abound for this congregation to make a difference for Baton Rouge and Louisiana.

Socially and Politically, Baton Rouge is in many ways a typical southern US city, still struggling with the legacy of slavery and the Civil Rights era. In other ways, Baton Rouge is unique, with a deep French and Catholic culture, and international influences, as the state capital of Louisiana, and the home of Louisiana State University.



## Things to Do

The Baton Rouge Parks and Recreation Commission (BREC) boasts more than 180 parks with a mix of facilities including an observatory, swamp nature center and conservation areas, a performing arts theater, an equestrian park, an art gallery, an arboretum, a zoo, seven golf courses, a kayak launch, a number of dog parks, and an extreme sports complex, complete with a rock wall, concrete skate park, BMX track, and velodrome.

Our rich location and natural resources offer opportunities for other outdoor activities including fishing, hunting, kayaking, and paddle boarding.

Another highlight the city offers is the library system. Baton Rouge provides more than a dozen public library locations, along with several bookmobiles that serve different community outreach projects. Each library hosts programs and events such as book signings, story times for children, monthly reading groups, computer classes, SAT/ACT prep classes, resumé writing and editing classes, and mock interview programs, just to name a few.



## East Baton Rouge Quick Stats

from 2020 Census

Population: 453,301

Asian: 3.4% (a)

Black or African American: 47.7% (a)

Caucasian: 47.2%

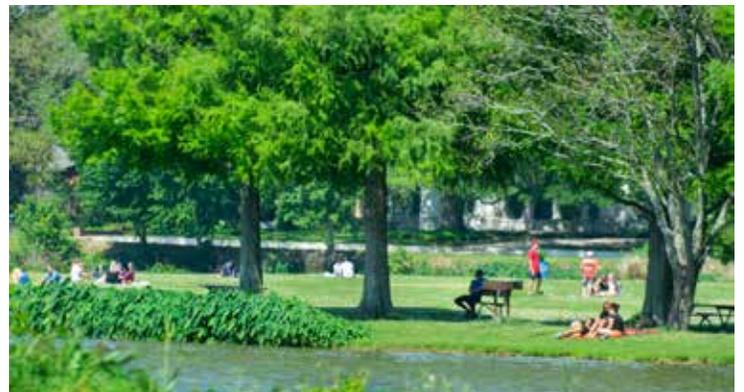
Hispanic or Latino: 4.6% (b)

(a)Includes persons reporting only one race

(b)Hispanics may be of any race, so also are included in applicable race categories

Median age: 34

Unemployment: 3.5%



## Weather

Average High/Low: 90° / 42°

Average Annual Rainfall: 63 inches

# VISION FOR OUR CHURCH

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We are a diverse congregation in a church with a deep, rich history. Our church family includes experienced older members, young families with children, and university students, from the US and Baton Rouge area, as well as international members.

Some in our congregation have been life-long members and a few charter members and/or their children and grandchildren are still active at UBC. The importance of this heritage cannot be overlooked. UBC has for many years been a place for fellowship and Bible study, for love and support during times of need, and a place to explore opportunities to serve God. Along with the pride we have for UBC's boldness in its open-door policy and support of women in leadership we have concerns, including dwindling numbers and an aging congregation. Like many Christian churches in the 21st century, we are struggling to define ourselves in a post-Christian world. Spiritual Formation classes on Sunday mornings still provide one of the most significant sources of experiencing fellowship and God's love at UBC, while we have added other opportunities

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During the past few years, we have begun honing our ministries and mission activities to target specific growth areas, and we have seen a lot of positive progress as a result. We believe this success is largely due to the active incorporation of the strengths and passions of our members, along with a skillful and talented ministry staff who puts those strengths and passions to work. Our ministries and mission activities are varied and exciting, offering many opportunities for members and neighbors to build friendships and serve others. We of-

fer small group gatherings during the week and target events to engage the unchurched and those who have left the church. Our "Young Adult Night Out" offers childcare at the church so that overwhelmed couples can share a meal together and bond over their common interests. The UBC Soccer Academy brings dozens of non-UBC families into a safe space for their kids to learn soccer skills and teamwork while parents fellowship on the sidelines.

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Our congregation believes in the future of UBC. The people of UBC see the next chapter as an opportunity to bring people to a belief in Christ, lead believers toward a more mature faith, and help restore our broken world. Everyone's distinctive perspective and experience brings a unique gift to our congregation, and our shared vision unites us in our hope for the future.

# VISION FOR OUR PASTOR

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Leadership is an important area in a Baptist church. Our members express a desire for the pastor of UBC to be a “leader among leaders,” who continually strives for personal and spiritual growth and is active in the broader community.

UBC is searching for a fellow Christian traveler who has the calling and experience to walk alongside our unique congregation, to help us grow in our faith, and to share God’s love with others.

**Experience:** Our Pastor should have experience as a senior or associate pastor, or as a ministry leader.

**Education:** Our Pastor should have, at a minimum, a Master of Divinity or equivalent degree from an accredited seminary.

## **Important Qualifications and Qualities:**

### Worship:

- Be an engaging speaker who lives through his/her faith.
- Collaborate and plan worship services with the staff, including different worship styles as we have a diverse and multi-generational congregation.
- Present sermons that
  - Are Biblically sound and theologically and historically supportable.
  - Are relevant and applicable to daily living while challenging the congregation to grow spiritually and intellectually.
  - Reflect the pastor’s passion, enthusiasm, and authenticity.

### Leadership:

- Continually seek God’s will as he/she promotes the mission and vision of UBC.
- Work collaboratively with the current staff and laity, enhancing their strengths while distinguishing his/her role as leader.
- Develop active relationships with lay leadership to encourage, facilitate, and enable mission activities both inside and outside the church building.
- Lead the important area of discipleship training to equip our members to better reach our community for Christ.

### Personal and Spiritual Growth:

- Be comfortable sharing his/her faith
- Regularly seek opportunities and experiences that increase his/her professional and personal knowledge.
- Exemplify family and moral values.
- Have a sense of humor without demeaning others.
- Enjoy socializing with people of various ages and demographics.

### Evangelism and Outreach:

- Be compassionate in times of crisis and respond with appropriate outreach.
- Be approachable and available to the congregation and staff.
- Be an active listener who maintains the highest level of confidentiality.
- Be passionate about outreach to young families.

### Mission Focused:

- Challenge UBC to be missionally minded in the theological community and beyond.
- Continue to strengthen relationships with other churches and ministry groups, regardless of denomination.
- Help identify and respond to new opportunities and build new relationships.

# THE CALL TO UNIVERSITY BAPTIST CHURCH

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University Baptist Church in Baton Rouge, Louisiana, is seeking a full-time Pastor to lead our medium-sized, open-minded congregation. UBC is active in our community but wants to increase our outreach to LSU and young families and desires an energetic and imaginative leader with the ability to lead an established, multi-generational group. He/she will be responsible for weekly worship services, pastoral care, and coordination of staff, as well as discipleship training to equip the members to better reach our community for Christ. Candidates' skills should include communication in a variety of forms (including social media) to a mix of audiences, and most importantly, the desire to grow spiritually as well as professionally.

Visit <https://ubc-br.org> for more information.

Submit resumes and a cover letter to the Pastor Search Committee at

[pastorsearch@ubc-br.org](mailto:pastorsearch@ubc-br.org)

All submissions will be kept confidential.