

WestRock Family Church is seeking a new Pastor

Andrew Compton
November 30, 2013



Westrock members gathered at East Garden.

WestRock is situated in the beautiful Hudson Valley about 25 miles north of New York City. We are a Local Church of the Family Federation for World Peace and most of our members reside in Westchester, Rockland and Orange counties.



Our community of about 150 families is a colorful cross-section of Unificationists embracing the usual wide range of ages, nationalities and cultures – and with Belvedere and East Garden in our midst and Barrytown College of UTS just 90 minutes to the north, we have inherited and have contributed to an exceedingly rich history.

In 2005 with the blessing of National Headquarters we developed our own WestRock Charter and formalized the Church Council system to support and strengthen the Pastor and our members.

That was a major development for our community and now, eight years later, we find ourselves entering yet another exciting chapter in God's providence.

In this next chapter our community wants to work together, in unity with our True Mother, our National leadership and a new Pastor to lead the way for Heaven.



Westrock services are held at beautiful and historic Belvedere.



Westrock music team.

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The attached document describes the Pastor's mission, responsibilities and required qualifications.

Application Instructions

Submit the following documents as attachments to an email to be received no later than midnight on December 31, 2013

- Cover letter
- Resume
- Three (3) letters of recommendation

Send to: pastorsearch@westrockfamily.com

Send any questions to the same email address.

P.S. As you read through the document, if you feel called to the position but you also feel that you are not yet qualified in some way, please keep this thought in mind. We realize that one doesn't become a pastor overnight. Therefore we did decide to be open to the possibility of someone "growing into" the position. In other words, even if you're not qualified yet, if you believe that you could become qualified within a certain time frame, which we would have to agree upon, we encourage you to apply!

Job Description for – Pastor of the WestRock Family Church

Mission Statement:

The Pastor feels called, by God, to be an authentic and inspirational preacher. He/she builds and leads an expanding community of families that comforts the Heart of God and fulfills the ideal of “Cheon Il Guk,” based on the seven principles outlined in the WestRock Family Church Charter. (* see link to Charter below)

The Pastor is responsible for conveying God’s word to the congregation, overseeing the spiritual well being of WestRock Family Church members, promoting church growth through outreach and witnessing and encouraging service to and involvement in the local community. The Pastor is also the point of contact with, and accountable to, the District Leader and the national headquarters of the Family Federation for World Peace and participates as a member of the WestRock Council with the special position of spiritual advisor. In addition, the Pastor oversees the church office and administration.

Responsibilities:

- 1) Church Community
 - a. Serve as the spiritual leader for the community.
 - b. Give weekly, bi-weekly or monthly sermons and work with the Sunday Service committee to develop other participatory worship service strategies.
 - c. Oversee spiritual well-being of the members through various educational and supportive activities utilizing resources within and outside the WestRock community.
 - d. Encourage and understand the small group model for ministries.
 - e. Understand the developing needs of the WestRock community and address them with the help of the established WestRock infrastructure.
 - f. Identify and take advantage of new opportunities to strengthen and encourage WestRock’s members and families through intergenerational teamwork and innovative thinking.
- 2) Outreach/Local Community
 - a. Develop and raise awareness about family values, Divine Principle and the need for Interfaith cooperation through being involved in the local community.
 - b. Develop working relationships with community and faith-based organizations.
 - c. Facilitate and encourage development of new outreach activities such as the use of media or other innovative ideas.
- 3) Management
 - a. Promote team-building approaches and activities. The pastor shares, encourages and delegates leadership responsibilities to the diverse and capable people in the congregation.
 - b. Work with the WestRock Council to oversee all church departments.
 - c. Oversee budget in collaboration with the WestRock Council.
 - d. Communicate information to and from the District Leader and National leadership.
- 4) Strategic Planning
 - a. Plan for WestRock’s implementation of providential directives including “Vision 2020”
 - b. Plan for WestRock’s growth and expansion.
 - c. Plan to empower WestRock’s youth and young adults.

