



A Global Movement of Evangelical Presbyterian Churches

CHURCH INFORMATION FORM

The Ministerial Vocation Committee and the Office of the Stated Clerk of the Evangelical Presbyterian Church are responsible for denominational vocational services. As part of the process of “matching” ministers and congregations, the Office of the Stated Clerk provides resources and advice to both pastors and congregational search committees. To that end, we ask congregations and ministers to complete information forms as an introduction to each other, and a first step in the process of calling a minister for a congregation. For both the pastor and the congregation, this is an opportunity for self-study and evaluation of current ministry and goals. This calls for honesty, effort, and open communication.

This Church Information Form (CIF) presents the local congregation’s history, challenges, and goals. It is our hope that this will help facilitate the search process by assisting both the church in focusing on future directions and applicants in gaining some sense of the nature and uniqueness of this congregation.

We encourage churches to list their vacancies on the Ministry Staff Opportunities webpage at www.epc.org/mso. For more information or to send your posting, email info@epc.org.

Guidance for church-based human resources questions such as background checks, personnel policy manuals, and more is available at the Office of the General Assembly by contacting Marti Ratcliff at marti.ratcliff@epc.org or 407-930-4263.

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Please return completed form to:

Evangelical Presbyterian Church
ATTN: OFFICE OF THE STATED CLERK
5850 T.G. Lee Blvd., Suite 510
Orlando, FL 32822

Phone: 407-930-4239
Fax: 407-930-4247
E-mail: info@epc.org





EPC

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Part 1: Church Information

1. Church Name Westminster Presbyterian Church

Address 3321 33rd Street

Lubbock, Texas 79410

Telephone (806) 799-3621 Fax (_____) _____

E-mail christie@wpclubbock.org Website www.wpclubbock.org

2. Presbytery Presbytery of the West

Presbytery Ministerial Committee Liaison _____

3. Search Committee Chairman Mr. Brent Clifford

Address 3602 77th Drive

Lubbock, TX 79423

E-mail bncliff@gmail.com

Telephone (806) 559-1757

4. List all paid staff positions (use additional sheet if necessary)

- | | | |
|--|---|---|
| <u>Pastor</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Executive Director</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Kid's Ministry Director</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Student Ministry Director</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Early Childhood Workers - PT</u> | <input type="checkbox"/> Full time | <input checked="" type="checkbox"/> Part time |
| <u>Kids and Student Interns</u> | <input type="checkbox"/> Full time | <input checked="" type="checkbox"/> Part time |
| <u>Preschool Director</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Executive Assistant to the Pastor</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Front Office Assistant</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>(See Addendum for additional positions)</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |



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5. List all key volunteer positions

Worship Services:
Audio Visual Tech
Welcome Team
Congregational Care - Visitation Team

6. List all vacant positions

Position Available Assistant Pastor Date of Vacancy 8/1/2022

Position Available Student Ministry Director Date of Vacancy 7/24/2023

Position Available Communities Director Date of Vacancy 4/1/2023

7. Membership (state approximate numbers and percentages)

	Five years ago	Currently
A. Number of church members	_____	<u>500</u>
B. Number of family units	_____	<u>58</u>
C. Worship attendance	_____	<u>225</u>

8. Community Growth Increasing Static Declining

9. Profile of church members

A. Age:

6 % 0-11 6 % 12-18 4 % 19-24 7 % 25-34

15 % 35-49 18 % 50-64 44 % 65+



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B. Occupation:

27 % Business 33 % Professional 7 % Trades
0 % Agriculture 6 % Stay-at-Home Parent 18 % Retired
9 % Other (Please Specify) _____

C. Educational level of adults

____ % some high school ____ % high school ____ % college ____ % graduate school

D. Percentage of members belonging to the congregation

Less than one year 4 %
5 years or less 32 %
6-10 years 15 %
10 years or more 49 %

10. Racial/Ethnic composition of:

A. Congregation

2 % African-American 4 % Asian 90 % Caucasian 4 % Hispanic
____ % Other (Specify) _____

B. Community (within 5-mile radius of church)

5 % African-American 2 % Asian 70 % Caucasian 22 % Hispanic
1 % Other (Specify) _____

11. Community Setting (check as many as apply):

Location

Rural Small Town Metropolitan Suburban Inner City

Function

Industrial Agricultural Recreational Military College/University

Approximate population of community: 325,000



12. Worship

A. Worship Time	Average Worship Attendance	Worship Style
<u>10-11AM</u>	<u>225</u>	<small>Modern, Traditional, Alternating Weeks</small>
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>

B. Frequency of communion celebration: 12 per year

C. How are members involved in planning and participation in the liturgy/worship?
Members of the church are nominated to serve on session sub-committee for worship planning and other laity volunteer in the ministry areas of music (choir and musicians for traditional and modern worship), audio visual, sacraments, welcome team (ushering, greeting, hospitality).

D. Style of liturgy used in your worship (e.g., traditional, contemporary, variety)
Modern and Traditional, alternating Sundays.

E. Type of music used in worship (e.g., traditional, contemporary, variety)
Choral, Orchestral, Modern Music (guitar, drums, bass, piano driven)

13. Ministry Programs

- A. Average attendance in Church School (under 18 years): 60
- B. Average attendance in Adult Education (Sunday):

- C. Average involvement in Small Groups:



14. Organizational Structure

List major boards, committees, and organizations that are part of your church and frequency of meetings (monthly, weekly, etc.)

Name	Purpose of Group	Number of members	Frequency of meetings	Leadership Role*
Session	Prayerful Leadership	18	Monthly	2
Organization & Leadership	Personnel, Finance, Facilities	6	Monthly	2
Worship	Corporate Worship	4	Monthly	2
Discipleship	Believing	6	Monthly	3
Fellowship	Belonging	2	Monthly	3
Care		3	Monthly	3
Gospel Communities	Small Groups	50	Weekly	2
Prayer		5	Weekly	3
Missions	Local and International	2	Monthly	3
Outreach		4	Monthly	4
Remodel and Renovation		5	Bi-Monthly	2

*Indicate leadership role expected by using the number below:

1. Pastor takes primary initiative and responsibility.
2. Pastor and laity share responsibility.
3. Laity takes primary initiative and responsibility.
4. A staff person takes primary initiative and responsibility.

