Westminster Presbyterian Church
A Congregation of the Presbyterian Church in America
Lancaster, Pennsylvania

Congregation Profile
Senior Pastor Opportunity Analysis
Thank you for your interest in serving our Lord Jesus as the next Senior Pastor of Westminster Presbyterian Church. We are overjoyed in what God is doing at Westminster Presbyterian Church, and we are excited to see what God has for the future.

As you read through our church profile you will clearly see evidence of what God has been doing at Westminster Church. We are humbled by the many ways He has used us to reach out to the community of which we are a part and how He is equipping and refining this family to continue to push forward in doing Kingdom work. Our committee is acutely aware of how our culture is changing. The new Senior Pastor will need to have the skills and vision to reach out to an ever-changing world while at the same time ministering to our own frailty and weaknesses.

The purpose of this church profile is to give you an introduction to Westminster Presbyterian Church, its ministries, and the community in which we are a part. We encourage you to do your own research as you continue to pray and work through whether or not God is calling you to apply. We promise to keep your application in strictest confidence and keep you abreast of the process as we move forward.

If you have any questions please feel free to contact Dr. Charles McGowan, McGowan Search, cmcgowan@mcgowansearch.com or Mr. Kim Seldomridge, Pastor Search Committee Chair at seldomridgek@gmail.com.

We are grateful for your participation in our search process. We covenant with you to pray that God will work through this process to find the person He wants to lead and shepherd this particular church.

Under His Mercy,
Pastoral Search Committee
The 1960s was a decade in which political, social, cultural, and religious orthodoxy faced their fiercest opposition; America was undergoing a generational change that culminated in 1968. During the summer of that year, America was embroiled in the escalating war in Vietnam, endured political riots in Chicago and Washington, DC, and dealt with the ongoing repercussions following the assassinations of Dr. Martin Luther King, Jr. and Senator Robert Kennedy. It is within this era that the United Presbyterian Church adopted the Confession of 1967—a confession that diluted reformed theology and Scripture in an attempt to be more acceptable, inclusive, and tolerable in American society. The heretical consequences of its adoption were the catalysts for Rev. Wilbur Siddons to leave the denomination in which he was ordained two decades before and to shepherd a new Bible-believing, Christ-centered, reformed congregation—Westminster Presbyterian Church—in the summer of 1968. A group of twelve concerned laymen from Lancaster city’s First Presbyterian and Memorial Presbyterian Churches met in May of 1968 to explore the possibility of forming a new Christ-centered congregation. It was abundantly clear to them that God was leading them to form a new church. On Sunday, May 26, Rev. Siddons stood against social norms and delivered his historic “I Am A Conscientious Objector” sermon to the congregation of Memorial Presbyterian Church. In essence, Rev. Siddons echoed the words of Martin Luther, “I cannot and will not recant anything, for to go against conscience is neither right nor safe. Here I stand, I can do no other, so help me God.”

On Sunday, July 7, 1968, Westminster Presbyterian Church held its first worship service and by October 6, 1968, it was accepted into the Reformed Presbyterian Church Evangelical Synod (RPCES) of which it remained a member until 1982 when both the RPCES and Westminster Church joined the Presbyterian Church in America (PCA). By December of 1968—less than 6 months after its formation—there were 190 communicant members.

God founded Westminster Presbyterian Church in a way antithetical to the textbook method of church planting. There were no demographic studies, no long-term local Bible studies to gauge community interest, and no extensive financial planning programs. Unlike church plants today who often have afternoon or evening services before establishing their Sunday morning services, Westminster Presbyterian Church held Sunday morning services from the get-go, complete with hymnals inscribed with the church’s name on the covers. They wanted to show that they were serious about having church.

Our mission and our witness remain the same as it did in 1968. The only things that have changed at Westminster Church are the numbers: number of members has increased, number of ministries has increased, and the number of square feet has increased. Fifty years later, there is still a vision of reformation, revival, and renewal dedicated to glorifying the living God, nurturing believers, and proclaiming the Good News.

