

# 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:** The Presbytery of Carlisle

### Congregation or Organization Size:

- 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:** 3,324

**Church School Attendance:** \_\_\_\_\_

**Curriculum:** \_\_\_\_\_

### Community Type:

- |   |                                     |
|---|-------------------------------------|
| <input checked="" 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 type="checkbox"/> Recreation |
| <input type="checkbox"/> Small City     | <input type="checkbox"/> Retirement |

### Intercultural Composition (*Race/Ethnicity - Percent of Congregation*):

Prefer not to answer	5%
Asian/Pacific Islander/South Asian	1%
Black/African American/African	1%
Hispanic/Latinx	<1%
Native American/Alaska Native/Indigenous	<1%
Middle Eastern/North African	<1%
White	92%
Multiracial	<1%

## MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

### Position Type:

- |   |   |
|---|---|
| <input type="checkbox"/> Administrator  | <input type="checkbox"/> Mid-Council Program Staff  |
| <input type="checkbox"/> Associate Director   | <input type="checkbox"/> Minister of Music (ordained)   |
| <input type="checkbox"/> Associate Pastor (Christian Education)                             | <input type="checkbox"/> Mission Co-worker (International)  |
| <input type="checkbox"/> Associate Pastor (Other)   | <input type="checkbox"/> Pastor (Bivocational/Tentmaker)  |
| <input type="checkbox"/> Associate Pastor (Youth)   | <input type="checkbox"/> Pastor (church planter, new church development, new worshipping community) |
| <input type="checkbox"/> Campus Ministry  | <input type="checkbox"/> Pastor Interim   |
| <input type="checkbox"/> Chaplain   | <input type="checkbox"/> Pastor, Yoked Ministry   |
| <input type="checkbox"/> Christian Educator (Certified)                                     | <input type="checkbox"/> Pastoral Counselor   |
| <input type="checkbox"/> Christian Educator (non-certified)                                 | <input type="checkbox"/> Seminary Staff   |
| <input type="checkbox"/> Church Business Administrator                                      | <input type="checkbox"/> Solo Pastor: Installed   |
| <input type="checkbox"/> Co- Pastor   | <input type="checkbox"/> Solo Pastor:   |
| <input type="checkbox"/> College/Seminary Faculty   | <input type="checkbox"/> Temporary  |
| <input type="checkbox"/> Commissioned Ruling Elder  | <input type="checkbox"/> Stated Clerk Presbytery  |
| <input type="checkbox"/> Communicator   | <input type="checkbox"/> Synod Executive  |
| <input type="checkbox"/> Coordinator  | <input type="checkbox"/> Transitional Pastor  |
| <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 checked="" type="checkbox"/> General Presbyter/Executive Presbyter/Presbytery Leader |   |
| <input type="checkbox"/> Head of Staff / Senior Pastor                                      |   |
| <input type="checkbox"/> Media Specialist   |   |

### Experience Required:

- 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):** Presbytery Leader for Vision and Transformation

**Employment Status:** Full-time

**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):** \*\*November 15, 2023

## **Church Mission/Vision Statement:**

The Presbytery of Carlisle: creating and nurturing partnerships for living into the triune God's transformative promises.

The Presbytery of Carlisle engages and builds bridges between our churches, communities, and differing voices to inspire transformative ministry. With a strong and deep history of providing mission and ministry in Central Pennsylvania, we work to provide inspiration and resources to elevate the gifts of each member congregation for their part in God's mission. We strive to be a beacon of God's hope, joy, mercy, and peace, reflecting the light of Christ in the world. Through the fellowship of the Holy Spirit, we celebrate our past and embrace our collective future, faithfully following God's lead toward our mission and purpose.

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

This person will: 1) serve as an officer of the presbytery; 2) be a spiritual and relational leader grounded in God; 3) collaborate with the Presbytery Leader for Governance and Congregational Leadership to partner with committees, pastors, Sessions, and congregations as they evaluate their current ministries and discern creative ways to expand mission and outreach; 4) support the New Worshiping Committees (NWC) and their leaders; 5) manage administrative responsibilities serving as Head of Staff supervising and coordinating with the Communications Director and Treasurer, serving as primary staff to the Administration Committee and Vice-president of the Corporation per the by-laws of the Presbytery of Carlisle and coordinating with the presbytery co-leader on the daily responsibilities and duties of the operation of the presbytery; 6) serve as co-moderator of the Coordinating Council with the presbytery co-leader; 7) promote relationships beyond the presbytery by participating in the Synod of the Trinity's Executive Forum and the Association of the Mid-Council Leaders of the PC(USA), represent the Presbytery of Carlisle to our congregations, New Worshiping Communities, and the communities they serve, and interface with the denomination in fulfillment of ecclesiastical requirements connecting the presbytery to the movement of the Spirit through the PC(USA).