Part 2: Financial/Church Campus Information

1. Current annual budget: \$ 1,365,497 Last year's annual budget: \$ 1,196,765
(Attach a copy of current budget)
2. Percentage of income received toward budget: 6.00 %



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3. Amount contributed for year (most recent complete reporting year)

- A. EPC Percentage of Income \$ _____
- B. EPC World Outreach Global Workers \$ 20,452
- C. EPC Special Projects \$ 8,385
- D. Presbytery Per Member Asking/Percentage of Income \$ _____
- E. Other Missions/Missionaries \$ 26,000

4. Property owned by church

A. Describe buildings and property (other than manse), including condition.

Church Building - 3321 33rd Street, Lubbock, TX 79410
Church Properties - 3406 34th Street; 3402 34th Street - Both rental properties

B. Are your buildings adequate for your present program? Yes No
If no, please explain:

Yes, more than adequate. 70,000 sq. ft property. However, our historic 75 year old facility is in need of remodel and renovation. A committee was formed for this purpose in January 2023.

C. Is a building program or capital project projected? Yes No
If yes, describe what, when, and projected cost

Yes, underway but with no project numbers as of this date.

D. Does the church own a manse? Yes No

Condition: Good Fair Poor # of Bedrooms

Pastor's Office/Study: In Church In Manse Not Provided

Other _____



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5. Compensation:

A. The salary range we are prepared to offer:

Position: Assistant Pastor \$ 60,000

Position: Student Ministry Director \$ 45,000

Position: _____ \$ _____

B. The average annual increase over the past three years is:

Position: Assistant Pastor \$ 3,000 or 3.00 %

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

C. Housing

- Housing Allowance
- Manse Only
- Either of the Above

D. Benefits and expenses

Y Retirement Plan (minimum 10% gross effective salary)

Y Medical insurance (EPC medical coverage required for full-time TEs)

Y Life insurance

_____ Social Security

Y Travel/mileage

Y Book allowance

Y Study leave allowance (minimum 2 weeks)

Y Annual vacation days (minimum 4 weeks)

_____ Number of worship services per year for which pastor is provided relief (in addition to vacation and study leave)

_____ Sabbatical frequency and length _____

_____ Other (Specify: _____)

- E. The church participates in the EPC's medical benefits plan Yes No
- F. The church participates in the EPC's retirement plan Yes No



Part 3: Church Characteristics

Check the box that most closely describes the current characteristics of the congregation.

Our congregation...	Agree		Disagree	
1. Is spiritually vibrant	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
2. Demonstrates love for the pastor and his/her family	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
3. Readily shares their gifts with the rest of the congregation	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
4. Places a high priority on sound biblical preaching	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
5. Effectively integrates newcomers	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
6. Is engaged in evangelism	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
7. Is often found living their faith in their communities	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
8. Has a spirit of unity	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
9. Cares about each other	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
10. Is supportive of the Session and pastoral leadership	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
11. Ministers well to members that are hurting	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
12. Uses members' gifts in worship	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
13. Contains people willing and able to lead the congregation	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
14. Is capable of change when and where appropriate	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
15. Is connected to and prayerful about what God is doing in the global church	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

16. How are elders and deacons initially trained and equipped for ministry?

Elder elects are trained in October by the Pastor. They are further trained and equipped at the annual elder retreat in February every year.



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17. What is the Session's current practice regarding the ongoing discipleship of elders and deacons?

Ongoing training occurs throughout the year through assignment of reading resources for our general mission (the Great Commission) and particular application of it (e.g. "Growing an Engaged Church" for 2022-2023).

18. In what ways does your church participate in ecumenical activities?

Please see addendum.

19. Describe the strengths of your congregation.

Please see addendum.



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20. List specific problems with which your congregation struggles.

Please see addendum.

21. List major goals that the congregation has set for itself.

Please see addendum.

22. Has there ever been disciplinary action taken against a pastor of your congregation?

Yes No

23. Has there ever been any disciplinary action against an elder or deacon of your congregation?

Yes No



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If you answered "Yes" to either 22 or 23, please explain.

24. Have you completed a mission statement, vision statement, and/or a strategic plan for your congregation?

Yes No

If yes, Date completed _____

If yes, enter each statement or strategic plan (or attach copies if space below is limited).

Please see addendum "SOP."



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Part 4: Leadership Expectations

1. What are some key character strengths a person should bring to this position?

Please see addendum.

2. What are five key gifts/skills/abilities a person should bring to this position?

Please see addendum.

3. What are the primary pastoral duties for the position? (Attach a position description)

Please see addendum - "position description."



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Part 5: Church History

1. What do you consider to be the three most important events in the history of your church?

Please see addendum.

2. What do you consider to be the most interesting and challenging event in the life of your church in the last three years?

Please see addendum.



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Part 6: Other Information

1. List the last three individuals who held this position

Name	Dates of Service	
<u>Matthew Young</u>	<u>6/2018</u>	to <u>8/2022</u>
<u>Tyson Talor</u>	<u>6/2011</u>	to <u>3/2016</u>
<u>Matt Mitchell</u>	<u>5/2008</u>	to <u>7/2011</u>

2. Describe any significant factors about the church not covered in previous questions.

Please see addendum.



Statement of Acknowledgment

The EPC believes that honesty and a commitment to open communication are critical to building the body of Christ. In that spirit, please confirm your agreement to the following statements by your signatures below.

