

### Ministry General Information

Ministry Name  
New Wilmington Presbyterian Church

Presbytery  
Shenango

Synod  
The Trinity

Email  
office@nwpresby.org

Preferred Phone  
724-946-3541

Website Address  
www.nwpresby.org

Mailing Address  
229 S Market St, New Wilmington, PA 16142-1242

Alternate Phone/Email

Community Type  
College

Congregation or Organization Size  
251-400 members

Curriculum  
Cokesbury for children. N.T. Wright for adults.

Average Worship Attendance  
131

Church School Attendance  
20

Statistical Report  
<https://ogaapps.pcusa.org/api/report/684>

Intercultural Composition  
White: 97%, Multiracial: 2%, Middle Eastern/North African: 1%

Released Date  
9/18/2026

### Information about the Position

#### Position Requirements

#### Position Type(s)

Head of Staff

#### Experience Required

5 to 10 Years

#### Employment Status

Full-time

#### Language Requirements

English

#### Statement of Faith required?

Yes

#### Are you open to a clergy couple?

Yes

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## **Ministry Requirements**

### **Church Mission/Vision Statement**

**Vision Statement:** In our next season of ministry, we are called to help people find belonging and a new sense of hope, as we serve our neighbors through Christ-centered care.

**Missional Target:** Our missional scope for the next season includes building relationships with Shenango on the Green (SOG) residents, Westminster College students, as well as supporting local single parents who are navigating life's challenges.

**Guiding Values:** Guiding values are the everyday behaviors and attitudes our church embodies in pursuit of its mission. They filter decisions, are modeled in all church activities, and maintain the church's consistent character, helping everyone understand our way of life.

→Christ-Centered: We follow Jesus in all we do, loving others as He loved and serving others as He served.

→Community-Facing: We work beyond our church family to serve others, build relationships, and create opportunities for people to experience God's love.

→Grace-Filled: We reflect God's unconditional love by welcoming all people and sharing grace, compassion, and hope within our church and the wider community.

### **Tasks, expectations, salary range, duties, supervision, assignments, and responsibilities for the position.**

The Pastor/Head of Staff serves as the congregation's spiritual and administrative leader in accordance with the mission and polity of the Presbyterian Church (U.S.A.). Primary duties and assignments include planning and leading worship; preaching and teaching Scripture; administering the Sacraments; providing pastoral care, counseling, prayer, visitation, and support during major life transitions; and officiating weddings, funerals, and memorial services.

The Pastor works with Session, staff, boards, committees, and ministry leaders to support discipleship, faith formation, mission, leadership development, congregational engagement, and community partnerships. Responsibilities include guiding and evaluating the church's vision and ministries, representing the church within the presbytery and denomination, and ensuring clear communication and coordination across church programs.

As Head of Staff, the Pastor supervises and supports all employees, conducts regular staff meetings, collaborates with the Personnel Committee on annual reviews, and promotes effective administration and organizational accountability. The Pastor reports to Session and Presbytery.

Qualifications include a Master of Divinity, ordination or eligibility for ordination in the PC(USA), at least five to ten years of pastoral experience, and demonstrated preaching, pastoral-care, leadership, and interpersonal skills. The Pastor must uphold the PC(USA) Constitution and NWPC bylaws and maintain an active life of prayer and study.

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**Salary range:** \$77,000–\$82,500 effective salary, commensurate with experience.

### **Compensation & Housing**

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#### **Minimum Effective Salary**

77000

#### **Housing Type**

Housing Allowance

#### **MDP - Narratives**

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How would you describe the congregation's/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?

In our next season of ministry, we are called to help people find belonging and a new sense of hope, as we serve our neighbors through Christ-centered care.

We seek to be a church where people of all generations can connect, grow in faith, care for each other, serve beyond our walls, and use our God-given gifts to bring help and hope to our community.

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

Our church is located in the heart of New Wilmington. We are next door neighbors to Westminster College, Shenango on the Green (senior living community), and a downtown district experiencing renewed energy and revitalization. This unique setting creates meaningful opportunities for the church to serve as a place of connection across generations and life experiences.

Recent planning activities led by a third party consultant group, 'Ministry Architects', has offered us a valuable focal point because of our location. We are uniquely situated to strengthen our missional outreach with Westminster College students and staff, along with creating

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intergenerational connections with residents of Shenango on the Green. Also, we have an advantageous opportunity to minister to individuals and families. We are responding to this reality by developing partnerships, small groups, volunteer opportunities, and ministries that offer belonging, practical care, spiritual support, and hope.

