



Westminster Presbyterian Church

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Pastor Profile



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The Mission of our Congregation

- To **GLORIFY** and enjoy the living God by striving for worship that is pleasing to Him.
- To **NURTURE** believers of all ages to become mature disciples of Jesus Christ: rooted in the doctrines of Scripture, zealous in prayer, holy in character, and committed to one another.
- To **PROCLAIM** good news of faith in Christ by words of witness and deeds of mercy, in Lancaster County and to all the nations of the earth.

The Core Values of our Congregation

- **God-centered worship.** We approach the Living God with both reverence and joy in accordance to the Word of God. We participate with praise, prayer, and singing, confession of sin and of faith, thanksgiving, petition; as well as, hearing and responding to Bible-centered preaching. Regular worship has transformational power as the people of God meet and see God's glory revealed in Jesus Christ. Biblical principles and community inform our expressions of worship but no expressions of worship may go beyond that which may be deduced from the Scriptures. Our style takes into account church history and the culture in which we live.
- **Bible-Centered Teaching.** The science of textual criticism has provided certainty that the extant text accurately represents the original manuscripts for 99.9% of the Bible. The remaining minor textual problems do not affect any doctrine or major teaching of the Bible. We can know with certainty that the Scriptures declare what God declares. We believe the Bible is the highest authority, and both reason and tradition must be judged by Scripture. Our constant goal is to hold forth the Word of God to a dying world and to always seek to be *reforming* according to the Word of God.
- **Christ-Centered Living.** We seek to be a Christ-centered, gospel-focused church in our faith and practice. The grace and truth of God in Jesus Christ is central in our preaching and teaching, in our worship, in our outreach, in our relationships, and in all we do. Our goal is that when people come to Westminster, they see Jesus Christ. Our church has several distinctives, but being Christ-centered is foremost.
- **One-Body Community.** Our culture tends to be self-reliant and individualistic, but God sees us as intimately connected to each other because we are all part of the body of Christ and enlivened by the Holy Spirit. Just as the parts of our human body cannot function independently, so members of the church cannot function properly apart from community. We need each other to grow and thrive. We minister to one another with the same compassionate grace that God has lavished upon us and spur each other toward maturity in Christ. Elders shepherd the flock by encouraging and equipping every member to fulfill his or her role in the church.
- **Graciously Reformed.** We do not contribute to our salvation in any way. Yes, we respond to the initiative of God, but even that response of faith is by God's grace. We see reformed theology, as specified in the Westminster Confession of Faith and catechisms, as the best summary of the theology of the Bible. This theological structure is the "bones" of our church body but we "flesh out" our reformed views by explaining them in a winsome manner and welcoming those who do not hold to these distinctives.
- **Gospel-centered outreach.** Jesus the "*Light for the Nations*" must not be hidden under a bushel. In love, we will both speak and show the gospel as we reach those captivated by every form of brokenness, sin, and ignorance. We sacrificially support missionaries, both locally and around the world. We believe that taking the gospel to those outside the church counteracts our natural inclination toward ingrowth and refreshes the joy of our salvation. We equip members to personally share the gospel and serve the local community with Christ-like love.

Pastor Profile

Summary of Responsibilities

The Senior Pastor is to glorify God by leading Westminster Presbyterian Church in following God's Word in all areas of church ministry. Either directly or by delegation he provides this leadership by reflecting and projecting the love of God through preaching the Word of God, teaching the Scriptures, leading the development of ministries, and providing pastoral care; as the Church lives out its mission in Lancaster, PA. Importantly, the Senior Pastor is to lead the Session in casting the vision and voice of Westminster Presbyterian Church.

Pastoral and Ministry Leadership

Provide pastoral leadership to advance the mission of Westminster Presbyterian Church
Moderate the Session and provide input and planning for Session meetings and ministries
Cast biblical vision through the ministry of the Word in preaching, teaching and discipleship, based on significant time in study and prayer
Lead the church staff and provide oversight through delegated leaders
Oversee the development of spiritual leaders
Oversee the strategic planning process and implementation
Oversee the worship planning and scheduling with the Director of Music
Serve as the chief spokesman for Westminster Presbyterian Church

Position Requirements

Experience as an excellent preacher of the Word of God
Master of divinity degree, or equivalent, with pastoral ministry experience
Ordination in the Presbyterian Church in America or eligible to transfer into the PCA.
A thorough knowledge of Scripture and its relevance to leadership and discipleship
Gifts of leadership
Competency in communication and organizational leadership

Theological Requirements

Affirmation of the inerrancy of the Bible as supreme authority with a commitment to reformed and covenantal theology
Understand church history and be interested in and understand current theological issues. Endorsement of the Westminster Confession of Faith.

Personal Traits and Skills (NOT listed in order of priority)

A believer in Jesus Christ and winsome in ability to share that belief with everyone and with a burning desire to see the name of Jesus exulted by the advancement of God's Kingdom through evangelism and missions.
An effective leader and facilitator of, and collaborator with fellow Elders, staff, and ministry representatives
A preacher/teacher who is an excellent and faithful expositor of the Word of God
A leader who excels at leading others to fulfill God's purpose for them and our church
A pastor with a servant's heart who is engaging, loving, empathetic, personable, and approachable
A man of Integrity, humility, and self-discipline
A man of prayer