Qualifications:

- 1) Minimum requirements
 - a. US Citizen or Permanent Resident
 - b. High School graduate, GED or equivalent
 - c. Fluency in the English language
 - d. A Church member in good standing.
- 2) Preferred requirements
 - a. Blessed
 - b. College and/or Seminary graduate
 - c. Computer, communication and management skills
 - d. Experience leading a UC ministry or project.

Note: Candidates who do not have actual pastoral experience may be considered for mentoring support. This will be at the Council's sole discretion.

Benefits:

- 1) Salary commensurate with qualifications and experience.
- 2) Health insurance.
- 3) Congregation-subsidized housing for Pastor and family (Irvington school district).

(*) The WestRock Charter can be found below

WestRock Family Church

Charter

Vision and Mission Statement and Structure

Ratified on August 7, 2005
WestRock Family Church
723 S. Broadway
Tarrytown, NY 10591

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Greeting from Dr. Chang Shik Yang

The document in your hands is the result of nine months of discussion, deliberation and dialogue amongst the members of the WestRock Family Church. But it is so much more than that. It is a declaration of ownership and responsibility by Blessed Central Families in the era of Cheon Il Guk, a statement declaring the true spirit of inheritance of the mission of realizing the Kingdom of Heaven in our midst. It proclaims a vision of the community we seek to create, defines clearly the rights and responsibilities of membership and participation in that community, and clarifies its structure and function. It is a statement of identity for each member and family of the WestRock Family Church.

The future of our church in America depends upon the spiritual life and health of its families. The key to the growth of our community is the growth of each of its members. Father explained that our community of Blessed Families should be like an orchard with strong, tall trees and ripe, sweet fruits. People should want to jump the fence to get into that orchard and taste its fruits, he told us. But when we consider the strength of our roots, the health of our branches, or the taste of our fruits, we recognize that we must nurture our orchard; remove the weeds, fertilize the soil, prune the branches, and drench the dry ground with water of life.

Since our movement left the wilderness era, entered the age of settlement and inherited the authority of True Parents to establish Cheon Il Guk in our hearts, homes and community, our church has struggled to find the proper structure, the most effective way to function to strengthen and support Blessed Families in the fulfillment of this mission. As our first generation is growing older and we are challenged with the responsibility of bequeathing the faith we cherish to our children, it is urgent that we develop and organize for this new era. Father is challenging our church to change, dismantling traditional leadership structures and empowering each Tribal Messiah to bring Cheon Il Guk into our homes. In an era that has transcended “church” in the traditional sense, how can we organize to support this process effectively, and thrive?

The WestRock Family Church Vision and Mission Statements, as well as its new structure, are an exciting and bold step in the right direction. It should become an example for our membership and organization throughout America, as we seek to take ownership of our church and inherit the responsibility for realizing Cheon Il Guk. I deeply believe in the vision, creativity and devotion of our American members, and am proud and moved by the pioneering vision of the West Rock Church to adapt and grow according to the providential time. My deepest gratitude goes to Rev. In Hoi Lee and the Ad Hoc Committee of the church for their tireless investment and determination to achieve this vision. Warm congratulations to the members and families of the WestRock Family Church. May God bless and guide your efforts as you bring comfort and joy to True Parents and a beacon of hope for America.

Sincerely,



Dr. Chang Shik Yang
Continental Director
FFWPU of North America

Introduction by Ad Hoc Committee chairman, Alan Inman

July 17, 2005

Dear Brothers and Sisters of the WestRock Family Church,

I greet you with a spirit of hope and renewal. Having now been a part of the WestRock Ad Hoc Committee that has endeavored to fulfill a responsibility given by the New York Regional Director, Rev. In Hoi Lee, I have to say to each of you that I have been personally enriched by this process. After meeting weekly for either full committee meetings or sub-committee meetings from December 1, 2004 to July 17, 2005, I can say without reservation that I had to confront myself and all of my shortcomings many times throughout the process. Likewise, I would like to testify that all the members of the Ad Hoc Committee did in fact engage in deep soul searching to fulfill what they felt was an ominous task. All members felt that they represented each of you in the development of the accompanying charter that was to guide our community into the unfolding era of "Cheon Il Guk".

