

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

Mif #: 08236.AFO

Ministry General Information

Ministry Number	08236
Ministry Name	Westminster Presbyterian Church
Mailing Address	2040 Washington Road Pittsburgh, PA 15241
Phone	412-835-6630
Fax	412-835-5690
E-Mail	mclintockcomeaux6@gmail.com
WWW Address	www.westminster-church.org
Ministry Size	More than 1500 members
Ethnic Composition	
	Asian 1%
	White 99%

Average Worship Attendance	550
Church School Attendance	216
Curriculum	Orange, Tru
Yoked	False
Presbytery	PITTSBURGH PRESBYTERY
Synod	SYNOD OF THE TRINITY
Community Type	Suburban
Ten-year trend statistics of this church/organization Show Statistics	

Information about the position

Position:	Pastor Interim
Experience Required:	10 Years or more
Specific Title:	Interim Senior Pastor
Employment Status:	Full-time

Language Requirements:	
	English

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

Training/Certificate Requirements:	
	Interim Ministry Training

Other Training:	
Brief Church Mission Statement:	

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We seek to be a caring community of faith committed to bringing people to Christ and developing their faith through worshiping God together, teaching the faith, and serving in mission.

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

Our vision statement sees Westminster as "A welcoming, loving, and dynamic Christian congregation, where people discover spiritual growth and renewal to serve God by using their talents and abilities to care deeply for each other, our community, and our world." Recalling how Jesus said, "I am the vine and you are the branches ... apart from me you can do nothing," we want to be joyful servants of Christ, strengthened and led by the Holy Spirit to love one another in ways that give glory to God. Everything we do is driven by this vision, as we strive to be faithful to the Great Commandment to love God and love our neighbors as ourselves.

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

Everything begins with worship, including one contemporary and two traditional services on Sunday mornings and other services on special occasions. In worship we give thanks and praise to God, celebrate the sacraments, and hear God's Word to inform and direct our lives.

From worship we move to Christian education and spiritual formation through classes for all ages, a vibrant youth ministry, and various adult Bible studies and small groups. Pastoral care is also a major priority, as indicated below.

We reach out to the surrounding community, in part, through the Westminster Early Childhood Education Programs (WECEP) and the Westminster Recreation and Outreach Center (WROC), a wide array of programs for physical and spiritual growth. Westminster is a principal supporter of local missions, including the South Hills Interfaith Movement (SHIM) and City Mission in Washington, PA, local food banks, and ministries in the city of Pittsburgh. We also partner with a number of churches in the city around matters of racial justice and reconciliation. Internationally we have close ties to work in Haiti, Malawi, and India, involving not only financial contributions but personal relationships. Youth and adults are encouraged to participate in all these outreach activities and various mission trips.

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

The interim senior pastor will have an experienced, competent, and collegial staff and Session to work with while the PNC seeks a new called pastor. The interim will be expected basically to maintain the momentum already established in this vibrant congregation.

Westminster has two very capable associate pastors. The associate pastor for congregational care provides direct care and oversees the church's entire caring ministry, while giving general oversight to the staff of children's and family ministries (not including youth). The associate pastor for youth, the Bridge, and media ministries oversees the youth ministry, the contemporary Bridge worship service, and the production of videos, podcasts, and other forms of media.

Currently, 23 non-ordained staff, full- or part-time, direct or support the church's children, youth, adult, and family ministries, mission and community outreach, music and arts, volunteer opportunities, communications, property management, and business operations.

While the staff contributes substantially to the church's ministry and mission, Westminster also has a large and effective Session and Board of Deacons, and approximately 650 volunteers who participate in virtually every aspect of the life of the congregation. We've been blessed to thrive as a vital congregation for more than 70 years.

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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A fundamental requirement for this role will be a deep reliance upon the Holy Spirit as the pastor's principal source of compassion, wisdom, and strength. The work is rewarding but it requires energy as well as a loving heart for people. A calm presence and an abiding sense of God's grace to share the love of Christ with others will add to the joy and depth of our life together.

The interim senior pastor will need to be warm and approachable, committed to cultivating good relationships with the congregation, staff, and members of the wider community. He or she will be an effective preacher and a good manager in the form of a servant leader. The church has addressed important issues but remained largely free of conflict in recent years, because the pastors, other staff, and members listen to one another, seek to grow together, and make every effort to resolve small problems before they turn into larger ones.

Westminster's pastors have asked from the church's beginning, "Where do people hurt, and how can we minister with them in Jesus' name?" Much of that ministry occurs within the congregation, but Westminster has also been committed to caring for the surrounding community, the city, the nation, and a number of locations around the world. The interim senior pastor will need to be supportive of such an extensive ministry and mission in the name of Christ.

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

The interim senior pastor's responsibilities will include:

1. Leading worship and preaching approximately three Sundays out of four in the 8:30 and 11:00 traditional services and one or two Sundays a month in the 9:45 contemporary Bridge service;
2. Contributing to a warm and welcoming culture in which visitors feel comfortable and inquirers are invited to join the church;
3. Leading weekly Bible studies and other opportunities for learning and spiritual growth among the congregation and staff;
4. Serving as a collegial head of staff, cultivating the gifts of others while maintaining accountability for the church's overall ministry and mission as defined by Session;
5. Sharing in pastoral functions such as weddings, funerals, visitation, and counseling in consultation with the associate pastors;
6. Participating in annual performance reviews with senior staff and making salary and other personnel recommendations to the Personnel Commission for all staff;
7. Consulting with the church business administrator in developing an annual budget and seeing that the church operates within the budget;
8. Serving as moderator of Session and supporting the various commissions of Session as needed;
9. Participating in meetings and other activities of the Pittsburgh Presbytery;
10. Other duties as requested by Session.

Optional Links:

Leadership Competencies:

Hopeful

Preaching and Worship Leadership

Spiritual Maturity

Public Communicator

Decision Making

Organizational Agility

Collaboration

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Interpersonal Engagement
Bridge Builder
Self Differentiation

Compensation and Housing: <u>Cost of Living Calculator</u>
Minimum Effective Salary: \$90,000
Housing Type: Housing Allowance

References:				
Name	Address	Phone Numbers	Relation	Email
Rev. Sharon Stewart	1240 Oakwood Dr., Jefferson Hills, PA 15025	412-657-8865	Neighboring associate pastor, former presbytery st	Sharon@spchurch.org
Dr. Ronald E. Peters	1000 Bryn Mawr Rd., Pittsburgh, PA 15219	412-681-0229	Theologian in residence, Grace Memorial PC, collea	tir.gmpc@outlook.com
Jim Guffey	5301 Park Ave., Bethel Park, PA 15102	412-854-9120	Executive director of South Hills Interfaith Movem	jguffey@shimcares.org

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 12/12/2018

Self-referral Contact Information	
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