



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_____ | Suburban_____ |
| Rural_____ | Urban_____ |
| Village_____ | College_____ |
| Town_____ | Recreation_____ |
| Small City_____ | 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*):

Administrator_____	Pastor, Yoked Ministry_____
Associate Director_____	Pastoral Counselor_____
Associate Pastor (Christian Education) _____	Seminary Staff_____
Associate Pastor (Other)_____	Solo Pastor: Installed_____
Associate Pastor (Youth)_____	Solo Pastor Temporary_____
Campus Ministry_____	Stated Clerk Presbytery_____
Chaplain_____	Synod Executive_____
Christian Educator (Certified)_____	Transitional/Interim Pastor_____
Christian Educator (non-certified) _____	Youth Director (Non-ordained) _____
Church Business Administrator_____	
Co-Pastor_____	
College/Seminary Faculty_____	
Commissioned Ruling Elder_____	
Communicator_____	
Coordinator_____	
Director of Music (non-ordained) _____	
Evangelist or Mission Pastor_____	
Executive Director_____	
Executive Pastor_____	
Finance Manager_____	
Funds Developer_____	
General Assembly Staff_____	
General Presbyter/Executive Presbyter/Presbytery Leader_____	



Head of Staff _____

Media Specialist _____

Mid-Council Program Staff _____

Minister of Music (ordained) _____

Mission Co-worker (International) _____

Pastor (Bivocational/Tentmaker) _____

Pastor (church planter, new church development,
new worshipping community) _____

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 (1,500-character limit which includes punctuations and spaces):

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position (1,500-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 (*1,500-character limit per question, including punctuations and spaces*):

- 1. 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?**
- 2. 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?**
- 3. 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?**



4. 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.

5. 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. (Up to 10 links)

(DONE ONLINE) 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: _____

MDP Compatibility Survey

Please note this section is not visible to the candidates.

This survey will organize your matches based on their compatibility ranking. Please assign a percentage value ranging from 0 to 100% to each descriptor based on its relevance to the position. The sum of the percentages for the 14 descriptors does not need to equal 100%. We encourage you to thoroughly assess the significance of each trait with your search committee and input the corresponding percentage accordingly.

Type in a number from 0-100, in increments of 5)

Expresses concentration in a conversation by being attentive, making good eye contact and not interrupting other, showing interest, and showing empathy for what is being said. _____%

Analyzes their audience before talking to them, adjusting to different circumstances and audiences, so to make each individual feel as they are speaking to them. _____%

Can communicate the observations they make when identifying weaknesses within ministry, themselves, or the community in a wise and discerning way, explaining their vision, and responding why and what kind of change is required. _____%

Embraces the humanity and Christian principles from the values, stories and objectives passed through generations, using Reformed Theology as their root of principles and vision, using traditions in worship or ministry as a means of comfort and belonging. _____%

Takes time to examine the task, needs and capabilities of the situation and people, choosing the best way to respond to each one by assessing their approach to lead a team, and shares their plans with the members of the team. _____%

Self-motivated individual that takes the initiative to start and finish a task given, while working towards a goal, so they can enjoy the rewards of solving a problem. _____%

Values their experience in life, they continue their education, builds on strengths, and seeks assistance to develop the weak traits. _____%

Creates learning opportunities for active participants and as a collaborative way, by designing lesson plans that teach concepts, facts and theology. _____%

Contributes intentionally to the happiness and well-being of others, by having genuine interest in seeing others thrive, providing honest and genuine feedback and acknowledging relationships. _____%

Thrives in challenges with humility and vulnerability, recognizing that asking for help makes them better at their job and surrounding themselves with people that can be smarter at different things.

____%

Recognizes how their emotions affect their performance, their inner resources, abilities, and limits, and are honest in their positive and negative biases, and own strengths and weaknesses.

____%

Sees the differences in society as values for ministry and recognizes the strengths and weaknesses in each by studying, talking, and involving themselves in the discussion of issues.

____%

Defines roles clearly in an interdependent environment forming trust from others in their future planning, goal setting/defining and finds the means along the way to produce a vision with creative work and play.

____%

Communicates goals and expectations clearly, delegating onto others certain tasks they acknowledge to have a better result and can plan, prioritizing and studying the capabilities of the organization financially or in human resource.

____%