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| **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:**

Lamington Presbyterian Church

X

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| **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:**

55

**Church School Attendance:**

NA

**Curriculum:**

NA

X

|  |  |  |
| --- | --- | --- |
| **Community Type (*select one):*** |  |  |
| N/A |  | Suburban |
| Rural |  | Urban |
| Village |  | College |
| Town |  | Recreation |
| Small City |  | Retirement |

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| --- | --- |
| **Intercultural Composition (*Race/Ethnicity - Percent of Congregation* ):** | |
| Prefer not to answer | % |
| Asian/Pacific Islander/South Asian | %  2 |
| Black/African American/African | %  2 |
| Hispanic/Latinx | % |
| Native American/Alaska Native/Indigenous | % |
| Middle Eastern/North African | % |
| White | %  96 |
| Multiracial | % |

**MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS**

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| --- | --- |
|  | **Position Type (*select one):*** |
|  | Administrator |
|  | Associate Director |
|  | Associate Pastor (Christian Education) |
|  | Associate Pastor (Other) |
|  | Associate Pastor (Youth) |
|  | Bridge/Gap/Acting Pastor |
|  | 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 |
|  | Head of Staff / Senior Pastor |
|  | 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) |

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| --- | --- |
|  | Pastor, Yoked Ministry |
|  | Pastoral Counselor |
|  | Seminary Staff |
|  | Solo Pastor: Installed |
|  | Solo Pastor: Temporary |
|  | Stated Clerk Presbytery |
|  | Synod Executive |
|  | Transitional/Interim Position |
|  | Youth Director (Non- ordained) |

X

|  |  |
| --- | --- |
|  | **Experience Required *(Select one):*** |
|  | No Experience/First Ordained Call |
|  | Up to 2 Years |
|  | 2-5 Years  X |
|  | 5-10 Years |
|  | More than 10 Years |

**Specify Title / PT Work Hours (if applicable):**

Designated Pastor

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| --- | --- |
|  | **Employment Status:** |
|  | Full-time  X |
|  | Part-time |
|  | Full-time/Part-time |
|  | Bi-Vocational |

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| --- | --- |
|  | **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 |

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| --- | --- |
|  | **Are you open to a clergy couple:** |
|  | Yes |
|  | No  X |

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

NA

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

We are a family of faith wrapping our arms around God’s world and making Jesus Christ a way of life through worship, as we praise and glorify God; through study, as we listen for God’s Word in body, mind and spirit; through mission, as we embody God's love in service to the world; through giving, as we express gratitude to God; through fellowship, as we love and care for one another.

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

We are seeking a pastor who can guide us in what it means to be a Christian in worship, fellowship, pastoral care, and mission.

Key is an ability to genuinely connect with the congregation and community by providing meaningful worship services, which foster a better understanding of God’s Word that is both current and relatable while remaining sensitive to and respectful of the diverse views of our congregation.

We seek a spiritual leader that can help explore, develop, implement and execute Christian education opportunities of all types and for all ages.

We are an active and educated community that needs a leader to help grow our congregation – in numbers and impact - through outreach and member/family engagement.

We seek a pastor who is welcoming, kind, energetic, caring and motivated to make the call of a pastor a way of life.

A pastor that enhances and enlightens the Word with things like music and art and who sees the open countryside around us as a gift.

We are a church with a rich history and seek a pastor that will uphold our traditions and help us forge new ones.

We would welcome a pastor who has a working knowledge of church budgets, pledging, and strong administrative and leadership skills who can guide and inspire the day-to-day running of a minimally staffed church.

Additionally, helpful is experience in the following: leadership recruitment and development, moderating meetings, hosting small group studies, confirmation class, and youth groups.

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| **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: 67,000** $

**Maximum Effective Salary:** $

|  |  |
| --- | --- |
|  | **Housing Type (*select all that apply* ):** |
|  | Manse |
|  | Housing Allowance |
|  | Open to either  X |
|  | 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?

Our Lamington Presbyterian Church (LPC) vision for ministry is to be a welcoming congregation that is committed to giving back to its community while opening our doors to all. We seek ways to serve those in need with outreach that is relevant and impactful. Our love of music, worship and fellowship complements our desire for a ministry that inspires thoughtful reflection and clear direction for a life of everyday faith. We seek a hands-on minister who will help strengthen our beliefs about what it means to lead a Christian life through worship but also will lead us and inspire us to the future while guiding the infrastructure, organizational needs, and logistics of day-to-day church operations. We are mindful of our 284 year history while understanding the world is constantly changing and understand that “church” goes well beyond an hour of worship once a week.

1. 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?

Our rural church is surrounded by affluent communities faced with many issues associated with the pressures of modern society. Urban, low-income communities are not far away with families struggling to make ends meet. Highlights of our current missions.

* Samaritan Homeless Interim Program: We supply a full meal to approximately 60 guests monthly
* HOME: We host guest families for one week, three times each year providing housing, meals, fellowship.
* Lamington Giving Garden: In 2023 we reaped and donated over 700 pounds of vegetables to Somerset County Food Bank.
* Elizabethport Presbyterian Center: We support inner city, low-income families to help make a sustainable difference. We host events to have fun together, we collect and deliver turkeys and Christmas gifts, and we worship together twice a year.
* Food Bank of Somerset County: We collect and deliver food items on an on-going basis.
* Basket Day: Our annual event supports our missions and the church’s operating budget. It is a community outreach event that provides us an opportunity to grow closer as we work together.
* Music Ministry –We offer the community concerts with accomplished artists and/or students from Westminster College Choir often to support a current mission or cause.
* Lamington Schoolhouse and Gladish Room – Our facilities beyond the sanctuary are used for church and community events and activities including bible study, painting classes, yoga, cooking classes, and community social gatherings.

