



West Side Church
615 Wright Avenue
Richland, WA 99352
(509)946-4656 Fax: (509)946-8237
Website: www.westside1.org
Search Committee Email: apnc@westside1.org

Church Information Form (Part I)

Average Worship Attendance _____ 420 _____

Church School Attendance _____ 565 _____

Church School Curriculum _____ Preschool: *Witness* Curriculum (by Augsburg Press); Elementary: theme-based curriculum focusing on the Bible (compiled by Children and Family Ministries at West Side Church, utilizing resources from rotation.org, Group Publishing, Gospel Light Publishing, and Karyn Henley); Mid- Hi – Adult: combination of Bible Study, book study and topical studies.

Ethnic Composition Of Congregation (in %): *99% Caucasian; 1% Hispanic*

Presbytery Central Washington Synod Alaska Northwest

Community Type (select one): **Small City (Population: 43,000; Greater Tri-Cities: 215,000)**



Church Information Form (Part II) Step 1 of 7

Church/Organization ID _____

Church/Organization Name, City, State West Side United Protestant Church Richland, WA

Position To Be Filled (select one)

- | | |
|---|---|
| <input type="checkbox"/> Associate Pastor (CE) | <input type="checkbox"/> Church Educator (non-ordained) |
| <input checked="" type="checkbox"/> Associate Pastor (Youth) | <input type="checkbox"/> Campus Ministry |
| <input type="checkbox"/> Associate Pastor (Other) | <input type="checkbox"/> Chaplain |
| <input type="checkbox"/> Associate Pastor (Young Adult) | <input type="checkbox"/> Administrator |
| <input type="checkbox"/> Pastor (Solo) | <input type="checkbox"/> Church Business Administrator |
| <input type="checkbox"/> Pastor (Head of Staff) | <input type="checkbox"/> Executive |
| <input type="checkbox"/> Pastor (New Church Development/Fellowship) | <input type="checkbox"/> Minister of Music (ordained) |
| <input type="checkbox"/> Pastor (Redevelopment/Transformation) | <input type="checkbox"/> Director of Music (non-ordained) |
| <input type="checkbox"/> Pastor (Tent Maker/Part-time) | <input type="checkbox"/> College/Seminary Faculty |
| <input type="checkbox"/> Pastor (Yoked/Multiple) | <input type="checkbox"/> College/Seminary Staff |
| <input type="checkbox"/> Co-Pastor | <input type="checkbox"/> Pastoral Counselor |
| <input type="checkbox"/> Designated Pastor | <input type="checkbox"/> General Assembly Staff |
| <input type="checkbox"/> Mission Pastor | <input type="checkbox"/> Presbytery Staff |
| <input type="checkbox"/> Interim Ministry (Governing Body) | <input type="checkbox"/> Synod Staff |
| <input type="checkbox"/> Interim Pastor | <input type="checkbox"/> Presbytery/Synod Stated Clerk |
| <input type="checkbox"/> Interim Associate Pastor | <input type="checkbox"/> Presbytery/Synod Executive |
| <input type="checkbox"/> Pastor (Parish) | <input type="checkbox"/> Presbytery/Synod Program Staff |
| <input type="checkbox"/> Pastor (Shared Ministry) | <input type="checkbox"/> Youth Director (non-ordained) |
| <input type="checkbox"/> Executive Pastor | <input type="checkbox"/> Other |

Specify Title (if appropriate) Associate Pastor for Youth and Family Ministries

Employment Status

Full Time Part Time Open to Either

Years of Experience Desired

First Ordained Call less than 2 years 2 years or more
 4 years or more 6 years or more 8 years or more

Language Requirements

English Spanish Korean Mandarin Chinese
 Japanese Cantonese Taiwanese Other

Deadline date for this CIF, if any: _____



CIF (Part II) - Step 2 of 7

Is this a yoked congregation? No Yes (If yes, please complete the Yoked Congregation Details Form.)

CIF (Part II) - Step 3 of 7

Brief Church Mission Statement: *Please limit your response to no more than 1500 characters including spaces and punctuation.*

Our Purpose:

Loving God,
Loving People,
Serving the World,
In the Name of Jesus.

Our Vision:

West Side Church seeks to be a caring fellowship where people:

- are called to respond to the love of Jesus Christ;
- are challenged to grow toward Christian maturity;
- worship God;
- proclaim the Gospel;
- make disciples;
- minister to the world through the power of the Holy Spirit and the authority of Holy Scriptures.

Our Beliefs & Values:

God: The Sovereign Creator--Triune in nature--created us not out of need or incompleteness, but out of the overflowing fullness of His love, so that we might enjoy fellowship with Him forever.

Salvation: We are saved only through the death & resurrection of Jesus Christ, God's only Son, fully God & fully human. We accept God's salvation through faith in Christ & live as witnesses of His transforming love.

Scripture: God's Word for & to us, the final authority for our life & practice.

Prayer: As Jesus taught, believers are called to a life of prayer that deepens and extends their spiritual relationship with the Father.

Worship: All Christians are called to celebrate & honor God.



