

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

Mif #: 03333.AFO

Ministry General Information

Ministry Number	03333
Ministry Name	Westminster PC
Mailing Address	103 E Midland Street Bay City, MI 48706
Phone	(989) 686-1360
Fax	
E-Mail	Office@wpcbc.org
WWW Address	www.wpcbc.org
Ministry Size	251 - 400 members
Ethnic Composition	
	Asian 1%
	Black or African American (African Native, Caribbean) 1%
	Hispanic Latino/Latina, Spanish 1%
	Middle Eastern 1%
	White 96%

Average Worship Attendance	154
Church School Attendance	213
Curriculum	Locally developed; Youth teaching and activities. Adult spiritual formation.
Yoked	False
Presbytery	LAKE HURON PRESBYTERY
Synod	SYNOD OF THE COVENANT
Community Type	Small City
Ten-year trend statistics of this church/organization Show Statistics	

Information about the position

Position:	Head of Staff (who supervised one teaching elder and other staff)
Experience Required:	2 to 5 Years
Specific Title:	
Employment Status:	Full-time

Language Requirements:	
	English

Other Language:	
Statement of Faith Required:	True
Clergy Couples:	True

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Training/Certificate Requirements:	
	Clinical Pastoral Education Training
Other Training:	
Brief Church Mission Statement:	
Westminster is here to serve God and humanity, sharing the love of Jesus through faith, hope and love, with an open and genuine spirit.	
What is the congregation's or organization's vision for ministry:	
<p>Westminster believes that all people are made in the image of God and deserve our respect. We put our love into action to serve each other and our community. We have a rich history of over 150 years and an active present ministry, even in this time of transition and pandemic. We have many gifts, shown through our encouragement of each other, worship participation, community service, lively fellowship and active Christian education.</p> <p>We have many multi-generation families and long-time members who impart stability to our mission. In addition, we seek to serve our newer members and many visitors. This combination provides a unique opportunity for nurture and growth as the church moves into its future. We desire to further develop a culture of openness, and welcome new people and families into our fellowship.</p> <p>Sunday worship is the cornerstone of our ministry. We treasure our traditional services and excellence in music, yet we welcome fresh styles of praising God. We seek leadership to use the gifts and talents in our congregation to enhance our fellowship with our Creator and each other.</p> <p>We are a community of doers, and we want to focus our efforts in such a way as to continue and to expand our love for our neighbors. We are recognized in our community for our involvement and care, and we cherish this as an integral part of Westminster's mission.</p> <p>Our congregation is an active one. We are vibrant and inclusive. We look for guidance as we seek to follow the will of God.</p>	
How do you feel called to reach out to address the emerging needs of your community or constituency:	
<p>We are a mission- and action-oriented church that has a strong commitment to our community and partners with many organizations. To share our abundance with those in need, we host weekly dinners, maintain a food/toiletry pantry, distribute over 100 Thanksgiving baskets yearly, contribute to the Salvation Army Giving Tree, and more.</p> <p>With generous congregational support, our building was recently renovated and modernized, including outreach technology. It is utilized by various local organizations such as Boy Scouts, a career training center, and nearly 20 other groups. We are delighted that we are able to be a gathering place for so many.</p> <p>In addition to serving our own community, we support several missionaries and participate in hands-on mission trips.</p> <p>While being active in mission, we also strive to provide for the spiritual needs of our congregation. The majority of our members feel a sense of belonging and purpose. We are blessed by the faith, leadership, and service of our current members, while welcoming the gifts of new ones.</p> <p>We are a strong fellowship, committed to each other and the local and greater community in service to God. With a pastor to lead our congregation through a changing constituency, and to connect us to the local and global community, we will live out our callings of service and spiritual growth.</p>	
How will this position help you to reach your vision and mission goals:	
<p>Our new pastor will inspire us to live and share our faith in word and deed with each other, our community, and alongside our mission partners, with the world. Our pastor will help coordinate and focus our many programs to make a visible, positive impact, and as the public face of the church, help position WPC as the church of choice. The pastor will continue our tradition of excellence in worship, and engage, nurture, and inspire us to service through the sermon. Existing members will grow their faith through active engagement and visitors will yearn to understand what we do and why we follow Jesus. We have an exceptional congregation and attract a diverse group of visitors interested in finding out "what's going on at WPC." Our new pastor will help us welcome, assimilate, and equip them as we grow in service to God in our community and beyond. In addition, the pastor will serve as head of staff to lead and support our team of gifted lay and ordained workers.</p>	

