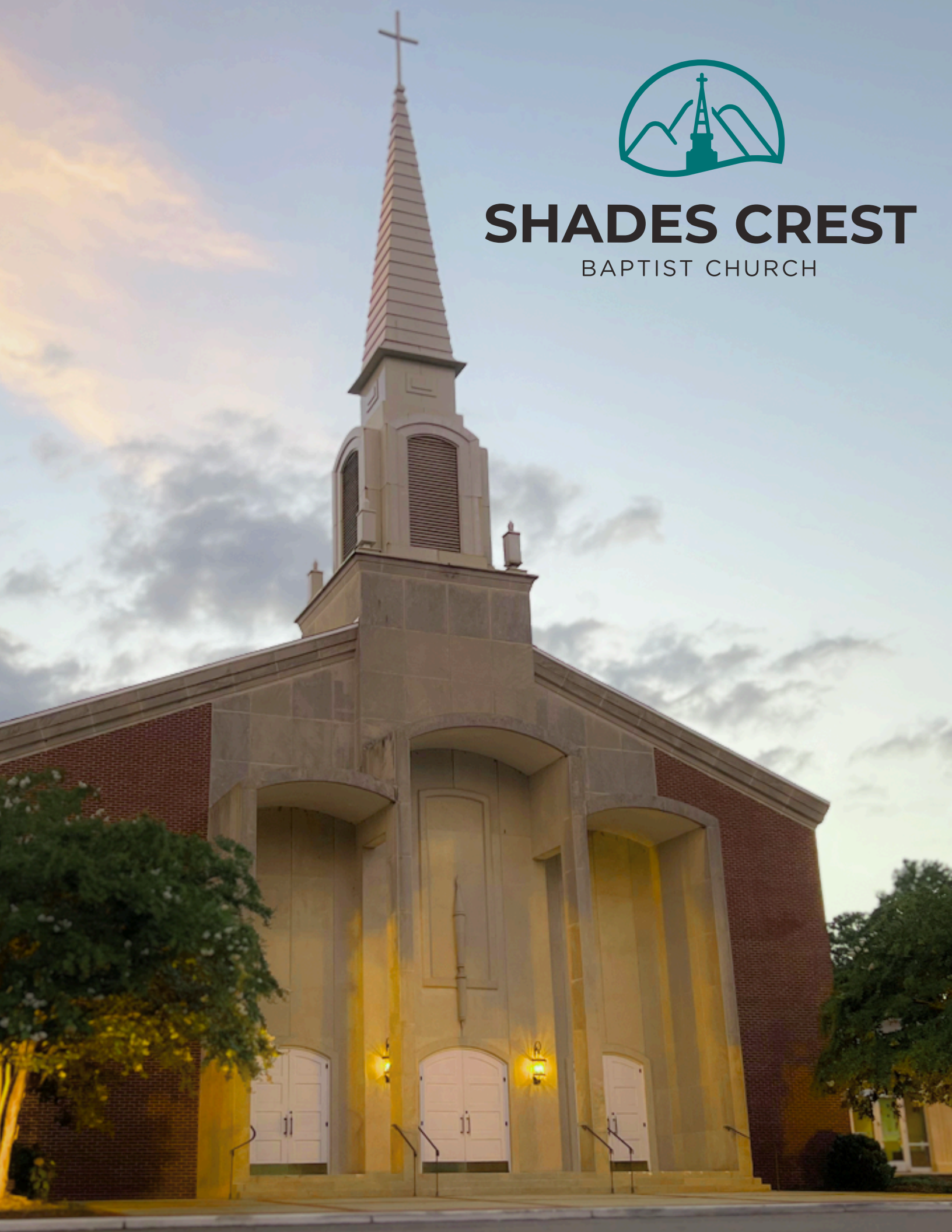




SHADES CREST

BAPTIST CHURCH





INTRODUCTION

WELCOME

to Shades Crest Baptist Church of Hoover, AL

A BEACON OF LIGHT

Shades Crest has been a beacon of light and life in the heart of the Bluff Park community for the last seventy-two years. The Bluff Park area consists of everchanging demographics. People are drawn to our community, known for engaging activities for the whole family. Our congregation seeks to put our Church Mission into action as “we seek to find our home in Jesus by encouraging its members to worship God, grow in Christ, live in community, and serve others.”

