



We aspire to be transformed followers of **Jesus Christ** who reach our neighbors and the world with **Living Proof** of a **Loving God**.

Hello, thank you for your interest in First Alliance Church,

We are glad that you are considering if FAC would be a good fit for you and if you would be a good fit for us. We have developed this packet of materials to help you open the door and explore our church family as you consider your calling as a local church pastor. We look forward to getting to know you better as the process progresses. Here are a few unique characteristics of our church family.

We are a small suburban church family nestled on the outskirts of Harrisburg City. Our church campus is quite unique and strategically located at the corner of Union Deposit and Progress Avenue in Harrisburg, PA. Dozens of ethnically diversified people groups surround us in the adjacent neighborhoods. But diversity doesn't end when you walk in our doors, as 34% of our congregation are non-Caucasian. We are a beautiful tapestry of cultures. FAC is also diversified in age. Ranging from 1 year old to members in their 90's, this is not a young or old church family, but quite balanced. We have one Sunday morning worship service, youth group on Sunday evening and also children ministry on Sunday Am and once per month on Sunday evening. Beginning in 2023 we will have an afterschool program for elementary students as a ministry that will meet at our church building. Our church family has several small groups that are being led by elders and other lay leaders.

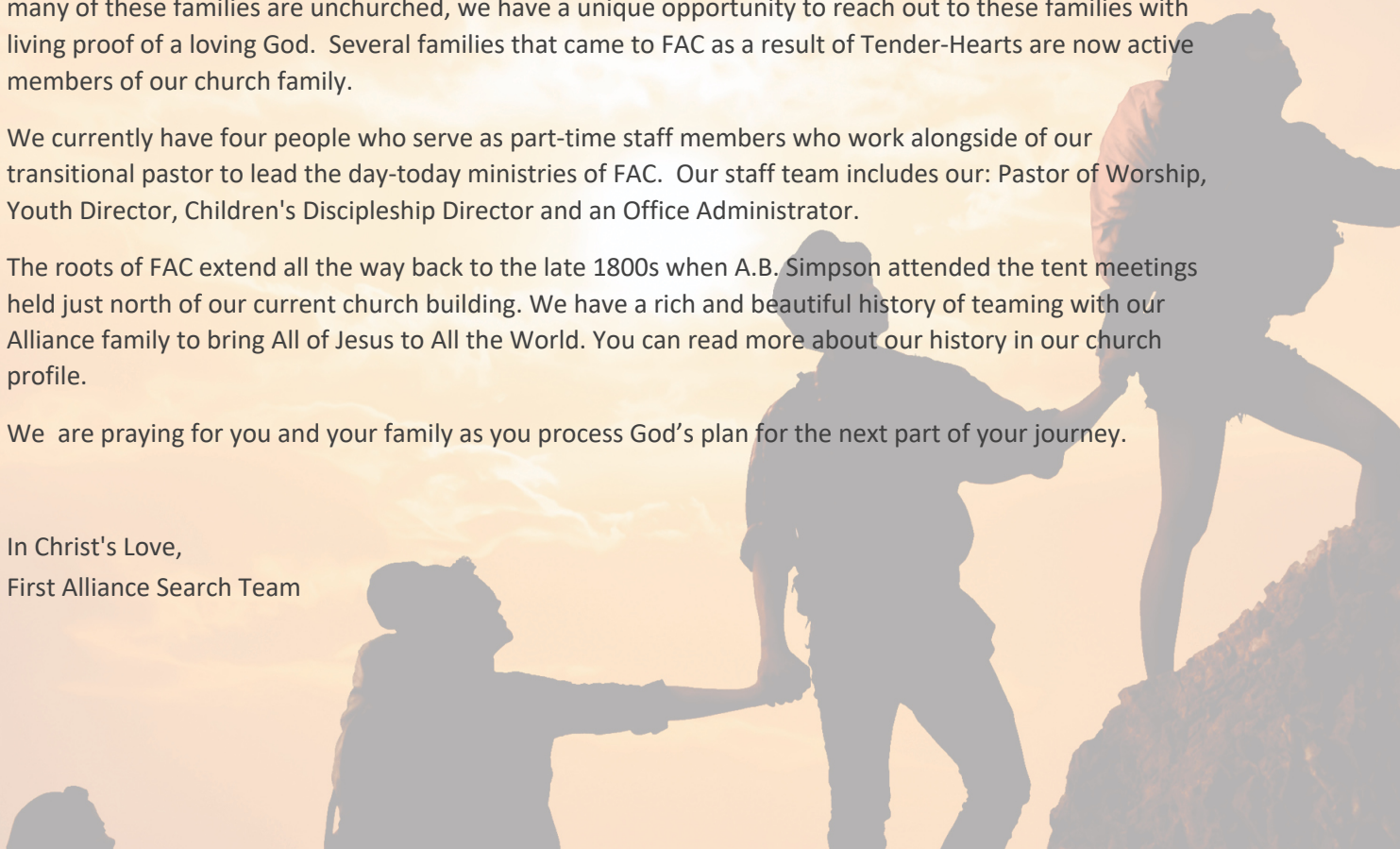
One unique ministry of our church is our preschool called Tender-Hearts. This is a culturally diverse preschool that ministers to our families and families in our greater community. The lead teacher is a member of our church family and she does an excellent job with these little students' hearts. Because many of these families are unchurched, we have a unique opportunity to reach out to these families with living proof of a loving God. Several families that came to FAC as a result of Tender-Hearts are now active members of our church family.

