

Westminster Presbyterian Church Pastor Profile

Westminster Presbyterian Church (WPC) in Huntsville, Alabama is searching for a Senior Pastor. After the congregation elected a pulpit search committee, WPC's Session commenced the pastoral search process by commissioning a consulting firm to train the committee and complete a limited church assessment. The consultant's report was received in August 2017 and was used by the Pastoral Search Committee to aid in the development of a detailed congregational survey assessing our congregation's attitudes and preferences about church life at WPC. That congregational survey was conducted in early December 2017. The Session wrote a *WPC Vision and Mission Description* to clarify WPC's core beliefs and how WPC's mission should reflect those beliefs. These two source documents, the congregational survey and the *WPC Vision and Mission Description*, are the basis for the committee's pastor profile identified here.

Essential:

- Ordination from a North American Presbyterian and Reformed Council affiliated church
- Church leadership experience
- An effective Biblical preacher and persuasive communicator of Reformed theology
- An effective teacher and discipler of teachers
- A commitment to a traditional Reformed liturgy for worship
- Skills to assist the Session and the congregation to improve our evangelism and outreach responsibilities

Important:

- Age range preference, between 40 and 55
- Commitment to covenantal Christian education¹
- Demonstrated success in developing and implementing small group and other programs to deepen relationships among congregants
- Effective in the mentoring of associate and assistant pastors
- The ability to minister to a breadth of age groups within a congregation
- The ability to work with and lead a Session comprised of predominantly scientific and technical professionals
- An effective administrator with commitment to church communications

Summary

The committee, indeed the entire church congregation, has been diligent in prayer. We believe God has prepared the man to lead our church. It's important to note that we recognize the limits of our ability to comprehensively prescribe the specific skills, experience, and attributes of our next Senior Pastor. This document is *our* understanding but it should not be construed as categorical. We will continue to be prayerful and open to the Spirit. Our committee prefers that resumes and Ministerial Data Forms be submitted by February 23, 2018.

¹ Currently, engagement with Westminster Christian Academy does not entail significant time. The school does require the unequivocal support of the WPC senior pastor.



Office of the Stated Clerk
1700 North Brown Road, Suite 105, Lawrenceville, GA 30043
Phone 678-825-1000 Fax 678-825-1001 Email: pastorsearch@pcanet.org

CHURCH PROFILE FORM

Revised 8/2017



Check here if you would like to be added to our Ministry Opportunity List
(www.pcaac.org/get-involved/pastoral-job-positions/)

PART I -- BASIC DATA

1. NAME OF CHURCH: Westminster Presbyterian Church

ADDRESS: 5744 Oakwood Rd. NW

Huntsville, AL 35806

TELEPHONE: (256) 830-5754

PRESBYTERY: Providence

2. NAME OF PULPIT COMMITTEE CONTACT PERSON: Ron Klein

MAILING ADDRESS: 5744 Oakwood Rd. NW

Huntsville, AL 35806

TELEPHONE: Ron: 256-227-5938

EMAIL: ron.klein@westminster-pc.org

3. TYPE OF COMMUNITY

- Inner City _____
- Urban (Downtown) _____
- Urban (Residential) X
- Suburban _____
- Small Town _____
- Rural _____
- College _____
- Retirement _____
- Resort/Recreational _____
- Agriculture _____

4. TYPE OF CHURCH

- Church with Multiple Staff X
- Church with Solo Pastor _____
- Mission Church _____
- Non-PCA Church _____
- Overseas Church _____

5. SIZE CHURCH

- Under 100 members _____
- 101-250 members _____
- 251-500 members X
- 501-800 members _____
- 801-1,000 members _____
- 1,001-1,600 members _____
- Over 1,600 members _____

6. TYPE OF POSITION VACANT

Pastor (Solo) _____
 Senior Pastor X
 Associate Pastor _____
 Assistant Pastor _____
 Interim or Supply _____
 Lay Professional _____
 (e.g. Educator, Musician) _____
 Pastoral Counselor _____

7. CONGREGATIONAL INFORMATION

Average Attendance 290
 # of Adults over 65 42
 # of Adults under 65 246
 # of Teens 52
 Number of Children 86

8. FINANCIAL INFORMATION

Total Income \$894,700
 Benevolent Disbursements _____
 Church Expenses \$806,200*
 Ministers Compensation Package _____

* Benevolent disbursements and minister's compensation package are included in total expenses.

9. MANSE:

(a) Does the church have a manse? ___Yes X No (b) If "yes," is the pastor expected to live in the manse? ___Yes ___No

10. SCHOOL:

Does the church own or operate a school? X Yes ___ No

11. PROGRAMS AND OUTREACH

Children's Ministry . Missions (Local and Foreign)
Youth Ministry . Westminster Christian Academy
College and Career Ministry . _____
Adult Small Groups and Bible Studies . _____
Women in the Church (WIC) . _____

PART II -- PASTOR CRITERIA DESIRED
(Check all that apply)

A. YEARS OF MINISTRY EXPERIENCE REQUIRED (may include ordained or nonordained experience):

None needed _____
 1-5 _____
 5-10 X
 10-20 _____
 Over 20 _____
 No preference _____

B. Marital Status:

Single _____
 Married _____
 No preference X

PART III -- CONGREGATIONAL PRIORITIES

THE CONGREGATION PLACES PRIORITIES FOR THIS MINISTER ON THE FOLLOWING:

Check no more than six (6) of the following twenty activities to indicate the highest priorities for this ministerial position.