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

WPC has a history of pastoral leadership based on faith, congregational service and connection to the community. We seek a candidate who can continue this legacy and further our mission. Beyond the stated leadership competencies, we seek a leader who can serve and bridge the needs of our multi-generational membership and who can be proficient in the technological capabilities recently incorporated into our church. We have a strong Session and Board of Deacons as well as a committed staff. We seek a leader who can motivate and help identify how best to utilize these strengths to serve God and our congregation in mission to the world. We seek a leader who can inspire us by their words, actions, vision and love of God; who can grow educational opportunities for our children and adult members; and will enhance our outreach to new members. We are in a strong financial situation. We seek a leader who can manage and utilize this strength to advance our role in service to others. Overall, we seek a leader who can engage with our congregation and build on our history, collaborate with our staff and members, and lead us to the future in which God has in store for us.

What specific tasks, assignments, and program areas will this person have responsibility?

We seek a pastor to lead our congregation in living out our vision and values, both within the membership and among our community, now and into the future. The pastor will serve as head of a staff of ten employees and many volunteers. The pastor has principal responsibility for leading worship, preaching, and the sacraments, and will officiate at weddings, funerals, and memorial services in coordination with the Parish Associate, consulting with the Director of Music as needed.

The pastor will nurture the faith of present and prospective members and provide guidance to the Director of Christian Education for educational programming for youth and adults. The pastor will direct periodic membership preparation classes.

As moderator of Session, the pastor will oversee and communicate with all standing committees, and serve as staff resource for the Property and Worship & Music committees. They should help develop lay leadership and encourage faithful stewardship of time, talents and other resources. They should help guide the committees on how best to serve God, our congregation and community. They will work to expand the online media presence of the church. They should be able to interpret financial statements and work with the financial team to ensure the fiscal health of the church.

Finally, the pastor will represent our church in the Presbytery and the broader faith community, actively working with our mission partners as the public face of WPC.

Optional Links:

www.wpcbc.org

Westminster Presbyterian Church on facebook

<https://www.gogreat.com/cities/bay-city/>

www.presbylh.org

<https://www.michigan.org/article/itinerary-trip-idea/things-do-bay-city-ultimate-pure-michigan-guide>

Leadership Competencies:

Compassionate

Preaching and Worship Leadership

Communicator

Organizational Agility

Strategy and Vision

Collaboration

Interpersonal Engagement

Bridge Builder

Motivator

Self Differentiation

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Compensation and Housing: <u>Cost of Living Calculator</u>
Minimum Effective Salary: \$73,500
Housing Type: Housing Allowance

References:				
Name	Address	Phone Numbers	Relation	Email
Rev. Ted McCulloch	121 S. Harrison St., Saginaw, MI 48602	989-326-4294	Senior Pastor, Saginaw First Presbyterian Church/S	revted@msn.com
Dan Streeter	1021 Burt St., Saginaw, MI 48607	989-752-6051 ext214	Partner in Mission	dan@r3monline.org
Rev. Andreas Teich	501 S. Catherine St., Bay City, MI 48706	W 989-893-4444, cell 989-	Pastor, Messiah Lutheran Church	pastormessiah@att.net

Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?
Yes
Version Track Info: This MIF was last updated on 08/04/2020

Self-referral Contact Information	
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