# 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:** First Presbyterian Church of Lapeer

**Congregation or Organization Size (*select one*):**

___ N/A
___ Under 100 members
X 101-250 members
___ 251-400 members
___ 401-650 members
___ 651-1000 members
___ 1001-1500 members
___ More than 1500 members

**Average Worship Attendance:** 50-60

**Church School Attendance:** 0-4

**Curriculum:**
Route 66: A Trip Through the 66 Books of the Bible

**Community Type (*select one):***

N/A_____
Rural____
Village____
Town____
Small City X___
Suburban____
Urban____
College____
Recreation____
Retirement____

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

Prefer not to answer____%
Asian/Pacific Islander/South Asian____%
Black/African American/African____%
Hispanic/Latinx __1__ %

Native American/Alaska____%
Native/Indigenous____%
Middle Eastern/North
African____%
White_99___% Multiracial____%

## MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

**Position Type (*select one*):**

Administrator____
Associate Director____
Associate Pastor (Christian Education) ____
Associate Pastor (Other)____
Associate Pastor (Youth)____
Campus Ministry____
Chaplain____
Christian Educator (Certified)____
Christian Educator (non-certified) ____
Church Business Administrator____
Co-Pastor____
College/Seminary Faculty____
Commissioned Ruling Elder____
Communicator____
Coordinator____
Director of Music (non-ordained) ____
Evangelist or Mission Pastor____
Executive Director____
Executive Pastor____
Finance Manager____
Funds Developer____
General Assembly Staff____
General Presbyter/Executive Presbyter/Presbytery Leader____
Pastor, Yoked Ministry___pe text here
Pastoral Counselor____
Seminary Staff____
Solo Pastor: Installed__x__
Solo Pastor Temporary____
Stated Clerk Presbytery____
Synod Executive____
Transitional/Interim Pastor____
Youth Director (Non-ordained)
____

Head of Staff ____

Media Specialist____

Mid-Council Program Staff____

Minister of Music (ordained)____

Mission Co-worker (International)____

Pastor (Bivocational/Tentmaker) ____

Pastor (church planter, new church development, new worshipping community) ____

**Experience Required *(Select one):***

No Experience/First Ordained Call_X__

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__X__

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__X__

Spanish____

Korean____

**Other Languages: _____**

**Statement of Faith Required:**

Yes__X__

No____

**Are you open to a clergy couple:**

Yes__X__

No____

**MDP Application Deadline (if applicable):**

**_____**

**Church Mission/Vision Statement (*1,500-character limit which includes punctuations and spaces*):**

We believe that the Church is to bear witness to God's unconditional love by actively participating in a vibrant community of faith-based Christian fellowship, service and love that encourages discipleship, grace and spiritual growth.

**Tasks, expectations, duties, supervision, assignments, and responsibilities for the position (*1,500-character limit which includes punctuations and spaces*):**

See attached

**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:**
52,500 **$**

**Maximum Effective Salary:**
72,000 $

**Housing Type (*select all that apply*):**

Manse____

Housing Allowance__X__

Open to either____

N/A____

**MDP Narratives. Please fill out the following narrative questions about your congregation (*1,500-character limit per question, including punctuations and spaces*):** See attached

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?**

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. (Up to 10 links)**

Website - fpclapeer.org Youtube - http://www.youtube.com/@firstpresbyterianchurchofl933d1

Facebook - http://facebook.com/FPC.Lapeer

**(DONE ONLINE) 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:
Pastor Robbie Carnes

Relationship:
Acting Moderator

Phone:

Email:
pastorrcarnes@gmail.com

**Reference #2**

Name:
Sam McKim

Relationship:

Phone:
313-550-4947

Email:

**Reference #3**

Name:
Juliana Prizinsky

Relationship:

Phone:
810-658-7013

Email:

**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: Dr. Scott Placeway

Preferred Phone: (810) 441-3955

Alternate Phone or Email: _____

Fax: _____

Email Address: placeway810@aol.ccom

Address 1: _____

Address 2: _____

City: _____

State: _____

Zip Code: _____

## MDP Compatibility Survey

*Please note this section is not visible to the candidates.*

**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. | 75 % |

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. 65 %

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 %

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. 65 %

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. 70 %

Values their experience in life, they continue their education, builds on strengths, and seeks assistance to develop the weak traits. 60 %

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

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. 65%

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. 75%

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. 75%

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. 55 %

Defines roles clearly in an interdependent environment forming trust form 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 can plan, prioritizing and studying the capabilities of the organization financially or in human resource. 75%

**Page 4, 2nd Paragraph**

- Provide spiritual leadership
- Deliver pastoral care
- Build relationships within the congregation and community outreach
- Collaborate with Session and committees
- Oversee Christian Education
- Monitor livestream

**Page 5, Question 1**

Our congregation's vision is to be a welcoming Christ-centered community that cares for its church family and reaches outward to draw the wider community into the folds of Presbyterian tradition. Rooted in long-standing presence in the community, we seek to continue to nurture spiritual growth through sound Biblical teaching, foster belonging through multiple fellowship opportunities, and expanding our mission emphasis on faith-based practical service. Our ministry vision includes continued live-streaming, outreach to individuals that are unable to attend in person, civic engagement and collaboration through partnerships with other local ministries.

**Page 5, Question 2**

Our congregation serves a small city and surrounding rural area with deep roots, multi-generational families, and a significant number of long-term residents. Community strengths include close personal networks and civic pride; challenges include an aging population, social isolation, economic pressures on families, and growing needs for mental-health and social services. Many residents value traditional worship but also respond to accessible, modern outreach, such as online worship. We will address emerging needs by strengthening pastoral presence, digital access and building and equipping our lay ministry. Additionally, we will work to deepen relationships with local ministries, Presbytery and community agencies. Our goal is to continue our congregation's long community presence through meeting needs while building sustainable, volunteer-led ministries that extend care, deepen faith formation, and increase community resilience.

**Page 5, Question 3**

The pastor will provide spiritual leadership and vision while equipping and coordinating staff and volunteers. More specifically, the pastor will work in close collaboration with Clerk of Session, Session and the various committees such as finance, personnel and nominating, Christian education, worship and music, house, technology and health.

Additionally, the pastor will become familiar with the Board of Deacons and Presbyterian Women's Association Fellowship.

**Page 6, Question 4**

We seek a pastoral leader who combines solid theological grounding with practical, relational gifts to advance our congregation's vision. Such attributes should include strong biblical knowledge, empathy, humility and a prayerful resilient nature. Additionally, said pastor must be willing to learn and lean-in to the needs of our specific congregation, while having the ability to assess and address changes appropriately. Knowledge and confidence with computer skills (Microsoft Office Suite; Excel; PowerPoint; Outlook) and a willingness to collaborate with Clerk of Session, Session and committees on all levels of church business.

**Page 6, Question 5**

We seek a pastoral leader (in collaboration with Session and designated committees) to be responsible for the following: Worship and sacrament, prepare and lead weekly Sunday worship and seasonal services; preach, plan liturgy, administer baptisms, communion, weddings, and funerals, provide premarital and liturgical guidance, pastoral care including hospital, hospice, nursing-home and home visits, as well as on-call pastoral coverage. Christian education, outreach, missions & community engagement; report regularly to Session to collaborate on planning, budgeting, policy and performance evaluations; to supervise staff/volunteer roles; manage continuing education; collaborate with committees to recruit, train, and support lay leaders and ministry teams; delegate responsibilities and build sustainable volunteer structure.

Denominational Relations: Attend Presbytery meetings; comply with denominational requirements, and engage in training/accountability structures.