We currently have four people who serve as part-time staff members who work alongside of our transitional pastor to lead the day-today ministries of FAC. Our staff team includes our: Pastor of Worship, Youth Director, Children's Discipleship Director and an Office Administrator.

The roots of FAC extend all the way back to the late 1800s when A.B. Simpson attended the tent meetings held just north of our current church building. We have a rich and beautiful history of teaming with our Alliance family to bring All of Jesus to All the World. You can read more about our history in our church profile.

We are praying for you and your family as you process God's plan for the next part of your journey.

In Christ's Love,
First Alliance Search Team





Lead Pastor Job Description

First Alliance Church (FAC) in Harrisburg, Pennsylvania is actively searching for a candidate and reviewing resumes. Please send your cover letter, resume, references (3) and testimony to the District Office to apply.

Reports to: Board of Elders and Eastern PA District Superintendent

Position Description: Ministry responsibilities are the pulpit ministry of the First Alliance church, administration and/or coordination of church ministries, visitation and shepherding of the church congregation, training, guidance and empowerment of the staff, Elders, Governance Authority (GA) and Board of Ministries and other lay leaders.

Title of Position: Lead Pastor

Full/Part-time: Full-Time Position

Essential Job Functions:

1. **People Developer** – Trains, mentors and coaches church staff and ministry leaders to operate passionately operate in their gifting and calling, while helping them develop teams of people to carry out the various ministries of FAC.
2. **Vision Caster/Keeper** – Works with the staff, Elders and lay ministry leaders to bring clarity and passion to the direction of FAC by helping the leadership: maintain core values, develop effective strategies which mobilize the congregation to fulfill God's mission, vision and values for FAC.
3. **Preacher/Teacher** – Oversees the preaching and teaching ministry of FAC by designing and implementing sermon series and other biblical teaching environments, including small groups. Must demonstrate a gospel centered life along with good communication skills as well as the ability to train others in the art and craft of preaching and teaching.

Qualifications: *As set out in 1 Timothy 3:1-13 & Titus 1:6-9*

1. Previous pastoral experience with a measurable track record demonstrating positive results.
2. Proficient relevant exegetical and topical preaching and teaching.
3. Ability to communicate with people effectively and comfortably.
4. Education, training, and doctrine must conform to the requirements of the Christian & Missionary Alliance.
5. Administrative ability, preferably with successful experience, working with and leading staff.
6. Experience in disciple making ministries (i.e., small groups, youth or children's ministry).
7. Leadership ability – able to develop individuals and groups involved with ministry.
8. Ability to counsel and disciple others.
9. Ability to lead a church in understanding of, and reliance on, prayer– both personally and corporately.



Lead Pastor Job Essentials

First Alliance Church (FAC) in Harrisburg, Pennsylvania is actively searching for a candidate and reviewing resumes. First Alliance believes the following are essential functions of our next Pastor. Understanding no one is gifted in all these areas. Trusting the Lord to lead a team around the Pastor to lead his people.