A NEW SEASON OF MINISTRY

Our church family is entering a new season of ministry and discernment. To help us prayerfully and diligently seek the pastor whom God is preparing for our congregation, our church commissioned a nine-member Pastoral Search Committee.

AN INVITATION TO LEARN

We invite you to learn who we are – our history, our mission, our ministries, and our hopes for our church’s future with a new senior pastor in Bluff Park and beyond. Above all, we seek a pastor who feels God’s call to shepherd, serve, and grow with us in faith, fellowship, and community outreach. We enter this process with prayerful expectation, trusting that the Lord will provide the right servant-leader for this next season.





SHADES CREST STAFF

SHADES CREST STAFF



DR. GARY FENTON

Interim Pastor



HIRAM ROLLO

Associate Pastor of
Worship and Music



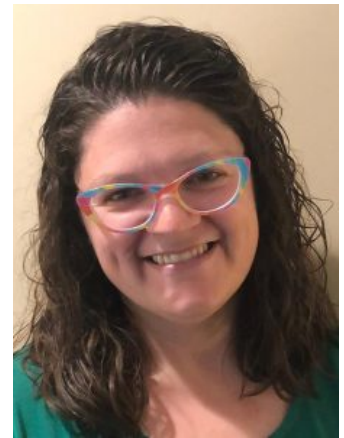
RYAN KIRKLAND

Associate Pastor of
Administration and Missions



WHITNEY BATTLE

Minister of Children
and Preteens



ASHLEY WOODARD

Minister of Preschool



SALLY BRINKS

Minister of Senior Adults



TUCKER BRYANT

Minister of Youth



CARTER NAFFEL

Rising Service
Worship Leader



SHADES CREST STAFF



SUSAN BERG

Pianist



CONNIE SHAFFER

Ministry Assistant,
Communications



LAURA STRANGE

Ministry Assistant,
Financial



MARA SWAIKA

Ministry Assistant,
Education



DAVID PARKER

Maintenance

LAY LEADERSHIP

Shades Crest Baptist Church (SCBC) has many lay people committed to working alongside our staff in various committees and officer positions to help fulfill our mission statement.

Administrative Committees: Church Council, Finance, Life Stewardship, Nominating, and Personnel

Ministry Committees: Children's Advisory, Early Learning Academy, Missions, Preschool Advisory, Recreation, and Youth Advisory

Service Committees: Building & Grounds and Church History

Church Officers: Connect Group Director, Deacons (30), Parliamentarian, Treasurer, Trustees, etc.



ABOUT BLUFF PARK

Bluff Park, AL is a suburban neighborhood in Hoover, Jefferson County with a diverse population of 38,000 residents. It has a small city feel where people know their neighbors, walk their babies and dogs on newly installed sidewalks and are never far from schools, parks, groceries, and SCBC. The neighborhood is ranked more family-friendly than 97.6% of neighborhoods in the entire state. Its combination of top public schools, low crime rates, and owner-occupied single family homes provides a strong sense of community making it easy to socialize and thrive in the Bluff Park neighborhood.



