

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: Plainview Comm. 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: 22

Church School Attendance: 6

Curriculum: Feasting On The Word

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 checked="" 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>99</u>	%
Multiracial	<u>1</u>	%

MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

Position Type (*select one*):

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

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):

FT hours
Shared with Rochester PC
(50% each church)

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

Church Mission/Vision Statement:

At Community Presbyterian Church (CPC) our mission statement is "Reflect God's Glory, Grow in Faith, Serve in Love". CPC is a very open and welcoming church, and has a good site downtown for ecumenical gatherings. We strive to show compassion for others, living out our call to be as active as we each can be in the life of the church and worship. Through careful stewardship of our time, talents, and treasures, we are always seeking God's guidance. We are currently in discussions with Rochester Presbyterian Church (CPC) regarding sharing a pastor in the future. (The 2 churches are located 23 miles apart.)

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position:

We expect our minister to prepare worship and preach on Sundays and other holidays. Supervise staff and education programs, oversee finances, visit people in the hospital and shut-ins, and perform funerals and weddings. We have no other staff except a part-time secretary/financial secretary, so our pastor needs flexibility to be a general caretaker of our church community. The pastor we seek will nourish spiritual growth of our church community, who will lead true community building within our membership. Our pastor should be able to guide us to meet our vision.

Salary: 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:

\$55,000 \$

Maximum Effective Salary _____ \$

Housing Type (select all that apply)

Manse

Housing Allowance

Open to either

N/A

MDP Narratives:

- 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 are a very open and welcoming church and would work for ecumenical gatherings. We do many local mission of the month giving, as well as those of the Presbytery. We have active deacons, youth group, adult class, planned out activities, a well kept building, a choir, musical talent, release time hosts, and we provide space for the Plainview Community Theatre. We envision sharing a full time minister with Rochester Community Presbyterian Church. We have been working diligently with them and our missions and wants are linked to work together to suit both churches. This could be an exciting venture for someone.

- 2. What is the nature and context of the community in which your congregation lives out it's mission/vision? How will you address the emerging needs impacting your community?**

CPC is a very open and welcoming church, with a good site downtown, across the street from the public school, for ecumenical gatherings. Plainview is a thriving community of 3,540 people, located in beautiful southeastern Minnesota, just 20 minutes from the Mississippi River, state parks, Rochester and Mayo Clinic, and many recreation areas. The town has agricultural roots and many occasional shops and events to engage in. CPC hosts a Community Clothesline during the summer when lots of extra people are here to work in the canning factory. We participate in local programs, including the schools backpack program, Feed My Starving Children, Salvation Army, and Children's Cancer Community. We also give to local missions of the month, as well as to Presbytery missions. Plainview has 3 thriving communities that make up our school district.

- 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?**

CPC does not have much staff, only a part time office administrator/financial administrator. Having a minister will help us as a team member to complement our session meetings, deacons, worship committee, and Christian Ed youth events. A minister can help organize and fulfill the plans we have in progress to get more young families as CPC members.

- 4. Provide a description of the skills, gifts and training the person you help will become a part of your ministry must have, to lead the congregation towards the vision and mission established.**

We expect the person called to be a worship leader, confirmation director, having oversight of youth and adult Christian education and provide pastoral care visitation to church members, new and old.

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

We expect the person called to engage in outreach to expand church membership, not specifically in numbers, but in a sense of purpose; and have strong administrative skills and supervise employees/staff. Specific tasks include Sunday service, including children's sermon, Bible study for adults, funerals and weddings, baptisms, communion for all and getting to know other faith leaders in the community. Technology is an asset since we televise services on UTube.

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

Community Presbyterian Church website: www.cpcplainview.com

Office: cpcoffice@hcbi.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 Nomination 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

Reference #1:

Name: Rev. Paul Moore

Relationship: past pastor of Plainview CPC

Phone: 763-257-6994

Email: pastor@colpres.org

Reference #2:

Name: Rev. Tim Gerarden

Relationship: past supply pastor for Plainview CPC

Phone: 507-258-0103

Email: timgerarden@charter.net

Reference #3:

Name: Eileen Wood

Relationship: past congregation member and secretary for Plainview CPC

Phone: 507-272-5502

Email: elmwood57@yahoo.com

Assign a PNC Chair Contact. Fill out the contact information for the individual who will serve as the Pastor Nominating /Search Committee Chairperson/Mid-council Search Committee Chairperson for this MDP:

Plainview & Rochester CPCs Co-chairs

Name: Bonnie Busma Amanda Ross (Rochester)

Preferred Phone: 507-251-5439

Alternate Phone or Email: BBQuilts17@gmail.com

Fax: _____

Email Address: _____

Address 1: 435 NE 5th Ave

Address 2: _____

City: Plainview

State: Minn.

Zip Code: 55964

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 paper with a plus sign or a clipboard, which will be located under the actions of your MDP.

This survey will organize your matches based on their compatibility ranking. Please assign a percentage value ranging from 0 to 100% to each descriptor based on its relevance to the position. The sum of the percentages for the 14 descriptors does not need to equal 100%. We encourage you to thoroughly assess the significance of each trait with your search committee and input the corresponding percentage accordingly.

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.

80 %

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.

50 %

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.

40 %

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.

75 %

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.

80 %

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

90 %

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.

85 %

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.

50 %

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.

45 %

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.

40 %

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.

85 %

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.

85 %