1. We attest that the information contained in this Church Information Form is true and complete to the best of our knowledge.
2. We authorize applicants for the position(s) listed herein to make inquiries regarding all statements contained in this Church Information Form.
3. We authorize the Office of the Stated Clerk to circulate, distribute, and otherwise share this Church Information Form with potential candidates for the position(s) listed herein.
4. We acknowledge the Medical Plan and Retirement Plan services offered by the EPC's Benefit Resources, Inc., exist to serve EPC churches and their staff members. We also acknowledge the EPC's Book of Order requirement that EPC churches provide medical insurance to ordained staff members through BRI as mandated by the following Acts of the General Assembly:
 - 81-04 Terms of call for any minister of member churches shall provide for participation in the denominational hospitalization and disabilities programs. *(Minutes of the 1st General Assembly, 1-32)*
 - 81-06 The denominational group insurance plan providing health, disability, and life coverage shall be mandatory for all ministers within member churches. *(Minutes of the 1st General Assembly, 1-36)*
 - 88-08 Assembly amends participatory requirements for group health insurance plan by requiring participation of all ministers on the rolls of presbyteries with the exception of:
 1. Missionaries laboring in cooperative agreements with mission agencies;
 2. Ministers laboring in institutional agencies providing their own group insurance plan;
 3. Ministers afforded group insurance coverage as part of retirement benefits from a previous employer;
 4. Ministers without call, and ministers laboring less than 20 hours in a place of ministry. *(Minutes of the 8th General Assembly, 8-24)*

For information about EPC benefits through BRI, see www.epc.org/benefits, email benefits@epc.org, or call 407-930-4267.

Clerk of Session Mrs. Sara Gray Date 5/30/2023

Search Committee Chair Mr. Brent Clifford Date 5/30/2023

Addendum

EPC Church Information Form Westminster Presbyterian Church Lubbock, TX

Pt. 3 – Church Characteristics

18. In what ways does your church participate in ecumenical activities?

Westminster Presbyterian Church (WPC) is ecumenically active within our own community and abroad. Within the Lubbock community we partner with “Lubbock Impact,” a ministry which offers food, clothing, and healthcare to the working poor. We host the staff of “Child Evangelism Fellowship” within our building and offer our partnership for their evangelism events. We participate in many other joint community services with the other churches and parachurch ministries in the city such as the Salvation Army and Buckner’s Children’s Home. We offer our support to “Young Life” as well and hold the charter for a scout troop and pack.

Outside of Lubbock we participate in the Presbytery and General Assembly, host student ministries from churches around the country and occasionally events for sister denominations (i.e. ECO). Internationally we participate annually in an on-going (25+ years) mission to Belize in partnership with the “Word at Work.” We support many missionaries involved in a variety of missions across the globe.

19. Describe the strengths of your congregation.

We are in the midst of our 75th anniversary as a church and believe that our best days are ahead of us. We are moving “forward in faithfulness” with a renewed emphasis on vitalization and renovation. We are committed to fulfilling the Great Commission (Matthew 28) and thereby follow Christ’s mandate to shape our mission methodologies.

WPC’s foundation is the centrality of Christ, the authority of scripture, and the fellowship of the saints. The Lord Jesus Christ is central to who we are and all that we do. Our commitment to the authority of scripture, the Word of God, was made expressly clear when we followed the call and conviction to exit the PCUSA and join the EPC, though we knew the tumult would be costly to WPC in the short-term.

Our worship service is strong in its artistic expression and exposition of scripture. We currently host one worship service on Sunday, and we alternate between artistic expressions every other week (modern music one week and traditional the next). Members of the Lubbock Symphony Orchestra often accompany our choir and other musicians. Particular highlights of our worship calendar include hosting the symphony orchestra for Christmas Eve, Tenebrae, and Easter. The congregation enjoys the rotation format for the fact that it brings the congregation together more often.

We are a compassionate church with a dedicated mission and mercy ministry to those in our community who need material assistance. Our laundry ministry to women, “Loads of Love,” has a dedicated team of prayerful volunteers who facilitate meaningful ministry on a weekly basis. We provide food and gas vouchers to those in-need. We also provide financial assistance through our “Westminster Helping Out”

(WHO) program. Our sewing ministry provides quilts and clothing to various organizations throughout the city.

We are a discipling church. Many of the members are gifted teachers and lead Sunday schools. As a result, the culture of WPC Sunday morning consists of a 2-hour commitment: 1 hour for worship, 1 hour for Sunday School programming.

Our ministry to families is a priority. The WPC Preschool is one of the four NAEYC accredited schools in the city. Our ministry to young and mature families is also growing with new energy from our new staff leaders in each area. We have a dynamic Wednesday night program which includes dinner for the church family, break-outs to program areas for kids and students and families. “Gospel Communities” meet regularly throughout the week for bible study, fellowship, food, and prayer. Our children and students attend summer camp and fall retreats every year. Men’s and Women’s ministries host annual retreats and conferences.

Our fellowship is emphasized in our value of “belonging to Christ and to one another,” and as such there are many deep relational ties between members of the congregation. We continue to have a large group of seasoned members who have attended WPC for fifty years or more who represent the backbone of the church. We also are experiencing a steady growth of young families.

As a result of the cohesiveness of our membership, the members of WPC are especially caring and supportive of one another. We celebrate and support each other with delivered meals on special occasions (such as the birth of a baby) and in circumstances that need the special love and attention of the congregation (such as an illness or hardship). You can count on continuous prayer, hugs, love, and support from the members of WPC.

WPC is a prayerful church. We host an annual 24-hour prayer vigil, and we have dedicated prayer teams for the ministries of the church.

We are good stewards of God’s resources. We are a financially well-managed church.

Last, but not least, WPC has a dependable and energetic ministry staff, session, and volunteers.

20. List specific problems with which your congregation struggles.

Despite our geographic proximity to Texas Tech University, we struggle with engaging our collegiate demographic. We also find ourselves spread thin with pastoral care and shepherding responsibilities. We continue to work on finding a viable model for sustainable volunteerism. We also are working at engaging more members in purposeful prayer ministry for the church and community.

21. List major goals that the congregation has set for itself.

Revitalization: Following the pandemic, WPC began to reevaluate the effectiveness of outreach to the community. We studied “Growing Young” and “Growing an Engaged Church.” We entered a season of

surveying the congregation, interpreting results, and the pastor leadership developed a new strategic process for the church. We are now in the execution phase of our strategic process.

Recalibration: Our revitalization strategy has resulted in a recalibration of our team for the work set ahead for us. We have our new team in the process of training in outreach, and we are committed to this work. Our goal is to have every ministry department active in and contributing to the effort of outreach.

