

**Q1 What is the congregation's or organization's vision for ministry? Additionally, describe how this vision is lived out.**

*(1498 Characters)*

*A telling presence.*

Westminster's vision revolves around a simple statement: "A Telling Presence in the City". This is at our very core—a congregation rooted in the city and its neighboring community, but alive to the possibilities of partnerships around the world.

This outward-facing statement comes alive through the interconnectedness and joint engagement across the many generations reflected in our congregation. A recent capital campaign stressed the centrality of children, youth and families to Westminster's ongoing vitality, along with a clear commitment to lifelong learning and faith development through an adult education program—one which attracts key authors and leading theological thinkers.

What does that look like?

- A vibrant youth group - involved in choir, serving the hungry, leading mission trips, partnering with Cuban neighbors
- 20% set aside for mission
- Meisel Scholarships - opportunities for young adults to explore diverse career interests
- Westminster Town Hall Forum - a nationally-broadcast speaker forum (20% of new members first experience Westminster via the forum)
- Extended lecture series - e.g. Luther Seminary professor Matt Skinner, dissecting the Book of Mark with a diverse audience of biblical newcomers and seasoned readers
- *Town Talks* - a forum series for young adults to reflect on the ethical implications of current issues

Westminster is continually re-inventing itself to stay true to its mission as a 'telling presence' in downtown Minneapolis and the world.

**Q2 How do you feel called to reach out to address the emerging needs of your community or constituency?**

*(1496 characters)*

*All are welcome.*

Westminster Presbyterian Church's (WPC) Baptismal Promise states, "With joy and thanksgiving we welcome you to Westminster and to the fellowship of Christ's Church, for we are all one in Christ. We promise to love, encourage, and support you, to share the good news of the gospel alongside you, and to help you know and follow Christ."

In response to this promise, WPC has created a Faith Formation ministry, recognizing that faith development happens throughout our lives. That promise extends to members and non-members alike.

As an open and affirming community—one in which every person can express their true self—all are welcome, cradle to grave. Seeking to nurture and deepen faith, the Families, Youth and Children and Adult Education Councils work collaboratively to provide programming that is varied and vibrant. Opportunities challenge both spirit and intellect and currently include classes, workshops, mission trips, traveling seminars, camps, choirs, and both small and large group settings throughout the week.

Through age-appropriate settings for study, conversation, prayer and fellowship, WPC provides a safe and nurturing environment for all to explore topics of faith, life, and spiritual growth. Such wide-ranging programming would not be possible without strong lay leadership and committed volunteers.

In keeping the baptismal promise to nurture an *exploration* of faith, Westminster fosters a sense of openness and accessibility to all of God's people.

**Q3 How will this position help you to reach your vision and mission goals?**  
(1490 characters)

*A world in need of God's peace, love, and justice.*

From its inception in 1857, Westminster has always been at home in the heart of Minneapolis and at the forefront of welcoming and caring deeply for all people within and beyond its walls. This church was home to Chinese immigrants in the late 1800s; to the first Boy Scout troop for Hmong immigrants in the 1980s; and to Cuban, Cameroonian, and Palestinian neighbors starting in the 2000s. Westminster is home to people of all ages and backgrounds who seek to deepen their faith and make a difference in the world.

The Associate Pastor for Faith Formation is central to our mission to nourish personal faith through study, prayer and fellowship; work for love, peace and justice; and be a welcoming and caring Christian community.

- *We seek to be an educated and engaged congregation.* You will help us organize and maintain ministries in adult, children, and youth education. You are responsible for assessing educational offerings, and providing a theological and spiritual lens to that work.
- *We seek collaboration.* You will work collaboratively with and support the Family, Youth, and Children Council, the Adult Education Council, and other Westminster staff to nurture, develop, and deepen personal faith among members of the congregation.
- *We hope to inspire.* You will help nurture lay leaders to contribute in a meaningful way to the life of our congregation.

We aspire to be a home for those in need of God's peace, love, and justice.

**Q4 Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.**

*(1491 characters)*

*A new way of thinking.*

This position is the result of an intentional and thoughtful merging of generational needs. As a new ministry area at Westminster, there is opportunity for someone to bring creativity and new ways of thinking to the position.

- *You champion collaboration.* You will, above all, *work across boundaries* to build a collaborative, connective, and comprehensive team approach to faith formation at Westminster.
- *You're a nurturing, people person.* You have the ability to form heartfelt connections across the age spectrum—from the youngest among us to seniors facing end-of-life issues.
- *You are undaunted by split responsibilities.* As pastoral lead of two different ministry areas—Families, Youth and Children and Adult Education—you will *excel* at multi-tasking, devoting energy to both areas, and finding opportunities for cross-pollination.
- *You walk the talk.* As one who will seek to nurture and deepen the faith of Westminster members, you will reflect a spiritual maturity and bring compassion to all of your interactions.
- *Good organization is your superpower.* You will reflect the qualities of a teacher and program developer—highly-organized and able to play well with others given that you will be working with a wide variety of people including staff, members of the congregation, and neighbors in the community.
- *Good communication with a touch of humility.* You are comfortable—and energized—talking with children, youth *and* adults, and learning along the way.

**Q5. For what specific tasks, assignments, and program areas will this person have responsibility?**

Lead a collaborative, connectional, comprehensive team approach to WPC ministries of faith formation in the areas of Families Youth and Children (FYC) and Adult Education.

In the area of FYC, collaborate on program development and growth, pastoral lead in teaching confirmation with the Director of Youth Ministries (DYM), support FYC Council and related committees, recruit, nurture and support lay leaders, pastoral contact for baptism, welcome families, youth and children new to WPC. Provide pastoral support for and participate in leading mission trips, retreats, Day Camp and other major programs.

Adult Education responsibilities include leadership and collaboration in program development and growth, pastoral support to the ministries of Adult Education, the Adult Education Council and related committees, and support and grow Small Group Ministries.

Promote opportunities to engage the public in WPC programs, educational series and speaker series, provide collaborative leadership to staff that includes, DYM, Director of Educational Ministries, Librarian, Coordinator of Early Childhood and Family Ministries, Nursery Coordinator, and Administrative Assistant.

Pastoral ministries include the Congregational Care Team, pastoral care to WPC members, and support church-wide events. Additionally, lead worship regularly, preach occasionally, including Sunday evening services.