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| **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: Bethany Presbyterian Church

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| **Congregation or Organization Size (*select one)* :** |
|  N/A |
|  X 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: 45**

**Church School Attendance: 11**

**Curriculum: varied**

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| --- | --- |
| **Community Type (*select one):*** |  |
|  N/A  | Suburban |
|  X Rural  | Urban |
|  Village  | College |
|  Town  | Recreation |
|  Small City  | Retirement |

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| **Intercultural Composition (*Race/Ethnicity - Percent of Congregation* ):** |
| Prefer not to answer | % |
| Asian/Pacific Islander/South Asian | % |
| Black/African American/African | 1 % |
| Hispanic/Latinx | % |
| Native American/Alaska Native/Indigenous | % |
| Middle Eastern/North African | % |
| White | 99 % |
| Multiracial | % |
|  |  |

**MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS**

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| --- | --- | --- |
| **Position Type (*select one):*** |  |  |
| \_\_\_\_\_\_Administrator |  |  |
| \_\_\_\_\_\_Associate Director |  | Pastor, Yoked Ministry |
| \_\_\_\_\_\_Associate Pastor (Christian Education) |  |  |
| \_\_\_\_\_\_Associate Pastor (Other) |  | Pastoral Counselor |
| \_\_\_\_\_\_Associate Pastor (Youth) |  |  |
| \_\_\_\_\_\_Campus Ministry |  | Seminary Staff |
| \_\_\_\_\_\_Chaplain |  |  |
| \_\_\_\_\_\_Christian Educator (Certified) | X | Solo Pastor: Installed |
|  Christian Educator (non-certified) |  | Solo Pastor: Temporary |
| \_\_\_\_\_\_Church Business Administrator |
| \_\_\_\_\_\_Co- Pastor |  |  |
| \_\_\_\_\_\_College/Seminary Faculty |  | Stated Clerk Presbytery |
| \_\_\_\_\_\_Commissioned Ruling Elder |  |  |
| \_\_\_\_\_\_Communicator |  | Synod Executive |
| \_\_\_\_\_\_Coordinator |  |  |
| \_\_\_\_\_\_Director of Music (non-ordained) |  | Transitional Pastor |
|  Evangelist or Mission Pastor |  | Youth Director (Non- ordained) |
| \_\_\_\_\_\_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 |  |  |
| \_\_\_\_\_\_Minister of Music (ordained) |  |  |
| \_\_\_\_\_\_Mission Co-worker (International) |  |  |
| \_\_\_\_\_\_Pastor (Bi-vocational/Tentmaker) |  |  |
| \_\_\_\_\_\_Pastor (church planter, new church development, new worshipping community) |  |  |
| \_\_\_\_\_\_Pastor Interim  |  |  |

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|  | **Experience Required *(Select one):*** |
| X | 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):

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|  | **Employment Status:** |
| X | Full-time |
|  | Part-time |
|  | Full-time/Part-time |
|  | Bi-Vocational |

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|  | **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:**

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| --- | --- |
|  | **Language Requirements:** |
| X | English |
|  | Spanish |
|  | Korean |

**Other Languages:**

|  |  |
| --- | --- |
|  | **Statement of Faith Required:** |
| X | Yes |
|  | No |

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| --- | --- |
|  | **Are you open to a clergy couple:** |
| X | Yes |
|  | No |

**MDP Application Deadline (if applicable):**

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

The mission and purpose of Bethany Presbyterian Church is to glorify God by outreach, fellowship and instruction through the power of Jesus Christ and the presence of the Holy Spirit. Concisely, we are described with the 4 words: Worship, Evangelism, Nurture and Service.

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

Lead a traditional style of service on Sundays and other services making sure they relate to the holidays when they coincide.

Conduct funeral services and provide grievance counseling.

Provide home communion.

Visit the sick and distressed.

Organize and lead meaningful Bible studies.

Be available for counseling to help individuals and families with such things as personal hardships, illness, unemployment, substance abuse and loss.