Renovation: We are also in a time of renovating, remodeling, and repurposing our space for greater ministry effectiveness. Of note, we are opening more space in the Preschool Ministry for the goal of growing the program by 40%.

Reorienting: We are working toward having every member internalize the content and application of the Great Commission for the purpose of glorifying God.

24. Have you ever completed a mission statement, vision statement, and/or a strategic plan for your congregation?

Yes.

Completed 2011, Amended 2018. In process of further revision.

Please refer to the following "Standard of Procedure":

STANDARD OF PROCEDURE

Session
Westminster Presbyterian Church
Lubbock, Texas

I. MISSION STATEMENT

*Established by God in the heart of Lubbock, the mission of Westminster Presbyterian Church is to make disciples by connecting thirsty people to receive and share the Living Water of Christ.
John 7: 37-39.*

11. GENERAL STATEMENT

A. Our Kingdom Concept

For over 60 years, Westminster has pursued the great ends of the Church. This historical pursuit continues to influence and shape our ministries today. The following statements help to define the character of Westminster's pursuit over the years.

Spiritually we have emphasized:

- Worship marked by biblical, reformed, relevant preaching
- Education marked by biblical, reformed, relevant teaching
- Spirituality marked by seeking and responding to His presence

Relationally we have emphasized

- Fellowship marked by relationships of care and encouragement

Missionally we have emphasized

- Service marked by missional passion for Lubbock and the world
- Witness marked by programmatic outreach to neighbors

B. Our Values

In pursuing our mission, there are certain values we share as a body of Christ. These values not only represent what motivates us in mission but also the values we hold dearest.

We value connection to:

- Jesus Christ as demonstrated by our emphasis on seeking and responding to His presence in worship and daily life.

- One another as demonstrated by our attention to deepening and widening our relationships with one another.
- Our community as demonstrated by our pattern of reaching out in hospitality, and, finding and filling needs.
- God's word as demonstrated by our focus on providing guidance for daily life in Bible based teaching.
- Presbyterian faith as demonstrated by our adherence to Christian beliefs known as "reformed" and "evangelical".

C. Our Map For Members

The way our members live out our mission is described by the acronym FLOW. FLOW describes a process of discipleship marked by the following pursuits:

- F** ortify your faith by growing in relationship and knowledge of God
- L** ove your neighbor by going to fill needs and share faith
- O** pen your life by gathering in circles of relationship at WPC
- W** orship your Lord by glorifying Him at WPC gatherings

D. Our Measures For Session

The way our Session measures our efforts at achieving our mission is described in the following statements:

Our success is measured by the connection of members in service to:

- Jesus in growing relationships with Him marked by lives of prayer, worship, and study of His word.
- Each other in multiple circles of belonging that provide fellowship, encouragement, and caring.
- Our community in loving actions of hospitality, sharing faith, and filling needs.

E. Authority

1. Corporation. Westminster Presbyterian Church was incorporated as a non-profit corporation August 29, 1988, Charter No. 01087571. All corporate powers of the corporation shall be exercised by or under the authority of the Board of Directors. The active elders on the Session shall serve as the Board of Directors. The officers of the Session shall serve as the duly elected officers of the corporation.
2. Session. The Session of Westminster Presbyterian Church, as of January 2005, consists of the pastor, any associate pastor(s), and eighteen elders in three classes, all of whom are entitled to vote. The Session is responsible for the mission and government of the particular church.

By adequate review of all operations conducted under its policies, the Session retains final authority.

3. Congregation. The Session shall call the congregation to meet to transact ecclesiastical and corporate business. It shall call a congregational meeting in the Fall of each year to elect a class of six elders, and call an annual meeting of the corporation in January to review the previous year's ministry, present for information the finalized program and budget for the new year, present changes in the ministers' calls, elect the Church Officer Nominating Committee (Appendix 1) and transact other business as is appropriate and necessary.
4. Guiding Documents. In its policy-making, planning and administering of the church's life, the Session shall be guided in all things by the Holy Bible, The Constitution of the EPC including the Book of Order, Government and Discipline, the Westminster Shorter Catechism, the Standing Rules of Presbytery of the West, and this Standard of Procedure.

III. ADMINISTRATIVE PRINCIPLES

- A. The MISSION determines the form of structure.
- B. The STRUCTURES are open to change.
- C. The GOVERNING BODY delegates the tasks for the working groups (ministry teams, task groups, and organizations).
- D. The WORKING GROUPS are accountable to the governing body.
- E. MUTUAL TRUST and RESPECT are encouraged.

IV. ORGANIZATION OF THE SESSION

The Session shall be organized (as of January 2011) into five Session Ministry Teams (Appendix 2), a Coordinating Council, and three committees (Roll Review Committee, Session Nominating Committee, and the Church Officer Nominating Committee).. The numbers of elders on the Session assigned to the Session Ministry Teams are indicated below:

Worship	(3)
Congregational Care	(1)
Discipleship	(6)
Mission and Outreach	(4)
Organization and Leadership	(4)
Total Number of Elders	(18)

The Session Ministry Teams shall oversee, plan, and implement the mission of the Church approved by the Session through establishing ministry teams, task groups, and organizations, which they feel are necessary to accomplish the work within their oversight.

- A. A Coordinating Council shall be established to coordinate the work of the Session Ministry Teams and keep the congregation informed of its life together. This Council

will meet as needed, and shall include the clerk, treasurer, moderators of the Session Ministry Teams, moderator pro tem, pastor, associate pastor(s), and church administrator. The pastor shall moderate this council. An associate pastor or moderator pro tern shall moderate this council as requested. The Coordinating Council shall guide budget preparation and review expenditures.

- B. A Roll Review Committee shall be established to review the church membership roll annually. This committee shall include the clerk, assistant clerk, two persons from the Session named by the Session Nominating Committee, the pastor, associate pastor(s), and church administrator. (Procedure for Roll Review, Appendix 3)
- C. Special ministry teams, task groups, or organizations may be established by the Session and provided with assignments, with the timetable and personnel being clearly defined and determined.
- D. The Session Ministry Teams ordinarily will be moderated by an elder on the Session. Ministry teams, task groups, committees, and organizations not moderated by an elder will have an elder from the overseeing Session Ministry Team serve as liaison.

