

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:

First Prebyterian

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: 30-35

Church School Attendance: 0-4 weekly

Curriculum: Spill the Beans

Community Type (*select one*):

N/A

Rural

Village

Town

Small City

Suburban Urban

College

Recreation

n

Retirement

t

MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

Position Type (*select one*):

Administrator

Associate Director

Associate Pastor (Christian Education)

Associate Pastor (Other)

Associate Pastor (Youth)

Bridge/Gap/Acting Pastor

Campus Ministry

Chaplain

Christian Educator (Certified)

Christian Educator (non-certified)
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 / Senior Pastor
Media Specialist

Mid-Council Program Staff

Experience Required (Select one):

No Experience/First Ordained Call

Up to 2 Years

2-5 Years

5-10 Years

More than 10 Years

Minister of Music (ordained)
Mission Co-worker (International)
Pastor (Bivocational/Tentmaker)
Pastor (church planter, new church
development, new worshipping
community)
Pastor, Yoked Ministry Pastoral Counselor

Seminary Staff

Solo Pastor: Installed

Solo Pastor:
Temporary

Stated Clerk Presbytery

Synod Executive

Transitional/Interim Position

Youth Director (Non ordained)

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):

Micah 6:8 – “Do Justice, Love Kindness and walk humbly with our God.”

Hector Presbyterian Church is a caring, inclusive and committed community in faith. Our

mission is a joyful response to God’s gracious invitation to a new and redeemed life: to serve

God in Christ in partnership with the people in the surrounding communities and to reach out to

the global community. We seek to nurture this response through prayer, worship, education, and

outreach.

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

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We value a pastor who recognizes the importance of creating programs, activities, and support systems that cater to the needs of our congregation and community. Our new pastor should possess gifts to serve a diverse secular yet seeking community. We need someone who can provide an omni-religious perspective, look out from the pulpit, and see the Roman Catholic,

Episcopalian, Methodist, Salvation Army, or others. We dream of a new leader who may build alters and tables for the world religions in our neighborhood. A voice that serves and celebrates the oneness of creation. We want a pastor to see connections we do not see in our members and community.

We are seeking a compassionate and dedicated pastor to lead the church in fulfilling the mission of spiritual growth, community outreach, and expanding membership.

Our congregation also hopes our new pastor has other skills, such as a collaborative leadership style to facilitate meetings, a commitment to fostering diversity within the congregation, pastoral counsel, growth in our youth ministry values, and continuing education as a tool to foster personal and professional growth.

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: 36,651

Maximum Effective Salary: 55,000

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):

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?

The vision for ministry centers on several key elements. Our Pastor will promote growth by building a more vital, healthier congregation to help foster spiritual growth and offer services to sustain our community. The Pastor may actively engage in mission work that will affect the local and global community.

Our organization's vision will help support our congregation's growth and spiritual health and ultimately offer better support to the community. The outreach and mission programs supported by the ministry will help promote social justice and aid those in need. This will help ensure and

provide a healthier local and global community. Through our vision, the ministry and congregation can work together with the community, promoting acceptance, equity, and prosperity.

The guidance from the congregation and elected elders can help utilize the skills and talent of our congregation to carry out the organization's vision and mission. This process can be recognized by the many community functions that are supported by the members of our congregation and friends of the church. With the vitality and growth of our congregation and community, we can better fulfill the vision.

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?

The Hector Presbyterian Church serves a vast socioeconomic community, from the underserved to the privileged. Once simply an agricultural region, it has transformed into a vacation destination for various ventures, including wineries, breweries, Watkins Glen State Park, Finger Lakes National Forest, and the International Racetrack.

Our church serves as a community center. We have opened our doors for local events hosted by the church or friends of the church to directly or indirectly support the community's needs. We are fortunate to have many members and friends of the church who are actively volunteering and helping the community's needs. Some examples of church-based functions that support the community needs is a monthly food pantry, which is an extension of the Food Bank of the Southern Tier, we also host a luncheon site for the Schuyler County Office of the Aging. This weekly luncheon provides health information, nutrition, and an environment for fellowship and caring. We also host several programs to promote health and wellness, such as Bone Builders, AA, and Alanon.

Several fundraising activities, such as a local favorite, the Attic Sale, and other yearly events like our Saint Nick's Social and Auction, help supplement our community's financial needs. We utilize funds and donations raised by our community to support our youth. A College Scholarship is awarded to local students who qualify based on academic and financial needs. The church has navigated many challenges over the years by utilizing the gifts and talents of our congregation and surrounding community. This has allowed us to expand fellowship, music, and stewardship outside the four walls. Like many others, we developed virtual capabilities and started utilizing social platforms to enable us to celebrate together despite distances or disabilities. Members and friends of the congregation have developed new programs like the refugee resettlement project to negotiate local and international needs that have/or will engage our 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?

