

DRAFT #2 - WPC Church Information Form (CIF)

Brief Church Mission Statement:

In our discernment of what makes Westminster unique, we agree to keep at our center these basic assumptions of what it means to be a church of Jesus Christ:

- God is at the center of all we do.
- In our ministry and mission we are called to reflect God's love for all people.
- A quality ministry of music is essential to our worship.
- The sacraments are to be celebrated often and pastoral care administered to all.
- People need to be encouraged, uplifted, and challenged in their worship of God.
- People need to be equipped to be Christ's disciples in the world.
- We are a Presbyterian congregation steeped in the 'reformed' tradition.

These core values will describe, nurture and give direction to our community and our leadership as we seek to follow God. As we live out our unique calling in Akron, Ohio, Westminster Presbyterian Church seeks to be ADAPTIVE, ENGAGING, GENEROUS, INCLUSIVE, and RELEVANT

Westminster's Vision: COME. ENCOUNTER. GROW. SERVE

As we move forward into the future, we feel that the following cultural adaptations are essential for us to live out our core values and vision.

- Build and encourage a common vocabulary to describe who we are and what we are doing.
- Create the space and time for session to continually ask the question: What is our purpose?
- Create a church where members of the congregation are encouraged and given permission to do ministry based on the gifts and graces they bring.
- Place a greater focus towards the needs of our young people.

Narrative Questions

Please write a brief description of your church/organization programs or accomplishments.

All are welcome to get engaged and grow their faith in a variety of ways:

- a. Through Christian education:

- Sunday school classes for pre-K through adult wherein the same scripture message is delivered and discussed in a variety of age-appropriate mediums and during worship
 - Middle School Wednesday night events
 - VBS for Pre-K through Grade 5
 - Middle School Confirmation
- b. Through Mission and Outreach:
- Feeding the hungry: monthly sandwich making, walk-in dinners, Christmas food baskets, and monthly food collections
 - Rehabilitating homes
 - Providing counseling for young children who have lost a family member by funding Camp Promise through an annual Golf Outing, Silent Auction and Dinner
 - Collecting school supplies and personal care items for the needy
 - Donating financial support to international missionaries
 - Hosting of YMCA Daycare, Senior Day Care, and Vocal Academy
- c. Through Music Ministry:
- Five at Five concert series
 - Adult and Children's Choirs
 - Hand-bell Choir
 - Christmas pageant program
 - Variety of guest musicians
- d. Through Small Group Ministry:
- Bible studies
 - Presbyterian Women Circles
 - Men's breakfasts and luncheons
 - Parenting Group
 - Book Club
 - Befrienders, provide support to homebound members
 - Gardeners/Flower Arrangers
- e. Through Worship:
- Along with the traditional Sunday service, Westminster also has a variety of special worship events such as a casual summer service on the patio, a pet blessing, an All-Saints service, and services of Healing and Wholeness

Describe what gifts, skills, and experiences your congregation possesses to fulfill its mission:

The world is changing, and at Westminster we have created the space to have honest conversations about how we need to respond to those changes. We take seriously our core values of being adaptive, engaging, generous, inclusive, and relevant, and refer to them often when making decisions about new programs or initiatives. We strive to keep a balance between innovation and tradition while working to advocate, serve as disciples of, and bear witness to God's love.

Westminster has a strong core of leaders who eagerly share their time and talents to help keep the church healthy and strong. While we are aware of our need to expand our volunteer base, we celebrate the good folks who do all the little things to make the church work.

This congregation has many resources. The members of Westminster are generous with their time, talents and treasures. With these gifts, we are poised to offer a great deal more to the community and the world. When the opportunity arises to put their money to work for God's work, the members of Westminster respond.

What are the key theological issues of our church and society that are reflected in the ministry of your congregation?

Westminster is moderate in the best sense of the word. Our church doesn't neatly fall on either end of the political or theological spectrum. We have conservatives and liberals, Democrats and Republicans, and evangelicals and traditional Presbyterians, who do more than just agree to disagree; they look past these labels, put these divisions aside, and do together the things that God calls us to do: serve, give, sing, worship, pray, eat, laugh, love.

Our focus is also one of our strengths. We don't try to be all things to all people, and are honest about what we can and cannot do. We also don't overplay hot button issues, focusing instead on what God has to say about being disciples. This focus on God and God's word creates the space for people of opposing points of view to learn, serve and live together in a way that honors Westminster's vision of come, encounter, grow, and serve.

Westminster is facing head-on the challenges that all mainline churches are facing. These challenges are not unique, but at Westminster we believe that our response is. While it is tempting to reach out to one demographic at the expense of another, we believe that God's longing is for the church to be a community of faith where people of all ages learn, live and serve together. We are seeking to create a culture where all activities – whether they are educational, missional, or musical – engage the congregation as a whole.

References

Rev. Dan Schomer, Presbytery Pastor
Rev. Harry Van Fleet, Parish Associate
Dr. Harry Eberts Jr., Pastor Emeritus

Position Description

The primary responsibilities of the Associate Pastor will be to:

Work closely with the current staff to ensure that all programs support the church's vision.

Oversee Christian Education programs: recruit, train, and support Sunday School teachers, confirmation teachers, and student leaders; coordinate and staff the student ministries program, including a weekly confirmation class, midweek activities, and summer trips; provide support to current small group ministries; work with volunteers in the planning of VBS and Summer Adult Bible School.

Serve the neighborhood through an expanded Christian Education program.

Work with pastor to increase membership.

The secondary responsibilities of the Associate Pastor will be to:

Participate in pastoral care by forming relationships with parishioners through family visitation, shared meals, hospital visitations and funerals.

Serve as staff liaison to the Board of Deacons.

Work with pastor and outreach committee to coordinate mission trips and establish local mission outreach.

A successful candidate must be comfortable in an environment of change, risk and growth. The candidate should be eager to embrace the current values of our congregation, learn to speak our language, and nurture our vision.

Description of characteristics and qualifications needed in a person who would fill this position

While we are a growing congregation, our attendance in Sunday School and small groups doesn't correspond with our participation in worship and outreach. Spiritual growth and education need to become a more important part of our life together. To be successful in this position the associate pastor will be at the center of that growth, encouraging people to be engaged in programs that deepen their faith.

In addition to this primary task of making disciples, the associate pastor also needs to be passionate about the mission of this particular church. We are looking for someone who is an effective communicator. The candidate will need to be able to interact with all demographics. He or she needs to be capable of motivating members of all ages to participate in church programs to ensure the spiritual development of our entire congregation.

Minimum Cash Salary: \$27,760

Maximum Cash Salary: \$32,760

Housing Allowance: \$10,000

These numbers do not include other allowances like medical deductible, board of pension dues, auto and travel reimbursement, continuing education, library costs, and a FICA Allowance.

Ten Areas of Focus for Associate Pastor of Discipleship

- Development of new educational experiences
- Involvement in mission beyond local church
- Pastoral care
- Youth ministry
- Children's ministry
- Family ministry
- Teaching
- Preaching
- Leadership of staff/volunteers
- Congregational Fellowship