Congregational Profile
Westminster Presbyterian Church is a thriving, warm, intergenerational community of 500 covenant partners (members), founded in 1952 and located near uptown Charlotte, North Carolina. We joined the Covenant Order of Evangelical Presbyterians in 2013 and enthusiastically embrace the ECO Essential Tenets. We are seeking a new senior pastor.
A Brief History of Westminster Presbyterian Church

Westminster was founded in 1952 when members from the First Associate Reformed Presbyterian Church in Charlotte began worshipping at the Chapel of Queens College. In 1953, Westminster aligned itself with the Presbyterian Church (US). The church grew and was soon able to build the current sanctuary at the intersection of Colville and Randolph Roads. Westminster became a member congregation of the Presbyterian Church (USA) in 1983 when the two largest branches of Presbyterians reunited. In 2013, after 30 years in the PCUSA, Westminster transferred as a congregation into the Covenant Order of Evangelical Presbyterians (ECO). The constant of these many years has been a bold proclamation of the Gospel of Jesus Christ.

Located on the edge of a beautiful, established neighborhood, Westminster is in close proximity to socio-economically diverse communities. The church is approximately two miles from the busy city center.
Know, Mature, Serve.

These three words summarize Westminster’s ministry. We want people to know God personally through faith in Jesus Christ as Lord and Savior. Next, we want to help one another mature in our faith – intellectually, spiritually and practically. Finally, we want to serve God’s people and the world through sharing the Good News of the Gospel and through acts of justice and compassion.

The ethos of Westminster can be summarized by the two values of TRUTH and LOVE. These themes appeared consistently in recent congregational surveys and discussions.

Strong Biblical Teaching and Preaching (TRUTH)
- Orthodox preaching
- Robust Sunday School teaching
- Opportunities for spiritual growth and maturity

Strong sense of Community (LOVE)
- Welcoming – “feel love and grace here”
- Personal connection to others
- Children are known and connected to adults as they grow up and even after college

The great purpose toward which each human life is drawn is to glorify God and to enjoy Him forever... We trust that when God’s glory is so lifted up and when His nature is thus made manifest in the life of the body, the church will be a light that draws people from every tribe and tongue and nation to be reconciled to God.

— from the introduction to the ECO Essential Tenets

- Long-time members connecting with new members
- Members of all ages
- Congregational care from pastors and members
- Opportunities to serve
- Members feel supported in their unique callings and giftedness

In a sinful world full of brokenness and suffering, Westminster, as the body and bride of Christ, seeks to wrap her comforting arms around those hurting. We will mourn and cry together, but we will also recognize the many blessings that have been bestowed upon us. We do not hesitate to celebrate with great joy those many blessings. Friendships are not simply formed and nurtured within Westminster; they also grow and are visible outside of our church, welcoming both members and non-members.
Our Church Body
- 500 covenant partners (members)
- 65 children (ages 0-10)
- 80 youth (grade 6-12)
- 258 average worship attendance
- 132 average Sunday school
- 12 active Elders
- 14 active Deacons
- 191 giving units
- $1.27 million 2019 operating budget

Current Staff
- Senior Pastor
- Associate Pastor
- 2 Youth Leaders (part time)
- Children’s Ministry Dir. (part time)
- Organist / Choir Dir. (part time)
- 3 Administrative Staff (part time)

Sunday Services
- 8:30 Worship (Communion Service)
- 9:40 Sunday School
- 11:00 Worship

Weekly Services
- 12:15 Thursday healing service
- 6:00 Wednesday night (seasonal)

Ministries
- Wednesday night fellowship
- Presbyterian Women/circles
- Adult choir and children’s choir
- Vacation Bible School
- Room in the Inn/Breakfast of Angels (homeless ministries)
- Local and global missions
- Monthly men’s breakfast fellowship
- Weekly women’s Bible studies

Our Campus
- Sanctuary, capacity of 390
- Chapel, capacity of 50
- Fellowship hall with full kitchen
- Adult and children’s classrooms
- Youth lounge and classrooms
- Office space for all staff
- Office space for Young Life staff
- Recently renovated
- Our church facility is used regularly by other Christian ministries in the community and neighborhood groups
- Situated on the edge of a beautiful, historic neighborhood in close proximity to socio-economically diverse communities

