



Position Profile

Lead Pastor/Head of Staff

for

Westminster Presbyterian Church

Rockford, Illinois

Westminster

Rockford

WESTMINSTER PRESBYTERIAN CHURCH (WPC)

As a response to God's grace to us, our timeless mission is to be gathered in love, centered in Christ, and empowered for mission, through the presence of the Holy Spirit and founded on the Word of God and the Confessions of the Presbyterian Church USA.

Our first service took place in 1856 with just 22 members. A growing congregation met for 87 years at our first location on the corner of Oak and South Second. A fire devastated this building and land - a cornfield - was donated at 3000 Rural Street for rebuilding. Through wars, depression and another fire, our congregation grew to 776 members. In 2001, we purchased 80 acres (of cornfield) with plans for a future church building, which held its first service on Palm Sunday of 2006. In 2009 a new outreach program named Westminster Stateline was launched and included Kids club, Mobile Food Pantries and worship. Ultimately this was absorbed back into our Rockford location in 2016.



Our strategic plan as an organization guides our efforts and goals for our church, its leaders and members. We strive to make Westminster a place to worship and serve God that recognizes and addresses emerging needs within the community and is open to all people and all generations. Our stewardship supports the on-going and future needs of the church as well as mission needs of the community.

With an emphasis on God in our daily lives, Westminster nurtures worship diversity with three unique Sunday services, a vibrant music program and learning opportunities for both children and adults. We aspire to be an inviting church home for all who are eager for genuine worship and intentional discipleship. Westminster offers a broad range of opportunities to grow individuals relationships with God throughout their lives. Monthly activities include the midweek Kid's Club, a popular Upward Sports program, youth ministry, a preschool program, women's circles, Bible study, Men's Forum and Stephen Ministry.

Our facility enables us to extend the Kingdom of God beyond our members. We invite the community into our church by opening the doors of our building to groups such as Christian Youth Theater, Barbershoppers, Food Addicts in Recovery, 4-H, and Anger Alternatives.

Taking Christ outside our walls, Westminster actively engages as a leader in missions locally and globally through both our personal service and our financial support. We partner with many agencies to address issues of poverty, substance abuse, women and children at risk, food insecurity and homelessness.

Westminster supports and develops dynamic and visionary ministerial and congregational leaders. The members and staff of Westminster are committed to providing love, care, and support to those inside and outside of our church walls; led by our deacons, we walk the path of life with Christ and answer God's call to be servants to those in need. Through the blessings of God, Westminster has the right gifts, skills and experiences to meet whatever challenges arise.

For further information, visit our website www.westminsterchurch.cc.

POSITION DESCRIPTION

A. Reporting Relationships

The **Lead Pastor** will report directly to the Session and the HR Commission.

Reporting to the **Lead Pastor** are:

- Associate Pastor
- Lay Pastor of Congregational Care
- Children's Activities Coordinator
- Youth Ministry Director
- Front Office and Outreach Coordinator
- Financial Administrator
- Operations Manager
- Organist
- Choir Director
- Contemporary Worship Leader
- Bell Choir Director

B. Experience, Qualifications & Education

The ideal candidate **must have** the following qualifications & experiences:

- Demonstrated visionary leadership skills
- Leadership experience including motivational and team building skills
- Demonstrated strategic and intentional collaboration experience
- Demonstrated experience in driving mission and vision
- Senior level decision-making experience
- Proven ability to work with a variety people who exhibit different styles
- Established interpersonal skills for engaging and enabling others
- Appropriate computer and technology knowledge and skills
- Proven agility in organizational channels
- Well developed written and public speaking skills
- Minimum Master of Divinity degree; Doctorate preferred
- 10+ years ministerial experience or equivalent combination of experiences

The following qualifications & experiences would be **a plus but not required**:

- Experience as Senior Pastor
- Business management experience
- Financial management and capital campaign experience

C. Personal & Professional Attributes

Westminster Presbyterian Church has had some excellent pastors. We have found the best to be:

- An engaging, thought-provoking preacher and worship leader who is comfortable with all the nuances that requires – to be both rabbi and disciple, confident and humble, deep and simple, able to meet people where they are yet motivate change, finding inspiration and challenge in both old and new.
- A keen organizer who can recognize both the gifts and the limitations of individuals and groups alike in order to engage people, execute plans and influence the success of outcomes.
- Gifted communicator with a capacity for building relationship and community across generations
- A strategic thinker and visionary – one who sees beyond the day to day and can encourage, equip and mentor others to keep moving toward the big picture.
- An individual who models a mature faith and rich spiritual life; someone who has a commitment to studying and understanding God’s word and who acts with wisdom, integrity, patience and grace. We know you can’t be perfect. But you can be authentic; striving to live in obedience to God.
- Finally, we require someone who is able to “leap tall buildings in a single bound” – and has a healthy sense of humor!

