

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

Mif #: 05151.ACO

Ministry General Information

Ministry Number	05151
Ministry Name	Westminster Presbyterian Church
Mailing Address	85 Chestnut Street Albany, NY 12210
Phone	518 436-8544
Fax	
E-Mail	office@wpcalbany.org
WWW Address	wpcalbany.org
Ministry Size	251 - 400 members

Ethnic Composition	
	Asian 1%
	Black or African American (African Native, Caribbean) 20%
	White 79%

Average Worship Attendance	105
Church School Attendance	41
Curriculum	Youth: Faithfully Asking Question; Older Elementary: We worship in the Spirit
Certified as eligible for participation in the Seminary Debt Assistance Program	False
Yoked	False
Presbytery	ALBANY PRESBYTERY
Synod	SYNOD OF THE NORTHEAST
Community Type	Urban

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

Information about the position

Position:	Pastor Interim
Experience Required:	5 to 10 Years
Specific Title:	Interim Pastor
Employment Status:	Full-time

Language Requirements:	
	English

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

Training/Certificate Requirements:	
	Interim Ministry Training

Other Training:	
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Brief Church Mission Statement:

To do God's work within our church community, in our neighborhood, and in the world beyond.

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

Our vision at Westminster Presbyterian Church is straight forward, partnering with and empowering current and future leaders whose purpose is to serve Jesus Christ. We strive to rebuild and lead our local and distant communities. Faith begins with Jesus Christ and reflects our response to God's creative goodness in the world. God calls us to develop ourselves spiritually by living out our Christian faith in the community and letting go of values that serve only ourselves. We let go of our fears and forge ahead with new and creative ways to utilize God's hours on State Street. We are deeply committed to building a community whose purpose is to serve Jesus Christ in the city. We are diverse in race, culture, background, language, sexual orientation, age and ability. We believe gender and sexual identity are not barriers to living the full lives to which God calls us. We attempt to be a wide tent under which our differences are not only tolerated, but welcome. We are woven together in radical hospitality, broad diversity, vibrant music and arts. We have passion for mission near and far, supporting two schools in Ghana and one in [Liberia](#). We strive for worship and Christian Education that uplifts and inspires. We are a congregation that accomplishes the goals that we set for ourselves.

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

Located near the NYS Capitol building, surrounded by poverty, we provide a launching pad for legislative lobbying, community advocacy and support for homeless shelters. Our core programs include worship; children, youth and adult education; music and the arts; and mission. Our worship services are filled with beautiful sacred music and biblically-grounded thought, and historically open to diversity as a More Light church. Once a month, a diverse group of young adults gather over food to share what's going on in their lives. A "second hour" following worship provides us an opportunity to visit and discuss modern issues of importance to our faith and lives. Our active music and arts program provides exceptional music during worship and additional performances throughout the year. Westminster has been part of the FOCUS Churches since 1967, as one of the churches that join God's servant people in programs of community service, common worship and mission with support for the FOCUS breakfast program and food pantry. Members are inspired to serve the emerging needs of the community. Members provide meals and host Sunday evenings at the overflow homeless shelter. Our church is open to the community to support a multitude of activity for civic associations, support groups, conferences, and youth group. We reach out beyond the community to engage our African ministries, led by church members with African connections we provide aid a school in Liberia and two schools in Ghana.

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

Our congregation is steadily getting younger and more diverse. We have been blessed with young families and members from different cultures. Our Interim Pastor will have strong leadership skills to lead our membership in worship, Christian education, and mission. They will motivate and renew our membership to become engaged in service; and to build bridges and continue to grow our African community, welcome our LGBT community and expand our sensitivity. Our increasing cultural diversity has brought wonderful opportunities and yet challenges to foster inclusion. The candidate will be our change agent to enhance our vision, create future goals, shape our new identity, and head a changing church. More specifically, they will lead us to make plans to increase our membership 3-5%, establish a balanced budget by 2020 and identify critical fund raising to sustain our programs and 21st century ministry. We need someone who will embrace these changes and encourage it, while continuing to support our older and elderly members. The Interim Pastor will lead the church boards through their work and mission. They will represent and act as spokesperson on behalf of Westminster, representing us with integrity and sharing our beliefs. They will support the diverse needs of our congregation and community with pastoral care and friendship. The Interim Pastor will encourage us to reach our expectations through rapid assessment of our needs and support for our endeavors.

