



**PRESBYTERIAN CHURCH (U.S.A.)
CHURCH LEADERSHIP CONNECTION
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www.pcusa.org/clc**

MINISTRY INFORMATION FORM

Ministry ID 21317

Ministry Name: Westminster Presbyterian Church

Mailing Address: 3639 Old Chapel Hill Road

City: Durham State: NC Zip Code: 27707

Telephone Number: 919-489-4974 Fax Number: 919-493-4553

Email: Westminster@wpcdurham.org

Web site: www.wpcdurham.org

Congregation or Organization Size(Select one)

- Under 100 members
- 101 - 250 members
- 251 - 400 members
- 401 - 650 members
- 651 - 1000 members
- 1001 - 1500 members
- More than 1500 members
- N/A



***Select below the position to be filled and the minimal number of years of experience required (e.g. no experience, first ordained call, up to 2 years, 2-5 years, 5-10 years, or above 10 years)**

<u>Years of Experience</u>	<u>Position Type</u>	<u>Years of Experience</u>	<u>Position Type</u>
	Solo Pastor		General Assembly Staff
	Head of Staff (Multi-staff Pastor, who supervised two teaching elders and other staff)		Church Business Administrator
	Head of Staff (supervised one teaching elder and other staff)		Executive Director
	Associate Pastor (Christian Education)		Director of Music (non-ordained)
<u>2-5 years</u>	Associate Pastor (Youth)		Minister of Music (ordained)
	Associate Pastor (Other)		Mission Co-worker (International)
	Pastor (Church Planter, New Worshipping Community)		Christian Educator (Certified)
	Pastor (Transformation/Redevelopment)		Christian Educator (non-certified)
	Pastor Interim		Administrator
	Pastor (for a designated term)		Funds Developer
	Pastor (Other Temporary i.e., Supply, Student)		Finance Manager
	Pastor, yoked/parish		Media Specialist
	Co-pastor		Communicator
	Executive Pastor		Coordinator
	Evangelist or Mission Pastor		Youth Director (non-ordained)
	Bi-vocational/Tentmaker		Other
	Chaplain		
	Pastoral Counselor		
	College/Seminary Faculty		
	Seminary Staff		
	Campus Ministry		
	General Presbyter/Executive Presbyter Presbytery Leader		
	Stated Clerk (Presbytery)		
	Synod Executive		
	Mid-Council Program Staff		



You may also specify the position title (if appropriate) - Interim Associate Pastor for Youth Ministry

***Employment Status**

XXX Full Time _____ Part Time _____ Open to Either
 _____ Bi-vocational (able to provide employment through outside partnership)

Is this a yoked congregation? XX No _____ Yes

(If yes, please complete the Yoked Congregation Detail Form.)

Clergy Couple (Are you open to a clergy couple?) Yes _____ No XX

Certification/Training (check below the desired certification or training needed for the position):

Interim/Transitional Ministry Training _____	Interim Executive Presbyter Training _____
Certified Christian Educator _____	Certified Business Administrator _____
Certified Conflict Mediator _____	Clinical Pastoral Education Training _____
Other _____	

Language Requirements

<u>XX</u> English	_____ Spanish	_____ Korean	_____ French
_____ Arabic	_____ Armenian	_____ Creole	_____ Portuguese
_____ Japanese	_____ Russian	_____ Swahili	_____ Burmese
_____ Cambodian	_____ Indonesian	_____ Laotian	_____ Thai
_____ Vietnamese	_____ Taiwanese	_____ Cantonese	_____ Mandarin Chinese
_____ Twi	_____ Sign Language	_____ Other	

Statement of Faith Required XX Yes _____ No



Mission Statement

What is your congregation's or organization's Mission Statement?

WPC's Mission Statement reads:

We are a community, a covenant people. In response to God's love and grace, we proclaim and demonstrate the Gospel of Jesus Christ within our congregation, throughout the community, and to the world. As disciples in the Reformed Tradition, led by the Holy Spirit, we affirm our faith through worship, nurture, outreach, stewardship, and education. We go into the future with hope and confidence in God's purpose.

NARRATIVE QUESTIONS

(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.)

1. What is the congregation's or organization's vision for ministry? Additionally describe how this vision is lived out.

Worship: We offer two services on Sundays, at 8:30 and 11:00am. Both are traditional in form, with powerful music led by the organ and chancel choir, complemented by handbells and frequent instrumentalists. We've recently added a more informal service, Ekklesia, that meets several Sundays each year.

Nurture: WPC has more than 100 members trained as Stephen Ministers. A Congregational Care Committee - in partnership with the pastors - coordinates meals, transportation, and respite care when needed. Small groups are a key focus of care, as well (see "Education").

Outreach: Serving others has always been at the heart of WPC's life, whether downtown at Urban Ministries each month, on youth or adult trips, serving at local schools, or through our growing partnership in Haiti.