A document discovered just recently in the United States, revealed the fact that George Washington (first president of the United States) indicated that he did not believe that the US Constitution would last more than 20 years. We know of course that the original Constitution has been guiding the affairs of this country for well over two centuries now. While it had a built-in mechanism that would allow for amendments, the original Constitution still stands today.

As was the case with the Constitution, the new WestRock Charter provides a mechanism for amendment and development. As our church community evolves, members may very well decide to expand or even alter this charter. I only ask that in so doing, prayer and deliberation be the guiding pillars, as was the case with its original development.

I am grateful to have served with all the members of the WestRock Ad Hoc Committee as well as with all the members of the WestRock Family Church during this special period. Now is the time for us all to stand together with our beloved True Parents in the work of establishing Cheon Il Guk, both in our families and in our world. In order to make a difference in the future of our church community, let us endeavor to make our commitment to Heavenly Father our guiding compass. May God Bless you and keep you.

In Their Names,

Alan J. Inman
Committee Chairman

Statement of Vision and Mission

Our Living Expression of Faith, Values, and Practice

Our Heart

We are drawn to unite with the vision of historical pioneers who sought the path of spiritual development, peace, happiness, and universal truth. In order to ensure that we properly relate to our convictions, effectively nurture our spiritual development, and adequately provide for future generations, we proclaim the following.

Our Strength

We recognize God as the author of life and love, the parent of all humanity, and that with God's grace and love we are capable of achieving our noblest dreams and our highest ideals.

We are dedicated to cultivate and perfect our unique God-given qualities, inspired by the life, love, and teachings of our True Parents, the Rev. and Mrs. Sun Myung Moon.

We are committed to share God's Blessing with others for the mutual benefit of our neighbors and ourselves, developing, maintaining, and strengthening the bonds of love and care.

Our Hope (Vision)

Our vision is to build an expanding community of families that comfort the Heart of God and fulfill the ideal of "Cheon Il Guk," (Kingdom of Heaven) where "Two Become One" between mind and body, brothers and sisters, husbands and wives, parents and children and families and neighbors.

Our Quest (Mission)

We will apply God's nature of living for the sake of others in all relationships within the family: teaching filial piety to children, respect and responsibility to youth, promoting sexual purity before marriage, absolute fidelity and love between marital couples, and unconditional giving as parents. Our families will reach out beyond race, religion, and nationality to bring reconciliation and harmony in our community and to the wider world in which all people are God's children.

Structure

Preamble

This document is a structural expression of the Mission and Vision Statements of the WestRock Family Church and is expected to change and evolve with time. It is necessarily detailed and was designed to prepare in advance for possible questions or problems.

The spirit of the WestRock Family Church is based upon the following principles:

Ownership – responsibility for the church and its future is shared by the pastor, the council, church members, and the regional leader.

Empowerment – church members have the power to develop the existing church, future local church branches, and family Hoon Dok Churches (Home Churches)

Spiritual Growth – the church promotes the spiritual growth of individuals, families and communities.

Expansion Growth – the church is able to expand and include others in the larger Westchester and Rockland community.

Embracing and Serving Others – the church is dedicated to embracing and serving others in spirit and practice.

Evolving Process – the church will continue to evolve and change to meet the developing needs of our community and God’s greater providence.

Checks and Balances – power and responsibility is distributed among the pastor, the council, all members and the regional leader.

