



**PRESBYTERIAN CHURCH (U.S.A.)
CHURCH LEADERSHIP CONNECTION
100 WITHERSPOON STREET
LOUISVILLE, KY 40202-1396
Toll Free 1-888-728-7228 ext. 8550
Fax # (502) 569-5870
www.pcusa.org/clc**

MINISTRY INFORMATION FORM

Ministry ID 10075 _____

Ministry Name Westminster Presbyterian Church United _____

Mailing Address 1521 NW 34th Street _____

City ___ Gainesville _____ State ___ FL _____ Zip Code 32605 _____

Telephone Number ___ 352-378-4032 _____ Fax Number 352-378-0914

Email: contact@wpcgainesville.org

Web site <https://wpcgainesville.com> _____

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

Average Worship Attendance ___ 75 _____



Church School Attendance 30

Church School Curriculum Growing in Grace and Gratitude

Check if certified as eligible for participation in the Seminary Debt Assistance Program

Ethnic Composition Of Congregation (*in whole %*):

Enter the percentage of each racial ethnic component of your congregation.

0 American Indian or Alaska Native

2 Asian

4 Black or African American (African Native, Caribbean)

2 Hispanic Latino/Latina, Spanish

0 Middle Eastern

0 Native Hawaiian or Other Pacific Islander

92 White

Other _____

Presbytery St Augustine Synod South Atlantic

Community Type (select one)

College _____ Rural _____ Suburban

_____ Small City _____ Town _____ Urban

_____ Village _____ Recreation _____ Retirement

_____ N/A

Clerk of Session Contact Information:

Name _____

Address _____

City _____ State FL Zip Code _____

Preferred Phone _____ Alternate Phone _____

E-mail _____ FAX _____



***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>
5 -10	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)
	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) _____

***Employment Status**

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

Is this a yoked congregation? No _____ Yes

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

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

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

<input checked="" type="checkbox"/> 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 Yes _____ No

Mission Statement

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

Westminster Presbyterian Church welcomes all people. Using lessons from the Bible and principles of social justice, we strive to be a congregation that loves and respects each other and the community.



Our mission, therefore, is to share the good news of God’s redemptive power through Jesus Christ, guided by the Holy Spirit, and to follow Christ as best we can.

We believe that Christ is the head of the church, and, as Christ welcomes all, so do we. Trust in Christ as Lord is the sole requirement for membership.



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.

Westminster Presbyterian is about welcoming all (Hymn 399). Our vision is to be friendly and giving, so we value worship, prayer, spiritual leadership, education, communication and outreach in support of those who are ill, neglected, forgotten, despised or exploited. We seek to build peace and justice, and to care for God's creation. We aim to grow as a caring congregation that welcomes and includes all persons regardless of social or economic status, or age. We attempt to adapt to the changing needs of society and church while staying true to our biblical, reformed faith and our history as a congregation.

We live out this vision in worship, study and action dedicated to making Christ visible in this community and the world. Thus, we tithe our budget and give large amounts of volunteer service to support ministries and agencies of compassion, social justice, and earth care (Micah 6:8, Psalm 100:2, James 2:14-22, Matthew 25:34-40). We are, for example, a sanctuary church and a green church. As a congregation we are nurtured by liturgy inclusive of various Biblical interpretations and styles yet faithful to our Presbyterian roots. We try to help one another discern and develop individual and corporate gifts and to foster spiritual growth and outpouring through Christian education at all ages. Organizationally, we have a strong mission-focused set of committees supervised by Session.

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

At WPC, we recognize that we have been blessed in many ways. Gainesville is a college town. Nevertheless, we are a segregated community with a distinct divide in wealth and opportunity among neighborhoods. We strive to speak up for those who have no voice, provide for those who are lacking in material goods, and struggle for justice.

- Every week we collect food for a local food bank.



- We title our budget in support of a variety of programs that assist the needy and marginalized (e.g., Habitat for Humanity, backpack program for school kids, National Farm Worker Ministry).
- We advocate for undocumented immigrants and provide sanctuary on site (Human Rights Coalition, Madres Sin Fronteras).
- We co-sponsor actions to further social justice; at present we are part of a lawsuit challenging the state ban on sanctuary cities.
- We are active in Family Promise, and host homeless families in our facility at least four times a year.
- We support The Preserve, a transitional residence for homeless young men.
- We are called to welcome the LGBTQ
- We have a leading role in Presbytery's renewed support for the Montgomery Conference Center.