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 are seeking a candidate with strong leadership skills who is comfortable as a public speaker/communicator, motivator and change agent. The candidate requires strong preaching and worship skills, demonstrating intelligence and spiritual maturity while addressing modern issues and challenges. The candidate must be compassionate, respectful and culturally proficient so that all members feel “at home” in their presence. They must support More Light by welcoming all people who worship here. The candidate should demonstrate strong interpersonal skills, including the ability to engage people in church activities, building bridges between Westminster members, community leaders and volunteers. The candidate should be comfortable in speaking to children during worship, and interacting with children and young adults during Christian education and other church activities. The candidate must be comfortable speaking to and interacting with our diverse Westminster and Albany community, including our valued older population. They must be involved in and keep Westminster involved in the community. They will be caring and compassionate with high integrity and be open to express their ideas with the congregation. It is critical the Interim Pastor be organized, financially savvy and strategic to support our reassessment, clean up church rolls and determine ways to generate income while keeping costs reasonable. We must create an environment that is 21st century and sustainable.

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

We are blessed to have many cultural events that we would expect the Interim Pastor to be involved in. We have African Family Night twice a year, with African food and dance, to engage new families in the community and to raise money to support our African ministry. The Interim Pastor must demonstrate strong faith and knowledge/understanding of the Bible. They will be responsible for leading the congregation in worship, participating in and supporting pastoral care, engaging Westminster Presbyterian Church leaders in carrying out church programs and administrative duties. They will be required to learn about and be involved in the various Westminster mission programs and community activities, such as weddings, youth activities, and funerals. They will also be required to support and advise members in volunteering for mission activities, and attend and address related public events. They will manage a staff of 8 to 10 people. The pastor will have weekly preaching and pulpit responsibilities; congregant care including visitations; Session leadership; Trustee and Deacon board support; and input in our weekly and monthly written communications and website. They must have the ability to understand financial matters of the church. They will lead teams to deliver plans for a balanced budget, congregational growth of 3-5%, fundraising and Stewardship opportunities, updating of church records and rolls and inventory of church maintenance.

Optional Links:

Westminster Presbyterian Church Website: <http://www.wpcalbany.org/>

Albany Presbytery Website: <http://albanypresbytery.org/>

Albany FOCUS Churches Website: <http://focuschurches.net/wp/>

City of Albany Website: <http://www.albanyny.org>

Leadership Competencies:

Compassionate

Preaching and Worship Leadership

Spiritual Maturity

Public Communicator

Change Agent

Culturally Proficient

Collaboration

Interpersonal Engagement

Bridge Builder

Motivator

Compensation and Housing: Cost of Living Calculator

Minimum Effective Salary: \$55,000

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Housing Type: Housing Allowance

References:				
Name	Address	Phone Numbers	Relation	Email
Rev. Alexandra Lusak	92 23rd Street, Troy, NY 12180	(518) 272-6299	Retired Pastor, First United Presbyterian Church,	alusak@nycap.rr.com
Rev. Dr. Frances Wattman Rosenau	4085 Globe Ave, Culver City, CA 90230	(310) 740-7355	Former Associate Pastor, Westminster Presbyterian	fwrosenau@gmail.com
Rev. Debra Jameson	119 Birchwood Dr, Schenectady, NY 12303	(518) 542-3684	Former FOCUS Executive Director	revdeb@nycap.rr.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 08/01/2017

Self-referral Contact Information

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