DEMOGRAPHICS

- The median age is 40 and median household income significantly higher (\$126 k) than the national average.
- 83% of the population are homeowners where the median home value is \$410,000.
- The population (93%) holds a high school or higher degree with 60% holding a Bachelor or higher degree.
- The average household size is 2.5.
- 32% of households have children under 18 years old.
- The growth in Hoover/Bluff Park has grown from 81,000 in 2010 to 92,500 in 2023.
- 64% Protestant, 8% Catholic, and 27.4% no religious affiliation

MAJOR EMPLOYERS AND SECTORS

- Blue Cross and Blue Shield of Alabama
- Hoover Board of Education
- Regions Bank
- Professional health practices

CULTURAL & COMMUNITY EXPERIENCES

- Alabama Theater
- Birmingham Zoo
- Birmingham Museum of Art
- Bluff Park Art Show
- BJCC
- Broadway in Birmingham
- Civil Rights Museum
- McWane Science Center
- SEC Baseball Tournament
- The Southern Voices Conference
- Vulcan Statue





EDUCATION

- Hoover City Schools is consistently ranked among the top districts in Alabama.
- 75% of children are enrolled in public schools, while 19% are in private schools.
- The school system is comprised of nine elementary and intermediate schools, three middle schools, and two high schools.

Post-Secondary Education:

- University of Alabama at Birmingham (UAB)
- Samford University (Beeson Divinity School)
- Jefferson State Community College



ACTIVITIES

- Hiking: Moss Rock Preserve, Oak Mountain State Park, and Red Mountain
- Sports: Minor league baseball, football, hockey, and soccer; RTJ golf trail
- Shopping: Galleria, Summit, and many locally-owned boutiques
- Dining: a large assortment of local eateries and fine dining

HEALTHCARE

- UAB Hospital System
- Brookwood Baptist Medical Center
- Children's Hospital of Alabama
- Grandview Medical Center
- Princeton Baptist Medical Center

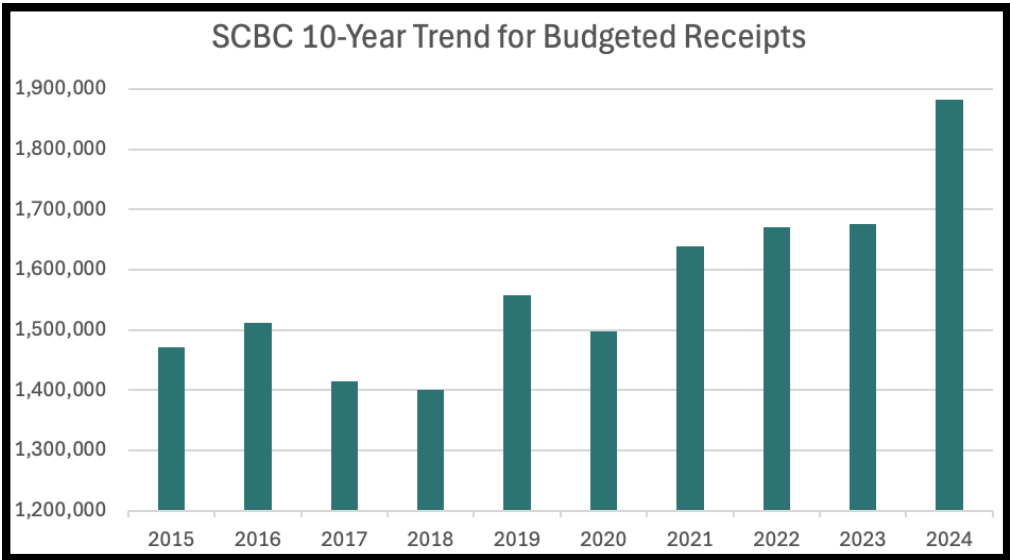
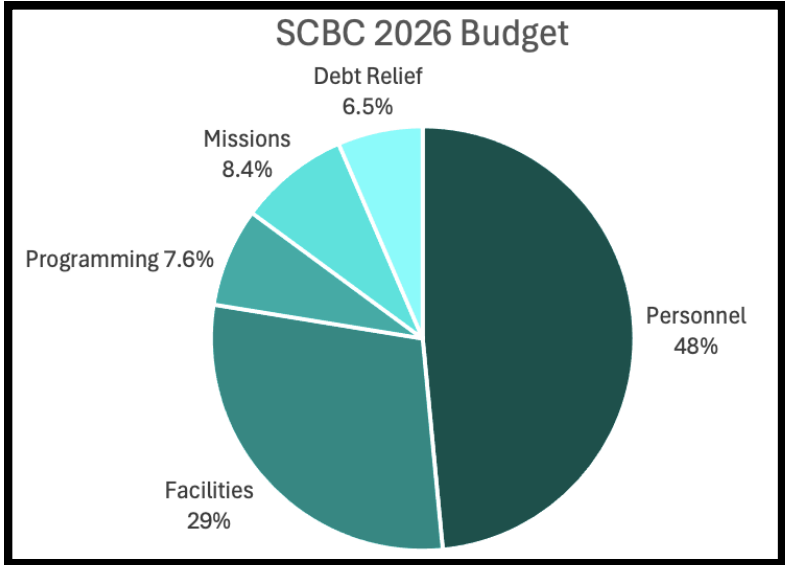
HISTORY

