

# 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:** Celebration of Life 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:** 25

**Church School Attendance:** 10

**Curriculum:** One Room Sunday School

**Community Type (select one):**

- |                                     |  |
|-------------------------------------|--|
| <input type="checkbox"/> N/A        | <input checked="" 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	<u>                    </u>	%
Asian/Pacific Islander/South Asian	<u>                    </u>	%
Black/African American/African	<u>4</u>	%
Hispanic/Latinx	<u>5</u>	%
Native American/Alaska Native/Indigenous	<u>12</u>	%
Middle Eastern/North African	<u>                    </u>	%
White	<u>79</u>	%
Multiracial	<u>                    </u>	%

## MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

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

**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):**

*At Celebration of Life Presbyterian Church, we acknowledge God as our Creator and conscience, Jesus Christ as our redeemer and model, and the Holy Spirit as our strength and inspiration. As the Body of Christ, we carry on this mission in the spirit of peace and love, embracing each person as a member of God's family. We strive to live out our understanding of the Scriptures through providing creative worship, fostering spiritual growth, enabling healing, promoting justice, and reaching out to people in need.*

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

*See #5 on page 5*

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:**

\$70,000

**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 are a More Light, Matthew 25 church, offering all God's children opportunities to worship without feeling judged. We study, work, and show up in ways that help us understand what makes people feel valued, actively helping to strengthen and heal our vulnerable community. Our vision for ministry is to educate and eliminate our blind spots. We like to learn and welcome challenges. We find stability in traditional worship but are building traditions to be less patriarchal, less homophobic, less racist, and less ableist. We try to stay informed and responsive to the world around us, reaching out to ensure no one's voice is silenced. The result is a congregation that is disproportionately rich in opinions, shared wisdom, and deep, broad, busy compassion for our very small size. Our happiest members come for the music and smart sermons, and stay for the clean-up, for whatever that entails.*

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?

*The challenges in our own congregation reflect the challenges of the community around us, which include but are not limited to aging issues, health and disability concerns, and support for the marginalized and undocumented. Our church sign boldly displays a rainbow, publicly inviting ALL God's children. We keep food vouchers on hand for visitors in need, and are known for being an active, sometimes stubbornly vocal, visible presence in our Presbytery and our community. We feel called to set a table fed by Presbyterian traditions, to those who have not felt welcome in other worship cultures. We love and respect our denominational traditions without getting stuck in the past, providing a haven from raging culture wars outside. Although Covid made our robust community fragile, we continue to look for safe ways to adapt to remain close-knit and hands-on without spreading disease.*

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 are a smattering of devoted volunteers searching for a capable, organized leader who will stay ahead of our congregation's plans. A leader who is comfortable communicating outstanding needs to the congregation, encouraging us to volunteer for much needed tasks, and reminding members of expected obligations to the service of others. Our minister must be excited to learn and willing to share that learning with us. As a mission-oriented congregation, it is imperative that our leader is one who shares our passion for missions, guiding us to tangible mission programs to match our values and abilities, such as outreach for the homeless who are mentally ill.*

4. 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.

*Our minister must be progressive, accepting of a wide variety of people and beliefs including, but not limited to our LGBTQIA+ siblings in Christ. Many of our congregants, deriving from other or non-faith traditions, have made their home here because of our affirming, accepting, and loving community.*

*Our minister must be organized, knowledgeable of church administration, preaching well-prepared sermons informed by Scripture to offer creative challenges for spiritual seekers. They should be intellectually curious, possessing an avid willingness to teach, as well as a humble excitement to learn, comfortably working alongside strong lay leadership and worship planning committees.*

*The Lectionary must be their guide in providing informed service order, sermon scriptures and themes. It is imperative that they present good listenership, enthusiastically acquainting themselves with the congregation and its needs.*

*They should be considerate and compassionate, but also able to establish and maintain boundaries. They should be attentive to the larger Presbyterian church.*

*We want someone who is searching for a long-term, permanent position.*

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

- **Worship:**
  - *Plan and preach meaningful weekly sermons (1 service/week) and provide leadership in all aspects of the worship service.*
  - *Collaborate with the music program and lay leaders in developing inspirational worship services relating to today's world.*
  - *Teach a weekly children's sermon.*
- **Administration:**
  - *Manage church calendar, provide information to staff and congregation in a timely manner.*
  - *Provide guidance/direction for all volunteers and lay leaders.*
  - *Oversee church website/social media.*
  - *Moderate monthly Session meetings.*
  - *Provide guidance to the Deacons.*
  - *Occasional newsletter.*
- **Pastoral Care:**
  - *Visit and/or communicate with those that are in the hospital, homebound, in crisis, or in any other kind of need.*
  - *Perform memorial services.*
  - *Conduct weddings and funerals.*
  - *Deliver sacraments to the homebound on a quarterly basis.*
- **Education:**
  - *Lead adult education classes.*
  - *Provide new member/inquirer classes.*
  - *Teach confirmation classes (usually 1-2 children per year).*
  - *Provide guidance for all educational programs.*
- **Stewardship:**

- *Inspire and challenge the congregation to be faithful stewards of their time, talents, and financial resources.*
- **Presbytery/Synod:** *Participate & maintain a good working relationship with the Presbytery and Synod of the Southwest.*

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

Link Title: Celebration of Life PCUSA

Description: Facebook page

URL: [www.facebook.com/celebration.of.life.pcusa](http://www.facebook.com/celebration.of.life.pcusa)

### **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: Reverend David Hicks

Relationship: Current Temporary Pastor

Phone: (602) 332-0883

Email: baggyamacaw@gmail.com

#### **Reference #2**

Name: Reverend Elizabeth Lyman

Relationship: Previous Temporary Pastor

Phone: (215) 622-8187

Email: revelyman@gmail.com

#### **Reference #3**

Name: Reverend Shelly Moe

Relationship: Previous Temporary Pastor

Phone: (480) 766-6990

Email: revshellymoe@gmail.com



**as the Pastor Nominating/Search Committee Chairperson/Mid-council Search Committee  
Chairperson for this MDP:**

Name: Jane Machuca, Chair

Preferred Phone: (480) 766-8954

Alternate Phone or Email: N/A

Fax: N/A

Email Address: janemachuca@gmail.com

Address 1: 1927 S Saguaro Dr

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

City: Apache Junction

State: AZ

Zip Code: 85120

Name: Ben Lowery, co-chair

Preferred Phone: (480) 233-6401

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

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

Email Address: loweryben10@yahoo.com

Address 1: 1239 E Cindy St

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

City: Chandler

State: AZ

Zip Code: 85225

## 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 clipboard, which will be located under the actions of your MDP.

**For each description, select a percentage number from 0-100%, according to the expectation of that trait for the position. The 14 descriptor percentages do not need to add to 100%. Please evaluate and discern the value of expectations of each trait with your search committee and type in the appropriate percentage number. The sliding scales will not affect the number of matches you receive and will only sort your matches in order of compatibility. Please do not select 100% on all your descriptors for the best results.**

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.

20 %

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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.

10 %

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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 %

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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 %

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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.

30 %

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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.	40	%
Values their experience in life, they continue their education, builds on strengths and seeks assistance to develop the weak traits.	80	%
Creates learning opportunities for active participants and as a collaborative way, by designing lesson plans that teach concepts, facts and theology.	90	%
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.	60	%
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.	50	%
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.	50	%
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.	50	%