Relationships: Following Christ’s example, we prayerfully & faithfully minister to all as a church family, regardless of age, race or personal circumstances.

Stewardship: As a priesthood of believers led by the Holy Spirit, we conscientiously manage the resources God provides.

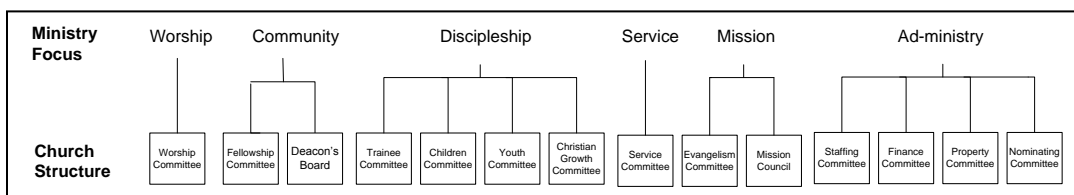
Narrative Questions: *For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.*

Please write a brief description of your church/organization programs or accomplishments.

West Side Church (WSC) is an active congregation, filled with people who eagerly look to serve and build up the Kingdom of God by responding to the call of Christ to serve and minister in His name. The passion for service and ministry is demonstrated in the number of programs and ministries presently supported by our 13 session committees and Deacon’s Board.

While affirming our past, WSC has adopted a new purpose statement that expresses our sense of call to be a church that focuses on the Great Commandment and the Great Commission. These two “Greats” spell out five major areas of church ministry: **Worship** (loving God), **Service** (loving people); **Mission** (making disciples); **Community** (baptizing them); and **Discipleship** (obeying His commands). These same five purposes of the church’s ministry have been the guiding vision of the church for more than 50 years.

Our renewed sense of purpose has led to restructuring our committees in order to more effectively accomplish the purpose and vision God has called us.



All the committees have been called to annually evaluate and establish strategic goals to help our congregation respond faithfully to God’s call and purpose.

Our hope is to continue to be a church that faithfully responds to God while engaging effectively in ministry, mission and raising up leaders for the next generation.



Describe what gifts, skills and experiences your congregation possesses to fulfill its mission.

WSC is a compassionate congregation that responds prayerfully & generously with volunteers, time, money and programs, readily partnering with local charities & worldwide missions.

Strong commitment to lay leadership allows many to share their vision of ministry & find encouragement to seek God's plan, whether in renewing existing programs or creating significant new opportunities.

WSC benefits from an educated & thoughtful body of believers, with gifts of servant leadership, giving, creativity, administration, teaching, compassion and music.

WSC has a rich history of effective youth & children's ministries, sustained in large part by lay leadership, fulfilling our commitment to grow faith & form Christ in our next generation.

Intentional leadership development--weekly discipleship, retreats, confirmation, summer camp & mission trips--encourages our youth to respond to God's call, preparing them to serve their peers now & their community in the future.

The summer trainee program for young adults provides opportunities to experience ministry & develop leadership skills, allowing our youth & children's programs to flourish, & enriching the entire congregation.

WSC members are involved beyond the walls of the church, including providing leadership in the regional Alpha program; in a community "Perspectives on the World Christian Movement" class; in developing a regional retreat center; & in partnerships with & leadership in local schools & other organizations.

What are the key theological issues of our church and society that are reflected in the ministry of your congregation/organization?

Identity in Christ: We find appropriate self-worth in identification with Christ rather than the world. Our challenge in this broken world is to root our lives in Christ rather than materialism, serving others instead of ourselves, as supported in our discipleship ministries.

Kingdom of God: Following the Great Commission and Great Commandment, we engage the world, seeking to "go & make disciples of all the nations." We actively support missions locally, nationally & abroad, e.g., partnering with World Vision in Mali, sponsoring children, promoting health and building relationships.

Compassion: Believing that all life is precious, we respond in love to those in need, sponsoring & participating in ESL & tutoring programs, the Pregnancy Center, gleaning, & in deacon & jail ministry.



Truth: The basis of truth is Scripture, despite the relativism of our culture. We affirm Scripture's consistent teaching of chastity outside & faithfulness within the marriage covenant between a man & a woman.

Family: The most effective place for discipleship is the home, & we partner with families to raise up a new generation of believers. In a world of brokenness & hurt, we also experience the church as family, as a place of acceptance. We value intergenerational relationships, which nurture young & old alike.

Hope: While the world despairs, we believe that God is in control. We can rest in His promise that ultimately life & light prevail. We communicate this hope to the world.

CIF (Part II) - Step 4 of 7

Church references available upon request.

CIF (Part II) - Step 5 of 7

Position Description: *For each section please limit your response to no more than 1500 characters including spaces and punctuation.*

Major Responsibilities: For what specific tasks, assignments, and program areas will this person have responsibility?

The Associate Pastor for Youth will provide spiritual leadership, pastoral care, administrative oversight and organizational direction for the middle school through high school. The position requires working alongside lay leadership in strengthening existing ministries and developing new ones. The responsibilities include the following areas:

Personal

- To know and love God with heart, soul, mind and strength.

