



Ministry General Information

Ministry Name Westminster Presbyterian Church	Presbytery Blackhawk	Synod Lincoln Trails
Email office@westminsterdekalb.org, pncdekalb@westminsterdekalb.org	Preferred Phone 815-756-2905	Website Address https://www.westminsterdekalb.org
Mailing Address 830 N Annie Glidden Rd, DeKalb, IL 60115-1509	Alternate Phone/Email	Community Type College
Congregation or Organization Size 101-250 members	Curriculum Various	Average Worship Attendance 60
Church School Attendance 12	Statistical Report https://ogaapps.pcusa.org/api/report/1498	
Intercultural Composition White: 94%, Black/African American/African: 4%, Asian/Pacific Islander/South Asian: 2%		Released Date 2/9/2026

Information about the Position

Position Requirements	
Position Type(s) Solo Pastor: Installed	Language Requirements English
Experience Required 2 to 5 Years	Statement of Faith required? Yes
Employment Status Full-time	Are you open to a clergy couple? Yes

Ministry Requirements
<p>Church Mission/Vision Statement</p> <p>MISSION STATEMENT God, our Creator, calls Westminster Presbyterian Church (U.S.A.) to share Christ's transforming love. We strive to be the hands and feet of Jesus Christ through worship, prayer, learning, service, and fellowship. Inspired by the Holy Spirit, we seek to do justice, love kindness, and walk humbly with God.</p> <p>INCLUSIVITY STATEMENT In affirmation of God's boundless love and grace, Westminster Presbyterian Church believes we are led by the Holy Spirit to be an inclusive and supportive community for all who seek to develop their faith in Jesus Christ. We welcome everyone who professes faith into full participation in the church community, including worship and sacraments, marriage, and ordination as elders, deacons, and</p>

ministers. People of all races, ethnic backgrounds, ages, gender identities, sexual orientations, abilities, socioeconomic statuses, personal, political, or social philosophies, and any other situations in life are included and supported in our church community.

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position

Westminster seeks a pastor who will:

- Provide leadership to continue and grow the ministries of Westminster
- Plan and lead engaging and vibrant worship services
- Provide, along with deacons and Stephen Ministers, compassionate pastoral support through visits to members in need whether due to illness, crisis, or life situation
- Work with the Faith Formation Coordinator and committee to develop a faith formation ministry for all ages
- Conduct new member classes as needed, including confirmation classes
- Support children and youth ministries
- Serve as a representative for the congregation in the DeKalb community and engage with other faith leaders in the community.
- Work with the Mission & Community Outreach committee to create outreach opportunities and encourage ongoing projects
- Moderate Session; lead annual leadership retreat for elders and deacons
- Communicate updates of church activities and other direction in our weekly electronic newsletters
- Work with Session and the congregation to develop a vision for spiritual renewal and revitalization
- Serve with integrity and accountability, and practice transparency
- Participate in the presbytery and greater PC(USA) and encourage congregational awareness and engagement

Compensation & Housing

Minimum Effective Salary

70000

Housing Type

Housing allowance

MDP - Narratives

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?

Since its beginning, the Westminster family of faith has sought to nurture people within and reach out to people outside its walls. When we meet together for worship, study, service, or fellowship, we are equipped to be the hands and feet of Jesus Christ – sent out into the world. Our recently-voted most favorite hymn, “Here I Am, Lord” exemplifies this commitment.

As a congregation dedicated to living out our Mission Statement (based on Micah 6:8) along with the guidance found in Matthew 25, we actively seek ways to end injustice, poverty, racism, and to recognize the face of God in each person.

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One step we took toward ending injustice and poverty was to enthusiastically embrace an R.I.P. Medical Debt campaign in 2022 by raising over \$11,000 to erase \$1.1 million of medical debt for neighbors far away. We also address the needs of our nearby neighbors with our semimonthly pop-up food pantry, and each year assemble dozens of school, hygiene and emergency kits, as well as Thanksgiving food baskets, and Christmas gifts for disadvantaged area children and seniors.

Our Statement of Inclusivity affirms that all people are included and supported in our church community. Members of our congregation go out of their way to welcome disadvantaged or marginalized individuals through our doors. We are generous and committed Christians who find joy and energy as we support each other and our efforts to further God's kingdom in this time and place.

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?

Located 60 miles west of Chicago, DeKalb is home to Northern Illinois University with approximately 16,000 students. The sister cities of DeKalb and Sycamore (combined population of 60,000) are also farming communities, with an industrial and commercial base. A growing warehouse and distribution center sector is also bringing new jobs and investment to the area.