CHECK NO MORE THAN SIX (6)

1. **WORSHIP LEADERSHIP:** Pastor and Session work to develop a rich worship life, educating the congregation for meaningful participation.
2. **PROCLAMATION OF THE WORD:** The word of God is preached with urgency and conviction, bringing it to bear on the changing needs of individuals, the community, and the world. High priority of pastor's time placed on sermon preparation.
3. **SPIRITUAL DEVELOPMENT OF MEMBERS:** Pastor shares members' struggles regarding the Christian faith, with opportunity provided for individuals and groups to reflect on beliefs, concerns, doubts regarding Christian understanding of the spiritual dimensions of life.
4. **CONGREGATIONAL VISITATION:** Church officers and pastor develop and carry out a systematic plan for visitation of the entire congregation with special attention to prospective members and those with special needs.
5. **HOSPITAL OR EMERGENCY VISITATION:** Those in hospitals or emergency situations are regularly visited; network developed to keep pastor and others informed of crisis situations; needs of ill or bereaved are met.
6. **CONGREGATIONAL FELLOWSHIP:** Emphasis placed in developing fellowship, helping members to know one another; groups encouraged which give members the opportunity to love and support one another.
7. **COUNSELING SERVICE:** A counseling program initiated for assisting those in and outside the Church; appropriate referrals made when needed.
8. **EVANGELISM:** Pastor and congregation share faith in Christ as personal Savior in total lifestyle; seek to lead others within and outside the Church to accept Jesus Christ; congregation is informed, trained, helped to establish effective evangelism programs for the church.
9. **DISCIPLESHIP TRAINING**
10. **ENCOURAGING THE MINISTRY OF THE LAITY:** Creative ideas and directions developed together with the Session; many persons with appropriate skills stimulated to become involved in services.
11. **MISSION BEYOND THE LOCAL COMMUNITY:** Awareness of the Church's worldwide mission and opportunities for corporate and individual involvement; specific projects identified: persons challenged to support, study and/or visit mission programs on six continents.
12. **DEVELOPMENT AND SUPPORT OF EDUCATION AND TRAINING PROGRAM:** Session and pastor identify the educational needs of persons of all ages and backgrounds, developing programs to meet needs; church education supported; educational goals are congruent with the total mission of the Church.
13. **TEACHING RESPONSIBILITY:** Pastor accepts an active teaching role, interpreting and teaching the Scriptures, theological concepts, history of the Church and current events; provides instruction for Church Officers; educational leaders, and confirms new members.
14. **INVOLVEMENT IN LOCAL COMMUNITY PROBLEMS AND ACTIVITIES:** Concern for identifying social problems in the community; work done with groups seeking solutions. Time and skills committed to community groups. Information and encouragement provided which enable members to become informed and involved.

15. CONGREGATIONAL COMMUNICATION: Two-way communication encouraged, information gathered and shared that will assist problem solving and decision making; varying opinions elicited and all encouraged to listen to opposing points of view.
16. ADMINISTRATIVE LEADERSHIP: Pastor accepts appropriate administrative responsibilities, in climate of delegated tasks and shared leadership; volunteers and professional staff encouraged to use their ideas and skills. Work done on developing accountability.
17. STEWARDSHIP AND COMMITMENT PROGRAMS: Session and pastor develop a planned stewardship education program to communicate the financial needs of the local church and mission beyond the local church; congregation challenged to commitment to Church's work.
18. EVALUATION OF PROGRAM AND STAFF: Systematic procedures used to evaluate programs and staff performance in accord with goals and objectives. Others trained to use these skills. Regular assessment and evaluation.
19. CONGREGATIONAL AND DENOMINATIONAL RESPONSIBILITY: Value placed on balance between local church and Assembly responsibilities. Congregation and Session know and are involved in the work of the denomination.
20. DIACONAL MINISTRIES: Ministering to the needs of those inside and outside of the Church.

PART IV -- PASTORAL MINISTRY STRENGTHS OR EXPERIENCE DESIRED

Please check **NO MORE THAN SIX (6)** primary pastoral ministry strengths or experience expected for this position.

- | | | | | |
|---|--|--|---|--|
| <input checked="" type="checkbox"/> Preaching | <input checked="" type="checkbox"/> Teaching | <input type="checkbox"/> Evangelism | <input checked="" type="checkbox"/> Discipleship | <input checked="" type="checkbox"/> Worship Leadership |
| <input type="checkbox"/> Team Work | <input type="checkbox"/> Counseling | <input type="checkbox"/> Youth Work | <input checked="" type="checkbox"/> Leadership Training | <input type="checkbox"/> Church Administration |
| <input checked="" type="checkbox"/> Christian Education | <input type="checkbox"/> Singles Ministry | <input type="checkbox"/> Stewardship | <input type="checkbox"/> Diaconal Ministry | <input type="checkbox"/> Ministry to Seniors |
| <input type="checkbox"/> Pastoral Visitation | <input type="checkbox"/> Community Service | <input type="checkbox"/> College & Career Ministry | | |