

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

Mif #: 02481.AFO

Ministry General Information

Ministry Number	02481
Ministry Name	Westminster PC
Mailing Address	2155 University Avenue Dubuque, IA 52001
Phone	(563) 583-1729
Fax	(563) 557-8791
E-Mail	churchoffice@wpcdbq.org
WWW Address	www.wpcdbq.org
Ministry Size	251 - 400 members

Ethnic Composition	
	Asian 5%
	White 95%

Average Worship Attendance	162
Church School Attendance	23
Curriculum	Dig In by Group
Yoked	False
Presbytery	JOHN KNOX PRESBYTERY
Synod	SYNOD OF LAKES AND PRAIRIES
Community Type	Small City

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

Information about the position

Position:	Pastor (for a designated term)
Experience Required:	No Experience
Specific Title:	
Employment Status:	Full-time

Language Requirements:	
	English

Other Language:	
Statement of Faith Required:	True
Clergy Couples:	True

Training/Certificate Requirements:

Other Training:

Brief Church Mission Statement:

We are a community exploring and nurturing Christian faith and inviting all to experience the love of God. "Inviting All, Exploring Faith, Experiencing God"

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

We are working to live out our current mission statement: "We are a community exploring and nurturing Christian faith and inviting all to experience the love of God. Inviting All, Exploring Faith, Experiencing God."

Given our unique position in a town with five colleges and a growing population of young professionals, we feel led to reach out to spiritual seekers and others in our community who have little if any Christian or church experience. We believe that our welcoming congregation, community engagement, and openness to those looking for a church home make us unique. Our commitment to community and the strengthening of our hospitality team have positioned our church for growth. We are seeking a pastor who shares our passion for this vision.

As a church we believe in empowering our members to put our faith in action. Our members have successfully launched projects such as a mission garden sharing literally tons of produce with the food insecure community, a green team that implements ways of caring for God's creation, and a hunger outreach program that has to date served thousands of people in need.

We have incorporated both traditional and contemporary elements in our services, especially through the on-line service period of Covid-19. We look forward to continued evolution of our worship experience including the potential for additional worship opportunities.

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

We are a welcoming community of faith. We encourage and celebrate our multigenerational congregation's involvement in all church activities. We cherish the contributions of everyone, from our smallest children to our most senior members.

Prior to COVID, we were ministering to the wider community with a livestream worship service. We have remained a strong community while we worship exclusively online during the pandemic. We have virtual participants in services on the church website, on Facebook and on the phone. We have also have weekly prayer meetings with Session members in our courtyard.

Our music programs include traditional choral and organ, children's choir, adult and children's handbells, praise band and a wind ensemble. Congregational singing is supported by both contemporary and traditional instruments.

Our facilities are a hub of activity during the week. We house a Head Start program, Cub Scouts, Boy Scouts and Girl Scouts. We also support a Mandarin-speaking ministry, a mission garden and local food pantries.

We have a unique relationship with University of Dubuque Theological Seminary, which provides an opportunity to minister to students pursuing a deeper faith journey and fosters cultural diversity in the congregation.

We are engaged with other local faith traditions to meet community needs. We are a founding member of Dubuque Area Congregations United, an interfaith community organization that spans many faith traditions but is united by belief in God.

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

We are seeking a pastor who will lead and refine our vision, collaborating with the well-established teams. This will include a continued focus developing community relationships both inside and outside the church.

The pastor will work with the congregation and the Session to ensure strategic planning continues to be in place for the long-term growth of the church missions. They should also be willing to work with the technology team.

Our pastor will provide teaching from scripture in ways that deepen our understanding of the Bible as God's living Word to enhance our understanding of today's world. They will help us grow our discipleship by preaching the Word and bringing the Bible alive through stories and an understanding of scripture's historical and cultural context.

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 need a compassionate pastor with excellent interpersonal skills to identify and develop the many diverse gifts and talents within our congregation so that we can live out our faith. They should also be comfortable engaging the community outside the congregation.

The ideal candidate will be adept at teaching both from the pulpit and through Christian education. They must be ready to help the congregation understand and apply scripture to their daily lives. Our pastor will meet our members and congregants wherever they are in their faith journey.

They must be a strategic planner who is comfortable challenging us and leading the way as we refine our vision for the future, moving us forward to fulfill our role in Christ's mission for the church.

The candidate should have strong organizational and administrative leadership skills suited to the size and complexity of our church.

We are seeking a designated pastor after our previous pastor had an unexpected change in family circumstance and left suddenly.

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

- Provide worship leadership, dynamic preaching and preside over Sacraments weddings, funerals and other special services, including monthly worship at Bethany Home, the local care center. Work with the care team and deacons to provide leadership in pastoral care to the congregation and the community.
- Provide leadership and support for the spiritual formation of church members of all ages by teaching in a variety of settings
- Provide visionary leadership and strategic planning with measurable progress toward our stated mission and vision.
- Continue to develop worship experiences, working with a strong music team, to implement a variety of music styles and instruments to meet the range of tastes within the congregation.
- Provide compelling leadership for the Session; moderate meetings; help the Session to discern, define and address strategic priorities of the church.
- Serve as Head of Staff.
- Serve as an active ambassador in the community representing Westminster.
- Give effective guidance to implement internal and external communications.
- Bring ideas and active involvement to the stewardship team and to the overall finances of the church. Serve as an advisor to the Westminster Foundation.
 - We are in the first year of a three-year capital campaign for mid to long term building maintenance needs with a goal of \$500K. We currently have commitments beyond \$300K. We are pleased to be on budget even in the face of COVID.
- Serve the wider church through the John Knox Presbytery and other governing councils

Optional Links:

See our website: <http://wpcdbq.org/2020-mission-and-vision-statement/>

See our facebook page: @wpc.dubuque

Leadership Competencies:

Preaching and Worship Leadership

Spiritual Maturity

Public Communicator

Entrepreneurial

Organizational Agility

Strategy and Vision

Collaboration

Interpersonal Engagement

Bridge Builder

Motivator