Westminster Presbyterian Church Profile
Senior Pastor

Desired Qualities

- Know, encourage and equip members to grow in faith, knowledge of God’s Word, love for Christ and fullness of the Holy Spirit
- Leading worship services that are engaging and inspiring
- Preaching that proclaims God’s Word with clarity, warmth and conviction
- Growing and maturing in own faith through regular prayer, Bible study and devotional time
- Relational - a heart for Jesus and for people
- Willingness to address the compelling and challenging subjects of the day without compromise, but with grace, supported by scripture
- A passion for evangelism and cultivating and investing in the next generation
- A wise, capable and collaborative leader and manager, whom church staff and lay leaders trust
- Personal integrity, humility and demonstration of the fruit of the Spirit

Responsibilities

- Plan and lead participatory worship
- Preach
- Lead and disciple staff
- Provide pastoral care
- Additional teaching as necessary

Qualifications

- Currently ordained or able to be ordained in ECO
- Agreement with the ECO Essential Tenets
- Master of Divinity from an accredited theological seminary
- Prior experience as Senior Pastor or Associate Pastor with major preaching responsibilities
Education and Discipleship

Adults
Westminster has a strong adult Sunday school program with diverse offerings drawing from gifted teachers who enjoy teaching biblically-based classes. Our members’ ties to local seminaries and ministries provide added depth in our adult classes. Sunday school attendance is a hallmark of our church, and our adult classes are a primary way that our church builds upon our core value of biblical literacy and builds community.

Other opportunities that adults have at Westminster to learn and grow together include a time of teaching after our Wednesday night dinners and many various men’s and women’s Bible studies and fellowship groups that meet throughout the year.
Children and Youth

Westminster takes seriously the vows we take as a congregation each time a child is baptized. We are committed to children’s ministry, with a Director of Children’s Ministry on staff, and year round Sunday school classes. Many of our youth and adults host a summer Vacation Bible School for our children and visitors.

We seek to involve children in worship in two ways – through children’s choirs and through Children in Worship – a program that four year olds through second grade attend during the second half of worship.

Because the middle and high school years are particularly critical in our spiritual formation, Westminster has entered into a unique relationship with the ministry of Young Life. We have been committed to Young Life and have housed their offices on our church campus for 30 years, yet in recent years our relationship has deepened as we became one of a handful of churches in the country to hire Young Life church partners to work with our middle and high school students. It is our desire to raise up a generation of students to remain committed to following Jesus through college and into their adult years.

As sixth grade students enter a semester of confirmation, they are paired with an adult mentor who walks alongside them. All youth, leaders, and volunteers, are encouraged to gather twice a week for Sunday school and Wednesday night fellowship. Special events and retreats are planned for our middle schoolers and high schoolers throughout the year. One of Westminster’s favorite Sundays of the year is Youth Sunday, when our youth plan and execute our entire worship service.
Worship Services

Westminster has three weekly services, as well as Wednesday evening services during Advent and Lent and quarterly prayer services.

Sunday Services
The Sunday 8:30 am service borrows heavily from The Book of Common Prayer. The liturgical nature of this service always celebrates the Lord’s Supper.

The Sunday 11:00 am service is traditional yet uses a “blended” approach in musical styles and liturgy. Musical offerings include organ, adult choir, praise band, children’s choir and bell choir. We have a children’s message before dismissing the younger children to a worship time of their own, Children in Worship. We celebrate the Lord’s Supper at the 11:00 am service on the first Sunday of each month.

Our goal is that everyone who attends Sunday worship will leave knowing that they have been in the presence of the Living God and have heard Him speak through the scriptures, the preaching of the Word, the songs, prayers and responses.

Weekly Services
The Thursday 12:15 pm healing service is a 30-minute prayer and healing service also celebrating the Lord’s Supper. This liturgical service offers an opportunity for prayer for healing, anointing with oil, and laying on of hands.

Wednesday evenings during Advent and Lent are special times when we gather as a church family to share a meal, participate in programs applicable for all ages and conclude with the Lord’s Supper.

Other Unique Services
A prayer gathering, focusing on the church and our community, is held early each Saturday morning.

