

**Pittsburgh Presbytery**  
**Non-Installed Ministry Posting**

*The Non-Installed Ministry Posting is required for us by the Commission on Ministry for use when congregations are searching for Covenant, Interim, and Temporary Pastoral Positions*

**Ministry Information**

Ministry ID (Pin#)	08236
Ministry Name	Westminster Presbyterian Church
Mailing Address	2040 Washington Road
City, State, and Zip	Pittsburgh, PA 15241
Telephone Number	412-835-6630
Fax Number	412-835-5690
E-mail Address	recruiting@westminster-church.org
Website	www.westminster-church.org
Current Membership	1308
Average Worship Attendance	470
Church School Attendance	216
Church School Curriculum	Developed in house

**Ethnic Composition of the Congregation** *(Enter the percentage of each racial ethnic component of your congregation in whole %):*

American Indian or Alaska Native	1%
Asian	0%
Black or African American (African Native, Caribbean)	0%
Hispanic Latino/Lantina, Spanish	0%
Middle Eastern	0%
Native Hawaiian or Other Pacific Islander	0%
White	99%
Other	0%

<b>Community Type</b> <i>(Pick One)</i>	Suburban
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**Clerk of Session Contact Information**

Name	Bill Ludwig
Preferred E-mail	billludwig@aol.com
Phone Number	412-429-7202

**Position Information:**

<b>Position Type</b> <i>(Choose One)</i>	Temporary Pastor
<b>Position Title</b> <i>(Examples: Solo Pastor, Associate Pastor, Interim Pastor, etc.)</i>	Associate Pastor
<b>Position Tier/Hours</b> <i>(Choose One)</i>	Tier 1 (Full-Time)
<b>Is this a shared ministry position?</b> If so, please list the congregations	No
<b>Language Requirements</b>	English

**Competencies/Skills** *(Please identify and describe at least five characteristics that are important to fulfill the responsibilities of this position. You are encouraged to use the sample competencies listed in Appendix A of this document)*

<b>Competency/Skill</b>	<b>Definition</b>
<b>Compassionate</b>	is motivated by caring for others
<b>Preaching and Worship Leadership</b>	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.
<b>Technologically Savvy</b>	the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry
<b>Collaboration</b>	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.
<b>Interpersonal Engagement</b>	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.

**Narrative Questions**

<b>What is your congregation's or organization's Mission Statement?</b>
Coming out of the COVID pandemic our church is choosing to focus on the following priorities: Seek to love God and neighbor Accept everyone with love Inspire wonder and meaning Energize the next generation
<b>Brief describe your congregation and it's vision for ministry.</b>
See above
<b>For what specific tasks, assignments, and programs areas will this person have responsibility?</b>
Direct Pastoral care Serve as principal staff liaison to: Board of Deacons, communication staff, other groups as needed Shares in leadership of Sunday Worship including preaching Frequently performs services such as funerals, baptisms, grief support, prayer meetings, and spiritual offerings. Participates as an active and collegial member of the church staff. Lead adult classes and facilitate small groups.

**COMPENSATION AND HOUSING:**

<b>Minimum Effective Salary</b>	\$75,000
<b>Housing Type (Select One)</b>	Housing Allowance

**REFERENCES (2 Required)**

**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.**

Reference Name:	James Guffey
E-mail	jguffey@shimcares.org
Phone	412.852.1993
Relation	Executive Director of SHIM

Reference Name:	Helsel Marsh
E-mail	Marshes@comcast.net
Phone	412.913.5814
Relation	Retired Clergy

**Session/Search Committee/PNC Contact Person:**

Name:	Andrew Marsh
E-mail	<a href="mailto:Andrew.marsh@omnicell.com">Andrew.marsh@omnicell.com</a>
Phone	412.725.5538
Relation	Search Committee Chair and Session Member

**Commission on Ministry Contact:**

Name:	Earle Wooding
E-mail	earlepam@comcast.net
Phone	412-979-3443

**Presbytery Staff Contact:**

Name:	Ralph Lowe
E-mail	rlowe@pghpresbytery.org
Phone	412.605.7724

## Appendix A: LEADERSHIP COMPETENCIES

THEOLOGICAL/SPIRITUAL INTERPRETER	
<p><b>Compassionate</b> – 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>	<p><b>Hopeful</b> – maintains stability in the moment and hope for the future; provides direction, guidance, and faith when describing basic needs; and helps followers to see a way through chaos and complexity.</p>
<p><b>Preaching and Worship Leadership:</b> 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>	<p><b>Spiritual Maturity:</b> 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><b>Lifelong Learner</b> – 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><b>Teacher</b> – 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><b>Communicator</b> - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.</p>	<p><b>Bilingual</b> – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.</p>
<p><b>Public Communicator</b> - 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><b>Media Communicator:</b> Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)</p>
<p><b>Technologically Savvy</b> - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.</p>	
ORGANIZATIONAL LEADERSHIP	
<p><b>Advisor</b> – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.</p>	<p><b>Change Agent</b> – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.</p>

	<b>Contextualization</b> – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.		<b>Culturally Proficient</b> – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
	<b>Externally Aware</b> - 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.		<b>Entrepreneurial</b> - 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.
	<b>Risk Taker</b> – 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.		<b>Task Manager</b> - 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.
	<b>Willingness to Engage Conflict:</b> 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.		<b>Decision Making:</b> 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.
	<b>Organizational Agility:</b> 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.		<b>Strategy and Vision:</b> 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.
	<b>Financial Manager</b> – 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.		<b>Funds Developer</b> – 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.
	<b>Collaboration:</b> 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.		
<b>INTERPERSONAL ENGAGEMENT</b>			
	<b>Interpersonal Engagement</b> - 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.		<b>Bridge Builder</b> – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.

	<p><b>Motivator</b> - 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.</p>	<p><b>Personal Resilience:</b> 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</p>
	<p><b>Initiative:</b> 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.</p>	<p><b>Flexibility</b> - 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.</p>
	<p><b>Self Differentiation:</b> 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.</p>	