With a recent capital campaign and remodeling of our Social Hall and several others spaces, we view our facility as a mission center; a place where people can gather, where cooking and yoga classes can happen, prayer shawl ministry meets, youth group hosts meetings, Boy Scouts host dinners, New Wilmington Mission Conference utilizes space, and more We have purposefully opened our building to be more fully available for our community use and we seek to become an active partner in the health of New Wilmington.

We live out our mission through these connected communities on the local level, while continuing to strengthen our long tradition of supporting mission partners and ministries around the world. As we focus upon our strengths, we recognize the need to grow in diversity, strengthen our local presence, encourage one another, foster deeper relationships, and become more actively engaged in the life and mission of the church.

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

The Pastor/Head of Staff will provide strong, collaborative leadership that recognizes and encourages the gifts of staff, volunteers, Session, and ministry leaders, creating space for others to lead creatively and confidently. This approach will help the congregation work toward a shared vision while strengthening the many meaningful ministries and activities already taking place.

A key responsibility of this call will be connection. The Pastor/Head of Staff will help connect people, ministries, and resources so that our efforts reinforce one another and contribute to a more cohesive life together.

This call will also provide clarification. By helping identify shared priorities and communicate them effectively, the Pastor/Head of Staff will enable staff, volunteers, Session, and ministry leaders to understand how their particular responsibilities contribute to the church's larger mission.

Finally, this leader will provide appropriate structure and accountability. Clear roles, healthy communication, and coordinated leadership will help our ministries function more effectively without limiting the creativity, initiative, and gifts of those who serve.

We are looking for the 'hub of the wheel'; the Pastor/Head of Staff will strengthen teamwork, improve communication, clarify roles, and build momentum around our emerging ministry priorities. Over time, this collaborative leadership will help develop new leaders, increase participation, deepen partnerships, and foster a more connected and cohesive culture in which people are excited to belong, serve, and grow in faith.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

We seek a pastor who brings energy, enthusiasm, compassion, and a genuine love for people. This person should be highly relational and visibly present in the life of the congregation - greeting people, building trust, offering pastoral care, visiting those who are hospitalized or homebound, and drawing energy from meaningful interaction with the people we serve.

The pastor should be able to preach the Gospel in a clear, relatable, and faithful way that connects Scripture to everyday life. We also need a strong, collaborative administrator who can see the big picture, provide leadership and accountability, delegate effectively, and help staff and volunteers work together as a unified team. This leader should nurture the gifts of others rather than trying to do everything alone.

To lead us toward our vision, the pastor should be able to strengthen connections with Westminster College and Shenango on the Green, support vibrant children's and youth ministries, expand small groups and adult faith formation, and encourage active service in the wider community through partnerships, mission projects, and local events. We hope for someone who can help the congregation use its people, building, relationships, and other assets creatively, while also creating fellowship opportunities that deepen connection and belonging.

Ordination or eligibility for ordination in the PC(USA), theological training, pastoral experience, and demonstrated skills in preaching, pastoral care, leadership, and community engagement are essential.

What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

The Pastor/Head of Staff will provide leadership across the worship, pastoral, educational, missional, and administrative life of the church.

**Worship and preaching:** Plan and lead regular worship; preach and teach Scripture in faithful, relatable ways; faithfully administer the sacraments of Baptism and Communion; and collaborate with musicians, committees, and volunteers to create meaningful worship experiences for all ages.

**Pastoral care:** Build visible, caring relationships with members, visitors, staff, and the community. Provide prayer, counseling, spiritual guidance, and visitation in homes, hospitals, and care facilities. Officiate weddings, funerals, and memorial services, and support individuals and families through illness, crisis, and major life transitions.

**Faith formation and engagement:** Work with ministry leaders to strengthen children's, youth, and adult discipleship through Sunday school, Confirmation, Bible studies, small groups, retreats, mission opportunities, and leadership development. Encourage consistent participation of children and youth in worship and congregational life.

**Vision, mission, and community connection:** Help Session and ministry leaders communicate, implement, and regularly evaluate the church's vision. Strengthen relationships with Westminster College, Shenango on the Green, local families, community organizations, and ecumenical

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partners. Encourage active local and global mission, including practical service beyond the church walls.

**Staff and administration:** Serve as Head of Staff, supervising and supporting employees, leading regular staff meetings, collaborating on performance reviews with the Personnel Committee, delegating effectively, improving communication, and coordinating ministries, programs, committees, volunteers, and church resources around shared priorities.

### Optional Links

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**NWPC Website** - - <https://nwpresby.org/>

**Worship Services** - Live - <https://vimeo.com/nwpresby>

**Facebook** - - <https://www.facebook.com/nwpresby>