**Ministry Discernment Profile Final**

This goes at the top of page 4:

**Church Mission/Vision Statement**

With God’s help, WPC fosters a caring, diverse, and deeply spiritual community that nurtures lives of faith, hope, and love. Through prayer and with thanksgiving for God’s grace, we seek to grow in the spirit of Christ, joyfully committing ourselves to worship, study, and service in the local community and the world. As people who stand in the Reformed tradition, WPC recognizes that the journey of faith is a life‑long struggle and seek to pursue, announce, personify, and practice the Good News of reconciliation and grace in Christ. Founded in 1873, WPC welcomes all who are continually being formed and reformed into disciples of Christ. WPC values a rich tradition of worship, Christian education and nurture, and ministries of caring and compassion. WPC is intentional about Christian education and nurture. We offer a foundation in the Bible while promoting an environment that values theological diversity. WPC strives to model openness, acceptance, and tolerance. WPC is a caring and compassionate church. We strive to balance ministry to our members with outreach in the community. To us, loving God with heart, soul, mind, and strength means the commitment of all our many gifts to the service and glory of God. As our Lord welcomes all to his table, we seek to welcome all in our worship, baptism, communion, marriage, fellowship, teaching and other expressions of the faith found in our community. We welcome all people who seek to join us on our journey to serve Christ.

This goes directly below the above statement:

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

The Westminster staff works collaboratively to enhance work efficiency and avoid siloed ministries. Westminster is seeking a generalist Associate Pastor primarily focused on adult education and the spiritual development of the congregation. This role involves supporting staff with pastoral care and fulfilling general worship responsibilities, including preaching, conducting weddings, and officiating funerals. The position will report to the Pastor Head of Staff and will also include supervisory responsibilities for staff involved in adult education. A successful candidate will possess strong biblical knowledge and be deeply rooted in Reformed Theology, be comfortable with technology, be open to participating in mission or educational trips, and thrive in a collaborative work setting.

**MDP Narratives** (on page 5):

1. **How would you describe the congregation’s/organization’s specific vision for ministry? How will the vision impact the community? Is the congregation part of a ministry vision or program?**

The Session of Westminster formed a task force in September 2022 to “Re-Vision” Westminster for the future. The outcome was to establish four God-Sized Dreams and to create a Covenant:

God-Sized Dreams:

* Westminster Loves All,
* Westminster Shines God’s Light,
* Westminster Bravely Promotes Reconciliation and
* Westminster Transforms and Renews Our Community and World.

Covenant: As we look to Westminster’s future, we are truly hopeful for “God-Sized Dreams” to become realities. In these efforts, we seek to let our light shine before others (*Matthew 5:16*), to become ministers of reconciliation loving all compassionately (because God loved us first), and to transform and renew our community and world. As unique individuals, as a collective congregation and recognizing we are all children of God, we seek to:

• grow in the knowledge of God revealed in Jesus and in our own personal and communal experiences,

• love one another, being slow to judge and quick to pardon,

• embody God’s unifying grace and forgiveness in all our relationships, in all aspects of our lives,

• be open-minded to the diversity of opinions in our congregation and the world, and consider our opinions in light of the command to love God and our neighbor and

• promote the Kingdom of God on earth, knowing that nothing can separate us from God’s love.

This “Re-Vision” is being realized through new educational, mission and fellowship endeavors.

1. **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?**

Westminster is a vibrant congregation of over 2,000 members, located on a beautifully maintained campus in the heart of West Nashville. With an annual budget exceeding $3 million, 12% of this was allocated to benevolence/outreach in 2024 with an additional $200k of gifts in our community that are outside of the budget. At first glance, Westminster may seem like a *rich community*, but a closer look reveals a *community rich* in diversity across theological, political, and socio-economic backgrounds. Contrary to the general decline in Protestant congregations, Westminster is thriving and growing. We pride ourselves on being an inclusive community that emphasizes traditional worship, education, and mission, all while nurturing our faith and serving both the local community and beyond.

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

As the needs of congregations evolve and the cultural landscape changes, the role of a pastor is becoming increasingly multifaceted. Westminster's ministerial staff consists of five full-time and five part-time positions. Westminster has been blessed to have a long-tenured/dedicated/effective pastoral senior staff. For example: As noted previously, this new position will primarily oversee adult education and spiritual formation while also dedicating additional hours to supporting the congregation’s needs. The current staff employs a collaborative model, utilizing each member's skills in the most effective manner. There is a willingness to adjust responsibilities to align with individual strengths. A successful candidate will enjoy engaging in all aspects of congregational life and be ready to lead into the future.

1. **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.**

* **Knowledge and Passion for Spiritual Education in the Reformed Tradition:** The candidate should have a deep understanding, familiarity, and facility with Scripture, Christian practice, and Christian theology, particularly the Reformed tradition. Westminster is a theologically and spiritually diverse congregation, and it is essential that the candidate be capable of leading an adult education program that caters to member at all stages of their faith journey. Candidate should be capable of development and oversight of a comprehensive program focused transformative faith formation.

* **Staff Management Experience:** Westminster employs a large team of Associate Pastors, Parish Associates, and additional staff. The candidate should be prepared to partner with Associate Pastors in interconnected areas as well as manage staff effectively. Additionally, this position will be expected to regularly collaborate with the Parish Associate in adult education to assure Westminster is accomplishing its goals to have a successful and transformative adult education program.
* **Network for External Speakers and Educators:** A key aspect of Westminster’s adult education program is its ability to invite outside pastors, speakers, and educators, including authors, professors, artists, and individuals with unique life experiences. The candidate should have an existing, diverse network of connections to sustain and enhance these educational opportunities for the congregation.

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

The call is for a full-time Associate Pastor to manage Westminster’s adult education programs, which include Bible studies, discipleship courses, seminars, and other learning initiatives, such as staying abreast of current trends in Faith Formation and utilizing continuing education opportunities. Adult Education at Westminster is wholistic where programs are crafted to address and incorporate Education, Spirituality, Fellowship and Discipleship/Service into all offerings. This role will work alongside the ministerial staff to foster spiritual growth within the congregation. Additionally, they will regularly engage in worship duties such as preaching, administering sacraments, officiating weddings and funerals, and providing at-home communion.

Key responsibilities will include:

* + Developing and implementing adult education programs
  + Overseeing the Adult Education Committee
  + Teaching adult education classes
  + Explore the utilization of digital assets in teaching
  + Recruiting and training adult education leaders
  + Coordinating adult education events, classes, talks, and other offerings
  + Pastoral care
  + Collaborating with other ministries

**Links** (at the bottom of page 5):

**Living Waters for the World**

LWW empowers everyday people to change lives through the installation of clean water systems. WPC forms such clean water mission partnerships in Peru and in Middle TN.

livingwatersfortheworld.org

**Westminster Home Connection**

WHC serves older adults and people with disabilities whose homes have become unsafe places to live, due to issues of function or mobility and enables homeowners to remain in their home in the TN community where they’ve built their lives.

westminsterhomeconnection.org

**Rooftop**

Since 2006, Rooftop has been providing emergency rental or mortgage assistance to residents of Davidson County through a partnership with local congregations. This compassionate and collaborative program helps build stabile family households.

rooftopnashville.org

**References** (on page six):

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