V. PROCEDURAL GUIDELINES

- A. Each Session Ministry Team will provide oversight in the planning, implementation and evaluation of the work assigned to the ministry teams, task groups and organizations.
- B. Session Ministry Teams, ministry teams, task groups and organizations are to operate within the policies, goals, opportunities, and budget established by the Session.
- C. Session Ministry Teams shall meet for planning, development, and evaluation. The Session Ministry Teams shall report to the Session all work being accomplished by the Session Ministry Teams and those groups reporting to them. Each Session Ministry Team will make recommendations and submit an Annual Report to the Session.
- D. Where there are items requiring policy changes, additional funds and/or new directions in ministry, the Session Ministry Team exercising oversight must review and present these changes to the Session for approval.
- E. A request or recommendation requiring action by the Session shall ordinarily be presented in writing to the Session prior to the meeting at which action is to be taken.
- F. The initiation of new ministry or programming requires the Session's approval.

VI. PLANNING AND EVALUATION PROCESS

- Moderators of Session Ministry Teams orient ministry teams, task groups, and organization moderators at annual Session retreat.
- Annual Meeting of the Congregation/Corporation, with annual reports and election of Church Officer Nominating Committee.
- Ministry teams, task groups, and organizations organize and develop plans.

June

- Ministry teams, task groups, and organizations evaluate and discuss programming for the next year.

August

- Session Ministry Teams meet to consolidate plans and projects for the subsequent year's budget.
- The Coordinating Council reviews the challenge program and budget for preparation to the congregation.
- Session receives budget requests for the subsequent year.

September

- Session adopts a challenge budget for subsequent year.

October

- Coordinating Council reviews Stewardship drive and final budget revisions.

December

- Session meets in Ministry Teams to evaluate July-December program and to adopt subsequent year's ministry/mission budget.

VII. STAFFING PROCEDURE

April

- Church Officer Nominating Committee begins functioning.

September

- Congregational Meeting to elect a new class of elders.

October

- Elders-elect are trained.

November

- Elders provide their Session Ministry Team preference for the ensuing year.
- Session examines the new class of elders elect.

December

- Clerk contacts organizations and groups to request nominees for the Church Officer

Nominating Committee to be elected by the congregation in January.

- Session Nominating Committee presents to Session:
 - Nominations for Session officers, Session Ministry Team moderators, and others as defined under the nominating procedure; and
 - Recommendations of the elders to serve on Session Ministry Teams for the subsequent year.

January

- Elders-elect are ordained and/or installed by Session during worship service.
- Session Ministry Team moderators present to the Session personnel for the ministry teams, task groups, and organizations for the ensuing year.

VIII. BUDGET PROCEDURE

June

- Ministry teams, task groups, and organizations determine the budget for the next year to provide to Session Ministry Teams.

July

- Ministry teams, task groups, and organizations communicate budget requests to Session Ministry Teams via elder liaison.

August

- Session Ministry Teams consolidate budget requests and present them to Coordinating Council.

September

- Personnel Elder conducts Staff Reviews.
- The Coordinating Council reviews budget requests.
- The Session receives the preliminary budget and takes action for presentation to the congregation during the stewardship season.

October

- Stewardship drive begins.

November

- Ingathering of pledges.

December

- The Session receives the final budget and takes appropriate action.
- Coordinating Council (responsible for monthly reviews of budget) notifies Session Ministry Teams of expenditures, uncommitted balances, and budget overruns for last time.

IX. OFFICERS

The officers of the Session shall be (A) moderator; (B) associate moderator; (C) moderator pro tern; (D) clerk; (E) assistant clerk; (F) treasurer; and (G) assistant treasurer. Unless otherwise stated, the officers shall be active Elders.

Following are the duties of the officers:

- A. Moderator. The pastor is the moderator. The moderator shall convene and preside at stated meetings of the Session; call meetings of the Session when deemed necessary or when requested to do so under the conditions set forth in the Book of Order; report to the Session any problems, whether spiritual, administrative or personal, which relate to the welfare of the church. The pastor shall serve as moderator of the Coordinating Council. The pastor shall serve as advisory member of all Session Ministry Teams, ministry teams, organizations, committees and task groups, though the pastor may choose in consultation with the associate pastor, to be represented on any such body by the associate.
- B. Associate Moderator. An associate pastor shall be designated by the pastor as the associate moderator. In the absence and with the consent of the moderator the associate shall preside at meetings of the Session. The associate shall report to the Session any problems, whether spiritual, administrative, or personal, which relate to the welfare of the church. The associate shall serve as moderator of the Coordinating Council in the absence, or at the request of the pastor and serve as ail advisory member of Session Ministry Teams, ministry teams, organizations, committees, and task groups mutually established with the pastor and approved by the Session.
- C. Moderator Pro Tem. The moderator pro tern shall be a member of the Session and act as moderator during an emergency when the moderator or associate moderator is unable to act. (Book of Order, Chapter X., G-10:0103) He also shall act as moderator when the church is without a pastor or associate pastor. The moderator pro tem shall be moderator of the Organization and Leadership Ministry Team and a member of the Coordinating Council.
- D. Clerk. The clerk shall keep minutes of all meetings and see that such minutes are approved and properly endorsed; make and keep records of all reports of Presbytery, Synod and General Assembly; act as the moderator's assistant at all stated and called meetings of the Session; and maintain Session correspondence. The clerk shall oversee the work of the church office pertaining to an up-to-date membership roll, including an accurate list of inactive members and non-members; necessary record keeping, baptisms, marriages, deaths, other significant events in the life of the congregation, and reports. The clerk shall serve as secretary of all congregational meetings and moderate the Roll Review Committee. The clerk shall also serve as a member of the Organization and Leadership Ministry Team and the Coordinating Council.
- E. Assistant Clerk. In the absence of the clerk, the assistant clerk shall assume the clerk's duties; assist the pastor with the reception of new members at Session meetings following worship and record minutes; shall assist the Equipping Ministry Team in the

assimilation of new members into the life of the congregation; and serve on the Roll Review Committee. The assistant clerk shall serve as a member of the Evangelism and Equipping Ministry Team.