D. Basic Function & Responsibilities

The Lead Pastor/Head of Staff will work with Church leadership to align with the short and long term goals to enable the vision and strategic plan of Westminster. The Lead Pastor/Head of Staff will have primary responsibility for defining and building a world class staff that has the capability and capacity to achieve the goals set forth by the Church. Strong organizational and interpersonal dynamics will be essential for creating and fostering a culture founded on our Mission Statement.

The Lead Pastor/Head of Staff responsibilities are:

Preaching and Worship Leadership:

- Preach at least 36 times each year
- Ensure all Sunday mornings are staffed
- Ensure special worship experiences (Christmas Eve, Maundy Thursday, etc.) are staffed

Vision and Administration:

- Provide leadership and ideas for continued development of WPC.
- Create functional structures for current and future effectiveness.
- Actively manage a self-growth plan.

Head of Staff:

- Work with Human Resources Commission to fill open positions
- Manage/lead staff in a manner that allows for the development of each person and advances the ministries of WPC.

Moderator of the Session:

- Moderate the Board of Elders
- Lead well organized and focused meetings while allowing all elders to be heard.
- Carry session decisions and ensure session commissions are functioning effectively toward the mission and vision of WPC.

Pastoral Care:

- Participate in rotational assignment of calling on those in the hospitals, etc.
- Be connected to Stephen Ministers.
- Provide memorial services, weddings and baptisms.
- Actively engage with all generations from youth through seasoned members of the church.

Stewardship:

- Lead the church in good stewardship practice
- Fund-raising efforts for annual, capital and special campaigns

Represents Westminster Presbyterian Church:

- Represent WPC in a wide variety of settings in the community
- Participate in the life of the PC(USA)
- Represent WPC at Presbytery, Synod and General Assembly

E. Compensation, Benefits & Relocation

Salary to be commensurate with experience and education. A relocation stipend will be provided.

F. The Opportunity & Challenges

The position of Lead Pastor/Head of Staff will provide a talented individual with the opportunity to make an impact on an active and growing church. The new pastor will inherit a talented staff and strong programs – pastoral, music, children and youth, administration, maintenance and support services. Nevertheless, change happens, and the new pastor will have some opportunities for flexibility in staffing and hiring. There is currently an open Associate Pastor position.

As part of our Strategic Plan, the following shorter-term goals have been identified:

1. Increase participation in the children's and youth programs
2. Increase attendance at formal worship services by 5% per year
3. Position Westminster as an exciting, innovative church within the Rockford community
4. Establish long-term physical, operational, and financial stability

COMMUNITY INFORMATION

Rockford Area

Dubbed Forest City by a New York Tribune journalist back in the mid 1800's, Rockford is the third largest city in Illinois. With a regional area population of over 400,000, the region presents a big-city lifestyle with a small town feel and enduring Midwest values. Cost of living is lower than the national average and the area offers everything from downtown lofts, to private homes on tree lined streets to rural homes with plenty of space and an average commute of only 20 minutes.

Rockford is surrounded by smaller towns each with an interesting history and a variety of leisure activities. Byron, Oregon and Dixon are situated southwest of Rockford along scenic Illinois Route 2 bordering the Rock River. To the west, Route 20 leads to Freeport and historic Galena with impressive views of the surrounding countryside from the bluff road. Beloit and Rockton are a short drive north and each offer a charming downtown area. To the east, Belvidere is the location of Green Giant, General Mills and Chrysler Corporation industries. To the southeast, DeKalb is home to Northern Illinois University. And, with quick access to major interstates, Rockford is an easy drive to Madison, Milwaukee or Chicago's O'Hare Airport.

First settled in 1834, and named for the ford across the Rock River, Rockford was midway between Chicago and the booming lead mines of Galena, Illinois. The last half of the nineteenth century saw a significant influx of immigrants from Sweden, Italy and Ireland. This was followed by Poles, Laotians and Hispanics during the early to mid twentieth century.

Rockford quickly became a manufacturing center because of its abundant water power. Knitting mills and agricultural machinery were followed by a flourishing furniture industry around the turn of the century. Beginning with World War II, Rockford built a name as one of the largest metal working centers of the United States Today, its large aerospace, diverse tooling and emerging logistics industries produce and distribute over 6,000 diversified products through the world by more than 600 industries located in Rockford and the surrounding area.

While many influential individuals hail from the state of Illinois - you can visit the stomping grounds of Abraham Lincoln and the boyhood home of Ronald Reagan to name a couple - Rockford has its share of famous people. The list includes a wide variety including Olympic athletes, musicians, explorers, actresses, authors, a fashion designer and several in leadership positions in national government and the military. Most immediately recognizable is internationally-known, Rock and Roll Hall of Fame group, Cheap Trick, which started as a garage band here in Rockford.

Healthcare

Healthcare is the second largest industry and largest employer in the Rockford area. Three major healthcare systems service a 10 county area in Northern Illinois and Southern Wisconsin. OSF HealthCare (part of the Mayo Clinic Network), Swedish American (a division of UW Health) and MercyHealth System. These facilities are affiliated with numerous specialty clinics, rehab facilities and surgical centers.