SHADES CREST BAPTIST CHURCH

Shades Crest Baptist Church was established on May 16, 1954 with 45 charter members from sister churches, Southside Baptist Church and Dawson Memorial Baptist Church. The church first started gathering at the local Bluff Park Elementary School. Through a remarkable demonstration of faith, many of the charter members put their properties up as collateral for the loan to build the first sanctuary, where the church still stands today. Over the past seventy-two years, Shades Crest has expanded ministries within and beyond the walls of the campus, sent out missionaries, encouraged and developed members who have entered full-time ministry, and invested in thousands of believers in their spiritual walk. The Shades Crest campus has hosted countless community events, school choirs, weddings, funerals, and even been a shelter during snow storms. The church has celebrated high watermarks and weathered turbulent times with a family-like environment that has endured with a true love for one another. Shades Crest has been blessed with six pastors over our seventy-two year tenure.



CURRENT BUDGET



CHURCH GROWTH & EXPANSION

Shades Crest has built additions to the original church multiple times over the decades, adding our sanctuary, playgrounds, courtyard, parking lots, staff office space, preschool and youth areas, family life center, etc. Our most recent building project was in 2009, where we added the new fellowship hall, music suite, connector buildings, commercial kitchen, classrooms, common areas, and more. These new facilities have allowed us space to grow and undertake new ministry opportunities within the church! This project started with taking on \$7.5 million in debt in 2009, and through faithful giving of our congregation, we are well ahead of our amortization schedule at \$3 million remaining.



MINISTRIES

WORSHIP AND MUSIC



SUNDAY MORNING

The Rising service is held in the Fellowship Hall at 9:00 a.m. and is led by our praise team.

Connect Groups meet at 10:00 a.m. in between the two worship services.

The Majestic service is held in the Sanctuary at 11:00 a.m. and is led by our Sanctuary Choir.

MAKING A JOYFUL SOUND

We have a range of multigenerational choirs that lead us in worship: preschool, children (SC JAM), youth, adults, and senior adults (Mountainaires). Each choir has highlighted times of singing throughout the year and special services where multiple music groups join together in worship.

We have ringers of all ages at Shades Crest: handchimes, children's handbells, and adult handbells.

The orchestra usually plays twice a month in the Majestic service.

All of these groups come together for special events, such as our annual Christmas program. This combined worship service features all of our many talented musicians, singers, and church members who portray biblical characters as we glorify the birth and gift of Christ.





MINISTRIES

AGE-BASED MINISTRIES

PRESCHOOL



On Sunday mornings, during the Rising service, our preschoolers attend their own large group worship service called Movement. This service is curated specifically to provide age-appropriate Scripture reading, worship, and a Bible story lesson in an energetic and captivating way.

During the Connect Group hour, preschoolers split into groups by age and study the same message from Movement in more in-depth ways appropriate for each age group and includes crafts and games.