- F. Treasurer. The treasurer shall be responsible for all financial records and oversee the work of the Church Administrator and Financial Secretary pertaining to the financial duties outlined in their job descriptions in consultation with the pastor. The treasurer shall be adequately bonded; be responsible for the prompt payment of all bills; see that all expenditures are approved and posted to the proper budget account; be responsible for all receipts and the bank checking and savings accounts, overseeing the signing of all checks or withdrawals, and seeing that the monthly bank statements are reconciled; be responsible to the Session for keeping within the approved budget, reviewing the budget and presenting a monthly financial report to the Session; be available to the Session and working groups of the Session for advice on expenditures outside of the approved budget with final authorization by the Session; oversee persons who are responsible for the bank deposits; and see that the Employer's Quarterly and Annual Tax Returns and reports are made on time. The treasurer shall serve as a member of the Organization and Leadership Ministry Team and the Coordinating Council.
- G. Assistant treasurer. The assistant treasurer shall perform the duties of the treasurer in the treasurer's absence and shall assist and cooperate with the treasurer at other times to more efficiently perform the duties of the office of treasurer. The assistant treasurer may serve on the Mission and Outreach Ministry Team and report to this ministry team the general mission requests from the higher governing bodies.

X. ELECTION OF OFFICERS, MINISTRY TEAM MODERATORS AND OTHER DESIGNATED PERSONNEL

A. Nominations

1. The Session Nominating Committee shall be composed of four elders from the outgoing class, one of whom will be determined to serve as Moderator; and the pastors. This committee shall be elected by the Session at the December Stated Session Meeting each year to serve the following year.
2. This committee shall nominate to the Session (a) the officers of the Session and moderators and elders for the Session Ministry Teams; (b) personnel to represent Westminster on community boards such as the Family Outreach Board, and any other designated community boards; (c) personnel for special ministry teams, committees or task groups as requested by the Session; (d) two elders, one of whom shall be named moderator, to serve on the Church Officer Nominating Committee; and (e) three elders and their alternates to represent Westminster as commissioners to the higher governing body (Presbytery).
3. This committee shall nominate to the Endowment Committee two members of the congregation to serve on the Endowment Committee for two year terms. These members may be Elders but cannot be active on the Session during the time period of their service on the Endowment Committee. Additionally, the committee shall

nominate the Treasurer to serve a one year term on the Endowment Committee.

B. Elections and Terms of Office

1. The Session's Nominating Committee shall report to the Session -in December and place in nomination its recommendations for Corporate Officers, Session Ministry Team Moderators, community board representatives, personnel for special ministry teams, committees or task groups, members of Session and Church Officer Nominating Committees, and commissioners and alternates to Presbytery. (See A,2 above). Other nominations may be made from the floor.
2. The Corporate Officers and Session Ministry Team Moderators shall be elected by the Session for a term of one year. They are eligible for reelection while serving on the Session. (The Corporate Officers are the President, Vice-President, and Secretary to be filled by the Moderator Pro Tem, Treasurer, and Clerk, respectively (see bylaws).

C. Vacancies or Absences

1. Each Session Ministry Team shall appoint a vice-moderator who shall serve as moderator in the absence of the moderator or until another moderator is elected by the Session.
2. When an elected office falls vacant, or when such an officer is absent for an extended period, the moderator of the Session shall have the authority to appoint persons temporarily to fill that office until an election can be held or until such time as the absent officer resumes his/her duties.

XI. MEETINGS

A. Date and Time

1. The Session will ordinarily meet on the fourth Monday of each month at 6:30 p.m. at the church, unless by a majority vote at a regularly stated meeting the date, time and place are changed. Rotating monthly, the elders serving communion shall also meet as a Session following the 9:00 a.m. and 10:55 a.m. Sunday worship services for the purpose of receiving persons into the membership of the church and/or dismissing persons to other churches.
2. The Moderator may call special meetings of the Session at any time deemed necessary, providing sufficient notice of the time and place is given. The Moderator shall call special meetings of the Session when requested to do so under the provisions of the Book of Order. Only business which has been clearly stated in the call shall be considered at special meetings.
3. All meetings shall be opened and closed with prayer.
4. In the event of sickness or absence of the pastor, the Session, after having obtained the approval of the pastor, may convene with an associate pastor as moderator; or in the absence of an associate pastor, the moderator pro tem shall preside.

B. Attendance

All elders are spiritually bound to be present at all meetings unless providentially hindered. If an elder is unable to be present at any meeting, the clerk shall be notified

and present the excuse to the Session. The names of those who are absent without excuse shall be noted in the clerk's minutes. The requirement on notification of absence does not apply to the meeting of the Session following the 9:00 a.m. and 10:55 a.m. worship services each Sunday.

C. Quorum

The quorum for all meetings of the Session shall consist of ten elders and the pastor or other presiding officer, except for the purpose of receiving and dismissing members, in which case the quorum shall be the moderator or associate pastor and two elders:

XII. MINISTRY TEAMS, TASK GROUPS AND ORGANIZATIONS

The ministry teams, task groups, and organizations that carry out the worship and work of Westminster are listed under their appropriate Session Ministry Teams and described in terms of goals. Each ministry team, task group and organization has opportunities, tasks, and budgets which are evaluated, defined and assigned annually.

A. WORSHIP

1. Worship: In accordance with the Great Ends of the Church, to provide for the maintenance of divine worship by encouraging an openness to God that leads to obedience and more joyous celebration in times of worship.
2. Communion Guild: To assist with preparation of the Lord's Supper on Sunday mornings and other special services where the Lord's Supper is served.
3. Ushers: To welcome people into the house of God on Sunday mornings to make sure visitors are properly greeted, welcomed, and seated. To assist in the collection of tithes and offerings. (See Guidelines for Ushers)

Other tasks of this Session Ministry Team include oversight of the adult music programs; Sacrament of the Lord's Supper; and special seasonal services like Advent/Christmas, Lent/Easter, Pentecost, Thanksgiving, etc.