The demographics of our immediate neighborhood, adjacent to the campus, have significantly changed during our 61 years of ministry. What was once primarily NIU student housing now includes rentals for non-students and families with children. Our corner of DeKalb, known as the Annie Glidden North neighborhood, is the densest, most ethnically diverse and lowest income area of the city. It has many challenges and unmet needs, which Westminster continually tries to address.

At a summer leadership retreat of elders and deacons, three new goals were set for 2025-2026:|

(1) Create a partnership with the new Mitchell Elementary School which opened in our neighborhood in the fall of 2025 - support and connect with students, families, and staff.

(2) Research and inventory our building's needs - develop a 2-5 year plan to prioritize repairs and improvements to our well-maintained and versatile facility that is already extensively used by both the congregation and community.

(3) Highlight and increase support for tangible, visible projects - those efforts that make a clear and immediate impact on our church and the wider community.

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?

Westminster has many hard-working volunteers and strong lay leaders. We seek a pastor who will continue to encourage and equip our lay people.

Westminster relies on an active, elder-led committee structure to ensure that all aspects of ministry are addressed. Deacons and Stephen Ministers assist the pastor with compassionate care for our members. Deacons also oversee many popular fellowship events. The paid (all part-time) support staff currently includes a recently-hired Faith Formation Coordinator, who just started a mid-week Kids' Club (K-5), will restart Sunday School, and will lead a monthly youth group (6-12). We would like our pastor to collaborate with her to engage new demographics in meaningful ways. Other part-time staff include an office administrator, custodian, two organists, choir director, bell choir director, several music interns, and the church treasurer. We would look to our new pastor to supervise the work of the staff and monitor the work of committees.

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?

Volunteers form the backbone of the ministry and outreach of our church. Our semimonthly food distribution program relies on a large, dedicated group of volunteers, working with a local not-for-profit, Rooted for Good. Volunteers also care for the church building and grounds, including a Memorial Garden. Events like the annual Trunk-or-Treat and Easter Egg Hunt on the church property are manned by volunteers. We hope our new pastor would enjoy participation in these activities as well.

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.

A recent survey taken of our congregation indicates that it is important to us that our next pastor be a good communicator with strong preaching skills. We would like to have a visionary who could inspire us to be a vital congregation which seeks growth, both spiritually and in attracting others to Christ - someone who is unafraid to innovate and adapt in the face of challenges. Though Westminster's session takes an active role in guiding the congregation's current course and future path, we seek a skilled administrator who can help us implement our joint vision.

We are united in our commitment to our mission and respectful of our political diversity. Our next pastor should be outgoing, empathetic, and gifted in interpersonal relations, as we continue to develop our outreach activities. We look forward to someone who will serve us with "energy, intelligence, imagination, and love" throughout their time of ministry here.

Finally, we hope our pastor will guide us by their example of a life of prayer, study, sabbath, self-care and good humor.

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

We are seeking a pastor who will do the following things (among others) in the following areas for which they have responsibility:

- **WORSHIP:** Preach engaging, Biblically-based sermons that will help us grow in our relationship to God and live out our faith in the world. Plan and lead vibrant worship services that will help us encounter God in meaningful ways.
- **FAITH FORMATION:** Work with the faith formation coordinator and committee to develop and implement a faith formation ministry, including, e.g., Bible and book studies, prayer partners, "soul friends," etc. Conduct new member classes as needed, including confirmation classes.
- **COMMUNITY OUTREACH:** Work with the Mission & Community Outreach committee to create outreach opportunities and encourage ongoing projects, including the semimonthly food ministry, and our partnership with the new Mitchell Elementary School.
- **CONGREGATIONAL CARE:** Along with the deacons, Stephen Ministers, and other caregivers in the church, visit members who are ill, hospitalized, or otherwise in need of care.
- **ADMINISTRATION:** Moderate Session meetings. Oversee paid staff. Lead annual session/deacon leadership retreats. Work with Session and the congregation to develop a vision for congregational renewal over the next 5 years.

Optional Links

Rooted for Good - Mobile Food Pantry Community Partner - <https://rootedforgood.org/>

Neighbor's House - Community Partner for Child Literacy Christian Programs - <https://www.neighborshouse.org/>

Northern Illinois University - Next door neighbor - <https://www.niu.edu/about/index.shtml>

Kishwaukee College - Community Partner - GED classes - <https://kish.edu/about/index.php>

City of DeKalb - - <https://www.cityofdekalb.com/>

DeKalb County Economic Development Corp. - Why live here? - <https://dcedc.org/why-dekalb-county/live/>

Stronghold Camp & Retreat Center - Nearby Presbyterian Camp - <https://strongholdcenter.org/>

References

Reference #1

Rev. Dr. G. Joseph Mitchell
Neighborhood pastor - New Hope
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Reference #2

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Reference #3

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