

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: New Hanover Presbyterian Church (NHPC)

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: 65 (and growing)

Church School Attendance: 20+

Curriculum: Adult – topical (varies); Children – Teach me to Worship

Community Type (*select one*):

N/A

Rural

Village

Town

Small City

Suburban

Urban

College

Recreation

Retirement

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

General Assembly Staff
General Presbyter/Executive Presbyter/Presbytery
Leader
Head of Staff / Senior Pastor
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)
Pastor Interim

Pastor, Yoked Ministry

Pastoral Counselor

Seminary Staff

Solo Pastor: Installed

Solo Pastor:
Temporary

Stated Clerk Presbytery

Synod Executive

Transitional Pastor

Youth Director (Non-
ordained)

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): N/A

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

answer has 1,427 characters including spaces)

Vision: Make Jesus Christ's life, death and resurrection relevant today.

Mission: As a welcoming community of believers in Jesus Christ, we will unite our faith and works to share God's love.

Values: Based on our understanding of the Bible, New Hanover Presbyterian Church believes that ***Love, Acceptance, Inclusion, Redemption, Mercy and Equity*** are values Jesus Christ taught and demonstrated. We are convinced that these are the values that Jesus Christ advocated in Matthew 22: 37-49 when he said, "You shall love the Lord your God with all your heart and will all your soul and with all your mind. This is the great and first commandment. And a second is like it: You shall love your neighbor as yourself. On these two commandments depend all the Law and Prophets."

Using Christ's example, we will strive to live by these values in our daily lives both as individuals and as a fellowship. Our ministries will adhere to the following tenets:

- *Preach, teach and provide outreach opportunities that emulate Jesus Christ's words and actions as recorded in the Bible.*
- *Strive to provide a welcoming and inclusive community for all of God's children.*
- *Accept and support people who have experienced prejudice, discrimination, abuse, poverty and crisis.*
- *Engage with the community in relationship-based outreach programs.*
- *Ensure our infrastructure and organizational systems enhance and support our worship and service opportunities.*

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

(this answer has 1,370 characters including spaces)

In addition to the obligations and responsibilities noted in our answer to narrative question five (incorporated by reference here) the Co-Pastor role will evolve in both scope and responsibilities. Some tasks will be the immediate responsibility of the new Co-Pastor while others will initially be shared with the current Pastor. Tasks related to Community Involvement will be the initial and primary responsibility of the Co-Pastor, while other tasks will be shared and fully transitioned over time from the current Pastor to the Co-Pastor. Other tasks not mentioned in narrative question five include:

- Prioritize building relationships with community members and leaders.
- Build ministry partnerships with relationship-based ministries and organizations in our community and globally.
- Work with Session, Deacons, staff, and congregation to implement NHPC's strategic plan and monitor progress.
- Promote a collaborative work environment.
- Demonstrate values of love, acceptance, inclusion, redemption, mercy, and equity through your preaching, teaching, and daily life.
- Demonstrate discernment and maintain focus of NHPC on our core values. Identify weaknesses, distractions, and areas for growth.
- Teach bible studies, small groups, and Sunday school.
- Mentor seminary interns.
- Visit sick at home/hospital. Provide prison visitation.
- Provide homebound communion.

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

\$ 128,000

Maximum Effective Salary

\$ 143,000

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):

How will this vision impact the community? Is the congregation part of a ministry vision or program? (this answer has 1,491 characters including spaces)

NHPC's vision is to partner with other churches and community organizations who perform outreach ministries, to help people in our community who are struggling with discrimination, abuse, sickness, loneliness, incarceration, and poverty, and to develop meaningful relationships through on-going opportunities for hands on ministry and other creative partnerships. NHPC continues to cultivate ministry/mission partners that they can develop personal, long-lasting relationships and opportunities with to serve the greater community (locally and globally). NHPC is dedicated to consistent involvement that builds year after year and provides multiple opportunities for church members and the organization to engage in ministry together. We invite the wider community to join our mission efforts.

We engage with community partners in these primary ways:

- Provide opportunities for hands on ministry.
- Give financial support through the mission budget and special fund-raising projects.
- Invite community partners to annually take part in Sunday morning worship and other church programming.
- Share the mission and needs of the organizations through our social media and other communication channels.

We focus ministry efforts on community partners that work in our local community (Hanover County), the greater metropolitan area (City of Richmond), and the wider world. The congregation of NHPC is actively engaged in determining the ministries we get involved with and actively support them.

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? (this answer has 1,429 characters including spaces)

NHPC resides in a community that has approximately 25,000 people within a 3-mile radius from its location. The area is currently mostly white (89%), English speaking (96%), above average median family income (\$120k), above average education (50% of 25yo+ have bachelor's or graduate degrees), and mostly white-collar workers (77%).

Although Hanover County is perceived as being very conservative, our demographics show otherwise. They are likely to agree that belief in Jesus doesn't require participation in a church and likely think church people don't behave as Jesus did. They likely believe God is love and invites us into a loving relationship. They are likely to have a relationship with God and a personal relationship with Jesus.

The community is looking for ministry/programs that offer warm and friendly encounters. They desire opportunities to develop personal relationships and opportunities to volunteer in the community. They are looking for adult social activities, getting involved in social causes, small groups, and family-oriented activities.