B. CONGREGATIONAL CARE

1. Congregational Care: To provide a caring ministry to the congregation with particular focus on shut-ins and others unable to be present at worship through home visitation and serving of Communion.

C. DISCIPLESHIP

1. Children's Ministries: To provide ministries that offer opportunities to reach out to children aged from birth to the 5th grade in accordance with our mission. There should be regular ministry offerings for children on Sunday mornings and Wednesday evenings.
2. Youth Ministries: To provide ministries that offer opportunities to reach out to youth

aged from 6th grade to 12th grade in accordance with our mission. There should be regular youth ministry offerings on Sunday mornings and Wednesday evenings.

3. College Ministries: To provide ministries that offer opportunities to reach out to college aged students in accordance with our mission. There should be regular ministry offerings on Sunday mornings and Tuesday evenings.
4. Adult Ministries: To provide adult aged ministries of education, fellowship, and prayer in accordance with our mission. There should be regular educational offerings for adults on Sunday mornings and Wednesday evenings, and, regular offerings for prayer and fellowship throughout the year. Organizations in the congregation under the oversight of this ministry team include Primetimers and Women of Westminster.
5. Church School Council: This council shall be overseen by D & E. They shall provide coordination of and oversight to the Sunday School ministries of WPC. This council should see to the selection of new teachers, the approval of curriculum, and the enforcement and establishment of governing policies so that WPC's Sunday School ministry is assisting in the fulfillment of the Mission of evangelizing seekers, edifying believers, and equipping disciples of all ages.

D. MISSION AND OUTREACH

MISSION

1. Local Mission: To expand the utilization of the resources of Westminster Presbyterian Church for community services by seeking new opportunities for this expression of our mission.
2. National Mission: To expand the utilization of the resources of Westminster Presbyterian Church for national services by seeking new opportunities for this expression of our mission, and to deal with specific PCUSA matters or issues requiring more extended WPC study or recommendation.
3. International Mission: To expand the utilization of the resources of Westminster Presbyterian Church for international services by seeking new opportunities for this expression of our mission.
4. Preschool: (See its ADOPTED BYLAWS to augment this section)
 - a. The Preschool shall be understood as an integral, though self-sustaining element of the WPC Ministry/Mission.
 - b. One ruling Elder shall serve on the board of the Preschool. They may serve as Moderator of the Preschool Board. Another Elder on the Mission Ministry Team may serve "ex-officio" on the Preschool Board to provide continuity, or in preparation to serve on the Preschool Board. Membership requirements of this board are set forth in the Bylaws of the Preschool.
 - c. The full-time Preschool Director and Assistant Director shall be considered as members of the WPC Staff. The Director shall report directly to the Senior Pastor/Head of Staff. The Assistant Director, Teachers and other Workers are employed by the Board of Directors of the Preschool and are ultimately responsible to the Session.
 - d. All financial accounting shall be kept separate from WPC's regular funding systems, with its own accounting and budgeting processes.
 - e. All other guidelines for ministry of this ministry shall be assigned by the BYLAWS of the Westminster Presbyterian Church Preschool/Daycare Mission Area.

OUTREACH

5. Church-wide & Community-wide Evangelistic Outreach Ministry: To provide yearly opportunities for members and Lubbock citizens of all ages to be exposed to the gospel message in a large group setting.
6. Evangelism Training Ministry: To provide quarterly training opportunities for membership to receive training in one to one evangelism.
7. Welcoming Ministry: To establish and maintain a visible ministry to visitors so they can be welcomed and informed when they entre the doorways of Westminster.
8. Shepherding Ministry: To connect regular visitors with members enabling the visitors to become more involved in the life of WPC.
9. Discover Westminster Ministry: To provide opportunities for recent visitors and new members to learn more about the ministry and mission of WPC.
10. Equipping Ministry: To encourage new members to discover their spiritual needs, ministry passions, and spiritual gifts which will equip and enable them for ministry participation at WPC. This ministry will assist in placing members on ministry teams through the Connections Class series.

E. ORGANIZATION AND LEADERSHIP

1. Personnel: To provide resources and organizational structures to carry out the church work, including (a) overseeing and evaluating church staff; (b) reviewing and making recommendations regarding changes in the pastors' call(s); and job description/salary of program and support staff; and (c) hire and review office and custodial staff recommended by the pastor and the church administrator in accord with Session policy.
2. Stewardship: To provide a program to emphasize tithing throughout the year as an expression of our commitment to and love for God, including the fall Stewardship Campaign effort for the next year.
3. Memorial Gifts and Endowments: To provide a program to encourage memorial gifts and endowments through special bequests and wills as an expression of our commitment to and love for God.
4. Building and Grounds: To maintain and care for the physical plant and grounds.
5. Long Range Development: (a) To maintain and expand our geographical location and facilities (as needed) to serve Christ's mission to current and potential user groups such as the elderly, handicapped, college-age and potential new members; and (b) to assist in the development of plans for future expansion and depreciable asset management.
6. Equipment and Vehicles: (a) To provide equipment and vehicles to improve the work and effectiveness of the church's ministry; and (b) to maintain equipment, furniture and any vehicles owned by the Church.

Other tasks designated for this Ministry Team include planning and implementing the annual congregational meeting; overseeing the insurance program for the church property and vehicles, including liability insurance; and determining the budget needs for utilities.

XIII. QUESTIONS OF PROCEDURE

All questions of procedure not covered herein or by the Book of Order shall be governed by Roberts' Rules of Order Newly Revised.

XIV. AMENDMENTS

This Standard of Procedure, as well as the policies, procedures, and guidelines of Westminster Presbyterian Church may be amended by a majority vote of those present at a regular stated meeting of the Session, provided the proposed amendments were presented in writing and approved by a majority vote at a previous stated meeting. Any part of this standard of procedure may be set aside by a three-fourths vote of those present at a stated meeting, providing the number constituting three-fourths of those present is not less than one-half of the membership of the Session.

Amended by majority vote of Session 12-19-94

Amended by majority vote of Session - 2004

Pt. 4 – Leadership Expectations

1. What are some of the key character strengths a person should bring to the position?

The man or woman called to the role of Assistant Pastor must have a character conformed and being conformed to the character of Christ. He/she must possess a willingness to serve and work towards a shared vision as set by the session of WPC. He/she must be greatly devoted to the Great Commission and eager to work towards its completion. He/she must possess and exercise compassion for God’s people and concern for the unevangelized. He/she must develop the courage to share ministry opportunities with the unchurched.

