



**Reaching out with Christ to an ever changing world.**

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Westminster Presbyterian Church, in Richmond, VA has an opening for a pastor.

This is a great opportunity for a creative, innovative individual with a strong background in Presbyterian (PC(USA)) Theology.

WPC grounds biblical teachings in a modern context to remind us that God's Message is not static. It's ever-present and dynamic. And when we really put God at the center of our lives—through action—we can become instruments for healing, hope, and great joy.

The position is full-time; no previous experience is required. We are looking an individual with the following skills:

- Leadership and Support:
  - Empower and moderate the Session
  - Develop leaders, encourage engagement, and interface with the POJ
- Unite the congregation in living out the Six Marks of Discipleship
  - Guide mission projects
- Community Engagement:
  - Embrace inclusivity, diversity, and acceptance
  - Facilitate conversations on Richmond's racial and socioeconomic history
- Ministry Development:
  - Energize and inspire the congregation, fostering faith and outreach
  - Collaborate on dynamic worship services
  - Oversee church operations, building, and grounds
- Program Development:
  - Support community partner service programs
  - Create engagement opportunities for various groups
  - Cultivate spiritual health through education

Continue reading for a detailed description of the Pastor opening. [Contact the Pastor Nominating Committee](#) with questions or for more information.

## Ministry Discernment Profile

Westminster Presbyterian Church (WPC) seeks a dynamic, visionary pastor to lead in fulfilling our mission: "Reach out with Christ to an ever-changing world." Ideal candidates will play a pivotal role in revitalizing and inspiring the congregation, fostering growth in faith, passion, and outreach, while contributing to our commitment to racial equity, LGBTQ+ affirmation, and recovery support.

The congregation seeks to develop and support local, national, and international mission projects which help us live out our mission to "reach out with Christ to an ever-changing world." We established, and make an effort to follow, Six Marks of Discipleship: Pray Daily, Worship Weekly, Read the Bible, Serve at WPC and Beyond, Be in Relationship to Encourage Spiritual Growth in Others, Give Freely of Our Time, Talents and Resources.

Our congregation hungers to really understand the role they can have in emphasizing racial equity, affirming the LGBTQ+ community, and supporting those in recovery. We want inclusive and diverse worship services, where people of all ages and backgrounds feel welcomed and included. The congregation is willing to embrace change, be flexible, and try new things. There is a strong sense of community, with members caring for and supporting one another genuinely and authentically. WPC is recognized for its outreach efforts, sharing its space with the community and engaging in mission work.

The congregation is committed to our Mission by supporting and serving others, whether it is through community work, providing meals, or partnering with marginalized groups. WPC values inclusivity and strives to welcome newcomers, making sure people feel seen, valued, and cared for. Engaging in hard conversations, facilitating dialogue, and creating a space for vulnerability are also aspects that the community loves. Overall, WPC finds joy in gathering, sharing, supporting, and celebrating together as a community of faith.

Our community is a vibrant mix of ages and reflects Richmond's appeal to transplants. We proudly embrace multiculturalism through our connections with All Nations Presbyterian Fellowship, our sister congregation. Our Sunday services draw an economically diverse crowd, including members of the recovery community. We are also delighted to have three seminary students, with two postgraduates and one intern. Inclusivity is at our core, welcoming members of the LGBTQIA+ community. We aspire for our congregation to reflect the racial diversity of our community.

The greater metro Richmond area, spanning the city and 17 surrounding counties and cities, has seen a 10% growth in the past decade, according to the latest US Census. Our community not only adapts but thrives amid this expansion. We are fortunate to have a sanctuary equipped to record and livestream our services to make our message available to anyone, anywhere, anytime, as our congregants travel and span multiple states.

WPC is positioned to address emerging needs by serving as a hub for creative ideas, guidance, and support. This includes organizing and facilitating discussions, proposing innovative programs, sharing best practices, and cultivating a positive and inclusive online presence. As Richmond evolves, we are committed to being a source of inspiration and support for our diverse and growing community.

The ideal candidate must unite our strengths, embrace our diverse community, and lead our mission of "reaching out with Christ to an ever-changing world." That person should build upon our pillars: active youth participation in worship, deepening congregation-wide faith, and a commitment to serving God's Kingdom.

At WPC, the new pastor will play a pivotal role in revitalizing and inspiring the congregation. They will foster growth in faith, passion, involvement, size, and Christian outreach. We seek a pastor who can bring fresh perspectives, innovative ideas, and historical context to the Bible while building upon our strong foundation. Community, inclusivity, and bridging gaps are paramount. The new pastor will energize, mobilize, and guide the congregation toward our church's vision and mission. This involves promoting growth, forming partnerships with other organizations, encouraging active engagement, providing strong leadership, and supporting our existing missions and ministries. We eagerly anticipate the new pastor infusing fresh energy, innovative ideas, and the motivation to challenge and inspire the congregation to achieve its goals. In doing so, they will complement the responsibilities of other staff and volunteer positions, enrich our congregation, and help us achieve both our short and long-term ministry goals.

We seek a worship leader who embodies our Mission and can guide congregation members to live into this mission in ever greater ways. Our membership is full of motivated individuals already active in our surrounding communities. A Pastor with an ability to keep an eye on larger goals and ideals while keeping an ear to the many ongoing efforts of our congregation is key to keeping us on track while avoiding unnecessary overlaps. We are looking for a Pastor who amplifies our congregation's welcoming nature with an open mind and heart of their own. We want every person who supports our Mission and vision to feel that WPC is for them no matter their lived experience or stage in their spiritual journey.

We're looking for a person who commands attention through strong charisma, communication, and vulnerability. We see great beauty in lifting each other up through our imperfections and stumbles, while encouraging people to stretch spiritually in unexpected ways. A successful leader at WPC comes with a good sense of humor, an abundance of integrity and compassion, and a penchant for thinking outside the box. We seek someone who can check us on our biases, or even fundamental parts of how we envision our call and community that may need to be revisited entirely. We are open to change for good, for always trying new things and we promise that our community embraces difficult conversations that are often a part of profound progress.

The pastor's role is to empower and moderate the Session, guiding the congregation toward our Mission. They will collaborate with the Worship Arts Director for dynamic worship services, with the Office Manager to oversee WPC's operations and building and grounds and foster strong connections with the POJ and fellow congregations.

While others manage specific programs, the pastor will develop leaders, provide guidance, and encourage engagement in youth programs, small groups, and adult education. Support for partner service programs like Imago Dei Neighborhood School, Richmond Autism Integration Network, and All Nations Presbyterian Fellowship is a priority.

Additionally, the pastor will create opportunities aligned with congregational interests: increased engagement with home-bound individuals, young adult programs, community partnerships, education and discussion groups, and women's ministries, all with a robust social media presence. They will also focus on cultivating the spiritual health of the congregation, fostering creativity, and increasing involvement while helping the congregation discern the Holy Spirit and prioritize how to have the greatest impact with our available resources.

Apply through the [Church Leadership Connection system of PC\(USA\)](#) or [contact the Pastor Nominating Committee](#) with any questions or for additional information.