

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

Mif #: 08118.AB0

Ministry General Information

Ministry Number	08118
Ministry Name	Westminster Presbyterian Church
Mailing Address	3737 Liberty Road S Salem, OR 97302
Phone	503.364.3327
Fax	
E-Mail	office@salemwestpres.org
WWW Address	https://www.salemwestpres.org
Ministry Size	401 - 650 members
Ethnic Composition	
	American Indian or Alaskan Native 1%
	Asian 1%
	Hispanic Latino/Latina, Spanish 1%
	White 97%

Average Worship Attendance	200
Church School Attendance	14
Curriculum	Growing in Grace & Gratitude
Yoked	False
Presbytery	CASCADES PRESBYTERY
Synod	SYNOD OF THE PACIFIC
Community Type	Urban
Ten-year trend statistics of this church/organization Show Statistics	

Information about the position

Position:	Solo Pastor
Experience Required:	10 Years or more
Specific Title:	
Employment Status:	Full-time

Language Requirements:	
	English

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

Training/Certificate Requirements:	
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Other Training:	
Brief Church Mission Statement:	

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“Creatively sharing Christ’s love: we welcome, we serve, we grow”

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

Westminster Presbyterian Church, founded in 1957, sits on a wooded knoll in south Salem, Oregon. WPC has always been a congregation of diverse and mission-oriented individuals, united in Christian faith and love of neighbors as expressed in our Mission Statement. Our vision is made clear as we strive to be:-

Welcoming, to share God’s love within our church and the broader community: We offer two types of worship services to meet people’s preferences – one in traditional format with hymns, organ/piano music, and responsive/unison readings; the other more contemporary with current Christian music, praise band, and a less-formal style.

We aim to make personal connections with each person who enters our doors. We offer Fellowship opportunities on Sundays and during the week to build and maintain connection.

Serving, to take us into the community and world: Salem’s many challenges include large homeless, refugee, and food-insecure populations. We are called to work closely with refugee resettlement, food banks, and Family Promise, including housing homeless families in our church several weeks each year. Our youth group engages in mission work in our community and beyond.

Growing, spiritually and intellectually: Recognizing the importance of Christian education, we provide opportunities for children, youth, and adults. We offer Bible studies during the week. We have just adopted Presbyterian children’s curricula. We appreciate sermons that contain biblical messages relevant to today.

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

We seek to live out our values:

Compassion: Our Mission Peace Eco-Justice Committee inspires us to take action to provide God’s peace and justice and to protect God’s creation. Our Stephen Ministry walks alongside those in need of emotional support; seven team members and six leaders provide this confidential program. With the tremendous support of about 70 volunteers, WPC partners with Family Promise to provide food, supplies, and shelter for four to five unsheltered families at a time. We are longtime partners in a neighborhood food pantry. Yet we seek to find solutions that are more lasting for the vulnerable around us.

Connection: Pre-Covid, our building has been busy every day. We house a community co-op preschool, sponsor Scout groups, and host various community groups, including Salem neighborhood organizations and Narcotics Anonymous. Our Outreach, Fellowship, and Family Ministry committees bring us together to support and enjoy one another. Our Deacons maintain contact with each member and regular attender.

Cultivation: Our active youth program touches unchurched youth where they are at. We also have strong programs for children and adults, but we recognize the need for more intergenerational opportunities.

Creativity: Salem is an arts and music community, and our congregation shares these passions. Our annual multi-day Festival of Fine Arts is highly regarded locally. We celebrate excellent music in worship and occasionally host concerts and music camps.

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

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We seek to discern and follow God's direction as we joyfully welcome all to WPC and share the love and redemptive power of Jesus Christ. Recent global events have upended congregations and communities – closing doors but opening windows. Hope abounds. WPC is adapting to current events as we speak. We look to our next pastor to lead us with energy, creativity, and spiritual maturity as we build on our willingness and desire to live out the Great Commission and the Sermon on the Mount. As a congregation serving Salem's capital, we have great opportunities.

WPC has operated much the same way for years, not fully adjusting to societal trends in church attendance and community challenges. Our next pastor will help us develop a strategic vision that includes spiritual growth for people of all ages and backgrounds and that capitalizes on our ecumenical approach to community services. Current emphases such as Stephen Ministry, missions, the arts and youth will remain essential to the vitality of WPC, yet we also faithfully seek new ways to serve.

