

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: Village 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: 800

Church School Attendance: 65

Curriculum: Sparkhouse: Whirl

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>1</u>	%
Black/African American/African	<u>1</u>	%
Hispanic/Latinx	<u> </u>	%
Native American/Alaska Native/Indigenous	<u> </u>	%
Middle Eastern/North African	<u> </u>	%
White	<u>97</u>	%
Multiracial	<u>1</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 checked="" 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 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): N/A

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

See attachment, page 1

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

See attachment, page 2

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: 60,000 \$

Maximum Effective Salary: 75,000 \$

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?

See attachment (page 3 & following) for all responses

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?

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?

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.

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

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

Link Title: Village Homepage

Description: Website for Village Presbyterian Church

URL: villagepres.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

(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. Tom Are, Jr.

Relationship: Former Senior Pastor

Phone: 913-620-0355

Email: tare@fourthchurch.org

Reference #2

Name: Rev. Hallie Hottle

Relationship: Former Associate Pastor for Young Adults

Phone: 305-790-3050

Email: hallie@firstpreshayward.com

Reference #3

Name: Rev. Julianna Whitson

Relationship: Attendee

Phone: jrcwhitso@gmail.com

Email: 501-295-8407

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: Amelia Howard (co-chair)

Preferred Phone: 314-707-9447

Alternate Phone or Email: _____

Fax: _____

Email Address: ameliahoward6511@gmail.com

Address 1: 551 W 44th St

Address 2: Apt 217

City: Kansas City

State: MO

Zip Code: 64111

Name: Matt LaMar (co-chair)

Preferred Phone: 816-786-7068

Alternate Phone or Email: _____

Fax: _____

Email Address: musician42@gmail.com

Address 1: 5400 Locust Ave

Address 2: _____

City: Kansas City

State: KS

Zip Code: 66106

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.

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.

60 %

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.

55 %

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.

70 %

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.	65 %
Creates learning opportunities for active participants and as a collaborative way, by designing lesson plans that teach concepts, facts and theology.	65 %
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.	60 %
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.	55 %
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.	60 %
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 %

Church Mission/Vision Statement

Village Presbyterian Church is a family of faith actively shaped by the life of Christ to love one another, provide leadership for the transformation of our communities, and serve the world.

The mission of Village Presbyterian Church is to see and relate to every person in our communities and the world as loved by God.

We will accomplish our mission by:

- Ensuring the congregation is vibrant and grounded in Christian faith which inspires our desire to grow in faith, shapes our love for one another, and focuses our mission.
- Proactively providing resources to meet the spiritual needs of a changing community in a changing world.
- Shaping our mission and ministry by "defining moments" that embody our vision and demonstrate our faith.
- Securing sustaining resources for mission and ministry.

Duties & Responsibilities

Connect with Young Adults (YA) through Village Church and the greater Kansas City metro area:

- Reach out to new YA's when they join VPC.
- Reach out/cultivate relationships in various areas of KC to meet YA's not currently connected to VPC.
- Create, grow, and maintain communication strategies that will enable connection with YA's.
- Maintain a schedule that is open enough to have time for coffee/meals with YA's on a weekly basis, including evenings and weekends.
- Respond pastorally to YA's needs/concerns.
- Maintain programmatic and pastoral responses to particular YA life phase moments (i.e. engagement, new home/job, weddings, births, baptisms).

Faith Formation to Be Disciples of Christ:

- Encourage weekly worship and regular engagement in VPC.
- Teach the Biblical story through educational opportunities, and engagement in the world.
- Create and maintain weekly meetings/gatherings to foster Christian community.
- Create opportunities for YA's to engage with their city/community, to grow through education, and to experience the Church as a missional and socially active body.
- Pray regularly, offering language that can be modeled by YA's in their own prayer life.

Facilitate leadership growth of YA's.

- Identify leadership qualities within YA's, and cultivate/encourage those qualities through opportunities for leadership and mentoring.
- Work with other departments/areas of VPC to ensure leadership opportunities are available for YA's.

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?

VPC is a family of faith actively shaped by the life of Christ to love one another, provide leadership for the transformation of our communities and serve the world.

We will accomplish our mission by:

- Ensuring the congregation is vibrant and grounded in Christian faith which inspires our desire to grow in faith, shapes our love for one another, and focuses our mission.
- Providing resources to meet the spiritual needs of a changing community in a changing world.
- Shaping our mission and ministry by “defining moments” that embody our vision and demonstrate our faith.
- Securing sustaining resources for mission and ministry.

The vision for ministry at Village emerges from what God has already done among us, and leans toward new workings of God. We live in times of letting go and embracing, of dying and rising. We know that life for the mainline church is changing and while our vision into the future is limited, we move forward hopeful and unafraid.