Essential Job Functions:

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2. **People Developer** – Trains, mentors and coaches church staff and ministry leaders to operate passionately in their gifting and calling, while helping them develop teams of people to carry out the various ministries of FAC.
3. **Vision Caster/Keeper** – Works with the staff, elders and lay ministry leaders to bring clarity and passion to the direction of FAC by helping the leadership: maintain core values, develop effective strategies which mobilize the congregation to fulfill God's mission, vision and values for FAC.
4. **Prophetic Voice** – Gives significant time to hearing the voice of Jesus for particular issues and circumstances in the church and community and sharing what he discerns with the congregation and community through both his lips and his lifestyle.
5. **Counselor/Care** – Focuses on knowing the church/community intimately, building a system of care that includes networking with local and regional resources, and working as a new team leader of staff, boards, and Elders, giving wise, biblical counsel for a variety of needs.
6. **Community Engagement** – Seeks out involvement in the activities, issues, and needs of the surrounding community and leads the church to have Gospel influence in the community.
7. **Mission Mobilizer** – Aids and guides the FAC leadership and congregation to both proclaim and demonstrate the Kingdom of God in relevant and relational ways which includes the development of FYM (Front Yard Mission) as well as active partnership with the Alliance both regionally and globally.
8. **Administrator** – Effectively organizes and communicates between and with the various levels of church leadership (staff, Elders, Governance Authority, and ministries board) while providing oversight to the day-to day operations of the FAC ministries.
9. **Entrepreneurial Leader** – Effectively engages the FAC family in new ministry initiatives and partnerships that help achieve the multiplication of the mission, vision and values of FAC.

First Alliance Church Location

First Alliance Church is an Evangelical church in Harrisburg Pennsylvania. This Christian and Missionary Alliance church serves Dauphin County PA. First Alliance Church is located at:

First Alliance Church
403 South Progress Avenue
Harrisburg, PA 17109-1012.

Built: 1954

Lot size: 1.18 acres

Building: 8,999 sqft

Email: fac@firstalliancehbg.com

Organization: First Alliance Church

Site: firstalliancehbg.com

Specialties:
 Religious Org., Preschool

Lat/Long
 40.278416, -76.836906

PA Private Lands

FIRST ALLIANCE CHURCH OF THE

Overview Hunt Unit Weather

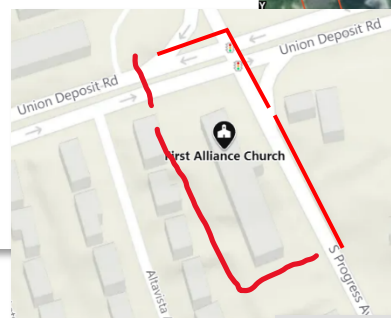
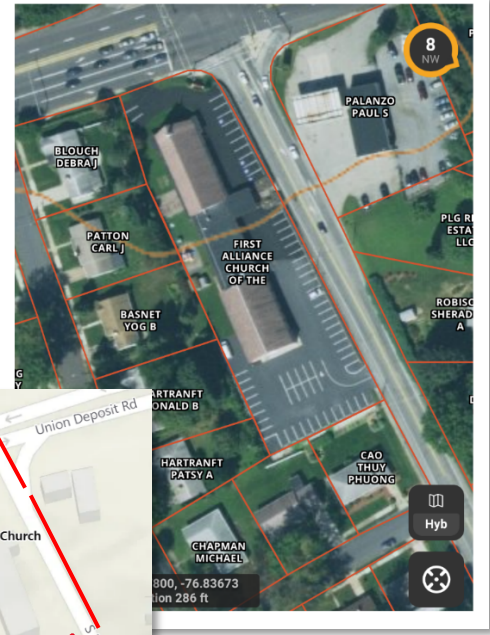
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Secondary Owner
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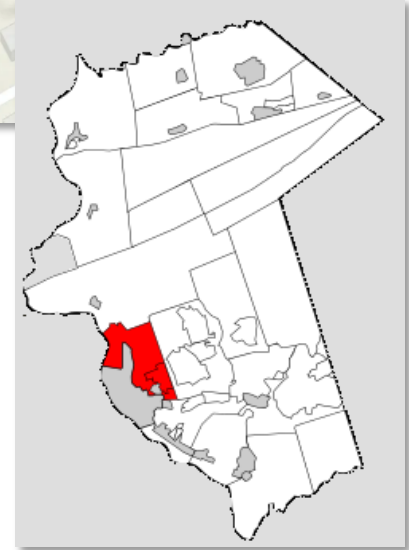
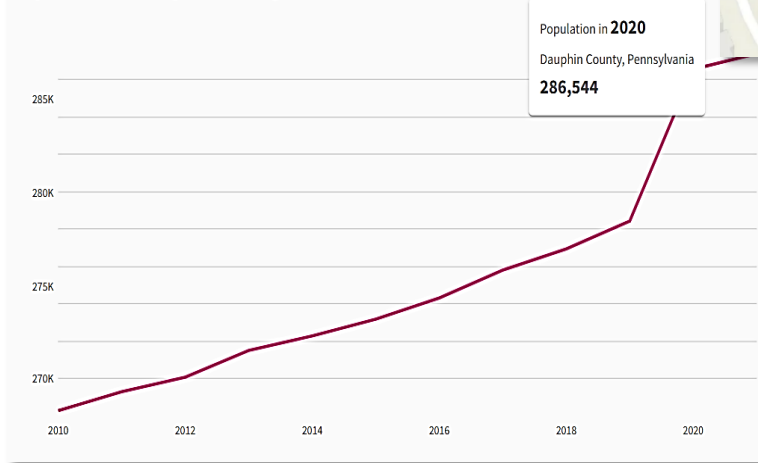
Tax Address
 403 S PROGRESS AV HARRISBURG PA 17109