On Wednesday nights during adult Bible study, Preschoolers of Purpose meets for midweek engagement in Bible lessons, worship, and fun in both large and small groups.

CHILDREN & PRETEENS

The children and preteens ministry encompasses those in first through sixth grade.

During Rising and Majestic services, students join their families for intergenerational worship.

During the Connect Group hour, children and preteens attend their own grade-based groups where they pray and study the Bible through stories and lessons.

Wednesday night's activity is called ELEVATE, with an emphasis on discipleship and missions.

Other children and preteens ministry activities and events:

Bible Drill: building a strong foundation in Biblical literacy through Scripture memory, key passages, and the Books of the Bible

Breakthrough: a ministry to sixth graders as a transition into middle school life through fellowship, interactive games, and in depth Biblically-based topical studies.

Children's Camp: a fun week to grow their relationship with each other and with Christ

SC JAM: children and preteens choir

Beat Bells and Beat Chimes: children and preteens handbells and chimes groups



BIBLE DRILL



MINISTRIES

AGE-BASED MINISTRIES



DNOW



YOUTH

On Sunday mornings, the youth (seventh through twelfth grades) have grade-based Connect Groups. After Majestic service, the Youth Singers meet for lunch and rehearsal. Sunday evening is Student Night, when all the youth gather for large-group worship and preaching.

On Wednesday nights, the youth meet together for Midweek Discipleship groups.

Discipleship groups are also offered on Thursday mornings before school for high school students.

Some of the most notable calendar events are:

- **7-UP:** a welcoming party for upcoming seventh graders joining the youth group
- **D-Now:** a weekend event where youth stay at host homes in the church and grow in their walk with the Lord as they are led by college students and young adults
- **Mission Trip:** students take a domestic mission trip, sharing the gospel and serving the community of a city in need
- **Retreat 78:** seventh and eighth graders have a weekend together at camp for fellowship, games, and learning more about the Lord
- **Super Summer Alabama:** churches throughout the southeast gather for a week-long in-depth study of various topics in the Bible led by youth pastors and college students
- **Youth Week:** a designated week for the youth to take on roles of teaching Connect Groups, leading worship, welcoming guests, and local service opportunities



MINISTRIES

AGE-BASED MINISTRIES

ADULTS

Shades Crest offers diverse Connect Group classes for adults that are differentiated by teaching style and demographic. Wednesday night Bible study, or Midpoint, is held in the Fellowship Hall, following dinner and prayer. There are numerous opportunities for adults to engage and serve in the many events and age-based ministries in the church.



SENIOR ADULTS

Our vibrant senior adult ministry has a variety of Connect Group classes. Live Long and Love it (LLL) is a monthly get-together offering lunches, dinners, guest speakers, or other activities. Retired and Moving occurs on Monday mornings at the church for fellowship and fun. The senior adults also make many fun trips throughout the year to explore and learn. The Senior Adult Choir meets regularly and sings in nursing homes and retirement facilities.





COMMUNITY OUTREACH EVENTS

ARTS AND CRAFTS FAIR

The Arts and Crafts Fair is organized by the WMU to raise funds that support one of Shades Crest's mission partners. The community is welcomed into our Fellowship Hall to enjoy refreshments, craft booths, and ministry information.

CHRISTMAS PROGRAM

Our annual Christmas Program is an intergenerational cantata featuring adult, youth, children, and preschool choirs; handbells and chimes; orchestra; and dramatic reenactment of the Christmas story with Scripture narrations followed by a church-wide luncheon.



CHRISTMAS EVE CANDLELIGHT SERVICE

Our Christmas Eve Candlelight Service is one of the most beloved traditions at Shades Crest that we look forward to each year; it combines congregational hymns, The Lord's Supper, special music presentations, a homily, and of course the candle lighting during Silent Night.

