

MINISTRY DISCERNMENT PROFILE

MINISTRY PROFILE INFORMATION



This form is only to be used by the COM, Session, and PNC as a tool of discernment before posting the MDP online.

Ministry Name: _____

Congregation or Organization Size (select one):

- N/A
- Under 100 members
- 101-250 members
- 251-400 members
- 401-650 members
- 651-1000 members
- 1001-1500 members
- More than 1500 members

Average Worship Attendance: _____

Church School Attendance: _____

Curriculum: _____

Community Type (select one):

- N/A
- Rural
- Village
- Town
- Small City
- Suburban
- Urban
- College
- Recreation
- Retirement

Intercultural Composition (Race/Ethnicity - Percent of Congregation):

Prefer not to answer	_____	%
Asian/Pacific Islander/South Asian	_____	%
Black/African American/African	_____	%
Hispanic/Latinx	_____	%
Native American/Alaska Native/Indigenous	_____	%
Middle Eastern/North African	_____	%

White
Multiracial

_____ %

_____ %

MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

Position Type (*select one*):

- | | |
|--|--|
| <input type="checkbox"/> Administrator | |
| <input type="checkbox"/> Associate Director | <input type="checkbox"/> Pastor, Yoked Ministry |
| <input type="checkbox"/> Associate Pastor (Christian Education) | |
| <input type="checkbox"/> Associate Pastor (Other) | <input type="checkbox"/> Pastoral Counselor |
| <input type="checkbox"/> Associate Pastor (Youth) | |
| <input type="checkbox"/> Campus Ministry | <input type="checkbox"/> Seminary Staff |
| <input type="checkbox"/> Chaplain | |
| <input type="checkbox"/> Christian Educator (Certified) | <input type="checkbox"/> Solo Pastor: Installed |
| <input type="checkbox"/> Christian Educator (non-certified) | <input type="checkbox"/> Solo Pastor: |
| <input type="checkbox"/> Church Business Administrator | <input type="checkbox"/> Temporary |
| <input type="checkbox"/> Co- Pastor | |
| <input type="checkbox"/> College/Seminary Faculty | <input type="checkbox"/> Stated Clerk Presbytery |
| <input type="checkbox"/> Commissioned Ruling Elder | |
| <input type="checkbox"/> Communicator | <input type="checkbox"/> Synod Executive |
| <input type="checkbox"/> Coordinator | |
| <input type="checkbox"/> Director of Music (non-ordained) | <input type="checkbox"/> Transitional Pastor |
| <input type="checkbox"/> Evangelist or Mission Pastor | <input type="checkbox"/> Youth Director (Non- |
| <input type="checkbox"/> Executive Director | <input type="checkbox"/> ordained) |
| <input type="checkbox"/> Executive Pastor | |
| <input type="checkbox"/> Finance Manager | |
| <input type="checkbox"/> Funds Developer | |
| <input type="checkbox"/> General Assembly Staff | |
| <input type="checkbox"/> General Presbyter/Executive Presbyter/Presbytery | |
| <input type="checkbox"/> Leader | |
| <input type="checkbox"/> Head of Staff / Senior Pastor | |
| <input type="checkbox"/> Media Specialist | |
| <input type="checkbox"/> Mid-Council Program Staff | |
| <input type="checkbox"/> Minister of Music (ordained) | |
| <input type="checkbox"/> Mission Co-worker (International) | |
| <input type="checkbox"/> Pastor (Bivocational/Tentmaker) | |
| <input type="checkbox"/> Pastor (church planter, new church development, new
worshipping community) | |
| <input type="checkbox"/> Pastor Interim | |

Experience Required (*Select one*):

- No Experience/First Ordained Call
- Up to 2 Years
- 2-5 Years
- 5-10 Years
- More than 10 Years

Specify Title / PT Work Hours (if applicable): _____

Employment Status:

- Full-time
- Part-time
- Full-time/Part-time
- Bi-Vocational

Training/Certificate Requirements:

- Interim Ministry Training
- Certified Christian Educator
- Conflict Mediator Training
- Interim Executive Presbyter Training
- Certified Business Administrator
- Clinical Pastoral Education Training

Other Training: _____

Language Requirements:

- English
- Spanish
- Korean

Other Languages: _____

Statement of Faith Required:

- Yes
- No

Are you open to a clergy couple:

- Yes
- No

MDP Application Deadline (if applicable): _____

Church Mission/Vision Statement (1500 character limit which includes punctuations and spaces):

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position (1500 character limit which includes punctuations and spaces):

A range for the Effective salary is needed for matching purposes. The maximum effective salary is not published anywhere. Effective salary is cash salary plus housing allowance or manse value and other compensations. See Effective Salary Definition at Board of Pensions of the PC(U.S.A.).

Minimum Effective Salary: _____ \$

Maximum Effective Salary: _____ \$

Housing Type (select all that apply):

- Manse
- Housing Allowance
- Open to either
- N/A

MDP Narratives. Please fill out the following narrative questions about your congregation (1500 character limit per question, including punctuations and spaces):

How would you describe the congregation's/organization's specific vision for ministry?
How will this vision impact the 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?

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?

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.

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

List any links that support the answers to your narratives or highlights ministries within your church/organization.

Equal Employment Opportunity:

The unity of believers in Christ is reflected in the rich diversity of the Church's membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore, no place in the life of the Church for discrimination against any person. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than stated in this Constitution. (F-1.0403) Each Pastor Nominating Committee and Search committee is expected to undertake its search for a Teaching Elder 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.

Please accept the following:

The Pastor Nominating Committee and Search committee has affirmed its intention to follow the Form of Government in this regard.

References

(Please enter at least three references of individuals who have had connections with the congregation and are not currently involved in the congregation):

Reference #1

Name: _____

Relationship: _____

Phone: _____

Email: _____

Reference #2

Name: _____

Relationship: _____

Phone: _____

Email: _____

Reference #3

Name: _____

Relationship: _____

Phone: _____

Email: _____

Assign a PNC Chair Contact. Fill out the contact information for the individual that will serve as the Pastor Nominating/Search Committee Chairperson/Mid-council Search Committee Chairperson for this MDP:

Name: _____

Preferred Phone: _____

Alternate Phone or Email: _____

Fax: _____

Email Address: _____

Address 1: _____

Address 2: _____

City: _____

State: _____

Zip Code: _____