County
 Dauphin

Area (Acres)
 1.18



Population in Dauphin County



2010 POPULATION	268,289	State	Pennsylvania
2021 POPULATION	287,400	County	Dauphin County
POPULATION CHANGE	+7.1%	Land Area (mi²)	8.1 sq mi
		Density (mi²)	6,184.80/sq mi
		2022 Growth Rate	0.11% (57)
		Growth Since 2020	0.23% (114)
		Rank in State	10th
		Rank in Country	882nd



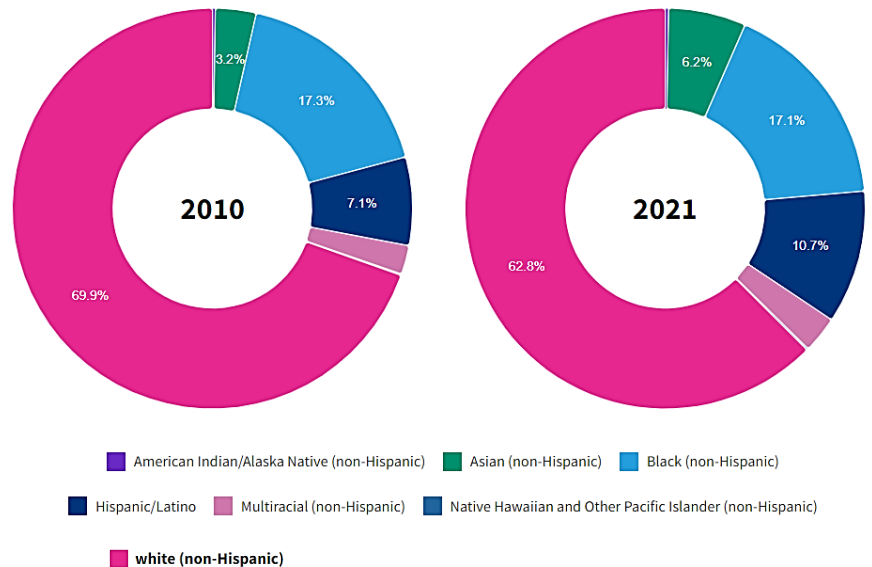
How has the racial and ethnic makeup of Dauphin County changed?

In **2021**, Dauphin County was more diverse than it was in 2010. In **2021**, the **white (non-Hispanic)** group made up **62.8%** of the population compared with **69.9%** in **2010**.

Between **2010** and **2021**, the share of the population that is **Hispanic/Latino** grew the most, increasing **3.7** percentage points to **10.7%**. The **white (non-Hispanic)** population had the largest decrease dropping **7.1** percentage points to **62.8%**.