COMMUNITY BASKETBALL

Our Community Basketball League provides a space for children in Bluff Park to learn and play basketball in our Family Life Center with a devotion before each game. Approximately 80% of participants are non-Shades Crest families. The year-end highlight is Basketball Sunday, a time when all Community Basketball families are invited to join us for worship; this is a special time to welcome dozens of visiting families into the church.



COMMUNITY EASTER FESTIVAL

During our Community Easter Festival, Shades Crest hosts games, Bible stories, and an egg hunt for children. This provides fun and engaging opportunities to connect with community families through the celebration of the Gospel.



COMMUNITY OUTREACH EVENTS

EARLY LEARNING ACADEMY

The Early Learning Academy is a weekday educational program for children twelve weeks to five years old designed to develop children’s cognitive, social, physical, and spiritual development. The staff provides a safe and caring environment so that each child is welcomed and encouraged to grow to their full potential.

FALL FESTIVAL

The Fall Festival is Shades Crest’s largest single-day community outreach event of the year, usually drawing around 1,000 people to our campus. Activities for families and children include games, crafts, inflatables, a petting zoo, a photo station, a smores area, a hayride, a preschool activity area, live music, dinner, and a showing of “It’s the Great Pumpkin, Charlie Brown.”



GOOD FRIDAY TENEBRAE SERVICE

Among our special rhythms during Holy Week, our Good Friday Tenebrae service rightly orients us to dwell on the passion of Jesus Christ in preparation for Easter Sunday. Its dynamic worship includes Scripture readings, contemplative reflections, and music led by the choir.



HIGH COUNTRY 5K

High Country 5K is Shades Crest’s outreach event to engage with the active running community. Church members encourage the runners along the neighborhood route and provide a pancake breakfast and an award ceremony in the Fellowship Hall following the race.



COMMUNITY OUTREACH EVENTS

LIVE NATIVITY

Shades Crest's youth ministry tells the Christmas story through acting, costumes, live animals, narration, and a manger scene in our front parking lot. The Live Nativity drama is followed with hot chocolate and cookies in the Fellowship Hall after each showing.



VETERAN'S LUNCHEON

The Veteran's Luncheon is led by our student ministry designed to both thank and honor veterans in the church and community with a program of recognition.



VACATION BIBLE SCHOOL

VBS is a wonderful opportunity to engage children at our church and in the community with the message of the Bible. During worship rallies, we include an emphasis on raising funds and physical goods to support our mission partners. Parents and siblings are invited to join us for Family Night with a time of games, dinner, photo slideshow, and time to hear what the children have been learning throughout the week.

WE LOVE OUR CITY

During We Love Our City week, we focus on missional opportunities to show the love of Jesus to our community in tangible ways. We distribute water and popsicles at local parks, provide lunches to Fire Stations, pass out free breakfasts in the parking lot, and pray with those who indicate a prayer need.





MISSIONS

MISSION PARTNERS

Shades Crest associates with many other organizations not listed in this profile through various means, such as financial giving, material goods, and volunteer services.

ALABAMA BAPTIST CHILDREN'S HOME

ABCH provides campus homes, foster care, family care, college care, and professional counseling for more than 6,000 children in foster care in Alabama.

ARAB WOMAN TODAY

Since 2007, SCBC has supported this ministry designed to equip Arab women with Christian leadership training, trauma support, and empowerment to make a difference in their lives and in their society.

BIRMINGHAM METRO BAPTIST

One hundred eighty churches join in the Birmingham and surrounding area to proclaim Christ beyond the walls of the individual churches to increase God's Kingdom.

FIRST PRIORITY AND PRIORITY KIDS

In over one hundred sixty elementary, middle, and high schools across Alabama and in partnership with local churches, First Priority seeks to enrich students' relationships with Jesus Christ.

MINISTRY CENTER AT GREEN SPRINGS

MCGS ministers to multicultural communities with food, clothing, and resources to help those in poverty, both physically and spiritually. Key services include a food pantry, ESL classes, case management services, and providing Christmas gifts to underprivileged children.