Youth Ministry

- To know and be known by the youth, their families and the lay ministry teams, creating relationships that nurture spiritual growth.
- To build, train, support and affirm an excellent team of vibrant lay ministers who will engage youth in Christ-centered, intergenerational discipleship.
- To develop and implement an innovative, consistent ministry that provides multiple opportunities for growth and leadership development, e.g., small group, worship, service projects, retreats, mission trips.
- To present thought-provoking, biblical and relevant teaching that develops sustaining spiritual values for youth as they move from a dependent faith toward a mature faith in Christ.



- To engender self-worth in the youth, preparing them to engage their peers with integrity, strong values and a teachable spirit.

Church Community

- To participate in the life of the church, communicating vision and passion for youth.
- To serve humbly in our multi-staff church, sharing in the vision and mission of the local body and assisting in pastoral duties as requested.

Description of characteristics and qualifications needed in a person who would fill this position.

To effectively minister to our youth, their families and the youth ministry team, a candidate should:

- Demonstrate a passion for God & possess a joyful, growing faith in Jesus Christ.
- Discern a call for ministry to youth & their families, understanding the unique needs & challenges of teenagers & accepting them as they are.
- Bring seminary education & practical experience working with youth in a multi-staff church, desiring to commit to this ministry for an extended period.
- Create a long-term, consistent vision for youth & family ministry, utilizing the energy & experience of the lay volunteers to develop & implement that vision.
- Foster a culture of discipleship, not only for the youth but for the ministry teams, motivating & equipping all participants to respond to God's call on their lives.
- Teach with biblical understanding, relevance, enthusiasm and creativity, inspiring youth to apply the Word of God to their daily lives.
- Display the ability to initiate, organize, budget, prioritize & carry out tasks, motivating teams to accomplish ministry goals.
- Communicate effectively to youth & the entire congregation, using methods appropriate to each group.
- Understand youth culture: the pressures, passions, trends & media forces that shape their everyday lives.
- Pursue personal, spiritual & educational growth, striving for excellence in ministry.
- Express joy & a sense of humor!
- Maintain a balance in ministry & personal life, valuing family and friendships.



Primary Skill Choices: Select up to 10 skills from the list below which you would like to see in the person filling this position.

- Administration of Programs
- Adult Ministry
- Building Renovation/Property Development
- Choir Directing
- Community Ministries
- Conflict Management/Mediation Skills
- Congregational Fellowship
- Congregational Redevelopment/Revitalization
- Counseling
- Curriculum Building
- Development of New Educational Experiences
- Evaluation of Program and Staff
- Facility Management
- Financial Management
- Governing Body Ministry
- Hospital and Emergency Visitation
- Instrumental Music
- Leadership Development
- Leading Music Ministry
- Management of Building Usage
- New Church Development
- Older Adult Ministry
- Organizational Leadership and Development
- Pastoral Care
- Preaching
- Project Management
- Rural Ministry
- Small Membership Church Ministry
- Staffing/Human Resources
- Strategic Planning
- Training Volunteers
- Urban Ministry
- Youth Ministry
- Administrative Leadership
- Budget Preparation
- Children's Ministry
- Communication (Written/Oral)
- Community Service and Leadership
- Congregational Communication
- Congregational Home Visitation
- Corporate Worship/Sacraments
- Cross Cultural Collaboration/Cultural Proficiency
- Defining Program Needs
- Ecumenical and Interfaith Activities
- Evangelism
- Family Ministry
- Fund Raising
- Group Process Facilitation
- Information Technology
- Involvement in Mission Beyond Local Church
- Leadership of Staff/Volunteers
- Legal/Tax Matters
- Management of Equipment Resources
- Office Management
- Organization /Administration
- Parliamentary Expertise
- PCUSA Polity/Constitutional Knowledge
- Problem Solving/Decision Making
- Public Relations
- Scholarship/Publishing
- Spiritual Development
- Stewardship and Commitment Program
- Teaching
- Transitional/Interim Ministry
- Young Adult Ministry

Every Presbytery Committee on Ministry is to inform each Pastor Nominating Committee of its constitutional obligations and how it might assure fairness in the calling process.

Has the presbytery's Committee on Ministry thus counseled with the Pastor Nominating Committee regarding Equal Employment Opportunity?

Yes
 No

Each Pastor Nominating Committee is expected to undertake its search for a minister in a manner consistent with the good news that in the Church "...as many of you as were baptized into Christ have put on Christ. There is neither Jew nor Greek, there is neither slave nor free, there is neither male nor female; for you are all one in Christ Jesus."

Has the Pastor Nominating Committee affirmed to the Presbytery Committee on Ministry its intention to follow the Form of Government in this regard?

Yes
 No

CIF (Part II) - Step 7 of 7

Pastor Nominating Committee/Search Committee Chairperson Detail:

Name Mike Johnson

Address 1500 De Palma Court

City Richland State WA Zip Code 99352

Preferred Phone (509)521-3808

Alternate Phone (509)628-8960

FAX _____

E-mail Address for PNC Communications: apnc@westside1.org