

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: ___ Hillsboro 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: ___ 70 ___

Church School Attendance: _____

Curriculum: _____

Community Type (select one):

- | | | |
|----------------|-------------------------------------|------------|
| ___ N/A | <input checked="" type="checkbox"/> | Suburban |
| ___ Rural | ___ | Urban |
| ___ Village | ___ | College |
| ___ Town | ___ | Recreation |
| ___ Small City | ___ | Retirement |

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

- | | |
|--|---|
| Prefer not to answer | ___ % |
| Asian/Pacific Islander/South Asian | ___ % |
| Black/African American/African | ___ % |
| Hispanic/Latinx | ___ % |
| Native American/Alaska Native/Indigenous | ___ % |
| Middle Eastern/North African | ___ % |
| White | <input checked="" type="checkbox"/> 100 % |
| Multiracial | ___ % |

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 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 checked="" 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) | | |
| <input type="checkbox"/> | | | |

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): _____ **3/4 time** _____

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: ___ Spanish would be a bonus ___

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):

See Job Description _____

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

See Job Description _____

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 ¾ time_

Maximum Effective Salary: \$ _____

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 missional church with a vision to share in spreading the word of God through serving our community and supporting missionaries worldwide. We give 10% of our undesignated income to several local, national, and international charities on a regular basis. We also have a tradition of giving to the Presbyterian Special Offerings throughout the year. We support our local community through food programs, blood drives, and clothing drives to name a few. As part of our mission, we participate in a whole congregation community service project on 5th Sundays. HPC is always working on expanding our reach in supporting our community. "Love Spoken Here" is our caring congregations' motto. We are a congregation with a heart for missions and who believe in Worship, Fellowship, and Caring for one another.

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?

Hillsboro is home to large tech industries. Areas of Hillsboro are spread out into mass growth of new homes to suit the primary industries. The community of HPC, measured within a 2-mile radius, according to latest demographics, has attracted a population of over-50-year-old men and women – mostly empty nesters. The congregation and new attendees of HPC seems to be following the same demographic data. God has brought to us a mission field of people in this community who are seeking a continued or new purpose in life, most now realizing their families are grown. We believe there is a wealth of opportunity to provide the ministries which will bring the fulfillment desired to this community. Even more so, HPC will be fulfilling purpose in the people of the community through faith and hope in the Lord Jesus Christ. The emerging needs we describe will demand solid teaching and purposeful discipleship. We are refocusing our discipleship endeavors by providing classes that will not only bring the gospel of Jesus to mind and heart through reading and study of Scripture, meditation on the Word, Prayer, and Contemplation activating the Word and living out the gospels in ministries. We offer service opportunities in Abuse Recovery Ministry Services, Habitat for Humanity, Quiet Waters Outreach (developmental disabilities), local youth ministry services shared between local Hillsboro Presbyterian Churches. In addition, involvement with foreign missions provides international involvement.

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 longterm goals for ministry?

HPC is generous with our time and money. We have experienced and talented leaders in missions, worship, clerk of session, education, stewardship, music and choir, fellowship,

technology, budgeting, bookkeeping, and property. We have five dedicated and skilled deacons. Most of the work of the church is performed by volunteers. Our pastor will help balance the workload of volunteers to prevent burnout and will help address maintenance of our 30-year-old building, identifying funding beyond greater giving from our congregation. Our pastor will build and maintain bonds with our two tenant churches and one school. Our pastor will build and maintain a connection to the Presbytery of the Cascades, will be knowledgeable of their grants and support opportunities, as well as HPC's responsibilities to the presbytery. As HPC does not have an attorney or HR advisor among our members, he or she will advise in administration/HR matters or help find such advisors. Our pastor will help guide operations and advise on policy, take part in the personnel committee, and advise on personnel matters. A key role for our pastor will be advising on and helping guide HPC's plans for the future.

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.

First and foremost, the successful candidate must be a gifted preacher and worship leader who communicates a clear and consistent Christ centered message through sermons, bible study and interpersonal communication. We are seeking someone who has compassion for all and can identify with a broad range of individuals and circumstances. Pastoral care of church members and their families will be an important part of serving this church. As a congregation we want an informed teacher to help us grow in our knowledge and understanding of the gospel and we want someone to lead us in that endeavor and to grow with us as we continue to explore our faith. A person with a positive and hopeful outlook for the future, anxious to get involved with the congregation in becoming a critical component of our community would be ideal. We are looking for a person who fosters collaboration and truly likes to work with others to get things done. Team building skills, ability to motivate, flexibility, organizational agility and an encouraging attitude are of the highest priorities. We want someone who recognizes that the church does not function in a vacuum and is subject to conflict as we deal with social and political realities. Training in conflict management, a willingness to engage to resolve issues and serve as a change agent would be helpful. Knowledge of the Presbytery and all the programs and assistance available to all of the member churches would be a plus.

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

Moderator of the Session.

Head of staff.

Lead and oversee Sunday morning worship, administer the sacraments.

Provide active leadership and encouragement, to the session, the congregation, the staff,

Guide, encourage, and support the ministries of Operations, Worship, Stewardship, Missions, Discipleship/Education, Fellowship, and Property Commissions, the Deacons, the Nominating Committee.

Provide a teaching ministry which will encourage spiritual growth.

Mentor and support lay leaders in bible studies.

Strengthen and build member faithfulness as Christian stewards.

Participate in the work and ministry of governing bodies beyond the session, ecumenical and community organizations.

Share in the ministry of compassion, comfort, and hope.

Plan for and participate yearly in educational programs for personal and professional development.

Provide administrative planning and insight of budgeting and finances to ensure we remain faithful stewards of our resources

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

Link Title: _____

Description: _____

[URL:](#) _____

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: ___Tracie Bullis_____

Relationship: _Pastor of Old Scotch Church___

Phone: __503-332-2255_____

Email: ___TracieBullis@oldscotchchurch.org__

Reference #2

Name: __NJ Smith_____

Relationship: _Member (out of state)_____

Phone: __503-380-6741_____

Email: ____njsmith100@comcast.net_____

Reference #3

Name: __Lita Lenz_____

Relationship: _Member (out of state)_____

Phone: __503-330-1960_____

Email: ___litaalenz@gmail.com_____

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: __Rick Harrison_____

Preferred Phone: __503-290-9779_____

Alternate Phone or Email: _____

Fax:_____

Email Address: _rick4944@live.com_____

Address 1: __15375 SW Fossil Lan_____

Address 2: _____

City:

__Beaverton_____

State: __OR_____

Zip Code: __97007_____

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.

_____ %

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.

_____ %

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.

_____ %

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.

_____ %

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.

_____ %

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.

_____ %

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

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

Contributes intentionally to the happiness and wellbeing of others, by having genuine interest in seeing others thrive, providing honest and genuine feedback and acknowledging relationships. _____ %

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. _____ %

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. _____ %

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. _____ %

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. _____ %

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. _____ %