

Summary of the “Ministry Information Form” for Candidates for the Co-Pastor Ministry Position at Wauwatosa Presbyterian Church

The full Ministry Information Form (MIF) prepared by the WPC Co-Pastor Nominating Committee was approved by the WPC Session and by the Committee on Ministry of the Presbytery of Milwaukee. It is now online for candidates to read. This summary of the MIF is intended to update the congregation about the search. The MIF also affirms that there is no place for discrimination in the church or this search process.

The WPC Committee was asked to list, in no specific order, 10 character traits from a list of 33 “leadership competencies” that it felt would be required in this position. The Committee selected the following, keeping in mind that it did not consider this list of 10 to be exhaustive and that it will be able to explore the full range of promising candidates’ abilities during personal interviews.

Preaching & Worship Leadership.

Teacher.

Communicator.

Advisor.

Organizational Agility.

Collaboration.

Change Agent.

Interpersonal Engagement.

Motivator.

Bridge Builder.

By far the most demanding – and most rewarding – work of the Committee was drafting narrative responses to five questions asking for descriptions of our Church and its vision for the Co-Pastor’s ministry. The Committee took seriously its charge in the Book of Order to “be representative of the whole congregation,” and it reached strong consensus on these responses.

1. What is the congregation’s or organization’s vision for ministry? Additionally describe how this vision is lived out.

By the grace of God, Wauwatosa Presbyterian Church (WPC) is an inclusive congregation. We strive to be “COMMUNITY THROUGH CHRIST AND IN CHRIST,” conveying warmth, welcome, and the unity of Spirit. We fulfill this vision for ministry when we strengthen our congregants’ spiritual development with substantive programming and empower them as directed by Word and Spirit to serve within our local fellowship and in the community beyond our walls. This vision enables us to draw closer to Christ and to profoundly know God’s love,

see it manifested in the lives of all in the congregation, and share God's light and love – planting seeds of faith, nurturing the growing souls, supporting from the tempests, healing the wounded, and comforting the weary.

At WPC we live out this vision individually and through organized events, such as:

- Sunday worship that offers intellectually challenging, scripturally sound, and personally motivating sermons.
- A powerful music ministry – choral, handbell, individual and group voice, and instrumental which support regular worship and engage in concert programs extending the Light beyond our doors.
- Christian Education – a wide-ranging program: Children & Teens; Adult; VBS, Nursery School
- Connect – Women's/Men's groups; New Parent; Caregiver Support; Craft groups
- Outreach – Local mission events; adult mission trip; Habitat for Humanity, etc.

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

WPC reaches out to the homeless through meal preparation and underwear and quilt donations. On Communion Sunday, we extend Christ's table with donations to our local Food Pantry. Many of us are willing to be social activists – to use the confidence of our faith to take God's righteousness, love, and justice, and encourage their application in the community. Examples include cross-demographic Sacred Conversations: Racism; Special Gun Violence Conversations – including a mail campaign to elected officials; support of Latin American immigrants through citizenship training.

While the pastor is attentive to the needs of our congregation, we need to work harder at learning, understanding and practicing that each member has a role in pastoral care. An example of an emerging congregational need that was wonderfully and recently addressed by a member was the creation of the Itty Bitty Committee – offering support and fellowship to our growing group of new parents.

We strive to be inclusive and welcoming, but our demographics do not yet represent our hearts' desires to reflect and connect with our broader community. We fervently wish to learn from others in awareness that we are all God's people. We have been an open congregation, for example we proclaimed openness to LGBT individuals in the 1990s, but we know opportunities exist to become a more diverse congregation in all respects and we seek a leader to join with us to see that goal realized.

3. How will this position help you to reach your vision and mission goals?

At WPC we respond with joy to the gift of God's grace expressed through Jesus Christ who fulfills the spiritual and human needs of all people. We believe that each person is called to ministry, so that together we seek to become a church which shows love as Jesus taught us; for God, for each other, for the world and for self. We seek a co-pastor who will fully partner with, and share the responsibilities of, the current pastor, who will retire in 3-4 years.

In a recent 'Holy Cow!' survey (see attached links), our congregation registered solidly in the Transformation quadrant, reporting both high energy and high satisfaction. Specifically, the survey showed that WPC members want to pursue four priorities:

- 1) Growth: developing and implementing strategy to reach new people and integrate them and their experiences into our congregation;
- 2) Growth: Making necessary changes to attract families with young children and youth;
- 3) Ministry: developing ministries that work towards healing those broken by life circumstances. This includes restoration of light and wholeness to congregants as well as community outreach so that society might better reflect the values of the Kingdom of God; and
- 4) Engagement: Strengthening the process by which ALL members are called and equipped for ministry leadership.

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

Our co-pastor will be: a leader of people, and a dutiful follower of Christ; well-prepared but with a learning spirit; ready to guide the spiritual growth of the congregants, yet ready to grow from the Spirit's touch that may come from the most senior to the tiniest of the congregants. Our co-pastor will initiate change where needed, yet will also recognize and support successful ministries. The co-pastor will have a high emotional intelligence and a peaceful spirit built upon a deep relationship with the Lord. The co-pastor will radiate God's love and peace, a true servant of God, yet will stand strong for righteousness, addressing conflict where it may arise - to bring the balm of grace. Our co-pastor will bring excitement and energy to tasks, yet quietly listen to that 'still small voice' for guidance on what those tasks should be. As Christ shows God's love to all of us, the co-pastor will be a joyful and consistent channel of that love for every congregant and beyond to the community.

5. For what specific tasks, assignments, and programs areas will this person have responsibility?

We are in the unique position of calling someone to walk alongside our pastor of 21+ years who will retire in 3-4 years. This is a permanent position that will continue even after the retirement

of our current pastor.

Expectations are that a co-pastor candidate is generally capable of handling all the responsibilities of a solo-pastor.

During the next 3-4 years, the co-pastors will be absolute allies for one another, presenting a unified ministry. There are some non-negotiable duties. These include fully sharing responsibility and involvement for worship leadership, pastoral care, and moderating Session, as well as preaching at 50% of the worship services.

It is expected that the CPNC or Personnel Committee will work with the co-pastors to negotiate an equitable division of labor with respect to the remaining pastoral responsibilities. Some may be shared and some may not. That will depend on the particular passions and strengths of the co-pastors.

Additional pastoral duties include but are not limited to:

- Christian Education for all ages
- Small Group Development
- Budgeting
- Mission
- Strategic Planning
- Facilitating Volunteer Leadership
- Involvement at the Presbytery level
- Involvement in the Community
- Staff Administration

Respectfully submitted,
Co-Pastor Nominating Committee
Paul Bargren (co-chair)
Bill Benedek
Jim Halverson (co-chair)
Emma Hudson-Mairet
Sara Luke
Pam Parker
Renee Van Someren