Potential areas for development include:

- Expanding our use of technology and finding new ways to create connections and develop community
- Becoming more intergenerational and reaching more young adults and young families
- Reassessing our adult education programs
- Diversifying our congregation, which is varied in beliefs but not in ethnicity and other ways
- Further connecting with different cultures, worldviews, and theological positions

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

We seek a sincere, friendly pastor who is compassionate, genuine, enthusiastic, and approachable; has a sense of humor, humility, and empathy; is a good listener; and is prepared to build relationships both within and outside the congregation.

This person should be a theologically progressive teacher: comfortable leading both contemporary and traditional worship, offering relevant sermons drawing from scripture and current life examples, and challenging participants to grow spiritually, while sharing a strong, educated, and developed faith.

Our new pastor should be eager to assist us in living our Mission Statement, seeing possibilities in creative strategies. We are a unified congregation made of people with diverse backgrounds and perspectives, and the pastor can help us draw closer to the varied community around us.

Our pastor should connect with our unique identity, acting as a public representative of our reputation for being welcoming and accepting. The pastor should appreciate the arts and God's natural world, and their importance to our congregation.

The pastor should have strong administrative abilities to lead our staff and congregation – encouraging and collaborating with staff members and the congregation toward achieving our goals while making respectful use of each person's talents. The pastor should be comfortable with using and learning evolving technology and be eager to employ it as a tool toward WPC's mission in an ever-changing world.

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

The pastor provides effective, collaborative leadership for other staff members. Our current staffing consists of two full-time positions (office manager and youth director) and five part-time positions in music, Christian education, and assistance with contemporary worship. Due to retirements, some staffers are relatively new; staff realignment is possible. The pastor can lead us in reimagining staffing and as we continue bringing administrative procedures up-to-date.

The pastor, with some lay assistance, is responsible for all worship services and leads at least one weekly Bible study. Sermons should be built on thoughtful theology, inspire and teach, and be applicable for today. Due to limitations of social distancing, we currently conduct two services, one traditional and one contemporary, both via YouTube, as well as other virtual gatherings. Typically, we have had two traditional services and one contemporary service on Sunday mornings. Our Worship Committee stands ready to assist the new pastor.

Post-Covid, the modern church will be a blend of online and physical presence. The pastor and congregants will use varied approaches, including more technology, for worship, congregational connections, and community outreach.

We desire the pastor to be active in the community and the Presbytery. Also important will be taking advantage of study leave as the pastor continues personal growth, theological scholarship, and contemporary approaches to church leadership.

Optional Links:

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

Westminster Presbyterian: www.salemwestpres.org

Presbytery of the Cascades: www.cascadespresbytery.org

Salem-Keizer School District: salkeiz.k12.or.us

Travel Salem: www.travelsalem.com

Travel Oregon: traveloregon.com

Salem census facts: <https://bit.ly/3gmsh08>

Salem for Refugees: <http://salemforrefugees.org>

Family Promise: <https://familypromisemwv.org>

Marion Polk Food Share: www.marionpolkfoodshare.org

Preschool housed at WPC: www.creativediscoveriespreschool.com

Leadership Competencies:

Preaching and Worship Leadership

Spiritual Maturity

Communicator

Technologically Savvy

Strategy and Vision

Collaboration

Interpersonal Engagement

Bridge Builder

Flexibility

Self Differentiation

Compensation and Housing: Cost of Living Calculator

Minimum Effective Salary: \$72,000

Housing Type: Housing Allowance

References:

Name	Address	Phone Numbers	Relation	Email
The Rev. Lorne Bostwick	Westminster Presbyterian	503.364.3327 (church)	Our interim/transitional pastor	lornebostwick@gmail.com
Julie Brown	Family Promise MWV, 1055 Edgewater St. NW, Salem, OR 97304	503.370.9752	Program manager at homeless program	Julie@familypromisemwv.org
Rabbi Gary Ellison	Salem	503.999.5003	Friend of church	gary.warren.ellison@gmail.com

Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?

Yes

Version Track Info: This MIF was last updated on 06/23/2020

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Self-referral Contact Information

EP: Clark Scalera Daytime Phone 541-606-5699 Fax	Address 0245 SW BANCROFT STREET, SUITE D, PORTLAND OR 97239-4258 Office Phone Email clark@cascadespresbytery.org
COM: Clark Scalera Daytime Phone 541-606-5699 Fax	Address 0245 SW BANCROFT STREET, SUITE D, PORTLAND OR 97239-4258 Office Phone Email clark@cascadespresbytery.org
PNC: Dick Hughes Daytime Phone 503.559.3019 (cell) Fax	Address 1875 Wakefield CT NW, Salem, OR 97304-1848 Office Phone 503.581.2062 (home) Email SalemPNC@gmail.com