

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

Mif #: 07393.AJO

Ministry General Information

Ministry Number	07393
Ministry Name	Westminster Presbyterian Church
Mailing Address	10 W. Pleasant Grove Rd. West Chester, PA 19382-7110
Phone	610-399-3377
Fax	610-399-9432
E-Mail	info@westminsterpc.org
WWW Address	www.westminsterpc.org
Ministry Size	More than 1500 members

Ethnic Composition	
	Black or African American (African Native, Caribbean) 1%
	White 98%
	Other 1%

Average Worship Attendance	972
Church School Attendance	815
Curriculum	Children's Ministry - Celebrate Wonder, MS - Sparkhouse, Imago Dei HS - varied, with focus on faith, life, current events & social issues
Yoked	False
Presbytery	DONEGAL PRESBYTERY
Synod	SYNOD OF THE TRINITY
Community Type	Suburban

Ten-year trend statistics of this church/organization [Show Statistics](#)

Information about the position

Position:	Head of Staff (Multi-Staff Pastor, who supervised two or more teaching elders and other staff)
Experience Required:	5 to 10 Years
Specific Title:	Head of Staff
Employment Status:	Full-time

Language Requirements:	
	English

Other Language:	
Statement of Faith Required:	True
Clergy Couples:	

Training/Certificate Requirements:	
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Other Training:	
Brief Church Mission Statement:	

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Knowing Christ, Making Christ Known

Our Vision Statement:

As followers of Jesus Christ, we commit to

Worship that glorifies God and transforms us;

Intentional, hope-filled community;

A lifetime of spiritual growth;

Joyful generosity;

Being sent to demonstrate the Kingdom of God in the world.

What is the congregation's or organization's vision for ministry:

Westminster Presbyterian Church (WPC), a welcoming, inclusive and active faith community in the Philadelphia suburbs, is the largest church in Donegal Presbytery and one of the 30 largest in the PCUSA. WPC draws people from a variety of theological, economic, political and social perspectives and in different stages of spiritual development. The challenge and privilege of our particular diversity invites us to acknowledge our community as a "Big Tent" and to recognize that all members and participants at Westminster are called to serve Jesus Christ.

We live out our vision through...

- Christ-centered worship, with a focus on biblical preaching
- A dynamic music ministry in contemporary, traditional, and contemplative styles
- Sharing our resources in outreach to those in need beyond our congregation
- Nurturing spiritual growth through ministries with all ages, ranging from a preschool to robust Bible studies and respectful, open dialogues on contemporary issues of life and faith
- Fostering hope through the committed service of Deacons, Stephen Ministers, and leaders of recovery programs

Our life together is rooted in Reformed theology with its emphasis on the sovereignty of the triune God and the conviction that faith and practice are inseparable. As a Matthew 25 congregation, we seek to live out our vision to demonstrate the Kingdom of God in the world, and we seek a candidate for the position of Head of Staff (HOS) who will share in our vision.

How do you feel called to reach out to address the emerging needs of your community or constituency:

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Over WPC's almost 130-year history, we have lived out our mission of **Knowing Christ, Making Christ Known**, focusing on communities near and far with compassion and for the work of justice. Our Outreach ministries use our time, talents and resources to support 30+ non-profits, including Rise Against Hunger, World Vision, Family Promise and the West Chester Food Cupboard. As an Earth Care Congregation, we are committed to ensuring we are faithful stewards of God's natural world.

In 2018, we embarked on a visioning process to create a forward-looking plan to better fulfill our mission. This process led to four God-sized dreams that are intentionally too loving, challenging and encompassing for us to achieve without God's help:

- Expand our Witness - We invite all people to a faith journey with Jesus Christ, reaching out to residents in retirement communities and those currently incarcerated via livestreaming services and notes of encouragement.
- Serve our Neighbors - We identify and respond to unmet community needs through volunteering and donations and providing addiction and mental health education.
- Home Team - We take a leadership role within the community to ensure no one is forced to live in substandard, unsafe housing or experiences homelessness.
- Equip Emerging Generation - We actively engage youth and young adults on their faith journey and support college students with one-to-one outreach.

God has called us to these activities and is not finished with us yet.