INSPIRITUS

Inspiritus guides immigrants and refugees in Birmingham to transition from surviving to thriving. Their mission is to provide for basic needs, stability/safety, community integration, and self-sufficiency.

LIFT UP THE VULNERABLE

LUV works in Kenya, Sudan, and South Sudan to prevent human trafficking by providing protection, education, and economic development to eliminate the exploitation of the vulnerable, provide freedom, and restore hope.

BUNDLES OF HOPE



LOVELADY CENTER



ABCH





MISSIONS

MISSION PARTNERS

LOVE IS WHAT LOVE DOES

This ministry is dedicated to enriching underprivileged communities in Dallas, Hale, and Perry counties (located in the Black Belt) with monthly food distributions, summer camps, community gardens, back-to-school events, and an annual Christmas party.

LOVELADY CENTER

An interdenominational residential treatment center for wounded and broken women and children focused on transformation through counseling sessions, classes on spirituality, education, and job readiness.

M-POWER MINISTRY

Their mission is to break the cycle of poverty in Birmingham by providing education, health services, and community support.

M.V.

This individual shares the gospel and disciples women and young adults in the Middle East.

NEVERTHIRST

This ministry shares the gospel by providing clean water through the latest water technology, sanitation, and health programs to the unreached.

PATHWAYS PROFESSIONAL COUNSELING

This ministry partners with the Alabama Baptist Children's Home to provide the needed counseling for children and families in the foster care system.

REFUGE AND HOPE

This ministry provides refuge to the people of Uganda and Central Africa who have been displaced by war, famine, and conflict.

SOWING SEEDS OF HOPE

Their mission is to improve the quality of life and work in Perry County, Alabama, one of the poorest counties in the state.

WELL HOUSE MINISTRY

This Birmingham ministry seeks to honor God by rescuing and providing a safe and trusted place for female victims of human trafficking. The 24-hour shelter, residential, and therapeutic programs offer medical, spiritual, mental, and emotional care.

WORLDWIDE WORD

This ministry shares the gospel in Eastern Europe through the help of prayer, financial support, and mission teams.

DENOMINATIONAL AFFILIATIONS

- Alabama Baptist State Board of Missions
- Alabama CBF
- Baptist World Alliance
- CBF and CBF Global Missions
- International Missions Board
- SBC and the North American Missions Board
- WMU

SPECIAL OFFERINGS

- Alabama CBF
- Annie Armstrong
- CBF Global Missions
- Lottie Moon
- Global Hunger Relief



PASTOR PROFILE

PASTOR PROFILE

OVERVIEW

Shades Crest Baptist Church seeks a dedicated, visionary pastor to lead the congregation with wisdom and compassion to fulfill her calling as the Body of Christ to our neighborhood and the world. The pastor will need to promote Biblical unity and harmony in our theologically diverse fellowship and a deeply shared commitment to the love of God in Christ and the core doctrines of the Christian faith (for example, Trinity, Salvation, Scripture, etc.).

As a congregation, we have engaged in an extensive self-assessment process. The information we have collected has provided insight into our members' desire for our next pastor. In addition, we have collected data from staff members to develop a more complete awareness of the pastor God is calling to lead Shades Crest into the future. This information is reflected in the profile below.

PREACHING AND TEACHING

Guiding Biblical Principles:

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

Titus 1:9 "[The elder] must hold firm to the trustworthy word as taught, so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it."