**For a complete list of responsibilities please see the position description using this link:**

- <https://carlislepby.org/wp-content/uploads/2023/08/Presbytery-Co-Leader-Venn-Diagram.pdf>
- <https://carlislepby.org/wp-content/uploads/2023/08/Presbytery-Leader-Position-Description.pdf>

**Minimum Effective Salary:** \$75,000

**Housing Type:** Housing Allowance

## MDP - Narratives

**How would you describe the organization's specific vision for ministry? How will this vision impact the community? Is the organization part of a ministry vision or program?**

The Presbytery of Carlisle's vision for ministry can be described as a ministry led by God, inspired by the life of Jesus Christ, and awakened by the power of the Holy Spirit. It is a vision of support for those churches in transition; it is a vision of opportunity building bridges between our churches, New Worshiping Communities, and the communities of which they are a part. It is a vision of collaboration and partnership moving these relationships to shared ministries better serving God and God's people. It is a vision of Christian stewardship cultivating a sense of generosity; reimagining ways to answer God's call as the caretakers of the environment and encouraging the use of all our gifts in gratitude to our Great Provider.

The result of such a vision/ministry is a unified voice in the presbytery leading and guiding our worship communities to a fuller sense of their membership and role in the Presbytery of Carlisle. It will serve to instill a sense of belonging to the "bigger" church and to realize that we are better together shepherding the flocks that have been entrusted to us.

**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?**

The communities found in the Presbytery of Carlisle are varied ranging from rural farming areas to city and suburban neighborhoods each presenting their own types of advantages and challenges. This presbytery is also marked with a rich heritage as several of our churches were established very early in our nation's history when Pennsylvania was considered the Western Frontier. This diversity in background and living settings requires an adaptive leadership approach. The recently appointed New Worshiping Communities Commission has been established to help identify and facilitate the emergence of leaders and new worshiping communities in the presbytery closely examining the needs of an individual community and how best to respond to those needs. In addition, our mission is to coach pastors, church leaders and congregations as they discern new and creative avenues for ministry in their respective contexts. Further, our mission is to develop a relational network amongst the varied communities, inspiring them to prayerfully come together to explore new ministry models to advance the spread of the Word in their own communities, the nation, and 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?**

The position of Presbytery Leader for Vision and Transformation is primarily one of collaboration with the Presbytery Leader for Governance and Congregational Leadership as, together, they will better address the many needs and wants of an ever-evolving presbytery. Being co-leaders will allow each of them to best use their individual gifts to manage the technical aspects of the day-to-day operations of the presbytery as well as the adaptive/creative work of cultivating the relationships and nourishing congregations as they discern where God is leading them. Always as co-leader and collaborator, this call will also serve as Head of Staff, as a Team Leader, working with the Communications Director and the Treasurer providing support and guidance for each of these staff members in their respective positions.

This new approach in the Presbytery of Carlisle will help to accomplish our goals of being awakened to the Holy Spirit as we strengthen old relationships, encourage and build new relationships, establish new worship communities, and expand ministries throughout the presbytery to better serve our Lord, Jesus Christ.

**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.**

The Presbytery Leader for Vision and Transformation must have the following skills and gifts:

External/Interpersonal

- A Reformed Theological perspective consistent with that of the PC(USA).
- Strong administrative and organizational agility.
- Experience with co-leadership.
- Ability to work as a compassionate change agent who uses adaptive leadership skills when working with pastors, church leaders and congregations.
- Strong relationship building skills encouraging collaboration within the Presbytery.
- Ability to interpret various situations and use appropriate coaching skills to guide the parties involved to an acceptable resolution.
- Strong interpersonal skills; is an innovative communicator who listens, is engaging and inviting.
- Community organizer skills and is an effective conflict resolver.

Internal/Intrapersonal

- Exhibits spiritual depth and maturity.
- Entrepreneurial and creative visionary.
- Inquisitive as demonstrated by being a lifelong learner.
- Self-differentiated and is able to set the proper boundaries.

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

The Presbytery Leader for Vision and Transformation will serve as an officer of the presbytery, a spiritual and relational leader grounded in God. In conjunction with the Presbytery Leader of Governance and Congregational Leadership, this person will work alongside committees, pastors, and Sessions, in fulfillment of the shared mission and common purpose of the presbytery. The primary role of this position is to promote collaboration between committees, churches, and communities. Specific examples include but are not limited to working with the New Worshiping Communities Commission and being a resource to the Commission on Ministry promoting thriving congregations as they navigate pastoral transitions, address conflict, explore congregational viability and/or experiment with new ministries. Additionally, this person will ground the work of the Presbytery in Christ by providing relationship-building and learning opportunities at presbytery meetings as they plan agendas in cooperation with the Coordinating Council; this person will exhibit adaptive leadership skills in discernment of challenges facing the presbytery and its congregations and will promote relationships beyond the presbytery through involvement in the Synod of the Trinity and connecting the presbytery to the movement of the Spirit through the PC(USA).

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

<https://carlislepby.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**

### **Reference #1**

Name: Rev. Dr. Cheryl Galan

Relationship: Former Interim Executive Presbyter

Phone: (315)-398-9077

Email: cheryldgalan@gmail.com

### **Reference #2**

Name: Rev. Dr. Bruce Humphrey

Relationship: Minister Member-at-large

Phone: (858)-583-4854

Email: burtonbrucehumphrey@gmail.com

### **Reference #3**

Name: Scott Pepperman

Relationship: Ruling Elder, Member of COM

Phone: (717)-389-5100

Email: puppytrainer52@aol.com

### **PNC Chair Contact**

Name: Wendell Jordan

Preferred Phone: (717)-215-6008

Alternate Phone or Email: \_\_\_\_\_

Fax: \_\_\_\_\_

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Address 2: \_\_\_\_\_

City: Harrisburg

State: PA

Zip Code: 17110