Education

Greater Rockford area is serviced by several public school districts including Rockford, Belvidere, Harlem, Hononegah and Byron. Independent, church-sponsored and Montessori schools contribute to over 30 private school options in the area. Pre-K through 12th grade Christian education is available at Rockford Christian Schools, Rockford Lutheran Schools and Christian Life Schools. All offer college prep coursework, including Honors and AP options, music, drama, and numerous athletic teams and extracurricular activities. Rockford Christian is currently undergoing significant campus expansion and is the largest school with 1200 students.

In 2015, Rockford was named the nation's third Ford Next Generation Learning Model Community. This framework "mobilizes educators, employers and community leaders to prepare a new generation of young people who will graduate from high school ready for college, careers and life - prepared to compete successfully in the 21st century economy."

Formed in 2009, *Alignment Rockford* is a unique framework for developing community schools. Its mission is to "align community resources in support of public school strategies to raise student achievement, improve the health and happiness of its children and advance the economic and social well-being of the community."

Higher education can be pursued at Rock Valley College (a 2-year community college), Rockford University or Beloit College (traditional 4 year liberal arts institution with more than 80 programs), Embry Riddle Aeronautical University, Rockford Career College, Rasmussen College, Judson College, St. Anthony's College of Nursing or at a branch campus of Upper Iowa University or Northern Illinois University. Advanced degree work is available at University of Illinois College of Medicine. Beloit College

Arts and Culture

Few communities the size of Rockford can match its cultural resources. World class attractions and activities are available without the hassle and congestion associated with major metropolitan areas. The Rockford Area Arts Council supports artists, promotes arts and cultural organizations and develops awareness of the importance of art. Rockford boasts many outstanding museums, galleries, outdoor sculpture and even a Frank Lloyd Wright designed home. Music and theater events include a Symphony Orchestra, Mendelssohn Chorale and even world-renowned Phantom Regiment Drum and Bugle Corps. The Coronado Theater, 1927 era atmospheric theater, hosts plays, music and special events and performers, including Off-Broadway shows. During the summer, outdoor musicals productions can be enjoyed at the Starlight Theatre, which boasts a stunning and artistic retractable roof.

Anderson Japanese Gardens, Nicholas Conservatory & Gardens and Klehm Arboretum & Botanic Gardens offer an amazing variety of trees, flowers and water features to enjoy the outdoors and the beauty and tranquility of the nature.

Sports and Recreation

A large metropolitan area is not required to provide a variety of sports. With an award winning parks and recreation system and over 10,000 acres of forest preserves, it's time to get outside and play! And the possibilities are endless - hiking, fishing, picnics, camping, cycling, canoeing, bird watching, horseback riding and snowmobiling offer year round activities at the many forest preserves around the county. The

parks and recreation district offers walking, running and cycling paths, six public golf courses, tennis courts, skate parks, dog parks, snow park, zip lines, over 100 neighborhood parks and playgrounds, disc golf, an equestrian center, indoor racquetball, soccer, volleyball, ice arenas, swimming pools and tennis courts and are sure to provide opportunities for every interest.

Rockford IceHogs (an affiliate of Chicago Blackhawks), Rockford Rivets baseball team, Ski Broncs water ski team, Rockford Rage Roller Derby and Rockford Speedway offer inexpensive sports entertainment.

As a 2016 NASC Sports Organization of the Year award winner, Rockford is a leading hub for amateur sports tournaments hosting soccer, softball, lacrosse, Ultimate Frisbee, rugby and more. Newly opened in 2016, the UW Sports Factory is located right downtown on the river and is one of the largest sports facilities in the Midwest and further expands the area's ability to host tournaments,

To find out more about Rockford, Illinois and the surrounding areas, including more information on events, activities, and venues in and around the area, check out the following websites. We are sure you will find Rockford is a great place to live, work and play!

www.rockfordparkdistrict.org

rockfordil.gov

www.gorockford.com

www.therockfordbook.com

www.rockfordchamber.com

www.artsforeveryone.com

www.enjoyillinois.com

www.visitbeloit.com

www.dekalbcountycvb.com

www.visitnorthwestilinois.com

www.discoveroregonillinois.com

www.discoverdixon.org

www.visitgalena.org

CONTACT INFORMATION

Church

Westminster Presbyterian Church
2821 Bell School Road
Rockford, IL 61107

815-282-1500

PNC@westminsterchurch.cc

Pastor Nominating Committee

Chair: Greg Winn

631 Fieldcrest Road

Belvidere, IL 61008

Cell: 815.668.2336

greg.winn@utadvancedprojects.com

Please send all physical mail to Greg Winn at his home address.

Email communication can be sent to PNC@westminsterchurch.cc

REFERENCES

Rev. Dr. John Rickard

General Presbyter

PO Box 199

Oregon, IL 61061

815.732.6111 x603

johnrickard@blackhawkpresbytery.org

Rev. Brad Rogers

Former Associate Pastor

9751 Bonita Beach Rd

Bonita Springs, FL 34135

239.992.3233 x248

brogers@fpcbbonita.org