How will this position help you to reach your vision and mission goals:

Our mission of **Knowing Christ, Making Christ Known** is the central purpose to which all staff and members are called. While we are all called, it is the HOS who:

- points the way and guides our journey through inspired, culturally relevant, and energetic preaching
- cares for and engages with our congregation and staff individually and collectively
- fosters the spiritual and leadership gifts of all members
- provides leadership to the wider community of faith in our area
- inspires and leads change, while keeping the church focused on its vision for the future

We seek a HOS who leads with love, imagination, and energy, and who makes the thoughtful, insightful, Christ-centered decisions essential to achieving our God-sized dreams. This new leader will nurture and grow the faith of our vibrant congregation by encouraging the use of our gifts and resources to serve others.

We readily adapt to the needs within and outside our walls. The HOS will support our culture of high performance through staffing, coaching and servant-leadership, and will inspire us to continue serving joyfully.

Provide a description of the characteristics needed by the person who is open to being called to this congregation and or organization:

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WPC seeks an engaging individual of deep and personal faith in Jesus Christ, with gifts to lead us forward in our individual and congregational faith journeys, including:

- exceptional and inspirational preaching skills, strong grounding in scripture, and spiritual maturity
- a collaborative style, highly effective communication skills, initiative and organizational agility
- strategic thinking and effective decision making, guiding our vision with creativity and shepherding its implementation
- valuing and encouraging the ministry of all members through in-person, electronic and virtual communications
- compassionate interactions with people of all ages and circumstances, helping them grow in faith, using empathy, wisdom and humor to unite and relate to others
- strong team-building skills with the staff and congregation, fostering open dialogue, encouraging discourse and providing direction
- actively nurturing and developing lay leaders while modeling servant-leadership
- providing leadership in the search, hiring and integration of staff
- promoting a spirit of generosity and confidently addressing stewardship, as well as possessing an understanding of budgeting and fiscal management

What specific tasks, assignments, and program areas will this person have responsibility?

- Provide dynamic, inspirational preaching
- Spread God's word by teaching and nurturing members' faith and spiritual journeys while fostering a welcoming spirit of community among members and visitors
- Shape the worship life of the congregation as lead pastor; with responsibility for worship design, content and schedule, and oversight of the sacraments
- Function as HOS by leading and nurturing a healthy staff team and moderating Session; managing the vision and direction of the congregation's ministries; supervising and evaluating staff, and overseeing the church's organizational structure
- Actively participate in the work of the Presbytery and the wider church
- Work with the staff to creatively utilize digital approaches to worship, Christian education and fellowship; and effectively manage the mix of live, streamed, and hybrid offerings
- Contribute to the integrity and sound management of church finances by assisting in budget development and serving as advisor to the Church Administrator, Director of Finance and the stewardship team
- Assist in the adult education offerings of the church, including Biblical teaching with other pastoral staff
- In collaboration with other staff, provide pastoral care to staff, members, and friends and officiate at weddings, baptisms, and funerals
- Provide support to the extensive music program, known widely for its strength, diversity, and broad appeal
- Work with the Church Administrator to ensure effective overall operations

Optional Links:

www.westminsterpc.org

www.westminsterpc.org/about/pnc

<https://www.facebook.com/westminsterwpc/>

Attendance listed above is for 2019; for in-person & live stream attendance

trends: <https://www.westminsterpc.org/media/3307/averageweeklyattendance.pdf>

Leadership Competencies:

Preaching and Worship Leadership

Spiritual Maturity

Public Communicator

Risk Taker

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Organizational Agility
Strategy and Vision
Collaboration
Interpersonal Engagement
Motivator
Personal Resilience

Compensation and Housing: <u>Cost of Living Calculator</u>
Minimum Effective Salary: \$130,000
Housing Type: Housing Allowance

References:				
Name	Address	Phone Numbers	Relation	Email
The Rev. Dr. Michael Wilson	Presbytery of Donegal, 1861 Charter La., Suite 125, Lancaster, PA 17601	717-392-4035 (O) or 717-	Stated Clerk of Donegal Presbytery	michael@donegalpby.org
The Rev. Phoebe Kitson	Church of the Loving Shepherd, 1066 South New St., West Chester, PA 19382	610-692-8280 (O) or 610-3	Neighboring Pastor	phoebekitson@gmail.com
Dr. William "Bill" Wilson	4911 Salem Glen Blvd. Clemmons, NC 27012	336-970-3578 (C)	Director, The Center for Healthy Churches	billwilson28@gmail.com

Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?
Yes
Version Track Info: This MIF was last updated on 09/08/2021

Self-referral Contact Information	
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