1. Membership

- a. Requirements for Adult Membership:
 - i. Members are to choose WestRock Family Church as their church “home”.
 - ii. Members are to be at least 18 years old or Blessed.
 - iii. New applicants for membership need to have two existing adult members as sponsors.
 - iv. Members agree to basic articles of faith, to be determined by the council.
 - v. Members support basic membership expectations, to be determined by the council, such as worship, tithing, and an educational path, (Hoon Dok Hae, workshops, etc.)
- b. Family Membership
 - i. Children qualify for family membership when one or more adults in their family are members.
- c. Rights of Membership
 - i. Members may participate in all church activities
 - ii. Members have the right to express their heart and concerns and to make new proposals.
 - iii. Members will receive regular financial reports from the council.
 - iv. Members have the right to elect the members of the council.
 - v. Members have the right to vote in council elections based on the following requirements
 1. They must be an adult member in good standing. This is automatic unless revoked by the council for serious violations of church principles.
 2. Other membership status to be determined by the council

2. Church Council

- a. The council is elected as the governing body for the church.
- b. Council members will serve two-year terms. Elections will be held each year for half of the council seats. (For the first election, half of the council will serve only one year. Those serving only one year will be determined by lottery.)
- c. A member may run for office if they have been an adult member for one year and reside in the Westchester or Rockland vicinity.
- d. The council will conduct one open meeting each month. At that meeting, the council will hear issues and get feedback from the community. The council will create a procedure for members to have their issues included on the agenda.
- e. Composition

- i. The council is comprised of nine members including the pastor. If necessary, the council may be comprised of as few as seven members.
 - ii. The council has a Chairman, Vice-chairman, Secretary and Treasurer as elected officers. The Secretary and Treasurer may be the same person. Officers will be elected by the council.
 - iii. Officers will serve 1-year terms and the Chairman may not serve for more than 2 consecutive years.
 - iv. For there to be a quorum, not more than two council members may be absent from that meeting.
 - v. Council decisions will be made by simple majority vote.
 - vi. The pastor will have a special role. He/she will not serve as an officer, but as a spiritual advisor and will cast a vote only when a tie-breaking vote is needed.
 - vii. If a council member resigns or leaves, the council will recommend two or more candidates to fill out the term, from which one will be chosen as a replacement by lottery.
- f. Election of the council
 - i. At-large election. Council members will be elected from the community at-large.
 - ii. For every four open seats, the three candidates with the most votes are elected. The next three candidates will participate in a lottery for the fourth seat. In the case of candidates being tied for any seat, the outcome shall be decided by lottery.
 - iii. Elections will be supervised by the election committee. For the first election, the Ad Hoc Committee will be the election committee. The council will determine how future election committees will be selected.
 - iv. Elections will be held the first week in June, with the exception of the initial election which may be delayed. However, the first term will be shortened to end at the following June election.
- g. Duties
 - i. Approval of department plans and budgets.
 - ii. Make overall church budget and financial decisions.
 - iii. Give quarterly financial reports and an annual report to the community.
 - iv. Appoint church staff such as bookkeeper or other official positions
 - v. Appoint or remove department leaders, with pastor's approval. (Approval is not needed if the pastor position is vacant).
 - vi. Establish or dissolve official church departments.
 - vii. Appoint standing or ad hoc committees as needed.

- viii. Coordinate and resolve issues between departments.
- ix. When there is a need for a new pastor, the council will search for and recommend a candidate to the regional director for approval.
- h. Veto and Appeal
 - i. The regional leader may veto any council decision
 - ii. The council may appeal a veto to a higher authority, such as the continental director or president.

3. Pastor

- a. Appointment and Removal
 - i. The pastor is recommended by the council and approved by the regional leader or higher entity.
 - ii. The pastor will serve for a three-year term, at which time the council may reappoint the pastor for another three-year term. There is no limit to how many times the council may reappoint the same pastor.
 - iii. The pastor can be removed by a two thirds majority council vote and the approval of the regional leader.
- b. Pastor's Responsibilities
 - i. Convey God's word to the congregation
 - ii. Oversee the spiritual well being of WestRock Family Church members. This includes education, counseling, worship services, small group ministries, camps, etc. The pastor will accomplish this by working in cooperation with the department leaders.
 - iii. Promote church growth – includes outreach and witnessing
 - iv. Encourage service to the local community – to oversee and develop efforts to serve and be involved in the local community.
 - v. Act as the point of contact with the regional leader and the national headquarters of the Family Federation for World Peace. This involves representing the WestRock Family Church to the regional leader and communicating information from regional leader to the WestRock Family Church members.
 - vi. Run the administration – The pastor is responsible for the church office and staff, church records, membership lists, etc.
 - vii. Participate as a member of the council with the special position of spiritual advisor. He/she also has the privilege of casting the final tie-breaking vote when necessary.