Expectations:

- Delivers inspiring sermons based on God's Word
- Is a gifted Bible teacher who has an ability to make Christ better known to people of all ages
- Possesses a deep knowledge of the Bible, combined with an openness to differing theological viewpoints, with a commitment to the central truths of the faith
- Equips the congregation to grow in Christ by applying convincing and applicable lessons from scripture and life experiences
- Possesses the passion and a plan for nurturing the spiritual growth of members as well as the church staff
- Committed to an ongoing study of scripture, theology, and relevant fields



MAJESTIC SERVICE



PASTOR PROFILE

PASTOR PROFILE

LEADERSHIP

Guiding Biblical Principles:

1 Peter 5:2–3 “Shepherd the flock of God that is among you, exercising oversight, not under compulsion, but willingly, as God would have you; not for shameful gain, but eagerly; not domineering over those in your charge, but being examples to the flock.”

Acts 20:28 “Pay careful attention to yourselves and to all the flock, in which the Holy Spirit has made you overseers, to care for the church of God, which he obtained with his own blood.”

Ephesians 4:11–12 “And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ.”

Hebrews 13:17 “Obey your leaders and submit to them, for they are keeping watch over your souls, as those who will have to give an account.”

Expectations:

- Is a devoted follower of Jesus Christ with a vibrant personal faith and a clear sense of calling to pastoral ministry
- Demonstrates pastoral leadership in a congregational setting, living out the fruit of the Spirit with experience navigating theological diversity that results in unity among members
- Empowers pastoral staff with transparent communication and unambiguous, consistent expectations
- Equips and mentors deacons and lay leadership by providing a clear vision that allows all members to actively participate in fulfilling the church’s mission in furthering the Gospel
- Is an effective administrator, employing a collaborative leadership style
- Facilitates open and honest conversations on faith, theology, and practice, encouraging dialogue and growth for all the congregation
- Displays a genuine “care of the soul” through pastoral care among both the congregation and the staff.

OUTREACH AND MISSIONS

Guiding Biblical Principles:

Matthew 28:18–20 outlines the mission of the believer in the context of the Church, making disciples of all nations.

Acts 1:8 “But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.”

Acts 16:5 “So the churches were strengthened in the faith and grew daily in numbers.”

Expectations:

- Is oriented toward growth in the size and diversity of the congregation
- Demonstrates creativity and innovation in outreach
- Encourages congregational involvement in local and global outreach, promoting a spirit of mission and service
- Equips all members to participate in fulfilling the church’s mission both locally and globally to further the Gospel and to serve the “least of these”



PASTOR PROFILE

PASTOR PROFILE

PERSONAL ATTRIBUTES

Guiding Biblical Principles:

1 Timothy 3:1–7 and **Titus 1:5–9** outline qualifications – being above reproach, faithful, self-controlled, hospitable, gentle, and able to teach.

Hebrews 13:7 “Remember your leaders, those who spoke to you the word of God. Consider the outcome of their way of life and imitate their faith.”

Expectations:

- Spiritually gifted at uniting people with differing beliefs, promoting harmony and cooperation
- Is approachable, compassionate, kind, and genuinely interested in the lives of church members
- Possesses a desire and ability to discern the gifts and insights each person brings to the body of Christ
- Possesses a deep commitment to love and nurture their family
- Collaboratively serves with humility, grace, and love
- Is spiritually grounded: committed to regular prayer, study, and personal spiritual growth
- Is adaptable: flexible in leadership style and able to navigate change with wisdom and grace

CONCLUSION

OUR THANKS

Thank you for reading this profile and praying alongside us as we seek God’s plan for Shades Crest Baptist Church and its next Senior Pastor! If you are interested in submitting a résumé for this position, please use the email below. We are grateful to the Center for Healthy Churches for providing guidance to us along this journey of self-reflection and discernment. Our thanks also go out to the community of Shades Crest as we’ve daily been lifted up in prayer by such a loving family. Lastly, we offer our eternal gratitude to God who continues to demonstrate His faithfulness by pouring blessings on Shades Crest.

PASTOR SEARCH COMMITTEE

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Jeremy Bearden
Julie Buford

Monte Erwin
Daniel Hindman
Treva Medbery

Carleen Ozley
Dennis Sansom
Lindsey Whisonant

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