

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

**Mif #: 08236.AG0**

**Ministry General Information**

<b>Ministry Number</b>	08236
<b>Ministry Name</b>	Westminster Presbyterian Church
<b>Mailing Address</b>	2040 Washington Road Pittsburgh, PA 15241
<b>Phone</b>	412-835-6630
<b>Fax</b>	412-835-5690
<b>E-Mail</b>	pnc-all@westminster-church.org
<b>WWW Address</b>	www.westminster-church.org
<b>Ministry Size</b>	More than 1500 members

<b>Ethnic Composition</b>	
	Asian 1%
	White 99%

<b>Average Worship Attendance</b>	550
<b>Church School Attendance</b>	216
<b>Curriculum</b>	Tru Curriculum
<b>Yoked</b>	False
<b>Presbytery</b>	PITTSBURGH PRESBYTERY
<b>Synod</b>	SYNOD OF THE TRINITY
<b>Community Type</b>	Suburban

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

**Information about the position**

<b>Position:</b>	Head of Staff (Multi-Staff Pastor, who supervised two or more teaching elders and other staff)
<b>Experience Required:</b>	5 to 10 Years
<b>Specific Title:</b>	Senior Pastor Head of Staff
<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>	True

<b>Training/Certificate Requirements:</b>	
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<b>Other Training:</b>	
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<b>Brief Church Mission Statement:</b>	
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# Church Leadership Connection

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

We seek to be a caring community of faith committed to bringing people to Christ and developing their faith through worshiping God together, teaching the faith, and serving in mission.

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

As a Christ-centered church, Westminster welcomes all to participate in worship, to grow spiritually and to develop a heart for service. We are a family of believers who find comfort and fellowship together while building relationships within the Pittsburgh area and beyond.

We are a vibrant church with a rich history, blessed with a gifted congregation and a capable, collegial staff. From everyone to whom much has been given, much will be expected.

Dr. John Galbreath, founding pastor, established Westminster as a "community church" and was involved in the creation of South Hills Interfaith Ministry, Meals on Wheels and other organizations. His active participation in the March on Selma during the civil rights movement began our commitment to social justice that has included letter writing campaigns for Amnesty International and Bread for the World.

Today, that outreach is a core tenet of Westminster evidenced by funding new congregations, support for missions in Haiti, Malawi and India and meal packaging and food distribution. Many members first come to Westminster through these outreach activities.

### **How do you feel called to reach out to address the emerging needs of your community or constituency:**

We strive to bring people to worship, pray, study and offer guidance toward personal devotion and faith in Jesus Christ. We are driven to witness by serving others. The associate pastors provide care, ensuring that members feel nurtured and loved as well as listened to and heard.

In addition to two traditional services in the sanctuary, we offer a contemporary service, The Bridge, a high-energy worship opportunity. Christian education is offered for all ages, as are spiritual development, adult Bible studies and small groups.

We are proud of our early childhood education programs (WECEP) and our vibrant youth ministry as well as a multitude of physical and spiritual programs offered to the community through the WROC. Westminster provides cultural opportunities by hosting many professional musical concerts as well as sponsoring the Town Hall South lecture series.

Westminster is a principal supporter of local missions, including the South Hills Interfaith Movement, and City Mission in Washington, PA. We also partner with a number of churches in the city around matters of racial justice and reconciliation.

Westminster continues to reach out in new and creative ways to maintain and increase membership. We work to provide a safe place for theological questions and discussions and continue to evaluate how best to live our faith in the world. Our service is evidence of our beliefs in action. We have a range of theological and political views and rejoice that there is room for all.

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

The senior pastor will steer the ship by leading a large and active congregation and overseeing a competent and collegial full and part-time staff of 23. We have a large and effective Session and Board of Deacons and approximately 650 volunteers who participate in the life of the church. We've been blessed to thrive as a vital congregation for more than 70 years.

Westminster has two very capable associate pastors. The associate pastor for congregational care provides direct care and oversees the church's entire care ministry while giving oversight to the staff and family ministries (not including youth). The third pastor oversees the youth ministry, contemporary Bridge worship service and production of videos, podcasts and other forms of electronic media.

We seek a pastor who will nurture a culture of creativity, joy and belonging, a person who will be a visible part of outreach beyond the walls of the church building. We seek a pastor who will find creative ways for church members to give of their time and talents.

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

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We are looking for a pastor who has a deep reliance on the Holy Spirit as a principal source of compassion, wisdom and strength. The work is rewarding but it requires energy and commitment as well as a loving heart for people. A calm presence and an abiding sense of God's grace to share the love of Christ with others will add to the joy and depth of our life together.

We seek a strong, thought-provoking preacher who actively and creatively brings the scriptures to life to solve problems and inspire Christian love. We are looking for a person who is a good manager in the form of a servant leader, someone who will be an intentional and visible partner in Pittsburgh's diverse faith community.

Due to a recent case of embezzlement, we seek a pastor who will provide strong leadership during a time of healing and redirection, someone who is comfortable overseeing a large budget.

We look for a person who is not afraid to face difficult issues, someone who will listen to and give consideration to different points of view. We seek a pastor who will motivate stewardship, participation and generosity.

We seek a pastor who will be supportive of Westminster's extensive ministry and commitment to mission in the name of Christ.

And a good sense of humor wouldn't hurt!

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

The senior pastor's responsibilities include:

- Leading worship and preaching
- Administering the Sacraments
- Contributing to a warm and welcoming culture in which visitors feel welcomed and inquirers are invited to join the church
- Serving as a collegial head of staff, cultivating the gifts of others while maintaining accountability for the church's overall ministry, mission and financial health as defined by Session
- Sharing in pastoral functions such as weddings, funerals, visitation and counseling in consultation with the associate pastors
- Participating in annual performance reviews with staff and making personnel recommendations to the Personnel Commission for all staff
- Consulting with the church finance team in developing an annual budget for submission to Session and seeing that the church operates within the approved budget
- Serving as moderator of Session and supporting the various commissions of Session as needed
- Participating in meetings and other activities of the Pittsburgh Presbytery
- Other duties as requested by Session

#### **Optional Links:**

<https://www.westminster-church.org/>

<https://wecep.org/>

<http://wroc.westminster-church.org/>

<https://www.townhallsouth.org/>

<https://shimcares.org/>

<https://www.citymission.org/>

#### **Leadership Competencies:**

Compassionate

Preaching and Worship Leadership

Spiritual Maturity

Public Communicator

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Task Manager
Strategy and Vision
Financial Manager
Interpersonal Engagement
Motivator
Flexibility

<b>Compensation and Housing: Cost of Living Calculator</b>
<b>Minimum Effective Salary:</b> \$112,500
<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. Hetz Marsh	209 Thornberry Circle, Pittsburgh PA 15234	412-595-8226	Former pastor at Westminster Presbyterian Church	marshes@comcast.net
Dr. Ronald E. Peters	1000 Bryn Mawr Rd., Pittsburgh, PA 15219	412-681-0229	Theologian in residence, Grace Memorial PC, collea	anyanwu3@msn.com
Jim Guffey	5301 Park Ave., Bethel Park, PA 15102	412-854-9120	Executive director of South Hills Interfaith Movem	jguffey@shimcares.org

<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 11/12/2019</b>

<b>Self-referral Contact Information</b>	
<b>PNC:</b> Paul Conley, Chair, Pastor Search Committee	<b>Address</b> 105 Lakeview Dr McMurray, PA 15317
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