Racial makeup of Dauphin County

Hide Hispanic ethnicity

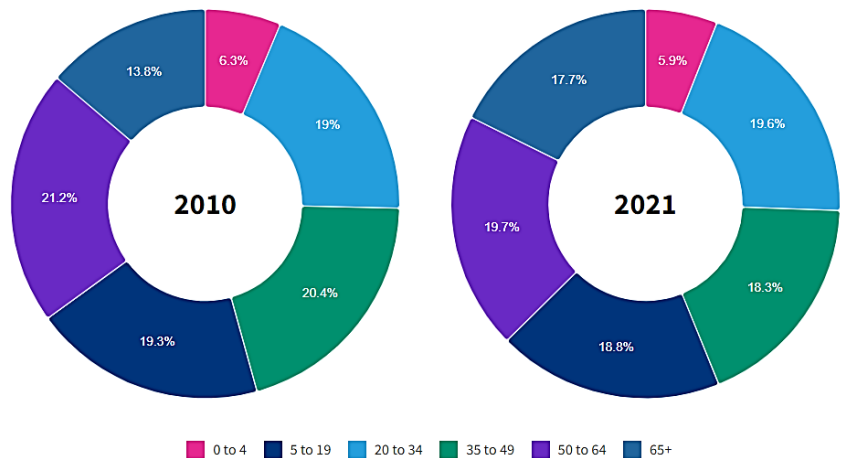


How has the distribution of ages in Dauphin County changed?

The share of the population that is 0 to 4 years old **decreased** from **6.3%** in **2010** to **5.9%** in **2021**.

The share of the population that is 65 and older **increased** from **13.8%** in **2010** to **17.7%** in **2021**.

Age makeup of Dauphin County



The average household income in Harrisburg is \$52,794 with a poverty rate of 26.46%. The median rental costs in recent years comes to \$846 per month, and the median house value is \$85,500. The median age in Harrisburg is 31 years, 29.8 years for males, and 32.6 years for females.

Average Church Attendance (post COVID):

Worship service **70**

Kids min **11**

Youth Min **15**

First Alliance Church History

Dr Albert B Simpson, founder of the Christian missionary Alliance, first shared his spiritual vision with the **Harrisburg area people** at a missionary convention (tent meeting) held in **Hoffman's Woods, now William Penn Campus**, in the summer of 1895.

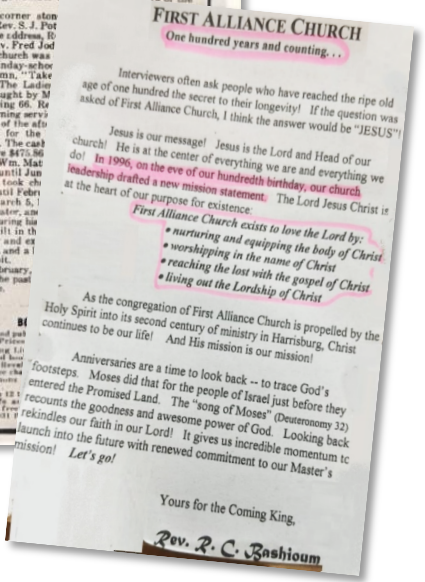
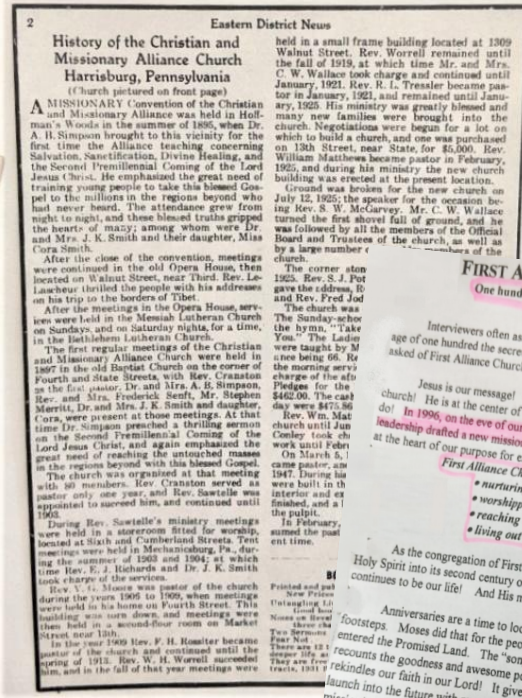
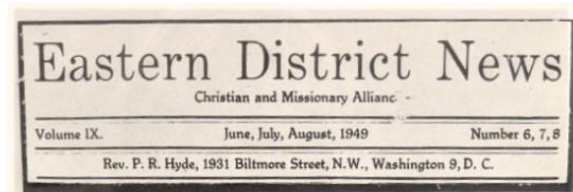
The first regularly attended meetings of the Christian & Missionary Alliance were held in 1897 **on the corner of 4th and State Streets in the Old Baptist Church**. Dr. And Mrs. A B Simpson were present to organize the church with 80 members. Reverend Cranston was appointed as the first pastor in 1897 and remained in charge until 1898.