Evening prayer gatherings occur quarterly on a Saturday or Sunday. These are rich times for members to come together and lift concerns and praises to the Lord. These prayer gatherings combine music for reflection and guided prayer.
Congregational Care

Congregational care is one of the defining strengths of the Westminster family, where truth and love are demonstrated in tangible and practical ways. Walking alongside each other is the “heartbeat” of who we are, and people are often drawn to Westminster because of our genuine commitment to care for one another. We support each other through prayer, care and fellowship; only when we know each other can we effectively care for each other.

Prayer
• Prayer Ministry (every Sunday at the 11:00 am service and at special prayer gatherings)
• Healing Service
• Saturday morning prayer group

Care
• Welcoming Committee
• Feed the Flock (meals)

• Hospitality Team
• Hospital Visitation
• Homebound Ministry
• Grief Counseling and Support
• Stephen Ministry
• Ad Hoc Care Teams

Fellowship
• Wednesday Night Dinners
• 2nd Sunday Lunches (after the 11 am service)
• Retreats (Men’s, Women’s and All-church)
• Men’s Monthly Breakfast
• Mom 2 Mom weekly gatherings
• Tuesday Night Women’s Bible Study
• Small Groups
• Special Activities, including Game Night and Summer Fellowship Dinners
Westminster has a passion for missions, as our congregation values missional support and participation. We have a long history of providing financial and volunteer support to various Christian organizations and missionaries, both local and global in nature. Additionally, all of the missions which we support have strong member connections, with our members often having leadership roles within those organizations.

As part of the church’s annual operating budget, we target our giving to missions at 15%. In addition, we provide in-kind support to various community groups and missions through the use of our facilities as needed. When we expanded and renovated our facilities several years ago, we affirmed our commitment to this type of support and hospitality.

February is Missions Month at Westminster, when we enjoy hosting various events to promote our mission partners. A list of the missions we support can be found on our website, along with a missions blog to update our members about opportunities to participate and serve.
Charlotte is located in the Piedmont area of North Carolina, near the South Carolina border, and is the state’s most populous city. Charlotte, named in honor of the wife of King George III at the time of its founding, is also known as the “Queen City.”

Charlotte is a diverse Southern jewel. The following are among its many accolades:

- One of the 10 US cities where everyone wants to live right now - *WalletHub*
- No. 1 most up and coming city in America - *Yelp*
- One of the 20 best places to live in the U.S. for the weather - *U.S. News & World Report*
- Top 10 Best Cities for College Grads - *Livability*
- Best Places to Retire - *Forbes*

Charlotte is the second largest banking center in the US, with Bank of America’s headquarters, the east coast operations of Wells Fargo and the recently-announced headquarters of Truist Financial, the result of the merger between SunTrust and BB&T banks. The Charlotte region is also home to 13 other Fortune 1000 companies.

Charlotte is blessed with the presence of five seminaries and the popular Billy Graham Library, which tells the story of how God used the ministry of Billy Graham to reach the world.

Charlotte is a big sports town and home to the Carolina Panthers, Charlotte Hornets, NASCAR Hall of Fame and Charlotte Motor Speedway. The area residents also enjoy the many activities at the U.S. National Whitewater Center.

The city is located less than two hours from the Blue Ridge mountains and three to four hours from various beautiful beaches on the North Carolina and South Carolina coasts.
For those interested in the position, please submit these five documents to John Allison, Chairman of the Pastor Nominating Committee at westminsternpc1@gmail.com:

1. A cover letter stating your interest in the position, along with personal and professional relevant qualifications.
2. Your CV or resumé.
3. Three references. Indicate your relationship with each person, along with a phone number and email address.
   We will not contact them until later in the process and only when you approve.
4. Links to two or three examples of your preaching and teaching.
5. Personal response, with a preferable maximum of 2-3 pages total, to the following questions:
   
   A. How did you first come to faith and how do you currently nurture your relationship with Christ?
   B. Which theologians or writers have you been particularly influenced by and how?
   C. Where do you sense that you need to grow both personally and professionally to become more effective as a senior pastor?

We will email confirmation and next steps upon receiving a complete application. We are accepting applications until March 1, 2020 or until the position has been filled.

We appreciate your interest and look forward to hearing from you!