4. Departments

- a. Existing departments include Sunday School, Youth Ministry, Young Adult Ministry, Sunday Service, Advisory Committee on Education, Outreach, Family Ministry, Building, Communications, and Technical.

- b. Each department leader has the authority to run his or her department, but is expected to do so in cooperation with the other departments.
- c. Each department is accountable to the council and the community.
- d. Each department must propose an annual budget and produce an annual report.
- e. No department can spend beyond its budget without council approval.

5. New Churches and Activities

- a. Official branches of the WestRock Family Church must be approved by the council.
- b. Small group ministries may be started by any member of the WestRock Family Church.
- c. All members are encouraged to create their own activities in line with the Statement of Vision and Mission.
- d. For an activity to become an official church activity it must first be approved by the council.

6. Amendments

- a. Amendments to the charter can be proposed by the council and ratified at the general election by a simple majority.
- b. If an emergency change is required, a special election may be called to vote on the amendment.

7. Affiliation

The WestRock Family Church is a branch of the Holy Spirit Association for the Unification of World Christianity (HSA-UWC), a religious non-profit organization with national headquarters in Washington D.C. and world headquarters in Seoul, South Korea, founded by Rev. Sun Myung Moon. It is also an active member of the Family Federation for World Peace and Unification (FFWPU).

8. Ratification

This charter (the Statement of Vision and Mission and the Structure Document) was drafted by the members of the WestRock Ad Hoc Committee, a committee of twelve members who were recommended by the WestRock community and the New York regional leader. The charter was ratified by a two thirds majority of the members.

Appendix A

Comparing the old and new charters

1. Vertical Endorsement: There was little vertical involvement in the creation of the original WestRock charter. However, the regional director and national headquarters had substantial involvement in the creation of the new charter and their endorsement of it is very clear.

2. Shared Vision: The previous WestRock Council was made up of volunteers with limited authority. The new Council will be elected, giving them both moral and practical authority to move our community forward. Also the selection of the Ad Hoc committee members (who created the new documents) was made as broad as possible including sisters, second generation, differing nationalities, and differing views of faith. In addition two town hall meetings were held, surveys were taken, and the personal feedback of members was sincerely considered. Furthermore, unlike the previous charter, the new charter will be ratified by the community.

3. Power Balance: The previous WestRock Council was designed only to support the Pastor and the Regional Leader, who held all real decision-making authority. In the new WestRock charter, that power will be shared between the Council, Pastor, members and Regional Leader.

4. Decision Making: The previous WestRock Council was designed to operate only by consensus. The new Council has a more formal democratic process with accountability to the community members.

5. Content of the Charter: The previous charter was vague in some areas including how to change the council members and the length of term that members served on the council. The new charter clarifies these issues and keeps open the possibility for change in the future.

6. Pastor Appointment: Previously, a Pastor was appointed or removed solely by the Regional Leader or higher authority. Now, the Pastor will be recommended by the Council and will serve for a three year renewable term. With the community's positive evaluation, the pastor may serve multiple terms.

Appendix B

Frequently Asked Questions

1) Why do we need a new Vision/Mission Statement and a new Charter?