Stewardship: Our members give generously to the operating budget (nearly \$1.2 million this year), we give away about 17.5% to partner agencies, and average over \$100,000 in additional annual giving. This spring we embarked on a capital campaign to renovate our sanctuary, dramatically improve our fellowship hall, and help us be good stewards of our 12-acre campus for the generation to come.

Education: We embrace the promises we make at baptism, from nursery care to Godly Play, Church School for all ages to Confirmation classes, and a variety of smaller groups that meet for study and nurture, as outlined in our Lifelong Faith Formation Plan.



2. How do you feel called to reach out to address the emerging needs of your community or constituency?

Our members are busy, talented people from many corners of the community. We work to provide spiritual grounding and nurture, as well as a challenge to “Do justice, love kindness, and walk humbly with God.” Micah 6:8 has been on the front of our worship bulletin for 40 years and continues to shape our common life. We seek to call our congregation of largely privileged members to a deeper individual and collective understanding of how the gospel calls us to engage that privilege and those resources. We seek partnerships - whether with a Hispanic New Church Development that meets on our campus, a Turkish Muslim community in Cary that we prayed with recently as we broke the fast for Ramadan, or our brothers and sisters we are getting to know in Haiti. How can we listen and learn, see how God is at work in other places, and try to join in that good work?

We continue to grow our base of small groups, so all members can be surrounded with love and care, and truly know other people and be known themselves. Authentic community is what transforms people, as we bring ourselves, our gifts and our brokenness, to God and to each other.

We seek to provide additional opportunities to worship - Ekklesia is an important attempt in that regard – and to gather in prayer. We build community through retreats – our Women’s Retreat has a history of strength – and will soon have our third All-Church Retreat at Montreat.

In a world with so much change, it is difficult to discern where our deep hunger and the needs of the world meet. We wrestle with engaging members in ways not dissimilar from many churches. But we are working to deepen our ability to listen carefully, ask hard questions, and engage our members and the community prayerfully.

3. How will this position help you to reach your vision and mission goals?

This position is absolutely critical to the health of WPC, and youth ministry is an important contribution WPC makes to the community. Of the last 300 members who have joined WPC, half of them have family members with a connection to the youth program. Youth serve as elders and deacons, offer their gifts in worship, and serve alongside members young and old on the CROP Walk or packing meals for Rise Against Hunger. We take the baptismal promises to care for youth seriously and work to provide them a place to love and be loved, and to be reminded, in a world that insists their value is bound up in good grades, extracurriculars and popularity, that they are loved by God as they are. This position is often the first point of connection youth and their families have with WPC; some youth come to youth group long before their family will come to worship.

But, this position is intended to have a reach beyond youth and their families. The youth will be their primary parish, but this position serves in partnership with the entire congregation, in worship - whether through leadership of our traditional services or guiding Ekklesia, in pastoral care, in connecting members of all ages to each other, to God, and to the greater Durham community. We need someone



who can come alongside as a fellow traveler, to listen and nurture, to push and challenge, as we seek to discern Christ's call together.

4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.

We hope that the pastor called to this position will be filled with vision, steadiness, organizational agility, and love for youth, their families, and the volunteers who walk alongside them.

Youth ministry requires your feet be firmly rooted in the present moment, paying attention to those who are right in front of you and responding with care. It also requires one who can cast a vision for the future, paying attention to those who are not yet present and to the changing tides of a community. Our youth ministry program has flourished because we've had our eyes open to what's before us, but also looking ahead to what the Spirit might embolden through us. This ministry requires a person who loves both young middle schoolers and older senior highs, and appreciates when they all need to be together and when smaller groups need separate space.

Our congregation is experiencing a great deal of change and holding hope for how we're being shaped. That being said, someone who can be steady and sure through the change will be the compassionate response our youth and their families need right now.

The size of our youth program (100 active youth, 16 adult advisors, average of 50 per Sunday night) requires someone with skills in organization and administration. A high level of organizational ability also allows this pastor to keep the youth ministry program an integral and connected ministry of the church and preventing it from being isolated.

5. For what specific tasks, assignments, and programs areas will this person have responsibility?

- Recruit, organize, develop, and provide leadership to a body of youth advisors to support and conduct ministry for grades 6-12 and college students.
- Build relationships with youth, families, and volunteers.
- Guide spiritual development of youth through programming, leadership development, and involvement in worship and spiritual life.
- Oversee Youth Council, build up the priesthood of all believers, and maintain a sustainable structure. Youth Council oversees the youth budget, volunteers, calendar, and is the primary support for this pastoral role. Delegate tasks effectively.
- Oversee Youth Leadership Team, the youth-led programmatic arm that organizes mission and fellowship activities.
- Communicate clearly and effectively with youth, parents, volunteers, and church staff.
- Work collaboratively, cooperatively, and flexibly with other staff members in a mutually supportive and respectful environment.



