



Ministry General Information

Ministry Name Westminster Presbyterian Church	Presbytery East Tennessee	Synod Living Waters
Email renee@wpcknox.org	Preferred Phone 865-584-3957	Website Address www.wpcknox.org
Mailing Address 6500 Northshore Dr, Knoxville, TN 37919-8636	Alternate Phone/Email	Community Type Small City
Congregation or Organization Size 401-650 members	Curriculum general worship	Average Worship Attendance 200
Church School Attendance 100	Statistical Report https://ogaapps.pcusa.org/api/report/20437	Released Date 12/17/2025
Intercultural Composition White: 99%, Black/African American/African: 1%		

Information about the Position

Position Requirements	
Position Type(s)	Language Requirements
Associate Pastor (Youth)	English
Experience Required	Statement of Faith required?
No Experience/First Ordained Call	Yes
Employment Status	Are you open to a clergy couple?
Full-time	No

Ministry Requirements

Church Mission/Vision Statement

We seek to follow Jesus Christ in an open and inclusive community of faith where God's transforming love for all creation is celebrated through worship, discipleship and service.

We believe this mission statement captures the essence of Westminster's history as well as charts a course for the future. Since its founding as a new church development in 1965, this community of faith has been committed to the values of theological inclusion and openness, and service in the manner of Jesus Christ. Westminster continues to be a place where people can ask questions and explore together, a place where genuine intergenerational relationships are fostered, a place that values integrity in worship, music and education, and a place that seeks to live out the implications of what it means to be a gathered community of disciples of Jesus Christ in the 21st century.

Through music, intergenerational connections, service to others, environmental care, passion for the arts, exceptional fellowship, and a strong youth program we at Westminster seek to grow in our understanding of God, to learn from the teachings of Jesus Christ, and to be open as to what God's Spirit would lead us to do and to be in this world.

We don't claim to have all the answers, but we think it is important to struggle with the questions as we seek to do justice in our community and in the world, and to nurture one another in mutual support. Our vision is to be an inclusive community where faith and life connect.

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

Serves as a full-time Associate Pastor for the congregation, with a primary focus on leading youth, children, and young adults ministries in a theologically inclusive, intergenerational community. Develops and implements a spiritually rich formation strategy for children, youth, and young adults rooted in Reformed theology and Westminster's commitment to openness, service, and discipleship. Builds authentic, lasting relationships with young people and their families, offering pastoral care, mentorship, and presence in key life moments. Oversees all youth programming—including Sunday School, youth group, confirmation, retreats, and mission trips—ensuring experiences are developmentally appropriate and grounded in faith. Supervises the Assistant Director for Children's Ministries and leads volunteers with clarity, training, and support. Collaborates with ministry teams to align programming with worship and the church calendar. Regularly preaches, leads worship, and fosters youth participation in liturgy. Encourages intergenerational connection and nurtures a culture of belonging, curiosity, and spiritual growth.

Compensation & Housing

Minimum Effective Salary

60000

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?

Westminster's vision for ministry is to be an inclusive community where faith and life connect—grounded in curiosity, warmth, theological openness, and care for all creation. This vision calls the congregation to extend the love, compassion, and acceptance they have received into the world, to grow in mission-driven service, and to continually challenge themselves in the lifelong journey of discipleship.

Central to Westminster's identity is a commitment to worship as the foundation of communal life. Theologically progressive preaching, enriching music, and Reformed liturgy challenge and inspire the congregation to discern and respond faithfully to God's activity in the world. The weekly worship bulletin concludes with the phrase, "Now the service begins," signaling that

worship is not an endpoint but a commissioning for daily ministry and service.

Westminster's ministry is strengthened as a Matthew 25 Church, More Light Church, and Earth Care Congregation, aligning local mission with justice, inclusion, and creation care. This vision has a tangible impact on the surrounding community through Westminster's emphasis on inclusivity, intergenerational relationships, environmental stewardship, engagement with the arts, robust youth programming, and service-oriented outreach. The congregation seeks to follow Jesus Christ within an open and affirming community of faith where God's transforming love for all creation is celebrated through worship, discipleship, and service.

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?