The previous council fulfilled an important purpose when it was first created, but over the last two years its role in our community gradually diminished. Members did not see a real need to participate in the council as it seemed that most activities focused more on the providence and were handled by the pastor and regional leader. Also, the council members did not have clear terms (time period) of service or clear powers and responsibilities in relation to the pastor and regional leader. To remedy these, and other issues and to encourage greater participation by the WestRock community Rev. Lee, with the support of the previous WestRock council formed the Ad Hoc Committee to create a new charter document that would revitalize the council and our members. If you look at the section on “Before and After” it will help you understand this point.

Also it is important to note that the charter will continue to be an evolving document and therefore we can expect future amendments and adjustments. This is especially true in light of the fact that True Father has spoken of a future constitution for the creation of Cheon Il Guk. It is understood that at the appropriate time our document will be adjusted to fit into the larger charter of the Cheon Il Guk.

2) Are we a church or Family Federation?

This is a question that is hard to answer. Some members feel that we should have two separate organizations, a family church and a federation of families. Others feel that we should adopt the new name (Family Federation for World Peace) but continue to function with church type activities. There are may be several other ways that members view this issue.

On the national level our church uses the title “Family Federation for World Peace and Unification” (FFWPU). Why do we use that title when we clearly are operating as a church with our own doctrine and church membership? It is clear that this issue has not yet been worked out. We are in a period of transition and at least for now we will need to resolve this as best as we can on the local level. Perhaps the solution that we arrive at will help our national organization in its efforts to find the best approach.

It is clear that True Father has announced an end of the “church era”, but just because True Father has proclaimed something does not mean that what was proclaimed is now fully in place. The era in which the church should pass away has begun, but the church is still needed. In fact, sometimes Father still refers to us as the Unification Church. As long people are in need of support for the development of their character, as they seek to become God’s true sons and daughters, there will be a role for some sort of a church-like structure.

Therefore, we are still functioning as a church, and the WestRock Family Church will continue to function like a church for some time period. At the same time we should be developing our local family Hoon Dok Churches, and at least on that grass root level, members may want to create local Family Federation associations that really function as parts of a federation.

3) Why in our Vision statement do we use the words “where two become one”?

This comes from True Father’s explanation of the meaning of "Cheon Il Guk". Simply put, it means where the two become one. As you know, he is always urging us to make our mind and bodies one, to become one with God, to become one as husband and wife, for the religious faiths to become one, and for all that is divided in this fallen world to become one. That is what it means to create the Kingdom of God.

4) I hear we are going to elect our own representatives to the council and that the council will be responsible for recommending future pastors. In the past True Father or the Regional Leader always assigned those kinds of positions. Is this new development principled?

Dr. Yang, True Fathers direct representative in America, has been fully aware of the activities of the Ad Hoc Committee and has approved the new charter, including the vision and mission statement.

True Father has already announced that he has completed his work here in America and will be focusing on Korea. He is expecting us as the elder son to take initiative. Within the charter more responsibility is given to the membership through the council, but there are clear checks and balances. Still the regional leader has the clear authority, which if necessary he/she can use in order to prevent the development of anything that is unprincipled.

Also, True Father has expressed that the democratic process can be a part of God’s Kingdom to a certain extent. As an example, it was mentioned that in the future, a leader for the American movement could be chosen by a combination of election and lottery. Representatives from every state could be elected, then from those, another twelve could be elected. From those twelve, a representative of True Father would select three, and finally from those three, a leader would be chosen by God through the lottery method

This is why we decided to include the lottery as a way to choose one out of every 4 council members. By doing so we allow God’s hand to be involved in the process.

5) How will this new charter makes things different?