Soli Deo Gloria!
QUICK FACTS

**AGE RANGE BREAKDOWN**

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<thead>
<tr>
<th>Year</th>
<th>16-30</th>
<th>31-40</th>
<th>41-50</th>
<th>51-60</th>
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<tr>
<td>2010</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>2011</td>
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<td>2014</td>
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<td>2015</td>
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<td>2016</td>
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<tr>
<td>2017</td>
<td></td>
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**2018 BUDGET**

- **Total Budget**: $2,734,388
- **Supported Missionaries**: 40
- **Supported Ministries**: 23

**Family Units**: 640

**Members**: 1,196

**Weekly Attendance**: 1,064
At Westminster Church, we believe in purpose-driven ministry. We are called to:

**GLORIFY** and enjoy the living God by striving for worship that is pleasing to Him.
- God-Centered Worship

**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.
- Bible-Centered Teaching
- Christ-Centered Living
- One-Body Community

**PROCLAIM** good news of faith in Christ by words of witness and deeds of mercy, in Lancaster County and to all nations of the earth.
- Graciously Reformed
- Gospel-Centered Outreach
Worship at Westminster Presbyterian Church is reverent, Reformed, and liturgical, characterized by the reading of Scripture, expository preaching, singing of hymns, prayer, corporate confession of sin, responsive readings, and near-monthly communion. Music features songs and hymns from all ages that richly reflect the character of God, accompanied by organ, piano, and a variety of other instruments. The music ministry is overseen by Frank Dodd, our full-time organist and director of music.

We desire to welcome people of all ages and backgrounds whom God has brought to our rapidly growing community. We ascribe glory to God in our participatory service as we listen, sing, pray, and speak.

**MUSIC MINISTRY**

**Vocal Choirs** - Westminster Church enjoys being led in corporate singing by two choirs. Worshippers at our 8 a.m. worship service are led by the Matins Choir once a month. The 11 a.m. worship service is led on a weekly basis by the Senior Choir. Special occasions, such as Easter and special concerts, will combine both choirs for both worship services. Children at Westminster Church also raise their voices in song once a month in our Primary and Junior Choirs. The Primary Choir is for children in grades 1 to 3. Children in grades 4 to 9 sing in the Junior Choir.

**Instrumental Ensembles** - Several instrumental ensembles provide prelude music, choir accompaniment and hymn accompaniment on a regular basis. The Brass Ensemble, Clarinet Choir, Westminster Flutes, and Westminster Strings are comprised of musicians of all ages and musical ability. In addition, there are opportunities for our youth to participate in ad hoc instrumental and vocal ensembles in morning and evening worship services.

**Handbell Choirs** - Westminster Church has two handbell groups which rehearse on a regular basis. Those who never touched a handbell, and those who have some experience in ringing are both warmly welcomed.

**Individual Vocal and Instrumental Soloists** - Individual vocalists and instrumentalists are used throughout the year in all worship services. A regular rotation of pianists accompany the evening worship services as well as some morning worship services.
ADULT MINISTRY

Our adult ministries provide many opportunities to enjoy God by discovering more about Him, connecting with others, and reaching the community with His transforming grace. Associate Pastor Dave Kieffer oversees this ministry.

**Adult Sunday School** - More than 300 adults participate in our 9:30 a.m. Sunday classes which change quarterly and are primarily on an elective basis, open to all ages. Classes study Bible books, doctrinal themes, practical Christian living, church and society, subjects for newer believers, Christian history, biography, men’s and women’s topics, and more. We are blessed with capable teachers from within our own congregation. There are usually 8 to 10 options each quarter.

**55+ Group** - A fellowship program exists specifically for ages 55 and over. Fellowship lunches, a summer picnic, and a Christmas program are offered on a regular basis throughout the year. An annual highlight is the Seniors retreat every fall in early October at an Ocean City, Maryland hotel.

**Homebuilders** - Homebuilders is a community of young couples and parents that seek to foster God-honoring relationships, Christ-centered marriages, and godly parenting. Homebuilders meet during the Sunday School hour during three out of four quarters of the year. They plan social events and encourage participation in home fellowship groups.

**Home Fellowship Groups** - Begun in 1981, Home Fellowships are small groups intended to help members of the church enter into significant relationships with one another. These groups emphasize study, sharing, prayer, and general support and encouragement for each other in our growth in grace. We have over 30 groups.
YOUNG ADULTS FELLOWSHIP
This is a discipleship ministry for college students and singles in their teens and 20s. This biweekly group meets for worship, Bible Study, prayer, and fellowship, has regular Sunday School class, and plans regular social and service events.

