



Ministry General Information

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| Ministry Name Westminster Presbyterian Church | Presbytery Great Rivers | Synod Lincoln Trails |
| Email churchoffice@wpcspi.org | Preferred Phone 217-522-4415 | Website Address www.wpcspi.org |
| Mailing Address 533 S Walnut St, Springfield, IL 62704-1932 | Alternate Phone/Email | Community Type Small City |
| Congregation or Organization Size 651-1000 members | Curriculum Frolic and Feasting on the Word; Spirit and Truth; Echo; Disciple Bible Study | Average Worship Attendance 274 |
| Church School Attendance 85 | Statistical Report https://ogaapps.pcusa.org/api/report/1988 | |
| Intercultural Composition White: 97%, Black/African American/African: 1%, Hispanic/Latinx: 1%, Asian/Pacific Islander/South Asian: 1% | | Released Date 3/11/2025 |

Information about the Position

| Position Requirements | |
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| Position Type(s) Co-Pastor | Language Requirements English |
| Experience Required 5 to 10 Years | Statement of Faith required? Yes |
| Employment Status Full-time | Are you open to a clergy couple? No |

| Ministry Requirements |
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| Church Mission/Vision Statement |
| If you are looking for an active, supportive, inclusive, large congregation from which you can have significant Christ-led impact upon our community, please give us a close look! |
| Westminster Presbyterian Church (WPC) seeks to build upon its legacy of excellence in worship, music, education, and community service. We embrace traditional and innovative approaches to fulfill our mission, both within and beyond our walls. |

Our congregation is comprised of people who generously contribute their time, talents, and resources to amplify WPC's influence through the transformative power of the Gospel of Jesus Christ. We are seeking a visionary leader to guide us through these coming years, honoring our reformed heritage while embracing ideas and approaches that enhance our presence and impact.

Our mission statement:

WPC believes that it is in the world for ministry. With each new day, we reaffirm our common purpose:

- to join in the worshipful praise of God,
- to teach children, to lead and inspire the young, and to call everyone to life-long learning in the church,
- to be influential participants in society by being accountable to the Gospel, to show the love and compassion of Jesus Christ toward each other, and toward those who are hurting,
- to be a caring community welcoming both friends and strangers,
- to own our Presbyterian heritage, reformed and always reforming,
- to be prayerfully open to the renewing power of the Holy Spirit.

Let the doors of this church be a way to service!

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position

After a short period serving as Co-Pastor with our current Pastor/Head of Staff until her retirement on October 1, 2025, the candidate will become our 19th Pastor and assume all responsibilities of our Pastor/Head of Staff position. These include:

- Liturgical: serve as primary preacher and worship leader, work with the associate pastor(s) and Director of Music and the Arts to create meaningful worship, and challenge and foster the congregation's continued spiritual growth through the Word of God
- Pastoral: work with staff and committees to further the ministry of Jesus Christ at WPC and to extend our ministry beyond our walls
- Administrative: serve as Moderator of Session; oversee our Board of Deacons; provide leadership, direction, and supervision of church staff; and offer guidance and encouragement to church committees
- Financial: facilitate stewardship through building our annual budget and development of future ministries through our endowment earnings
- Community: represent Westminster in our many outreach, ecumenical, and interfaith programs
- Communications: oversee and direct church communications via printed and electronic means

Compensation & Housing

Minimum Effective Salary

120000

Housing Type

Housing allowance

MDP - Narratives

How would you describe the congregation's/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?

Now in our 190th year and with the primary goal of deepening and nurturing one's faith in Christ, Westminster's vision for ministry is to impact our communities through leadership, advocacy, service, and financial assistance. We are in the sixth year of our Steadfast Neighbor Endeavor, a 10-year plan to invest an amount equal to one-third of WPC's capital improvement expenditures in our church's surrounding community. This outreach includes stocking a micro pantry daily, providing an annual \$1500 matching grant program for home repairs, staffing with our members an annual neighborhood service week, and building a Habitat for Humanity home in 2023. The following year, we became a Private Sponsor Group under the Welcome Corps program to welcome and support a refugee family within our community and assist a second family. We are a certified Earth Care, Matthew 25, and Hunger Action Congregation. Other ongoing local mission opportunities include Helping Hands Shelter, Wooden It Be Lovely, Compass for Kids, our founding role in Contact Ministries, and numerous other worthy mission recipients. As a congregation with an abolitionist history, we are committed to mission that serves others and walks a path reflective of our commitment to Jesus' teachings.