1. 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 future pastor must share in Lamington’s purpose and vision as an upward, inward and outward-focused church.
* Our future pastor will be an enthusiastic minster of the Word who fosters spiritual growth through thought-provoking sermons that help us know our faith and encourages that faith to become a way of life.
* The pastor will engage the congregation, encourage fellowship and participation in aspects of our church life and enrich the spiritual life of the congregation. Our pastor will act as a catalyst that mobilizes all the gifts of the congregation while also providing pastoral care and outreach to the congregation and friends of LPC.
* Our new pastor will participate in the responsibilities of governance, seeking always to discern the mind of Christ and to build up Christ’s body through devotion, debate, decision, action and inspiration.
* Our new pastor will help us bridge the gaps between the church and our community, helping leadership and the congregation to identify areas to grow and guide us to find ways to be more future focused, deepen our faith and engage each other and the community.

1. 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.

* Leadership: Provide strong, visionary leadership, while being decisive with thorough follow through.
* Interpersonal Skills: Effective communicator, intuitive, capable of conveying ideas with sensitivity in preaching and counseling and leadership.
* Wisdom and Discernment: Should possess sound judgment and the ability to make good decisions.
* Humility: Approach their role with humility, recognizing limitations and weaknesses, while willing to learn from others and seek guidance when necessary.
* Commitment to learning: proactive in professional development, addressing the ever changing needs of the congregation and community, welcome constructive feedback
* Integrity: Be honest, trustworthy, and morally upright, serving as a role model for others.
* Foster a welcoming atmosphere and a commitment to parent/child community: while mindful of the needs for recruitment and retention of young families and appropriate programs for all ages.

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

* Provide meaningful worship services, which foster a better understanding of God’s Word that is applicable to our daily living
* Celebrate the sacraments of Baptism and Holy Communion.
* Work with and support the director of music to enhance and enlighten the Word through song.
* Help develop and lead Christian education efforts for all ages, including confirmation classes.
* Guide our congregation as we grow through mission and community outreach.
* Officiate at weddings, funerals and memorial services; provide pastoral counselling and support to those in need.
* Call on and provide pastoral care for sick and shut-in members and friends
* Be a spiritual leader with practical management and listening skills who will use his/her gifts to expand and develop the leadership of the church and enhance our congregation not only in number but also in impact.
* Have a working knowledge of church budgets, including stewardship and endowments. Guide and facilitate financial discussions and decisions to keep things in alignment with the church mission and vision.
* Support Office Administrator in the day-to-day administration of office activities. Moderate session and serve ex officio on committees.

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| **List any links that support the answers to your narratives or highlights ministries within your church/organization.** |
| Lamington Presbyterian Church Website [www.lamingtonchurchpcusa.com](http://www.lamingtonchurchpcusa.com)  Presbytery of the Highlands of New Jersey [www.highlandspresbyterynj.org](http://www.highlandspresbyterynj.org)  Township of Bedminster [www.bedminster.us](http://www.bedminster.us)  Bedminster Township School [www.bedminsterschool.org](http://www.bedminsterschool.org)  Somerset Hills School District [www.shsd.org](http://www.shsd.org)  Elizabethport Presbyterian Center [www.eportpres.org](http://www.eportpres.org)  Samaritan Homeless Interim Program [www.ship908.org](http://www.ship908.org)  LPC Facebook [https://www.facebook.com/Lamington-Presbyterian-Church-94137204008912/](https://www.facebook.com/Lamington-Presbyterian-Church-94137204008912/%20) | |

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| **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. Caroline Jinkins |
| Relationship: Immediate Past Pastor |
| Phone: 704-724-2512 |
| Email: carolinejinkins@gmail.com |

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| **Reference #2** |
| Name: Rev. Jacqui Van Vliet |
| Relationship: Former Interim Pastor |
| Phone: 201-519-7829 |
| Email: jacquivanvliet@gmail.com |

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| **Reference #3** |
| Name: Rev. Shelley Gardner |
| Relationship: Former Liaison to COM |
| Phone: 908-251-2870 |
| Email: jsjagardner@comcast.net |

**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:**

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| Name: |
| Preferred Phone: |
| Alternate Phone or Email: |
| Fax: |
| Email Address: |
| Address 1: |
| Address 2: |
| City: |
| State: |
| Zip Code: |

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| **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.** |

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.

95

|  |
| --- |
| Type in a number from 0-100, in increments of 5) |
| **%** |

Analyzes their audience before talking to them, adjusting to different circumstances and audiences, so to make each individual feel as they are speaking

90

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

80

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

70

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

75

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

65

problem. **%**

Values their experience in life, they continue their education, builds on strengths and seeks assistance

60

to develop the weak traits. **%**

Creates learning opportunities for active participants and as a collaborative way, by designing lesson

50

plans that teach concepts, facts and theology. **%**

Contributes intentionally to the happiness and well- being of others, by having genuine interest in seeing others thrive, providing honest and genuine

80

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

80

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

50

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

75

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

50

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. 95**%**