OVERVIEW
Westminster Presbyterian Church (PCA) of Everett WA seeks an exceptional pastor to act as Christ’s under shepherd of our congregation. Stepping in as the 9th pastor of this 120-year-old congregation, our next pastor will serve alongside us by exercising his strengths in prayer, preaching, teaching, discipleship, ministry to seniors and pastoral visitation. He should be “a man full of faith and the Holy Spirit” (Acts 6:5), committed to piety that is exercised through a disciplined personal devotional life, well grounded in Reformed theology, and able to communicate freely with people of diverse ages and backgrounds. He should have a strong desire for evangelism, preaching Christ from all of scripture, and worship leadership.

In addition to meeting requirements prescribed by the PCA Book of Church Order, the candidate’s beliefs must be consistent with the Westminster Confession of Faith and the Larger and Shorter Catechisms of 1647, the Bible itself being our only infallible rule of faith and practice. His personal and professional conduct must be above reproach.

Description of Desired Strengths:

PRAYER
Recognizing his complete dependence upon God to guide his ministry and supply his strength as a shepherd, the preacher will have a developed and earnest prayer life. Indeed, may it be said of him that his prayer habits reflect that of his master such that some are left looking for him at times (Mark 1:35-37).

PREACHING
Proclamation of the Word is central to worship at WPC. Through it, God is glorified and Christ is lifted up with urgency and conviction. The preacher aims to apply divine truth to the whole range of the believer’s personal experience including relationships with family, the church, and the world around him or her. High priority of the pastor’s time is placed on sermon preparation.
TEACHING
The 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 new members. He should show us how matters ought to go, how they do go, and what the goal of the Christian life is, thus applying Scripture to every area of our lives. This should involve Christian Education that meets the needs of our members: families, youth, seniors, and single adults.

DISCIPLESHIP
Our pastor will promote discipleship among our people. He will train and equip believers for personal growth in grace and knowledge of Jesus Christ. He will also encourage development of talents and use of spiritual gifts. The pastor will lead the congregation in a lifelong, personal pursuit of the fruit of the Spirit within a like-minded community of faith that is corporately committed to being and making other disciples.

EVANGELISM
The pastor and congregation share their faith in Christ as personal Savior. They will seek to lead others within and outside the church to accept Jesus Christ. The congregation is informed and trained to establish effective evangelism programs for the church.

PASTORAL VISITATION
Church officers and the 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. He will visit those in hospitals or emergency situations. This can be done with a network of people to keep him and others informed of crisis situations so that the needs of the ill and bereaved are met.

Additional desired strengths:

MINISTRY TO SENIORS
The pastor will minister to the needs of the seniors in our congregation through home visitation and participation in the different ministries toward seniors such as the senior lunch.

WORSHIP LEADERSHIP
The pastor and session will work to develop a rich worship life, educating the congregation for meaningful participation. In consultation with the Music committee, the pastor will assist in integrating the music with the message.
SPECIFIC REQUIREMENTS
1) Family support for this call to ministry.
2) Graduate degree from a theological seminary or divinity school.
3) If not a member in good standing of the Pacific Northwest Presbytery, must be ordained or able to be ordained in the PCA.
4) Proven ability to work as a servant-leader with the session, staff and volunteers.
5) Experience or understanding of worship, to include historical elements of worship, liturgy and music.

BASIC RESPONSIBILITIES
1) Prepare and deliver sermons and Bible studies.
2) Lead worship services, working with the session, deacons, staff and others.
3) Administer the sacraments and officiate at weddings and funerals.
4) With the Session, provide direction for all church ministries and Christian education.
5) Develop ministries for evangelism, community outreach and missions.
6) Offer counsel and spiritual guidance to church members and regular visitors.
7) Mentor, develop, and recruit church officers, staff, and volunteers.
8) Engage with our presbytery and become involved in its activities.
9) Provide leadership in developing a prayerful congregation

HOW TO APPLY
Interested candidates should send the following materials to wpcae@frontier.com
Candidates may also mail to:

Westminster Presbyterian Church
Attn: Pastoral Search Committee
2531 Hoyt Ave.
Everett WA, 98201
(425) 252-3757

Please include the following:
1. Cover letter that explains your interest in serving our particular body at WPC Everett, your reasons for relocating, and detailing exceptions, if any, you take with the Westminster standards.
2. Resume
3. List of at least 3 references – Personal, academic/pastoral
4. PCA Ministerial Data Form or equivalent
5. CDs, DVDs or Internet links to your most recent sermon and a sermon of your choice.
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, Everett
   ADDRESS: 2531 Hoyt Avenue, Everett, WA 98201
   TELEPHONE: 425-252-3757
   PRESBYTERY: Pacific Northwest

2. NAME OF PULPIT COMMITTEE CONTACT PERSON: Dan Shakelford
   MAILING ADDRESS: 2531 Hoyt Avenue, Everett, WA 98201
   TELEPHONE: 425-387-0196
   EMAIL: shiloshack@yahoo.com

3. TYPE OF COMMUNITY
   Inner City
   Urban (Downtown) Urban  X
   (Residential) Suburban
   Small Town
   Rural
   College  X
   Retirement
   Resort/Recreational
   Military  X

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  X
   251-500 members
   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 90
   # of Adults over 65 45
   # of Adults under 65 80
   # of Teens 9
   Number of Children 16

8. FINANCIAL INFORMATION
   Total Income $243,895
   Benevolent Disbursements $19,358
   Church Expenses $251,008
   Ministers Compensation Package $112,000

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? ___Yes x No

11. PROGRAMS AND OUTREACH
    Choir
    Men’s Breakfast
    Sunday School
    Senior Lunches
    Summer Family Camp
    Community concerts
    VBS
    WIC
    Game Night
    Sewing room
    Weekly Prayer Team
    Community Bible Study
    Library

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 x ________
   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. X ____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. X ____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. X ____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. X ____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. X ____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. X ____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.

X Preaching  X Teaching  X Evangelism  X Discipleship  X Worship Leadership
X Team Work  X Counseling  X Youth Work  X Leadership Training  X Church Administration
X Christian Education  X Singles Ministry  X Stewardship  X Diaconal Ministry  X Ministry to Seniors
X Pastoral Visitation  X Community Service  X College & Career Ministry
X Prayer