Reverend W. H. Warrell, was appointed pastor in the fall of 1913 when their meeting place was transferred to a small frame building on **Walnut Street between 13th and 14th Streets**. Reverend Warrell remained until the fall of 1919, at which time Mr. and Mrs. Charles Wallace took charge and officiated until January of 1921.

Reverend. R. L. Tressler then became pastor and remained until January 1925. During Reverend Tressler's pastorate, the church continued to grow. After that, a lot on the corner of **13th and State Streets** was purchased for \$5,000 in February of 1925. Reverend Matthews pastorate began and within a few months, ground was broken for a new church.

July 7th of 1925 was the original incorporated date for First Alliance Church despite meetings dating back to the summer of 1895. The building constructed at the current address of **403 South Progress Avenue, Harrisburg PA**. was erected in 1961.

First Alliance Church currently sits on this property. With the main sanctuary and education rooms as the initial building. Paperwork was filed May 16th of 1984 to add on. In 1991 the Life Center was then constructed.



CHURCH PROGRAMS (Church Ministries)

- Children's ministry
- Youth ministry
- Adult discipleship ministry
- Tender hearts preschool
- Greeters
- Worship team
- Tech sound booth
- Cafe in lobby
- Deacons
- Deaconess
- Trustees
- Outreach
- Missions

First Alliance Church Mission Statement

(Vision Statement Core Values)

Vision Statement

At First Alliance Church, our passion is the transformation of each and every person. We envision this transformation happening by the power of the Holy Spirit filling us with Christ's extraordinary love, enabling us to love others unconditionally.

Mission Statement

We aspire to be transformed followers of Jesus Christ who reach our neighbors and the world with living proof of a loving God.

As the Body of Christ, we envision:

- Continually worshiping God through prayer, song, acts of service, speaking God's Word and sharing our stories; these enable us to experience God's heart.
- Frequently and passionately sharing the good news of Jesus' love and salvation through personal relationships, ministries, and community outreach.
- Committing ourselves and our support to take the Gospel throughout the world.
- Selflessly serving others.
- Applying the Word of God to our lives for personal growth.
- Investing in each other's growth through the discovery and use of spiritual gifts.
- Creating an atmosphere to help develop godly families that can both experience healing and grow in love.
- Developing spiritually mature men and women to provide direction, mentoring, and modeling of God's love.

We envision that spiritual power and energy, righteousness, and justice, lived out with extraordinary love, will flow to our community, and will be living proof of the loving God to our neighbors and the world until the return of Christ the King.

Core Values

These nine values represent who we are and who we want to be as a church. It is our desire that these values will guide us in fulfilling our mission and vision.

Discipleship: We make mature disciples by: (John 13:34,35)

- teaching them to respond to God's authority. (Matthew 28:18-20)
- challenging them to rely on the Holy Spirit. (Ephesians 3:16-21)
- encouraging them to discover and use their spiritual gifts. (1 Peter 4:10)
- preparing them to effectively serve. (Matthew 20:25-28)

Evangelism: We value lost people and seek to draw them to saving faith in Jesus Christ. (Luke 19:10)

Families: We value families and provide a Christ-centered environment in which they can thrive. (Eph 5:21-6:4)

Fellowship: We develop loving relationships, encourage each other and devote ourselves to be accountable to each other. (Hebrews 10:24-25)

Leadership: We develop and equip godly men and women to provide spiritual direction, strategic focus, mentoring, and modeling of God's love with spiritual maturity. (Ephesians 4:11-13)

Missions: We obey Christ's Great Commission by committing ourselves and our support to take the Gospel throughout the world. (Matthew 28:18-20)

Prayer: We seek first to know God's heart to guide us in all that we do and seek His power to accomplish His will. (Jeremiah 29:11-14a)

Preaching and Teaching: We present God's Word to challenge and equip people of all ages to grow in their relationship with Jesus Christ. (2 Timothy 3:16,17; 4:2)

Worship: We acknowledge God's supreme value and worth in our personal life and in our corporate gatherings. (Romans 12:1)