MEN’S MINISTRY
As iron sharpens iron, men need other men to help and encourage each other as they fight spiritual battles together and continue to mature in faith that is pleasing to God. Our ministry events and groups are intended to help men reconnect with their Savior and develop bonds with other men. The Men’s Ministry hosts events like bus trips, seasonal dinners, various groups for study and accountability, and athletic programs such as basketball, volleyball, softball, and golf outings.

WOMEN’S MINISTRY
With Scripture at its core and with sustaining prayer, Westminster’s Women’s Ministry endeavors to help women to cultivate a personal relationship with Jesus Christ, equip them to minister relationally to each other, and prepare them to respond to their world for the glory of God. We desire to be “instruments for noble purposes, made holy, useful to the Master and prepared to do any good work.” The Women’s Ministry hosts events such as Women’s Bible Study, Summer Women’s Bible Studies, Women’s Night Out, Toddler Gym, New Women’s Dessert and Connection, Seminars and Summer Salads.

PERSONAL AND MARRIAGE COUNSELING
We have a mix of pastors with complementary gifts. All are involved in pastoral care, but our primary pastor in this area is Senior Associate Pastor Dr. John Light. Dr. Light earned his Doctor of Ministry and excels in offering mature and wise counsel for a variety of life needs. Director of Women’s Ministry Dr. Joan McConnell is an experienced counselor with a heart for the deep struggles that women face in various roles and phases of life. She invests much of her time as an adjunct to Dr. Light’s counseling ministry.
CHILDREN & YOUTH
Westminster’s children and youth come from a large number of private and public schools, as well as homeschool families. The primary goals of our ministry are to assist parents in raising and discipling their children and to equip future generations to love and serve God and his Church. Regular meeting times are Sunday School and Wednesday nights.

CHILDREN’S MINISTRY
The Children’s Ministry of Westminster Presbyterian Church exists in partnership with parents to develop disciples of Jesus Christ by proclaiming God’s glory to the next generation. This ministry is led by Mary Jo Rizzo, our children’s ministry director.

Children’s Sunday School provides instruction in the basics of the faith from caring and involved teachers. Using Great Commission Publications curriculum, children are taught God’s story of redemption from Genesis through Revelation.

Worship of the living Lord is a Christian’s high responsibility and joy. Families are encouraged to worship together while engaging and training children to worship. Children’s bulletins are provided as a tool for families to discuss their worship experience. Children’s Worship is held during the sermon portion of the 11 a.m. worship service for children ages 4 through kindergarten.

Children’s Clubs provide an active environment for nurturing Christian relationships, informal Bible instruction, welcoming friends, and service opportunities. Children’s Clubs meet 6:30 p.m. Wednesday evenings, September through May.

Vacation Bible School extends the love of Christ to children in our community and within our faith community by proclaiming the good news of Jesus Christ in a fun-filled, exciting, four-day program each summer.

Nursery Ministries provide age-appropriate Bible instruction and activities within a safe, secure, and loving care environment for children ages infant through age 3.

Explorers Ministry provides care for children with disabilities. There are currently seven children in this ministry on a weekly basis. Explorers Ministry provides one-on-one buddies for Sunday School and Explorers Church meets during the 11 a.m. worship service.
Led by our Associate Pastor of Youth Chris Walker, Westminster’s Youth Group meets on Wednesdays from 6:20-7:40 p.m. Their time is spent singing God’s praise, hearing testimonies of God’s work in the lives of our students and leaders, teaching God’s word, and spending time in prayer and discussion in Small Groups.

**Youth Retreats**
Westminster’s Youth Group hosts four retreats during the year.

**The Fall Retreat** is a time for our youth group to spend a weekend together, listening to the word of God, and growing in their relationships with each other.

**The Breakaway Winter Retreat** includes youth groups from PCA churches across the Susquehanna Valley Presbytery. They come together for a weekend of studying Scripture, breakout sessions on culturally and spiritually relevant topics, and games and competitions among churches.

**The Senior High Retreat** is for students in grade 9 to 12 to spend a night and two days resting and playing after the school year concludes. They also spend time together talking about what God taught them over the past year, goals for the summer, and what Scripture is calling them to do and be as God’s people.