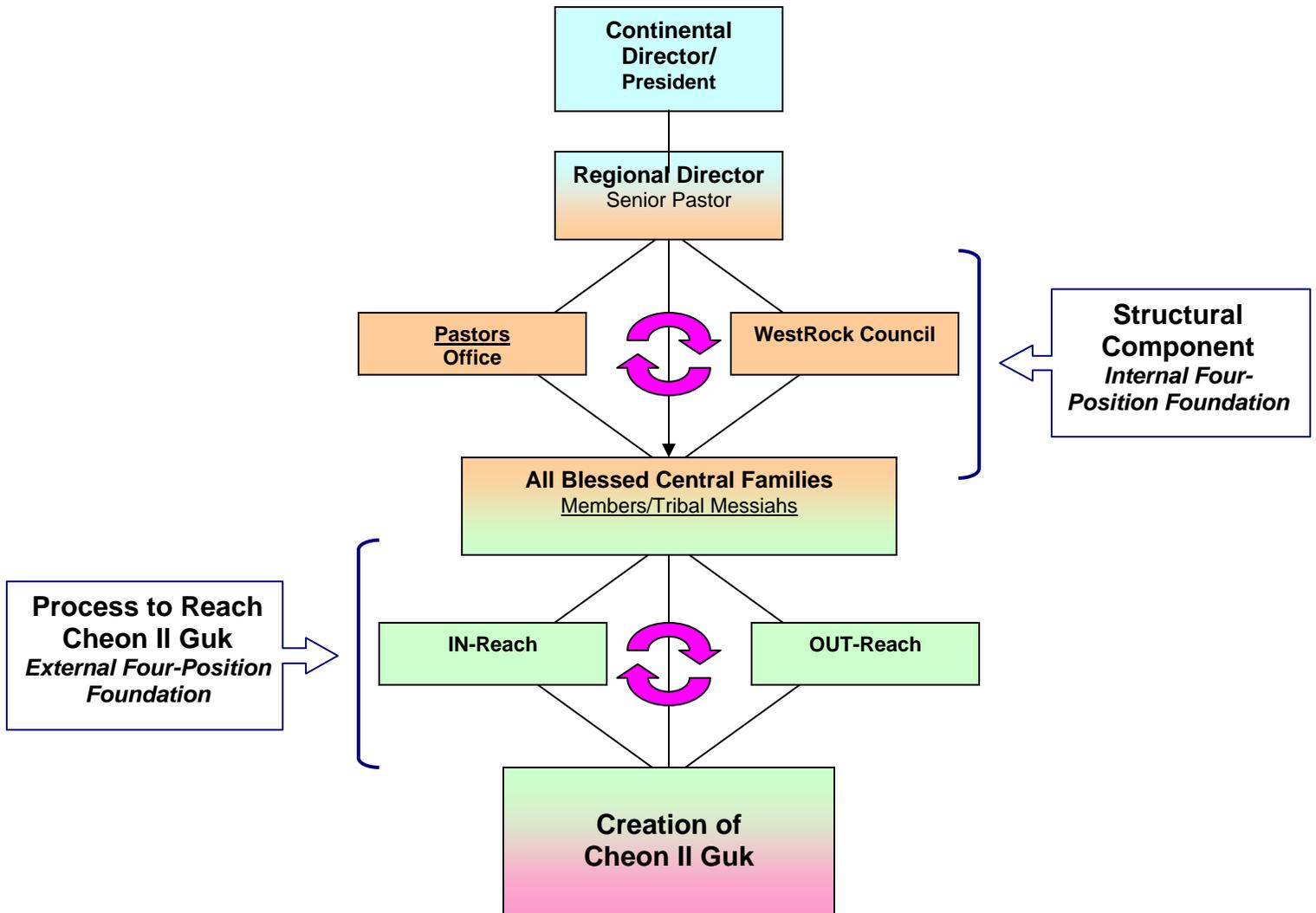
Please see the section on “Comparing the old and new charters”.

6) Why didn’t we make elections by ethnic community so that it is guaranteed that we will have Koreans, Japanese, Americans, etc. on the council?

This was considered, but it was felt that it would not help to create a unified spirit. There are many various groups in our community. It is the job of the leadership to encourage and give support to every group, and that they have their representatives run for election – whether they are Korean, Japanese, Filipino, American, female, or second generation.

Appendix C

The WestRock Community Pathway to Cheon Il Guk



Appendix D

Existing Departments in the WestRock Community

