

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: Solo Pastor

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: 35

Church School Attendance: No church school at present

Curriculum: _____

Community Type (*select one*):

- | | |
|-------------------------------------|--|
| <input type="checkbox"/> N/A | <input type="checkbox"/> Suburban |
| <input type="checkbox"/> Rural | <input type="checkbox"/> Urban |
| <input type="checkbox"/> Village | <input type="checkbox"/> College |
| <input type="checkbox"/> Town | <input checked="" 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>6</u> %
Hispanic/Latinx	<u> </u> %
Native American/Alaska Native/Indigenous	<u> </u> %
Middle Eastern/North African	<u> </u> %
White	<u>94</u> %
Multiracial	<u> </u> %

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 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 checked="" type="checkbox"/> Solo Pastor: Temporary
<input type="checkbox"/> Christian Educator (non-certified)	
<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 Position
<input type="checkbox"/> Coordinator	
<input type="checkbox"/> Director of Music (non-ordained)	<input type="checkbox"/> Youth Director (Non- ordained)
<input type="checkbox"/> Evangelist or Mission Pastor	
<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)	
<input type="checkbox"/>	

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 hours or contractually agreed

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):

Kirk of the Hills is a Christian community for all who seek spiritual relationships through worship and service in Jesus' Love.

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

Preach the word of God with quality worship services on Sunday morning, coordinate worship for bulletins, administer sacraments, officiate at marriages, funerals, and memorials, moderate session meetings, be actively involved in the community's life as time permits to help in understanding and addressing the community's needs, pastoral care in collaboration with Session Congregational Care Elder, counsel congregation members.

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:

\$32,000

Maximum Effective Salary:

\$50,000

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?**

We endeavor to be a vibrant, transformative Christian faith community for our congregants, and an essential center of our neighborhood by actualizing Christ's love through our faith and works. We purposely reach out to all with a convergence style worship service that employs a blending of traditional and contemporary elements. This style is used to create an environment combining order, celebration, a broader range of musical styles, and the use of technology to find meaningful expression in the present as well as honoring our traditions. We host special community worship services (Easter Sunrise, Maundy Thursday, Ash Wednesday, Candlelight Christmas Eve), support community activities that provide services to the needy, and offer our facilities to other organizations and a nondenominational Bible study group as a meeting place.

- 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?**

We are a rural, recreational resort of approximately 2,100, mostly full-time retired, and part-time working residents, from different areas of the country. They have relocated to Fairfield Bay to enjoy the lake, golfing, hiking and ATV trails and the many other outdoor activities in the community. In seeking others who love God, they do not necessarily gravitate toward their previous protestant denomination affiliation, and we enjoy a congregation of diverse religious backgrounds. Areas of Fairfield Bay are socioeconomically challenged, and we are very active in helping to meet some of those needs through equipping our members to identify and develop their spiritual gifts as Christ's servants. We encourage a spirit of generosity, by committing a portion of our resources, and volunteering our talents and gifts to support programs for the disadvantaged through our church missions, the Kirk Men's Club, and Presbyterian Women, as well as through local organizations.

- 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?**

We do not expect our pastor to "do it all", but with Bible based sermons that will inspire and encourage us in our faith, and a pastor that will facilitate, guide, and empower the session and congregation to develop and expand our ministry and missions. We will work together toward accomplishing our common goals of refining our more casual and inclusive worship service style. We will be even more active in the needs of the community. And we will continue to help care for a congregation with needs ranging from active participants to those needing support with serious health issues and those who are ill and confined to their homes or care facilities. In summary this call can help us sharpen our focus, deepen our faith, care for each other, and become more actively and joyfully engaged with our congregation and our community as we

continue to expand a Christian community for all who seek spiritual relationships through worship and service in Jesus' love.

4. Provide a description of the characteristics needed by the person who is open to being called to this congregation.

A strong faith and a desire to help others. We expect our pastor to lead by example, be self-controlled, model integrity, and be above reproach, demonstrate empathy, possess good communication and listening skills, able to delegate, and be flexible. We also appreciate someone who is hospitable with a fun sense of humor.

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

Within the restraints of 20 hours per week, or as contractually agreed;

- Deliver Sunday morning sermons and provide pastoral leadership following the teachings of Jesus as taught in the Presbyterian tradition
- Work with Session Worship Elder and Music Director to coordinate worship services
- Moderate Session following the Book of Order-Constitution of the Presbyterian Church USA
- Administer the sacraments on the first Sunday of each month and special services with the help of Elders trained to assist with communion service
- Help provide training that prepares Session Elders to lead and serve
- Ensure that weekly worship service bulletins contain information you want with assistance from church secretary
- Help prepare agendas for Session meetings with assistance from Clerk of Session
- Pastoral care in collaboration with Session Congregational Care Elder
- Coordinate with Session Worship Elder and Music Director to plan Easter Sunrise Service, Maundy Thursday, Ash Wednesday, Candlelight Christmas Eve Service
- Officiate at funerals, weddings, baptisms
- Adult Bible Studies – one to two per year as time permits
- Community involvement as time permits
- Assist in congregational communication by writing a short article each month for the church newsletter, and supplying information you wish for social media pages by giving it to the church secretary

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

Description: church website

URL: presbyteriankirkofthehills.com

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Description: Fairfield Bay website

URL: <https://visitfairfieldbay.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: Rev. Stewart Smith

Relationship: General Presbyter, Presbytery of Arkansas

Phone: 501-663-2424

Email: stewart@presbyteryofarkanas.org

Reference #2

Name: Rev. Carol Clark

Relationship: Pastor, Park Hill Presbyterian

Phone: 501-563-6279

Email: cbclark05@aol.com

Reference #3

Name: Rev. Jorn Holt

Relationship: Pastor, Maranatha Assembly of God

Phone: 501-757-3710 or 501-723-8275

Email: jornholt@yahoo.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: Becky Staton

Relationship: Chairman, Session Search Committee

Phone: 501-246-5550

Email: kirk24.call@gmail.com

Address: 167 Edgemere

City: Fairfield Bay, Arkansas 72088