

**Church Leadership Connection**  
The Call System for the Presbyterian Church (U.S.A.)

**Mif #: 21317.AG0**

**Ministry General Information**

<b>Ministry Number</b>	21317
<b>Ministry Name</b>	Westminster Presbyterian Church
<b>Mailing Address</b>	3639 Old Chapel Hill Road Durham, NC 27707
<b>Phone</b>	919-489-4974
<b>Fax</b>	
<b>E-Mail</b>	westminster@wpcdurham.org
<b>WWW Address</b>	www.wpcdurham.org
<b>Ministry Size</b>	651 - 1000 members

<b>Ethnic Composition</b>	
	Asian 1%
	Black or African American (African Native, Caribbean) 1%
	White 98%

<b>Average Worship Attendance</b>	320
<b>Church School Attendance</b>	125
<b>Curriculum</b>	Feasting on the Word, Connect, Collaborate, The Wired Word, etc
<b>Yoked</b>	False
<b>Presbytery</b>	NEW HOPE PRESBYTERY
<b>Synod</b>	SYNOD OF MID-ATLANTIC
<b>Community Type</b>	Suburban

Ten-year trend statistics of this church/organization [Show Statistics](#)

**Information about the position**

<b>Position:</b>	Associate Pastor (Youth)
<b>Experience Required:</b>	First Ordained Call
<b>Specific Title:</b>	Associate Pastor for Youth and their Families
<b>Employment Status:</b>	Full-time

<b>Language Requirements:</b>	
	English

<b>Other Language:</b>	
<b>Statement of Faith Required:</b>	True
<b>Clergy Couples:</b>	

<b>Training/Certificate Requirements:</b>	
	Clinical Pastoral Education Training

<b>Other Training:</b>	
<b>Brief Church Mission Statement:</b>	

# Church Leadership Connection

## The Call System for the Presbyterian Church (U.S.A.)

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.

### **What is the congregation's or organization's vision for ministry:**

**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:** 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"). We have a strong emphasis on youth programs.

**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.

### **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 shapes 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. We seek partnerships, for example, with a Hispanic New Church Development that meets on our campus, a Turkish Muslim community in Cary, and our brothers and sisters in Haiti. We seek to 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 and pray together. We build community through gatherings like Ekklesia, all-church retreats, women's retreats and a men's book group.

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 to look beyond their own needs.. We are working to deepen our ability to listen carefully, ask hard questions, and engage our members and the community prayerfully.

### **How will this position help you to reach your vision and mission goals:**

Youth ministry is critical to the health of WPC and an important contribution of the church to the community. 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. Youth play an integral role in the life of the church, serving as elders and deacons, helping to lead worship services, and participating in intergenerational service activities. The youth program provides an environment where youth build interpersonal and spiritual relationships and are assured that they are loved for who they are by their church and by God. Youth strengthen their connections to the local community and the larger world through mission activities throughout the year.

This position also has a reach beyond youth and their families. This position will serve in partnership with the entire congregation in worship (through leadership of our traditional services and guiding Ekklesia), in pastoral care, and 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, listen and nurture, push and challenge as we seek to discern Christ's call together.

## Church Leadership Connection

### The Call System for the Presbyterian Church (U.S.A.)

**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 to 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 our 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 youth 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, administration and budgeting. 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.

**What specific tasks, assignments, and program 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, college students and young adults.
- 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, a group made of up adult and youth volunteers. Youth Council oversees the youth budget including fundraising, volunteers, calendar, and is the primary support for this pastoral role.
- Oversee Youth Leadership Team, the youth-led programmatic arm that organizes mission and fellowship activities.
- Direct and attend youth summer conferences and mission trips
- 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 and counseling.

**Optional Links:**

<http://bit.ly/2UXaXXA>

**Leadership Competencies:**

Compassionate

Preaching and Worship Leadership

Teacher

Communicator

Advisor

Risk Taker

Collaboration

Interpersonal Engagement

Motivator

Flexibility

**Church Leadership Connection**  
**The Call System for the Presbyterian Church (U.S.A.)**

<b>Compensation and Housing: <u>Cost of Living Calculator</u></b>
<b>Minimum Effective Salary:</b> \$48,000
<b>Housing Type:</b> Housing Allowance

<b>References:</b>				
<b>Name</b>	<b>Address</b>	<b>Phone Numbers</b>	<b>Relation</b>	<b>Email</b>
Rev. Ted Churn	2022 McDonal Lane, Raleigh NC 27608	919-322-0143 Ext 117	Executive Presbyter/St ated Clerk, New Hope Presbyt	tchurn@nhpresbytery.org
Rev. Katie Crowe	927 West Trinity Avenue, Durham NC 27701	704-651-8680	Reverend Trinity Avenue Presbyterian Church	kcrowe@trinityave.org
Rebecca Mattern	212 Wilcox Road, Youngstown, OH 44515	919-667-3009	Member and Former Youth Director	rammfrog@gmail.com

<b>Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?</b>
Yes
<b>Version Track Info: This MIF was last updated on 05/10/2019</b>

<b>Self-referral Contact Information</b>	
<b>EP:</b> THE REV. THEODORE E. CHURN	<b>Address</b> 2022 MCDONALD LANE, RALEIGH NC 27608
<b>Daytime Phone</b>	<b>Office Phone</b> (919) 322-0143 ext.117
<b>Fax</b> (919)322-0148	<b>Email</b> tchurn@nhpresbytery.org
<b>PNC:</b> Ashley Messick	<b>Address</b> 4207 Swarthmore Road, Durham NC 27707
<b>Daytime Phone</b> 919-219-5859	<b>Office Phone</b> 919-402-8971
<b>Fax</b>	<b>Email</b> apyouthsearch@wpcdurham.org