- Teach regularly in Confirmation and other classes. Collaborate with Director of Christian Education to promote youth participation in CE, provide continuity, & support to youth transitioning from CE programs to youth ministry programs.
- Enhance intergenerational church interaction through programming, mission, and worship.
- Assist with worship. Preach 6-8 times per year.
- Be the key staff person for our new, intergenerational worship service, Ekklesia.
- Be involved in community affairs.
- Work with head of staff and staff to provide pastoral care & counseling.

OPTIONAL LINKS

Provide below any links to online information that may help call seekers understand your congregation or organization. (e.g. *organization or community websites, online newsletters, demographic information*) Please note the CLC system does not warehouse links. (Limit characters to 500)

- [About WPC Youth](#)
- [Youth Calendar for 2017-2018](#)
- [Ekklesia worship](#)



***LEADERSHIP COMPETENCIES**

(Select 10 leadership competencies from the list below that are required for the position.)

THEOLOGICAL/SPIRITUAL INTERPRETER		
X	Compassionate – having the ability to suffer with others; being motivated by others pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the organizational goals clearly in focus.	Hopeful – maintains stability in the moment and hope for the future; provides direction, guidance, and faith when describing basic needs; and helps followers to see a way through chaos and complexity.
X	Preaching and Worship Leadership: Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence.	X
	Lifelong Learner – individuals who use every experience in life as a potential tool for growth; one who pursues continuing education; and those who build on strengths and seek assistance to improve weaknesses.	X
		Teacher – creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context.
COMMUNICATION		
X	Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.	Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
	Public Communicator - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect.	Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.	



ORGANIZATIONAL LEADERSHIP

	Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.		Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.
	Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.	X	Culturally Proficient – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
	Externally Aware - identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society.		Entrepreneurial - leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage.
X	Risk Taker – persons with the ability to take appropriate risk to accomplish needed goals; one who thinks outside the box and who is not afraid of challenging the status-quo.		Task Manager - Assures that effective controls are developed and maintained to ensure the integrity of the organization; holds self and others accountable for rules and responsibilities; can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget; and monitors and evaluates plans, focuses on results and measuring attainment of outcomes.
	Willingness to Engage Conflict: Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.		Decision Making: Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long term implications of choices made; is generally regarded as offering solutions and suggestions that are correct and effective.
	Organizational Agility: Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation; is politically savvy.	X	Strategy and Vision: Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.
	Financial Manager – deliver results by maximizing organizational effectiveness and sustainability through the best use of available financial resources; allocates and manages finances transparently; implements strategies to achieve operational efficiencies and value for money; puts in place rigorous and comprehensive financial accountability systems.		Funds Developer – maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization's contact list; prepares statement of planned activities and enlists support for mission initiatives.
X	Collaboration: Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the strengths and limitations of others.		



***EQUAL EMPLOYMENT OPPORTUNITY**

The unity of believers in Christ is reflected in the rich diversity of the Church's membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore, no place in the life of the Church for discrimination against any person. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than stated in this Constitution. (F-1.0403)

Each Pastor Nominating committee and Search committee is expected to undertake its search for a Teaching Elder in a manner consistent with the good news that in the church "...as many of you as were baptized into Christ have put on Christ. There is neither Jew nor Greek, there is neither slave nor free, there is neither male nor female; for you are all one in Christ Jesus."

Has the Pastor Nominating Committee and Search Committee affirmed its intention to follow the Form of Government in this regard?

Yes

No

REFERENCES (Limit 3)

Below, please list three persons who know your congregation. You might list your Presbytery leadership, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.

Name: Rev. Ted Churn

Address: 2022 McDonald Lane, Raleigh, NC 27608

Phone Numbers: 919-322-0143, Ext. 117

Relation: Executive Presbyter/Stated Clerk, New Hope Presbytery, Raleigh, NC

E-mail: tchurn@nhpresbytery.org

Name: Rev. Katie Owen Aumann

Address: 2461 Peachtree Road, NE, Atlanta, GA 30305

Phone Numbers: 404-237-0363

Relation: Associate Pastor, Covenant Presbyterian Church, Atlanta, GA

E-mail: Katie@covpresatl.org



Name: Rev. Tommy Grimm

Address: 927 W. Trinity Avenue, Durham, NC 27701

Phone Numbers: 919-682-3865

Relation: Director of Family Ministries, Trinity Avenue Presbyterian Church, Durham, NC

E-mail: tgrimm@trinityave.org

***Pastor Nominating Committee/Search Committee Chairperson/Mid-council Search Committee Chairperson:**

Name Holly Cullen

Address 3736 Saint Marks Rd,

City Durham State NC Zip Code 27707

Preferred Phone 615-406-0708

Alternate Phone _____

E-mail Address for PNC Communications (required): hollybcullen@gmail.com

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee _____ Date _____

Signature

Clerk of Session _____ Date _____

Signature

Presbytery _____ Date _____

Signature