**The Junior High Camping Trip** is for students in grades 7 and 8. They spend a night camping, swimming, playing games, and thinking about a theme or passage of Scripture that applies to their lives.

**Youth Missions** - Westminster’s youth ministry believes it is particularly important for youth to participate on short-term missions trips to see God at work in other places, gaining a heart for the lost and a desire to share their faith, to learn to trust God through prayer for financial support and strength on the trip, and to cultivate future missionaries and missions-minded members of the church. Westminster Presbyterian Church seeks to provide two trip options for junior high students and two trip options for senior high students.
Since its founding, Westminster Presbyterian Church has had a heart for missions. Our vision is to foster a congregation that is passionately motivated by God’s heart for the lost. We strive for both our congregation and the missionaries Westminster Church directly supports to spread the Good News of faith in Christ to the local community and to all the nations of the earth. Dr. Tucker York is our associate pastor of missions and outreach.

**MISSIONS GIVING**

The first 30% of all weekly offerings is designated for missions. The Missions Committee--known as the Great Commission Committee since 2001--and Session have had to sort through the seemingly endless opportunities for financial support to determine where contributions would be most meaningful.

**A Snapshot of Our 2018 Missions Budget**

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>USA Missions</td>
<td>$237,628</td>
<td>31 missionaries and ministries</td>
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<tr>
<td>Foreign Missions</td>
<td>$228,228</td>
<td>24 missionaries and ministries</td>
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<td>PCA Denominational Issues</td>
<td>$116,568</td>
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<td>Retired Missionaries</td>
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<td>Outreach Ministries</td>
<td>$59,900</td>
<td>includes short-term mission trips spending, net of giving for short-term missions</td>
</tr>
<tr>
<td>Missions Administration</td>
<td>$203,780</td>
<td>includes salaries/benefits for 1 full-time pastor, 3 part-time employees, and special mission projects</td>
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**Special Offerings (in addition to budget)**

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Christmas 2017</td>
<td>$68,077</td>
<td>collected in 2017, disbursed in January 2018; for a Westminster Church elder beginning a USA mission assignment</td>
</tr>
<tr>
<td>Missions Conference 2018</td>
<td>$21,340</td>
<td>for 2 organizations assisting the persecuted church worldwide</td>
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<tr>
<td>Easter 2018</td>
<td>$24,229</td>
<td>for Westminster Church member beginning foreign missionary service in 2018</td>
</tr>
<tr>
<td>VBS / children’s offering 2018</td>
<td>$5,223</td>
<td>for special missionary projects presented to the children</td>
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</tbody>
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**Total** $973,025
LOCAL OUTREACH

In response to the call of Matthew 25:40, “unto the least of these my brothers,” Westminster Presbyterian Church is involved in a variety of local outreach ministries. Many of these ministries provide opportunities to serve right here in our church as well as in the Lancaster County community. Volunteer opportunities range from weekly to “serve when you can,” with all skill levels and abilities welcomed.

Refugee Ministry - The refugee ministry supports families as they transition from life in refugee camps around the globe to life in Lancaster. We assist with transportation to appointments, basic housing repairs, medical issues, and enrollment of children in schools. We offer financial advice and English tutoring. We also hold an ESL Sunday School class that introduces the Bible passage and sermon content for each week’s worship service. A rapidly-growing Congolese worship service meets every Sunday morning. The Congolese service is taught in Swahili by one of our own members, Dr. John Mwaura, and is attended by over 100 Congolese worshippers.

English for the World (ESL) Ministry - English for the World Ministry exists to glorify God by offering to the nations represented in Lancaster County free classes for learning English as a Second Language and opening a door for them to hear the good news of Jesus Christ from the Westminster Church PCA community.

Sanctity of Life Ministry - The Sanctity of Life Ministry proclaims and supports the sanctity and dignity of all human life from conception to its natural end by working to bring an end to abortion, by extending Christian love and compassion to those wounded by abortion, and by protecting the weak and vulnerable during all phases of life.

Church Plants - About every six years, Westminster Church sends a group from its congregation to start new congregations throughout Lancaster County.