Teach confirmation and new member classes when needed.

Moderate Session and lead Elder training

Be active with the committees in the church, offering direction and support to ensure all areas of the church are moving in the same direction and supporting the churches vision and mission. Assisting in organizing work. Help apply biblical principles as these missions are being accomplished. Actively participate in fellowship activities. Along with our congregation, be the face of our church outside the church walls.

Seek opportunities to attract and welcome visitors to increase numbership.

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| **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: $ 59,675.00

**Maximum Effective Salary:** $ 62,000.00

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|  | **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* ):**

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 BPC is a family of believers whose mission and purpose is to glorify God by outreach, fellowship, and instruction through the power of Jesus Christ. We can do that by focusing on the four corners of our vision; worship, evangelize, nurture, and serve. We communicate the truth of Holy Scripture in “Matthew 25” by impacting the lives of our church family and local community by:

Worship: Encourage private and public worship and prayer, singing, and bell choirs and Sunday school program.

Evangelize: Host Christian singing groups, provide a “Journey Through Bethlehem” performance in which thousands have heard the good news, and support international outreach programs.

Nurture: Provide members with meaningful, scripture-based Bible study. Encourage love, acceptance, and forgiveness in our church family, support members in their personal service, and ministry and maintain an active email prayer chain.

Serve: Helping those within our church through college scholarships, cards, meals, weekly coffee hour, third Sunday brunch, and fellowship events. We reach out to neighbors through caroling, Thanksgiving baskets, “Coat Give-Away,” gloves and hats for Children, pet food for an animal shelter, Ice Cream Social, Christmas crafts and a yearly event at a special needs camp. We provide a retirement community with holiday gifts/decorations monthly hymn sing-alongs,

and residents have recently started to attend worship.

Our vision is set out in our Mission Study found at [www.bethanypresbychurch.](http://www.bethanypresbychurch.com)org

1. **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?**

As a small church of 86 members and a local community of 4,500 we believe God calls us to be a light to the world guided by the Holy Spirit. Despite our small size, there are still many opportunities for outreach in Wayne County. While other organizations provide shelter from the cold during the winter months, money, and blankets to fire victims, we feel the need to feed the hungry and clothe people because there are a number of poor in our community. We also feel led to reach the unchurched or those who have stopped worshipping on a regular basis. On church property is the historic Wilder House. This building is first floor handicap accessible, has office space and is currently used for church activities. We hope our new Pastor will help us to discover new ways to use the Wilder House for outreach. There are a lot of Christian opportunities for youth in our community: however, less is available for the elderly. A particular area of focus for Bethany Presbyterian Church is ministering to the elderly. Not only do we feel there is more need than is being met, but the age of our congregation offers much wisdom and talents to draw from. A year ago, we started a ministry with Bethany Village Senior Living. Through God’s love this quickly became a symbiotic relationship that benefitted not only the residents, but also, our church members. We can’t wait to work more with this unique and often overlooked population in our community.

1. **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?**

The person filling this position should be an active leader who will work hands-on with church members. We seek someone to help guide us in building on what we have for worship now, to encourage us to fulfill our ministry mission, providing meaningful bible studies, and to help members find outreach opportunities in our community, especially for retired and elderly persons. Service of this church should be a partnership between the Pastor and the congregation. As a member of all church committees this position would help to ensure that everyone is working together and towards the same vision. We look forward to learning from this person’s new perspectives, previous experiences, and training. We believe that a Pastor who has enthusiasm for the four corners of our vision and can communicate this consistently, will complement Bethany; hence we will have no limits as to where we can honor and glorify God.

1. **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.**

Requirements:

A strong faith in God.

Inspiring, strong scripture-based sermons that relate to our daily lives and today’s concerns. We are a traditional conservative congregation. We’re open to growing theologically based on our core beliefs including a total commitment to Christ’s sovereignty; therefore, spiritual maturity is important to us.