See the included link for further details regarding our mission work.

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

As the largest PC(USA) congregation in Illinois outside Greater Chicago, Westminster is committed to being an anchor in Central Illinois and Springfield. We serve many communities:

- Our neighborhood: In 2024, our Steadfast Neighbor Endeavor reached out to 130 homes around our church building. This historic middle-class community has seen impressive improvement in home repairs and upkeep.
- Our city: As the state capital, Springfield offers a wide variety of opportunities for the community, including the Abraham Lincoln Presidential Library and Museum, an outstanding medical community, an active arts and music community, the University of Illinois-Springfield, Lincoln Land Community College, and the SIU School of Medicine, among many others. Like most urban communities, however, Springfield is experiencing homeless and hunger challenges. Along with financial support, many church members address these emerging needs through a variety of mission endeavors. Programs receiving WPC support are outlined in our Mission Booklet, accessible via included link. WPC happily hosts many community groups that meet in our facility.
- The nation and world: Our annual youth mission trips assist underserved communities across the country. A 2020 adult mission trip to Kenya and our recent refugee initiative highlight our efforts beyond our country's borders.

Much of our mission is accomplished through the earnings of our substantial endowment which grew four-fold in a recent campaign.

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

Westminster's current staff includes our Pastor/Head of Staff, Associate Pastor for Family Ministry, and Director of Music and the Arts. Additional program staff include our Parish Associate, Director for Youth, Co-Directors for Children's Ministry, Westminster Cooperative Preschool Director, Nursery Co-Coordinator, Parish Nurse, and Hospitality Coordinator. Administrative staff includes our Church Administrative Assistant, Communications Coordinator, and Financial Administrator. Our Building and Property Manager oversees the custodial staff. The work of our twenty-four Elders and twenty-four Deacons is enhanced by a robust network of ministry partners and committees. Our new Head of Staff will integrate into this network as the defined leader of all these groups, inspiring, educating, planning, organizing, and managing our teams so that, together, we accomplish our wide-ranging goals. As Moderator of Session, our new Head of Staff will guide and empower Session, who oversee the workings of the church by engaging their spiritual gifts, building consensus, and supporting our many outreaches and programs.

Current plans also call for our new Head of Staff to determine the need and timing to call an Associate Pastor for Parish Life.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

As a vibrant and engaged congregation with members from the medical, legal, farming, business, education, arts, and government sectors, we look forward to scripture-based sermons that teach and inspire while also applying to our daily lives as Christians. Our next Head of Staff should lead and empower our congregation to accomplish our goals with empathy, curiosity, creativity, adaptability, and compassion. Communication skills will be paramount to carrying out our mission. Although we are a traditional church, we seek a Head of Staff who is bold enough to lead us to new places and instinctive enough to embrace the unique qualities that make Westminster a warm and vital congregation.

What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

The Co-Pastor will work with the current Pastor/Head of Staff during a transitional period before becoming the Head of Staff upon the Pastor's retirement on October 1, 2025. That transition shall include the planning of the 2025-2026 ministry year, learning the ebb and flow of ministry at Westminster, and providing a balanced ministry of worship, pastoral care, administrative leadership, and teaching for the encouragement of the congregation's growth in membership, spiritual vitality, and ministry.

In addition to roles and responsibilities outlined elsewhere, our new Head of Staff will:

- be accountable to our congregation, Session, presbytery, and the PC(USA)

- attract and integrate newcomers into the life of the church
- offer educational opportunities, including Bible study and other related topics of interest led by both pastors and members of the congregation
- lead our strategic and long-term planning, including maintenance of our 1908 architecturally significant church building
- meet regularly with staff and review staff performance annually with the Personnel Committee
- engage in personal spiritual development and professional growth
- continue to develop a strong financial position for the church

Detailed position descriptions are available via our website links.

Optional Links

Springfield Wikipedia - More Springfield info - https://en.wikipedia.org/wiki/Springfield,_Illinois

WPC Home Page - Westminster Presbyterian Church - <https://www.wpcspi.org>

Co-Pastor info - More information re position - <https://www.wpcspi.org/co-pastor-position-description.html>

Visit Springfield - Tourism website - <https://visitspringfieldillinois.com>

WPC YouTube - Worship service recordings - <https://www.youtube.com/@westminsterpresbyterianchu5169>

Illinois Times Calendar - Community events - <https://www.illinoistimes.com/springfield/EventSearch?v=d>

References

Reference #1

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Reference #2

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Reference #3

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