

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: Trinity Presbyterian Church

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: 600+ (in person/on-line)

Church School Attendance: 100 (in person/on-line)

Curriculum: Children: "Storymakers" www.storymakersnyc.com ; Adults: varied, robust program includes experts in variety of fields and endowed lecture series.

Community Type (select one):

- | | |
|-------------------------------------|--|
| <input type="checkbox"/> N/A | <input checked="" type="checkbox"/> Suburban |
| <input type="checkbox"/> Rural | <input type="checkbox"/> Urban |
| <input type="checkbox"/> Village | <input type="checkbox"/> College |
| <input type="checkbox"/> Town | <input type="checkbox"/> Recreation |
| <input type="checkbox"/> Small City | <input type="checkbox"/> 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	99 %
Multiracial	1 %

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 checked="" type="checkbox"/> | Associate Pastor (Other) | <input type="checkbox"/> Pastoral Counselor |
| <input type="checkbox"/> | Associate Pastor (Youth) | |
| <input type="checkbox"/> | Bridge/Gap/Acting Pastor | <input type="checkbox"/> Seminary Staff |
| <input type="checkbox"/> | Campus Ministry | |
| <input type="checkbox"/> | Chaplain | <input type="checkbox"/> Solo Pastor: Installed |
| <input type="checkbox"/> | Christian Educator (Certified) | <input type="checkbox"/> Solo Pastor: |
| <input type="checkbox"/> | Christian Educator (non-certified) | <input type="checkbox"/> Temporary |
| <input type="checkbox"/> | Church Business Administrator | |
| <input type="checkbox"/> | Co- Pastor | <input type="checkbox"/> Stated Clerk Presbytery |
| <input type="checkbox"/> | College/Seminary Faculty | |
| <input type="checkbox"/> | Commissioned Ruling Elder | <input type="checkbox"/> Synod Executive |
| <input type="checkbox"/> | Communicator | <input type="checkbox"/> Transitional/Interim |
| <input type="checkbox"/> | Coordinator | <input type="checkbox"/> Position |
| <input type="checkbox"/> | Director of Music (non-ordained) | <input type="checkbox"/> Youth Director (Non- |
| <input type="checkbox"/> | Evangelist or Mission Pastor | <input type="checkbox"/> ordained) |
| <input type="checkbox"/> | Executive Director | |
| <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
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) | |

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):

See Appendix A

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

See Appendix B

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: _____ 57,500 \$

Maximum Effective Salary: _____ 68,000 \$

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?

See Appendix C

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?

See Appendix C

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?

See Appendix C

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.

See Appendix C

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

See Appendix C

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

Link Title: _____

Description: Trinity's main web page

URL: www.trinityatlanta.org

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: __Ms. Gay Gunter____

Relationship: __Former Member_____

Phone: __ (404) 316-8228_____

Email: __gayhgunter@gmail.com_____

Reference #2

Name: __Mrs. Jeannie DuBose____

Relationship: __Former Member and former staff member__

Phone: __ (404) 372-8076_____

Email: __jedubose@bellsouth.net_____

Reference #3

Name: __Rev. Kim Clayton__

Relationship: __Previous Interim Sr. Pastor_____

Phone: __ (404) 309-4905_____

Email: __revklc@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: Mark Stancil

Preferred Phone: (404) 237-6491

Alternate Phone or Email: n/a

Fax: n/a

Email Address: mark.stancil@me.com

Address 1: 3003 Howell Mill Road

Address 2: _____

City: Atlanta

State: Georgia

Zip Code: 30327

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)

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.

75 %

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.

80 %

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.

85 %

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.

85 %

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.	80 %
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.	95 %
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.	85 %
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.	85 %
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.	100 %
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 %

Appendix A

Church Vision/Mission Statement:

We are called to serve God with joy and to bear witness to God's transforming love made known in Jesus Christ. As a community led by the Spirit, we seek to Make God's Love Visible as we: Worship Creatively, Welcome Intentionally, Care Compassionately, Gather Joyfully, Learn Purposefully, Serve Wholeheartedly, Lead Humbly, and Give Generously.

Appendix B

Tasks, expectations, duties, supervision, assignments, and responsibilities for the Associate Pastor for Family Ministries:

- In collaboration with pastoral staff, provide pastoral care to Trinity's children, youth and families
- Ensure ongoing spiritual formation; teach/lead small groups and classes and recruit/train others to do so
- Build relationships with youth, children, and their families through individual connection and presence at their non-church activities
- Build relationships with and support parents as they nurture their faith and their children's faith
- Lead with joy and love; maintain an environment where acceptance and understanding are norms
- Create community engagement opportunities for church families and those outside the church
- Create opportunities for intergenerational engagement
- Oversee the creation of budgets and use of resources in family ministries
- Lead the annual Confirmation process
- Recruit and train volunteers and advisors
- Participate in shared pastoral work, including worship, sacraments, memorials, and weddings; preach as requested by Senior Pastor
- Serve as liaison for lay leaders in youth and family ministries; invite and equip participants and volunteers
- Build relationships between church and community members and organizations
- Seek and model collaboration, diversity, equity, and curiosity
- Pursue the well-being of young people and families

Appendix C

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?

