

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: Chartiers Crossroads Presbyterian Church (06341)

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: 25

Church School Attendance: 0

Curriculum: N/A

Community Type (select one):

- | | |
|---|-------------------------------------|
| <input type="checkbox"/> N/A | <input type="checkbox"/> Suburban |
| <input checked="" 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	<u> </u> %
Asian/Pacific Islander/South Asian	<u> </u> %
Black/African American/African	<u> </u> %
Hispanic/Latinx	<u> </u> %
Native American/Alaska Native/Indigenous	<u> </u> %
Middle Eastern/North African	<u> </u> %
White	<u> </u> 100%
Multiracial	<u> </u> %

MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

Position Type (*select one*):

Administrator	
Associate Director	<input type="checkbox"/> Pastor, Yoked Ministry
Associate Pastor (Christian Education)	<input type="checkbox"/> Pastoral Counselor
Associate Pastor (Other)	<input type="checkbox"/> Seminary Staff
Associate Pastor (Youth)	<input type="checkbox"/> Solo Pastor: Installed
Campus Ministry	<input type="checkbox"/> Solo Pastor: Temporary
Chaplain	<input checked="" type="checkbox"/> Stated Clerk Presbytery
Christian Educator (Certified)	<input type="checkbox"/> Synod Executive
<input type="checkbox"/> Christian Educator (non-certified)	<input type="checkbox"/> Transitional Pastor
Church Business Administrator	<input type="checkbox"/> Youth Director (Non-ordained)
Co- Pastor	
College/Seminary Faculty	
Commissioned Ruling Elder	
Communicator	
Coordinator	
Director of Music (non-ordained)	
<input type="checkbox"/> Evangelist or Mission Pastor	
Executive Director	
Executive Pastor	
Finance Manager	
Funds Developer	
General Assembly Staff	
General Presbyter/Executive Presbyter/Presbytery	
<input type="checkbox"/> 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)	
<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):

20

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

X No

MDP Application Deadline (if applicable): _____

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

Our Mission is to strive to be a church that has a heart to change the world for Jesus one person at a time.

“Changing the World for Jesus One Person at a Time.”

Our mission calls us to have a Vision for the future in which we work towards:

- providing quality worship that glorifies Jesus Christ
- growing our church family both spiritually and numerically
- guiding our church family in spiritual formation through Bible studies and fellowship, equipping our church family to share their faith “one person at a time”
- engaging in supporting our community and beyond through giving and mission endeavors.

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

The pastor will be responsible for performing the normal pastoral duties of the church along with the following: carrying out pastoral care (hospital visits, home visits, phone calls, weddings, and funerals); learning about and participating in all church programs and activities; leading Bible Study; training newly elected officers; working with church committees; attending Presbytery meetings

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:	\$31,000
Maximum Effective Salary	\$33,000

Housing Type (select all that apply):

_____ Manse

X _____ 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? Is the congregation part of a ministry vision or program?

When addressing our vision as a church the need to reach people for Jesus and thus increase the number of believers in the world we realized that growing our own church family arose as one of our greatest concerns. We believe that as a caring, loving, giving, church family, we can provide hope and assistance to those in our community who are searching for more significant meaning and purpose in their lives. As a church we are working on sharing our faith in worship, education, fellowship, and mission but we need to find new ways to live out our vision and achieve our goals. It will be a challenge to find new ways to impact our community, but we are eager to get started with new pastoral leadership guiding us along the way.

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?

Chartiers Crossroads is in a rural community about fifteen minutes outside the city of Washington, PA with rolling hills of horse farms, agriculture, and residents with varying degrees of education and economic status. Traditionally our church family has been composed of generations of the families of this community. However, more often now the younger generations are moving further from this community, and we can no longer rely on future generations to grow the congregation. We also understand that the number of unchurched in the U.S. has increased significantly. Currently we are trying to find new ways to reach the unchurched in our area by inviting the community to join us for fellowship opportunities such as our spaghetti dinners, strawberry festival, chicken and biscuit dinner, and soup sale. We also have a dart ball club and are working on developing Christian education for the children/youth. Mission continues to be a priority for us as we steadfastly share the love of Jesus through our giving to local ministries including Meals on Wheels and City Mission of Washington. It is our hope and prayer that as a church family and as individuals we will grow in our ability to share Jesus' love and truly do our part to change the world!

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?

Our church family is dedicated to sharing God's Word with the world by caring, loving, and giving, but we need pastoral leadership! We are resilient and have a heart for serving. We are willing to do what whatever we can to assist, encourage, and support our next pastor. A pastor who is a servant leader, working alongside us to achieve our goals would be an asset to our ministry. There is a great desire for a pastor who will share their Biblical knowledge to help us grow spiritually both through Bible studies and sermons. Because we are a "family" focused congregation we pray God will provide us with a pastor who will love us and care for us and our friends in the community, just as we are called to love and care for our pastor. A pastor who is

flexible and communicate well with those outside the church family who may be seeking a pastor's services and pastoral care. We believe that a pastor who is passionate about these things will naturally bring more people to Christ and grow the church.

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.

When our church family was surveyed regarding the skills, gifts, and training they hoped our next pastor would have it was clear that they longed for a pastor who wants to know them, become a part of the family, understand them, value their traditions, care for them, and strive with them to grow the church. They are concerned about the decline in younger families in the church and pray that their next pastor relates well across generations, being "young at heart". Someone who is a good listener, who can adapt to circumstances that arise that may prove difficult. That can process and understand the situation and the individuals involved. We desire that our next pastor be self-aware and know their strengths and weakness so that we might be able to provide support when needed.

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

The pastor will be specifically responsible for:

Planning and implementing worship services that glorify God in conjunction with the organist and volunteers that produce the bulletin

Visiting members who are hospitalized

Conducting home visits and providing home communion

Meeting with the committees of the church as requested or needed/providing guidance and support

Moderating session meetings

Working with leadership to vision and strategize yearly goal setting

Conducting New Member classes with elders

Providing adult Christian education classes

Providing a children's message in worship

Develop youth and children's ministry with the assistance of volunteers

Participating in the fellowship, outreach, and mission activities of the church

Having regular posted office hours for consultations with members and engaging in administrative tasks

Yearly training of Elders

Officiating weddings and funerals

Attending presbytery meetings

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

City Mission

Meals on Wheels

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: Peggy Shannon

Relationship: Former Interim Pastor

Phone: 724-554-4555

Email: Peggy.scott.shannon@outlook.com

Reference #2

Name: CJ Haury

Relationship: Pastor, friend of congregation

Phone: 724-554-5939

Email: revcjehaury@gmail.com

Reference #3

Name: Linda Shaw

Relationship: friend, neighbor and pastor

Phone: 724-225-1161

Email: ShawDairyFarm@aol.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: Elder Jan Andree

Preferred Phone: 724-746-8806

Alternate Phone or Email: jla051260@gmail.com

Fax: _____

Email Address: ccrpc@comcast.net

Address 1: 502 Old Hickory Ridge Road

Address 2: _____

City: Washington

State: PA

Zip Code: 15301

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.

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.

73%

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.

60%

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.

63%

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.

75%

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
55%

Values their experience in life, they continue their education, builds on strengths and seeks assistance to develop the weak traits.
40%

Creates learning opportunities for active participants and as a collaborative way, by designing lesson plans that teach concepts, facts and theology.
53%

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.
78%

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.
70%

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.
73%

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.

42%

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

67%

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.

55%