Our ministry is shaped by an incarnational spirit -- a love for this world. We love the church and the city and the world with an honesty that sees them as they are, and a vision for how God's redemptive love can transform them.

We are committed to being relevant to multiple generations. We are committed to discovering God's movement in our lives and in our world. We nourish holy friendships for conversation and companionship along the journey.

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?

Village Presbyterian, located in Prairie Village, Kansas, serves the entire Kansas City metropolitan area. The congregation comes mostly from the cities surrounding the church which are characterized by high income, low crime rates, and a predominantly white population. Our community, particularly young adults, faces a unique set of challenges.

The young adult community at Village Church exists when many traditions and ways of living are undergoing profound change. While the human need for community has not diminished, the internet and social media have become integral to young adult life. Additionally, housing prices and the stagnation of real wages have made Village Church's home city of Prairie Village unaffordable to many young adults.

Finally, the very nature of young adult living is one of transience and change. Many of life's biggest shifts happen in one's 20s and 30s, and can include those of love (marriage, parenthood) and loss (financial troubles, addiction, health struggles). This happens while young adults are trying to establish their careers and, importantly, themselves.

Addressing specific concerns, this role will address the prevalence of mental health issues despite economic prosperity. The pressure to conform to societal expectations or maintain a certain standard of living can contribute to stress, anxiety, or depression. Social isolation is another potential challenge, driven by busy lifestyles, social pressures, or a perceived lack of relatability.

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?

This position is an integral part of VPC as the YA population continues to grow, and will primarily work with YA ministry support staff and the YA leadership committee. In addition, this person will be expected to contribute to the duties shared by the VPC pastoral staff, including performing weddings and funerals, preaching, being on call for emergencies as needed, etc.

The YA ministry pastor must:

- facilitate viable, engaging, and relevant activities and opportunities for young adults
- develop detailed outreach opportunities to bring those young adults into the church to see what is offered
- formulate ways to reach out to current young adult members who are part of the church, or have been part of the church previously as youth, and gather data on what they need to re-engage with the young adult program. This could include collaboration and partnership with children's and youth ministries at Village

A short-term goal for ministry is to continue to engage the YA community and the programming opportunities that are already in place. We desire the YA ministry to be a ministry that balances its own activities with connecting to other ministries within the church.

A long-term goal for the ministry is to create a well-rounded pipeline of support for VPC members.

An emerging need to be addressed is reaching those young adults who do not have a relationship with the church or who have (due to any number of reasons) chosen to not participate in the YA ministry.

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.

The Young Adult pastor will work alongside a talented and compassionate team to lead the congregation with love.

Young Adult Ministry is flourishing at Village, but has room for significant growth. This specific role requires the applicant to cultivate a love for Jesus Christ and the Church within the Young Adult population (21-39 year olds) through connection and pastoral care, developing engagement opportunities, and facilitating leadership growth in young adults.

We hope for a new Young Adult Pastor who will:

- Be a spiritual leader who nourishes authentic community within the Young Adult population, as well as Village as a whole
- Be a personable pastor for the many young adults who call Village their home, as well as those whom God will bring to us in the years to come
- Be a teacher of the faith, particularly among young adults
- Embody the inclusive and welcoming culture of Village, to ensure a sense of belonging among young adults who connect with this ministry
- Care generously, think deeply, and serve faithfully
- Listen patiently, seeking first to understand, and assume the best intentions of others
- Recognize that holiness is in all the spaces and people around us
- Balance embracing the practices and traditions of Village, while also bringing new ideas, creativity, and innovation
- Demonstrate vulnerability, authenticity, compassion, and empathy
- Be a collaborative, supportive, and cooperative team member

We welcome applicants with counseling and/or crisis management experience.

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

The Young Adult (YA) Pastor will be responsible for pastoral connection and care for members specifically in their 20s and 30s. They will provide engagement opportunities for this population to include:

- Connecting with young adults through VPC and the greater Kansas City metro
- Reaching out to new young adults when they visit and/or join VPC
- Spend intentional, relational time with members of the community over coffee and meals on a regular basis
- Create strategy for recruitment and tracking of new YA members
- Maintain programmatic and pastoral responses to particular YA phase moments such as engagement, new home/job, weddings, births, divorce, loss, caring for aging parents, difficult life transitions
- Create and facilitate opportunities for YAs to engage with the Kansas City community, to grow through education and experience the Church as a missional and socially active body
- Facilitate leadership growth of YAs within VPC by helping to identify leadership qualities within YA's and cultivate/encourage those qualities through opportunities for leadership and mentoring
- Create and facilitate weekly meetings/gatherings that can include Bible study and faith formation/education, social justice initiatives, volunteering without and beyond the church walls, and social connection events
- Engage and work with Children & Family Ministry to recognize and effectively strategize for parents of children who are also young adults