Westminster is located in Knoxville, TN, a vibrant city marked by cultural diversity, economic opportunity, and persistent inequities. Our congregation reflects this dynamic context, with an influx of younger adults and families seeking authentic community and meaningful engagement. These demographics present both opportunities and responsibilities: helping new members integrate fully into church life and equipping them to witness beyond our walls. The Associate Pastor will play a key role in fostering these connections through intentional programming.

We recognize the need for strong Christian formation for youth and adults, nurturing faith in a safe, inclusive environment and preparing disciples to live boldly in the world. Westminster promotes intergenerational engagement through worship, music, drama, and fellowship, while expanding creative outreach such as arts programs and community forums. Our mission extends outward through partnerships and participation with Volunteer Ministry Center, FISH, Family Promise, Living Waters for the World, Appalachian Service Project and Justice Knox.

As a Matthew 25 and More Light congregation, we address 21st-century challenges—including inequities of race, gender, orientation, and economic class—by equipping families and youth for advocacy and service rooted in Christ's love. Through worship, education, and justice-focused mission, Westminster seeks to embody its vision of inclusivity and care for all creation.

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 understands ministry as a shared calling, where staff, volunteers, and members work together to embody our vision of inclusivity, justice, and spiritual growth. The Associate Pastor will complement the Senior Pastor's leadership in worship and pastoral care while collaborating with program staff—including the Assistant Director for Children's Ministries, Adult Education Coordinator, and Music Director—alongside the Youth Advisory Committee and Spiritual Formation Ministry Team to create formation opportunities for all ages.

This role strengthens our goal of providing education that builds from cradle to senior adults and fosters intergenerational programs that deepen relationships across generations. The Associate Pastor will also coordinate with office and support staff to ensure unified communication, scheduling, and promotion of ministries.

By serving as a connector among teams, the Associate Pastor will help integrate worship, education, mission, and fellowship into a cohesive ministry strategy. This collaborative approach leverages the gifts of staff and volunteers, enabling Westminster to pursue short-term goals of member integration and long-term goals of equipping disciples for service within the congregation and the wider community.

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.

Westminster is a growing community experiencing an influx of younger members, families, and young adults without children who seek authentic connection and meaningful engagement. This emerging demographic brings both opportunities and responsibilities: helping new members integrate fully into the life of the church and equipping them to witness to the larger community. The Associate Pastor will play a key role in facilitating this process while advancing our vision of inclusivity and spiritual formation for all ages.

We seek a pastor with gifts for Christian education and intergenerational ministry, rooted in servant leadership and humility. This position will help us deepen spiritual formation across all ages and strengthen relationships within our inclusive community. Strong communication skills—both speaking and listening—are essential for conveying ideas clearly and responding to the needs of the congregation. The role requires proven ability to collaborate effectively, as they will work closely with the Senior Pastor, Session, program staff, and volunteers to integrate worship, education, and mission into a unified ministry strategy.

Leadership experience is important, as they will supervise the Assistant Director for Children's Ministries and partner with the Youth Advisory Committee and Spiritual Formation Ministry Team. The position also includes planning and leading worship, preaching regularly, and supporting creative approaches to intergenerational engagement.

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

The Associate Pastor will lead ministries that nurture faith and build community, with a primary focus on Christian education and intergenerational engagement. Key responsibilities include developing and implementing curriculum for youth and young adults, coordinating Sunday school, and leading youth programs on weeknights and Sunday evenings. The role will oversee special experiences such as summer programs, mission trips, and youth conferences like Montreat. They will also foster close relationships with parents and families to strengthen engagement and support.

Creative programming is encouraged, including seasonal traditions like the youth and children's Christmas play, and new initiatives that strengthen connections across generations. The Associate Pastor will also design educational opportunities for young families and support spiritual formation for all ages.

Additional responsibilities include regular preaching and worship leadership, planning worship with the Senior Pastor and music staff, and collaborating with committees and volunteers to integrate education, worship, and outreach. Strong team-building, interpersonal, and communication skills are essential, along with a collaborative leadership style. Familiarity with digital tools and social media for ministry communication is a plus, as Westminster seeks to engage members and the wider community in creative and meaningful ways.

Optional Links

WPC web site - Welcome page of our web site for additional information on the mission, vision, and history of WPC. - <https://www.wpknox.org/who-we-are/welcome/>

References

Reference #1
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