



**WESTMINSTER
PRESBYTERIAN CHURCH**
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Job Title:	Pastor of Shepherding	Job Category:	Pastor
Department/Group:		Reports to:	Executive Pastor
Level/Salary Range:	9 – Associate Pastor	Hours:	Full-time
HR Contact:	Church Administrator	Date posted:	11/29/2021
Will Train Applicant(s):	N/A	Posting Expires:	
External posting URL:			
Internal posting URL:	www.westpca.com/job-opportunities		

Applications Accepted By:

E-mail: york@westpca.com

Subject Line: Pastor of Shepherding Position

Attention: Tucker York

Mail:

Westminster Presbyterian Church
2151 Oregon Pike
Lancaster, PA 17601

Job Description

Purpose: To lead Westminster’s shepherding and visitation ministries.

Shepherding

- Implement Westminster’s comprehensive shepherding plan that closes shepherding gaps
- Lead visitation ministry to those who are hospitalized or homebound
- Recruit and train Westminster members to help with visitation

Home Fellowship Groups

- Recruit/Train/Support Home Fellowship Leaders
- Lead the Home Fellowship Leadership Team
- Clarify Pathways for New Attenders/Members to join HF Groups
- Develop Vision for HF Groups Among Congregation
- Empower HF Groups to build community through service

Men’s Ministry

- Recruit/Train/Support Men’s Ministry Leaders
- Oversee widowers ministry
- Oversee and develop events and group ministries that disciple and equip men (i.e. Retreat, Bible studies, integrity groups)
- Develop young men for leadership

Teaching Elder Duties

- Preach in rotation at Sunday Evening Service
- Preach when asked at Sunday Morning Service
- Preach/teach at special events (Men’s Retreats, Youth Retreats, Couples Retreats, Lenten Series)
- Conduct weddings and funerals as requested by pastoral staff
- Attend: Session, Membership Care Committee, Men’s Ministry Leadership, and Home Fellowship Leadership meetings



- Participate in presbytery

Qualifications and Education Requirements

- Master of Divinity degree or equivalent
- Ordained Pastor (preferably in the PCA denomination)
- Ten years pastoral experience or combination of life and pastoral experience

Preferred Skills

- People person with a gentle spirit and a calming presence
- Possesses unique giftedness in encouraging those that are homebound or nearing the end of life
- Provides encouragement, spiritual and life counsel to the family members of those receiving pastoral care
- Able to recruit and train volunteers
- Systems-thinking ability to develop and implement a comprehensive shepherding plan with the assistance of the other pastoral staff and administrative support staff
- Experience facilitating small groups and training small group leaders

Reviewed By:	Pastor Search Committee	Date:	11/17/20
Approved By:		Date:	
Last Updated By:	Tucker York	Date/Time:	10/19/20