Trinity is a church with a rich history of engagement through mission, worship, music, and education. We believe Jesus calls us to be connected to one another, both inside and outside of the church - through serving, learning, praying, worshiping, and engaging each other across generations. We dream of a faith community that will accompany people along the cutting edge of the promises and claims of the Christian faith and the pressing issues of life, a church fully and continually engaged with the broad range of issues that affect society. Therefore, as a community led by the spirit, we seek to *Make God's Love Visible*.

Remembering that Jesus came not to be served but to serve, Trinity continues to move forward with initiatives that transform lives and hold promise not only for Trinity's future but for the future of the larger Church, both in Atlanta and around the world. For example, Trinity recently hosted a "Record Restriction" event which helped over 100 people restrict eligible records in their official criminal history reports from public view. In service to our community, Trinity hosted lectures by Krista Tippett, Bryan Stevenson and Arthur Brooks over the past three years. And so we gather, not only for worship, education, and service, but also for sharing life among those in a similar life stage and for celebrations that include all generations.

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?

Because our vision is to "Make God's Love Visible," we have always lived on and off our campus in northwest Atlanta, which, in addition to numerous buildings, includes large green and wooded spaces. We practice an evangelism of intentional welcome and hospitality, inviting all to an inclusive fellowship characterized by authentic relationships and mutual trust. Our members are lifelong learners, often leaders in the community and in their vocations, politically and ideologically diverse, passionate, questioning, and eager to be a part of a community larger than ourselves.

It is with this in mind that Trinity members believe in giving. Giving of time, energy, effort, and resources to serve others in our church and our community. At the same time, we want to challenge ourselves and discern, with God's help, what more is possible to give back to our world. Indeed, we believe it is not only possible, but our obligation, to break past the artificial barriers that separate us and seek out opportunities to create connection - even if that entails asking God for ever increasing levels of courage to address inequity and inequality in our community. The needs of our community are great, as is our intention to meet those needs no matter where or what they are. Therefore, we believe this is the time, if there ever has been, to fully embrace God's mission to "love the stranger." (Deuteronomy 10:17-19).

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?

Trinity is looking for a heart-forward, family-focused leader to support our vision to be agents of God's love in the world. We seek a pastor who will foster collaboration, communication, and creativity among all stakeholders by:

- Identifying, nurturing, and supporting the use of spiritual gifts of our families to serve;
- Recognizing that all our voices and people are necessary, noticing when our children, youth and parents are absent and reaching out to them when this happens;
- Being a bridge and ensuring collaboration between clergy, staff, lay leaders and all members of our congregation;
- Helping families to form meaningful relationships through learning, serving, and worshiping together;
- Supporting our mission, outreach, and engagement efforts to enable us to live out a vision for Trinity as a beacon for what church families can do within our local community and in the world;
- Helping craft a vision for Trinity that attracts and nurtures families and individuals, and promotes multi-generational relationships;
- Being creative in leading worship and fellowship to promote consistent participation, taking into account the challenges families face in hectic schedules and activities;
- Taking advantage of, and increasing the participation of, congregational resources to build connections and community;
- Supporting our foundation of engagement, stewardship, and annual commitment; and
- Being present and visible in our families' lives at church and in their communities.

Appendix C (cont.)

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.

Skills

- The ability to discern and speak to societal challenges and family dynamics from the perspective of parent, child, grandparent, sibling, etc.
- The ability to create a safe environment and address the needs of children and youth at each stage of their development
- The ability to develop and maintain healthy relationships, communicate clearly, inspire others, work and lead well in a team, and manage conflict
- Strong administrative, organization, planning and time management skills; the ability to prioritize tasks, set goals, and develop systems for achieving those goals
- The ability to take responsibility for ongoing personal development and encourage others to do the same
- Effective program planning; initiative and willingness to step in and do what is needed

Gifts

- Winsome sense of humor and making things fun for all
- Vision and bold creativity in developing and implementing spiritual formation programs for families
- Effervescent and courageous personality
- Strong sense of empathy and self-awareness to be intimately aware of others' perspective
- Awareness that you are "everybody's pastor" regardless of any assigned or chosen role

Training/Experience

- Work with families from cradle to college
- Work in a supportive role to the senior pastor
- Formal and informal training in understanding and working with family dynamics
- Success in membership development initiatives as evidenced by participation and membership growth
- Development of adult education

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

The Associate Pastor will be responsible for nurturing the spiritual formation of young people and families, building relationships inside and outside the church. The AP will:

- Create opportunities for intergenerational engagement
- Lead the annual Confirmation process
- Ensure ongoing formation; teach/lead small groups and classes and recruit and train others to do so
- Create community engagement opportunities for church families and those outside the church
- Recruit and train volunteers and advisors
- Oversee the creation of budgets and use of resources in family ministries

Pastoral Care:

- Build relationships with youth, children, and their families through individual connection and presence at their non-church activities
- Build relationships with and support parents as they nurture their faith and their children's faith
- In collaboration with pastoral staff, provide pastoral care to Trinity's children, youth and families

Worship and Leadership:

- Participate in shared pastoral work, including worship, sacraments, memorials, and weddings; preach as requested by Senior Pastor
- Serve as liaison for lay leaders in youth and family ministries; invite and equip participants and volunteers
- Build relationships between church and community members and organizations
- Seek and model collaboration, diversity, equity and curiosity
- Lead with joy and love; maintain an environment where acceptance and understanding are norms
- Pursue the well-being of young people and families