Additional character traits necessary for this ministry include wisdom and winsomeness; passion and perseverance; self-awareness and commitment to team unity; faithfulness to the Lord and His ministry in and through WPC; eagerness to lead your ministry areas; satisfaction in following and serving senior leadership.

2. What are the five key gifts/skills/abilities a person should bring to this position.

The Assistant Pastor should be a charismatic person, i.e., a “people person,” who is both drawn to people and draws others to him/herself and is vitalized by the encounters. Strong communication skills (email, teaching, public speaking, interpersonal) are a must for this position. As the Assistant Pastor will lead

and coordinate several ministry activities, strong administration skills are required. The Assistant Pastor must excel at time management and staff management.

3. What are the primary pastoral duties for this description?

Please see the job description below:



3321 33rd Street, Lubbock, TX, 79410

Assistant Pastor for Outreach and Discipleship

POSITION DESCRIPTION

The role of the Assistant Pastor for Outreach and Discipleship is to facilitate the local and international mission objectives of Westminster Presbyterian Church (“WPC”) and to develop, lead and oversee the discipleship ministries of WPC.

RESPONSIBILITIES:

Outreach

1. Create, facilitate, and lead local outreach events in both “faith neutral” locations (Such as, smaller, discipleship group sized events off-campus) and within the context of WPC’s facilities (such as large, service-oriented events like “Rise Against Hunger”).
2. Lead, service and support the Missions Committee of WPC in their international mission efforts (including leadership on at least one annual mission trip and participation in local missions).
3. Partner with staff and train volunteers in planning and executing outreach events.

Discipleship

1. Develop, lead, and oversee comprehensive discipleship programs for the church’s member profiles. This includes Men’s Ministry; Women’s Ministry; Wednesday Night Programing (in partnership with Discipleship Committee and Senior Pastor); Small Group Ministry; Adult Sunday School; College Ministry; New Members Classes; occasional ministry to our “Primetimers” (retirement) ministry; Retreats.
2. Attract, develop, motivate, and retain excellent volunteers, with the advice and direction of the Discipleship Committee, Senior Pastor and Session of WPC.

Additional Pastoral Duties

1. Regular congregational care responsibilities in partnership with Senior Pastor (hospital calls, weddings, funerals, home communion).
2. Assisting in weekly worship services.
3. In partnership with the Worship Committee, develop and maintain media/sound, welcome, and hospitality teams.
4. Up to 12 annual opportunities to preach in the context of worship.

Administrative Duties:

1. Fulfill administrative tasks such as but not limited to mailings, databases, ordering discipleship materials, and facilitating travel arrangements for missions teams.
2. Attend continuing education seminars and conferences pertaining to Discipleship, Evangelism, and Missions.
3. Develop and manage with the Missions Committee and Discipleship/Evangelism Committee the program budget.

Accountability and Evaluation:

1. Reports directly to the Senior Pastor/Head of Staff.
2. Participate with all ministry staff in team building exercises to include but not limited to, weekly staff meetings, staff retreat and staff gatherings for mission alignment, team building and training.
3. Performance reviews by Head of Staff and Personnel after the first 90 days and annually thereafter.

QUALIFICATIONS:

Character

1. Must be a committed disciple of the Lord Jesus Christ, embodying personal maturity in leading and serving others.
2. Have a sense of calling to the spiritual development of persons; a heart for evangelism; possessing personal courage and perseverance in initiating new relationships (a natural “people person”); willingness to be trained and professionally developed; charismatic.
3. Have a strong commitment to one’s own spiritual, physical, and emotional well-being.
4. Have a strong commitment to servant leadership, working well independently, as well as part of a team.

Experience and Education

1. Master of Divinity degree from an accredited, reformed Christian Seminary.
2. Scriptural knowledge, theological competency, and knowledge of and adherence to EPC doctrine and Christian conviction.
3. Two to four years of ministry experience. Sales experience is a plus.
4. Highly relational and team building skills with strong emphasis in administering and organizing a church program.
5. Technical skills in computer use, to include but not limited to word processing and communication through social media, Facebook, text, email, etc.

POSITION SPECIFICS:

- This is a full-time salaried position.
- Salary shall be competitive and will include benefits.
- Employment is contingent upon satisfactory completion of a background check and credit check.
- Personal and professional reference required.

**Please provide a detailed resume with all relevant experience and references.*

Part 5 – Church History

1. *What do you consider the three most important events in the history of your church?*

Chartering: a committed group of disciples committed to being a church in the heart of Lubbock in the mid 1940's.

Building: generations of Westminster members committed and contributed to making a lasting presence in the city both in building a facility and building membership.

Separating: ending our association with the PCUSA.

Surviving and Thriving: moving through a pandemic (which could have closed our doors) with strategic and prayerful energies and good outcomes.

2. *What do you consider to be the most interesting and challenging event in the life of your church in the last three years?*

The pandemic presented us with significant organizational and ministry challenges. We not only survived but thrived through this world crisis, by the grace of God. Our decided missional emphasis towards “revitalization and renovation” resulted in a renewed focus on the Great Commission and a reevaluation of staffing organization and leadership. We remain committed to hiring ministers and directors who possess evangelism, emphasis and the fortitude required for this level of faithfulness and fruitfulness.

Pt. 6 – Other Information

2. *Describe any significant factors about the church not covered in previous questions.*

Westminster Presbyterian Church is situated within Lubbock, Texas and is a true representation of the West Texas ethos: equal parts grace and grit. Lubbock has the most churches per capita in the nation and is one of the leading agricultural production centers of the world. Lubbock is home to a Tier 1 University (Texas Tech) and is an established and trusted health care hub for all of West Texas.

Westminster is a multi-generational church that is looking “forward in faithfulness” and believes that its best years are ahead of it. Westminster hosts one of the top-ranked preschools in the city and the opportunities for ministry to unchurched families occur daily.