Churches Planted by Westminster Church:
- Reformed Presbyterian Church, Ephrata - 1981
- Covenant Presbyterian Church*, Landisville - 1986
- Wheatland Presbyterian Church, Lancaster - 1995
- Harvest Presbyterian Church, Willow Street - 2000
- Living Hope Presbyterian Church*, Littitz - 2005
- New City Fellowship*, Lancaster - 2007
- Proclamation Presbyterian Church, Mount Joy - 2013

* - Congregation later dissolved

Church Plant Commissioning
SHORT-TERM MISSIONS

Each year Westminster Church sends short-term mission teams to various corners of the globe in order to make Jesus’ name known. People from all walks of life can serve. We believe sending God’s people on short-term trips (both the young and the not-so-young) is vital for Kingdom impact, missionary support, and the believer’s discipleship. Every year, since 1988, Westminster Church has organized short-term mission opportunities. Teams of junior high students, senior high students, and adults have served the Lord from Lancaster, Pennsylvania, to the Yakama Indian Reservation in Washington; from Nairobi, Kenya, to London, England, and many others.

WORLD MISSIONS

In addition to giving financial resources, Westminster Presbyterian Church has sent out over half a dozen of its own members into the mission field. For the congregation as a whole, the focus on missions has been sharpened by a series of Missionary Conferences. The annual conferences have a variety of foreign, national, and local missionaries participating through worship services, Sunday School classes, home fellowship meetings, and the popular Saturday afternoon Mission Fare, where ethnic foods are served amid dozens of missions exhibits.

Children can also get involved with missions at Westminster Church. Six weeks before the Missions Conference, children are given a Missions and Me booklet written and designed by Westminster Church staff and volunteers. Each week, children can read a story and a letter from a missionary, make a craft, and pray specifically for a missionary.

RADIO MINISTRY

Past sermons are broadcast on Sundays at 8:30 a.m. via the “Westminster Pulpit”. WDAC-FM, and 50,000 watt Christian station sends our message to tens of thousands, as far away as Baltimore and Philadelphia. About one third of all new members report they first knew about Westminster Church through this radio outreach.
LANCASTER CITY
Westminster Church is situated in a suburban and primarily residential area just north and a short drive from Lancaster city. Lancaster is a city of 60,000 residents that is situated within driving distance of Philadelphia, Washington, D.C., Baltimore and New York City. It has a thriving downtown, with dozens of specialty shops, food establishments of every variety, art galleries and the renowned Fulton Theater. It has experienced a significant revival over the past few years that has it named by national publications as one of the best places to live in America and one of the “hot spots” for young adults. Walking the streets of downtown on a First Friday reveals the energy and dynamism of the city. But there is another side that tourists don’t see: Lancaster city has a high poverty rate, a large percent of its citizens for whom English is not their primary language and all the problems of crime, drug abuse and gangs that are expected in larger cities. Westminster Church senses God’s calling to take the gospel into the city and has been involved in many effective ministries over the years. Truly the harvest is plentiful.

LANCASTER COUNTY STATISTICS
Population- 538,500

- 82.4% White
- 10.2% Hispanic
- 3.54% Black
- 16.1% speak a non-English language
- 98.1% are U.S. citizens
- Median Age 38.2
- Median Household Income $61,335
- Religion
  - 50% of Lancaster residents do not identify with a religious group
  - 24% Evangelical Protestant
  - 14% Mainline Protestant
  - 10% Roman Catholic

LOCAL FACTS
- Lancaster County consists of 16 school districts.
- Lancaster County is home to six colleges including Millersville University of Pennsylvania, Franklin and Marshall College, Pennsylvania College of Health Sciences, Lancaster Bible College, Elizabethtown College and Harrisburg Area Community College.
- Lancaster PA was named #1 place to retire by U.S. News and World report 10/2018
- Lancaster County is the refugee capital of the United States, taking in 20 times more refugees per capita than the average county in the United States.
FINANCES
In 2013, Westminster Church began a major campaign to eliminate our debt that resulted after the building expansion project in 2006. As a result, by the end of 2015 we paid off the mortgage and are debt-free.

Five-Year Financial History

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<th>Expenses</th>
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<td>2017</td>
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FACILITY
In 2006, the church completed a major expansion that doubled usable space of the building to about 96,000 square feet. The expanded space created a lovely “meetinghouse-style” sanctuary seating 1,150 people for worship.
If you have any questions, please feel free to contact

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McGowan Search
cmcgowan@mcgowansearch.com

or

Mr. Kim Seldomridge
Search Committee Chair
seldomridgek@gmail.com