NHPC has a strong desire to reach the community in multiple ways: a love for the community, each other and a desire to grow the church. NHPC wants to be known as inviting and welcoming to all persons regardless of race, gender identity, or sexual orientation. We want our members to engage in the various missions that we support both locally and worldwide.

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? (this answer has 1,495 characters including spaces)

When the existing pastor retires, you'll become the lead pastor of NHPC. Ultimately, you'll be responsible for helping the members of NHPC and surrounding community discern why Jesus Christ is relevant to their daily lives.

During the first 6 to 12 months, your role will evolve in both scope and responsibilities. Short-term (4 to 6 months), you'll focus your talents and energies on sharing the love of Jesus Christ with families in our community and working with other churches and community organizations to develop relationship-based outreach programs. Many people moving into our area don't have a church home, were hurt by their previous church experience, have not been exposed to the love of Jesus Christ, have children who never experienced a church home, etc. You should also use this time to get to know the

congregation. Through these interactions, you'll gain an understanding of the talents, callings, and needs of our members. As you develop ideas, plans, and activities that enhance the church's outreach and community service efforts, you'll have a unique opportunity to engage both with the community and the congregation of NHPC. After approximately 4 to 6 months, you'll begin to assume responsibilities associated with preaching, teaching, and congregational care.

As the existing pastor phases into retirement, you'll assume all duties outlined in the Book of Order and NHPC pastor's job description. You will also lead the continued implementation of our Strategic Plan.

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.

(this answer has 1,331 characters including spaces)

As a congregation united by both faith and works, we expect you to preach, teach and demonstrate through your daily life the values of love, acceptance, inclusion, redemption, mercy, and equity embodied in the life and teachings of Jesus Christ.

We expect the Bible and prayer to be the cornerstones upon which all preaching, teaching, and outreach activities are built. While the Bible and prayer are our cornerstones, you must help the congregation and the community understand and embrace its relevance to the issues that we face daily. The application of faith in our everyday lives is a critical calling for this congregation and we are actively developing personal relationships with our ministry partners. The ability to lead and support hands-on ministries in our community and around the world will be a key trait that will complement the long-term goals of NHPC. This will involve engaging other churches and community organizations to work together to solve problems and support individuals and families as they struggle with the challenges of life.

To be successful, you must be able to assess the talents, callings, and needs of our members. Based on your understanding, you will help our members find appropriate service opportunities. Through your mentoring and effective delegation, NHPC will accomplish God's plans.

What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs. (this answer has 1,499 characters including spaces)

Spiritual Leadership

- Visionary; articulate and implement with Session a big picture of where and how NHPC can grow into a beacon on the hill that welcomes all
- Preach sermons based on the Bible and teaching of Jesus Christ - demonstrate relevancy of Christianity in world today
- Lead prayer life of church

Pastoral Care

- Provide counseling/support (along with congregation) to those in need/crisis
- Get to know members of NHPC (their talents, callings, needs)
- Relate comfortably with all kinds of people; people feel welcomed/valued by the pastor
- Relational, easy to approach, welcoming, empathic

Corporate Worship

- Engage church community in meaningful worship and spiritual growth
- Model inclusive worship and teaching, both in content and style
- Use Presbyterian Reformed tenets of faith; use Book of Order and Book of Confessions

Community Involvement

- Grow into a leader in the wider community (not just NHPC) and help NHPC grow into a church of the community
- Develop partnerships with other churches and community organizations aligned with our mission and desire to support people who have experienced prejudice, discrimination, abuse, poverty, and crisis.
- Outward focused, not just inward on needs of church

Administrative Leadership

- Manage staff. Lead with a vision, organize and delegate tasks, and problem-solve staff issues
- Collaborate with preschool director, staff and worship team
- Demonstrate above-average technology competence and ability to communicate through multiple mediums

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

Link to NHPC website: Home - New Hanover (bing.com)

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: David Smithy

Relationship: Former Pastor Intern at NHPC

Phone: (336) 446-6370

Email: pastordavidepc@gmail.com

Reference #2

Name: Jonathan Moelker

Relationship: Former Pastor Intern at NHPC

Phone: (615) 772-6922

Email: Jmoelker1@gmail.com

Reference #3

Name: Leigh Anne Ring

Relationship: Presbyter for Relational Care (Presbytery of the James)

Phone: (804) 724 -5960

Email: leighanne@presbyteryofthejames.org

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: Christy Presseau

Preferred Phone: (630) 710-1026

Alternate Phone or Email: _____

Fax: _____

Email Address: _____

Address 1: _____

Address 2: _____

City: _____

State: _____

Zip Code: _____

MDP Competency Match Criteria

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

Read the descriptions of each trait, Evaluate and discern how important each trait is for the particular position the organization is seeking a candidate. When the PNC has evaluated the traits, select a percentage number, according to the discernment the PNC has come to, in each description.

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 Others, showing interest and showing empathy for what is being said. 100 %

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. 75 %

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. 100 %

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. 60 %

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. 100 %

Values their experience in life, they continue their education, builds on strengths and seeks assistance to develop the weak traits. 75 %

Creates learning opportunities for active participants and as a collaborative way, by designing lesson plans that teach concepts, facts and theology. 60 %

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. 100 %

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. 80 %

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.

90 %

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.

80 %

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.

100 %