As the pastoral leader of our church, we want someone who provides spiritual guidance, pastoral care, and leadership in worship and teaching, which would complement the roles of other staff and volunteer members, such as our music director and youth educators. This role is vital to assist in fostering a sense of community and belonging among church members and friends by supporting the efforts of staff and volunteers who engage in outreach programs, hospitality, and fellowship activities.

The Pastor should play a role in setting the vision and direction for the congregation, aligning with the work of committees and volunteers who implement programs and initiatives. The Pastor's duties may include counseling individuals and families in need, complementing the supportive roles of volunteers who may assist with practical needs or emotional support. In teaching and discipleship roles, The Pastor will help educate and nurture the congregation and community spirituality, reinforcing the efforts of volunteers who teach in various capacities or mentor others.

Overall, the role of our pastoral leader integrates with and enhances the efforts of other staff and volunteers, contributing to the holistic ministry and life of the congregation as you pursue your ministry goals.

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.

To effectively lead a congregation towards the vision and mission established, the ideal person should work towards a blend of spiritual maturity, leadership skills, and specific gifts tailored to ministry. Spiritual maturity may include a deep personal faith and a vibrant relationship with God, evidenced through prayer life, biblical knowledge, and commitment to spiritual growth. We wish this candidate to have or develop an ability to inspire and motivate others with strategic thinking, decision-making skills, and a servant's heart. Team building and collaboration will help foster unity within the congregation. The candidate should understand we are a very underserved community willing to adapt to changing circumstances, innovate in ministry approaches, and embrace new technologies or methodologies. A commitment to disciples-making and reaching out to the congregation and community, demonstrating a heart for evangelism and social justice are also essential skills/gifts. Finding someone with a balance of skills, gifts, and training would significantly contribute to leading the congregation effectively toward fulfilling our vision and mission.

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

Our new Minister will be expected to concentrate on some key areas to ensure the health and growth of our congregation. Their goal will be to expand the congregation with members and friends of the church. Through self-reflection the congregation realizes our community needs a Pastor who can celebrate the word of the Lord in a contemporary and modern way but also blend traditional structure to attract younger and progressive members but also respect the conventional

congregational members. We value our congregation's diversity encompassing a multi-religious, multigenerational, and socioeconomic background.

Over the years, there have been changes in Ministry, which has caused some division in our congregational community. We need characteristics that encourage forgiveness, reconciliation, and spiritual rebirth in the community to facilitate the church's and local community's health and growth. Our committees need to be resurrected and revitalized with guidance from the Pastor. We will ask the new Pastor to be open regarding alternative ways to communicate with the community during scripture or other social activities. We realize social media can be a powerful tool if utilized correctly.

We continue to rejoice and celebrate our church as a beloved sanctuary for all to enjoy. We hope our church will continue to serve as a symbol of resilience, a source of faith, and a place of prosperity for all to enjoy.

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

Link Title:___

<https://hectorpres.org>

<https://www.explorewatkinsglen.com>

<https://www.facebook.com/TheHectorChurch>

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: ____Kim Karius

Relationship: Friend

Phone: 607-342-7293

Email: kimkarius@yahoo.com

Reference #2

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Name: Hillary Swartood

Relationship: Friend

Phone: 607-229-6812

Email: runred13@gmailcom

Reference #3

Name: Colter Pell

Relationship: Friend

Phone: 607 280-4290

Email: Colter@gmail.com

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: Benjamin J. Saks

Preferred Phone: 215-205-5655

Alternate Phone or Email: saksb79@gmail.com

Email Address: saksb79@gmail.com

Address 1: 3640 Rose Lane

City: Burdett

State: New York

Zip Code: 14818

MDP Competency Match Criteria

Please note this section is not part of the MDP. This section of your matching preferences will be made available after your MDP has been approved by your Clerk of Session and COM Chair online. The icon is a clipboard, which will be located under the actions of your MDP.

For each description, select a percentage number from 0-100%, according to the expectation of that trait for the position. The 14 descriptor percentages do not need to add to 100%. Please evaluate and discern the value of expectations of each trait with your search committee and type in the appropriate percentage number. The sliding scales will not affect the number of matches you receive and will only sort your matches in order of compatibility. Please do not select 100% on all your descriptors for the best results.

Type in a number from 0-100, in increments of 5) Page 8

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.

80%

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.

70%

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.

85%

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.

50%

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.

75%

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. 85%

Values their experience in life, they continue their education, builds on strengths and seeks assistance to develop the weak traits. 50%

Creates learning opportunities for active participants and as a collaborative way, by designing lesson plans that teach concepts, facts and theology. 25%

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. 85%

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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. 85%

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. 80%

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. 65%

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. 75%

Communicates goals and expectations clearly, delegating onto others certain tasks they acknowledge to have a better result and is able to plan, prioritizing and studying the capabilities of the organization financially or in human resource. 90%