An active leader who will take initiative with our goals and contextualize the uniqueness of all to enable and motivate them to acquire the tools and support they need to perform well.

Relates to all ages and be sensitive, approachable and compassionate to the needs of the congregation/community.

Dedicated/committed to being a consistent presence of connection to our community, promoting growth in ministry.

To offer more time for this, some pastoral care and faith formation can be shared with elders, if desired.

Possess organizational skills and strong communication gifts, both individual/public. Is willing to share decision-making with others and has knowledge of church rules/procedures. They should be community driven team player with lots of patience.

Has integrity who leads by example and is not afraid to take initiative.

Outgoing with a sense of humor is a plus.

Be tech-savvy due to training or life experience in order to help further the church’s membership and mission.

It’s BPC’s desire to provide ministry to the aging. We’ve identified no particular training necessary for this position but rather a heart for the elderly.

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

BPC is looking for a Pastor to lead a Sunday traditional style of services that we can use in our daily lives, monthly communion and special services for the holiday. Funeral services and grief counseling expected.

We are concerned about the wellness of our members, the extended families and the shut-ins. An Elder and Pastor would provide home communion to shut-ins, visit the sick, distressed, offer prayer and support. We ask them to counsel individuals, families for personal hardship, illness, unemployment, substance and abuse.

We look for someone enthusiastic about teaching God’s word. A willingness to organize meaningful Bible studies. Classes on confirmation and new member maybe required.

We seek a leader who will guide us, moderate Session, assist in the development of elder leaders and enjoys working with committees. Our committees are busy and could benefit from a Pastor offering direction, supporting the church’s vision, and applying biblical principles to the missions being accomplished.

It is our desire to meet the needs of our community and modeling God’s love. A Pastor interested in making community connections to excite and encourages us. We need your help in locating opportunities in the community where our church family can be of service. Of particular interest is the elderly which we feel have great needs and is overlooked. We do recognize that this type of fellowship will require a good bit of pastoral time and have Elders willing to help.

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

[Bethany Presbyterian Church](http://www.bethanypresbychurch.com/)

[Bethany Public Library](http://www.waynelibraries.org/bethany.html)

[Delaware Highlands Conservancy](http://delawarehighlands.org/)

[Greater Honesdale Partnership](http://visithonesdalepa.com/)

[Pocono Mountains](http://www.poconomountains.com/)

[Wayne County Community Foundation](http://www.waynefoundation.org/)

[Wayne Highlands School District](http://www.whsdk12.com/)

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| **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 NominatingCommittee 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 inChrist 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. |

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| **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: Reverend. David Brague  |
| Relationship: COM Chair Presbytery Liaison  |
| Phone: 570-332-4510  |
| Email: braguedavid@gmail.com  |

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| **Reference #2** |
| Name: Reverend William Samford  |
| Relationship: Previous Part-time Yoked Pastor  |
| Phone: 570-470-5652  |
| Email: revwls@ptd.net  |

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| **Reference #3** |
| Name: John Steptoe  |
| Relationship: Previous Church elder  |
| Phone: 570-470-5493  |
| Email: john.stepto@verizon.net  |
| **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: Craig A. Olver  |
| Preferred Phone: 570-253-4161  |
| Alternate Phone or Email:  |
| Fax:  |
| Email Address: craigo8@verizon.net  |
| Address 1: 834 Beech Grove Rd.  |
| Address 2:  |
| City: Honesdale  |
| State: Pennsylvania  |
| Zip Code: 18431  |

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| **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.** |

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| Type in a number from 0-100, in increments of 5) |
| **70%** |

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.

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. 65**%**

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. 50**%**

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. 70**%**

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. 95**%**

Values their experience in life, they continue their education, builds on strengths and seeks assistance

to develop the weak traits. 65**%**

Creates learning opportunities for active participants and as a collaborative way, by designing lesson

plans that teach concepts, facts, and theology. 70**%**

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. 70**%**

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. 40**%**

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. 20**%**

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. 5**%**

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. 5**%**

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. 60**%**