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

The person whom we call should be willing and able to work for positive change in our world. Doing so requires:

- Enriching and sustaining the life of the church in worship
- Collaborating with and developing lay leadership, to build on current session committee structure
- Training teams of members to act as liturgists, and greeters
- Assimilating visitors and new members into the life of the church
- Fostering openness to new ways of ministry and service
- Increasing awareness of the church in the greater community
- Developing a culture of ongoing stewardship
- Engaging with the LGBTQ community
- Continuing to support Westminster's environmental, prison and social justice ministries and its role as a sanctuary church

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

We seek an ordained Minister of the Word and Sacrament in the reformed tradition who:

- Is open-minded, loving, and accepting of all persons



- Is warm, compassionate, and approachable at each person's level
- Is well-versed in biblical teachings and theology for personal and congregational life
- Advocates for social and economic justice (reaching out and lifting up "the least of these"), which might include legal action
- Is respectful of laity's sense of calling for ministries and programs, and nurtures those calls
- Can fuse inspiration and practicality for effective leadership
- Is comfortable working with a part-time staff and a wide range of volunteer efforts by members of all ages
- Accepts the challenges of a small, highly active church
- Is able to help lead the church forward knowing funds are finite
- Is sensitive to the environment and God's call to be good stewards
- Has excellent organizational and communication skills both oral and written
- Is open to the findings of the scientific community, i.e. evolution, global warming
- Is courageous and has a sense of humor
- Has knowledge of diverse communities

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

We seek pastoral leadership to help us with:

- Worship
 - Preaching (we value interpretive preaching following the Common Lectionary)
 - Celebration of sacraments, working with the Worship Committee, Music Director, and Organist/Pianist, developing and encouraging growth of lay liturgists
- Personal care of members including visitation and counseling
- Leading small groups and weekly Bible study
- Coordination and encouragement of social justice and outreach ministries (largely laity-led), including faithful, caring evaluation of existing and emerging callings
- Determining paths for sound congregational growth after learning about WPC's life thus far
- Serving as Session Moderator and serving *ex officio* with the Sessional Committees
- Participating in all levels of denominational assemblies and our relationship with Primera Iglesia Pres. Havana
- Encouraging ecumenical and interfaith relationships
- Overseeing the staff (both part-time paid and volunteer)
- Serving as public spokesperson for the church



- Engaging with educational and governmental institutions in the community
- Suggested Reference: Presbyterian Hymnal 733 “We all are one in mission”

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)

Website <https://wpcgainesville.com>



***LEADERSHIP COMPETENCIES**

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

THEOLOGICAL/SPIRITUAL INTERPRETER	
	<p>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.</p>
X	<p>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.</p>
X	<p>Spiritual Maturity: Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk and by responding with faithfulness of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.</p>
	<p>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.</p>
	<p>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.</p>
COMMUNICATION	
	<p>Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.</p>
X	<p>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.</p>
	<p>Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.</p>
	<p>Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)</p>
	<p>Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.</p>



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.
	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.
X	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.		
INTERPERSONAL ENGAGEMENT		
X	Interpersonal Engagement - Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, and partners in developing goals, executing plans, and delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns, collaboration, and to influence the success of outcomes.	Bridge Builder – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.
X	Motivator - Creates and sustains an organizational culture which permits others to provide the quality of service essential to high performance. Enables others to acquire the tools and support they need to perform well; and influences others toward a spirit of service and meaningful contributions to mission accomplishment.	Personal Resilience: Learns from adversity and failure; picks up on the need to change personal, interpersonal, and leadership behaviors; deals well with ambiguity; copes effectively with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate
	Initiative: Demonstrates ambition is highly motivated; is action oriented and full of energy for things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.	X Flexibility - Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention.
	Self Differentiation: Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a less- anxious presence in the midst of turmoil; is not overly dependent upon outside affirmation; works to build a strong personal support system.	

***COMPENSATION AND HOUSING:** *A range is needed for matching purposes. The maximum salary is not published anywhere.* Effective salary is cash salary plus housing allowance or manse value and other compensation considered “effective salary” by the Board of Pensions of the PC (U.S.A.)

See Effective Salary Definition at [Board of Pensions](#).

Minimum *Effective* Salary \$ 44,000 Maximum *Effective* Salary \$54,000 _____

Housing Type _____ Manse

X _____ Housing Allowance

_____ Open To Either (Manse or Housing Allowance)

_____ Not Applicable (*For Non-pastoral Positions Only*)



***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 _____

Address _____ Gainesville, FL _____

Phone Numbers home- _____ cell- _____

Relation _____

E-mail _____

Name _____

Address _____

Phone Numbers home _____ cell _____

Relation _____

E-mail _____



Name _____
Address _____
Phone Numbers home _____ cell _____
Relation _____
E-mail _____

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

Name _____
Address _____
City _____ State _____ Zip Code _____
Preferred Phone home _____
Alternate Phone cell _____
E-mail Address for PNC Communications (required): _____

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Presbytery _____ Date _____
Signature