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: _____

Congregation or Organization Size (*select one*):

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

Average Worship Attendance: __125_____

Church School Attendance: ____21_____

Curriculum: _____Paster led using a variety of resources

_____

Community Type (*select one*):

____ N/A
____ Rural
____ Village
____ Town
___X_ Small City
____ Suburban
____ Urban
____ College
____ Recreation
____ Retirement

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

Prefer not to answer____%
Asian/Pacific Islander/South Asian__1__%
Black/African American/African_1___%
Hispanic/Latinx____%

Native American/Alaska____%
Native/Indigenous____%
Middle Eastern/North African____%
White_95___%
Multiracial__3__%

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

__X__ 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
____ Up to 2 Years
____ 2-5 Years
____X 5-10 Years
____ More than 10 Years

Specify Title / PT Work Hours (if applicable):

_____
_____

Employment Status:

__X__ 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:

_X___ English
____ Spanish
____ Korean

Other Languages: _____

Statement of Faith Required:

__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):

The mission of Graham Presbyterian Church is to declare the Good News of Jesus Christ, to bring people to a personal and never-ending relationship with our Lord and to serve and minister to our community as God intended. We strive to provide a community of faith that is welcoming and loving and active for people of all ages, including the youth of our community. We work to ensure that we continually spread the light and love of Jesus Christ by perpetually growing our fellowship and ministries to support our congregation and community beyond, keeping His Word and His teachings as our central foundation.

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

-Lead worship and preach the gospel

-Oversee church staff (Associate Pastor, Administrative Assistant, Music Director)

-Minister to homebound members (visitation and serve Communion)

- Develop Bible study for Sunday school classes and small groups and/or assist the volunteers who are leading these studies

-CEO of the church

-Study and pray

-Conduct funerals

-Conduct weekly meeting with church staff

-Facilitate and manage communication between Administrative Assistant, Associate Pastor, and Music Director to create cohesive worship services

-Supervise, mentor, and develop staff members, helping them grow in their roles and spiritual gifts

-Promote open communication, mutual respect among staff in a Christ-centered work environment

-Work with staff to establish ministry goals, evaluate effectiveness, and encourage collaboration

-Work closely with Session, moderate Session meetings monthly

-Perform weddings

-Perform baptisms

-Lead and equip a ministry of evangelism / outreach

-Help our church engage with the community and strengthen community connections

- Expand outreach opportunities utilizing the Community Life Center

- Foster collaboration and communication across church committees, ministry teams, and church leadership

- Perform other pastoral and administrative duties as needed to support our mission and ministry.

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: _____$50,000_____$

Maximum Effective Salary: __$95,000_____$

Housing Type (*select all that apply*):

____ Manse
_X___ Housing Allowance
____ 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):

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 vision for Graham Presbyterian Church is to remain an active, loving, multigenerational, Christ-centered congregation that seeks to grow its ministry and reach an ever-changing community through compassionate service and the proclamation of God's Word. We believe tradition and innovation can coexist and that both are vital to a healthy community of faith. We remain committed to Presbyterian doctrine while meeting people where they are and inviting them into a deeper relationship with Christ.

At GPC, we are dedicated to worship that glorifies God, preaching grounded in Scripture, and leadership that models integrity, accountability, and humility. We strive to strengthen congregational life through discipleship, learning opportunities, stewardship, and volunteer leadership that supports both our church family and the wider community.

Graham Presbyterian Church is especially proud of its Community Life Center, completed in 2025 through the vision and generosity of our congregation. Featuring classrooms, a full kitchen, and a gymnasium, the facility serves as a gathering place for church members and the community. Youth groups, families, and individuals come together for fellowship, recreation, learning, and faith-based activities. As we look to the future, we remain committed to finding new ways to use this space to serve our neighbors and share Christ's love through meaningful community outreach.

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?

___

Graham Presbyterian Church is located in Graham, North Carolina, a growing and diverse community in the heart of one of the fastest-growing economic regions in the country. Graham is a family-friendly small city with a strong sense of community, centered around its historic downtown and county courthouse. Our church is surrounded by local businesses, homes, schools, and government

offices, placing us in the midst of daily community life and giving us many opportunities for outreach and partnership. As our community grows, so do the challenges facing local families, especially in the areas of food insecurity, youth support, and community connection. Graham Presbyterian seeks to respond to these emerging needs by living out our faith through service, hospitality, and relationship-building. A key part of this mission is our Community Life Center (CLC), which serves as a gathering place for both church members and the wider community. The CLC hosts youth groups, movie nights, exercise classes, pickleball, and open gym activities that strengthen relationships across generations and congregations.We are especially committed to addressing food insecurity. Each week, volunteers prepare backpacks of food for local school children who depend on school meals during the week but lack reliable food on weekends. We also maintain a free outdoor food pantry that is available to anyone in need at any time. Through ministries such as Rise Against Hunger, we extend this commitment beyond our local community as well by packing 1,000+ meals in 1 hour. By meeting tangible needs with compassion, we seek to share the love of Christ and build a stronger, more connected community both locally and beyond.

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?

Our minister will oversee the tasks and responsibilities of our church staff members (Associate Minister, Music Director and Administrative Assistant) to help ensure that all areas of the church run smoothly and effectively in line with our mission. Our Associate Minister is ordained and experienced in leading worship, with a main focus on overseeing the children's and youth ministries as well as managing the volunteers who work with those programs. Our Senior Pastor will assist and support all youth and music programs in any way necessary by offering guidance and conducting meetings with staff to ensure there are clear communications across all areas of our ministries. A collaborative and respectful environment should be cultivated with our pastor providing leadership, while encouraging teamwork and mutual accountability within the staff. Our minister will also work closely with the Session and serve as Moderator of the Session by moderating monthly Session meetings in conjunction with church leadership while keeping Jesus at the center of our focus. Our church also has a long running and dynamic Church Playschool. Our minister will communicate and support the Playschool Director as necessary to ensure that that ministry continues to run smoothly and effectively. We envision that our minister will be one who can effectively lead, support and communicate with other church staff and volunteers. We realize that organization and effective communication and leadership are of paramount in ensuring that our church continues to grow and minister in the community.

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.

GPC is searching for a pastor who will lead our congregation in vibrant worship and in the continued affirmation that Jesus Christ is our Lord and Savior. We seek a minister who can lead a multigenerational congregation through meaningful worship rooted in Scripture and the Reformed tradition. We seek a worship leader that will serve Christ, "preach the Word of God at all times - correct, rebuke, encourage, and all the time feeding them patiently with God's Word - do the work of an Evangelist." 2 Timothy 4:2,5.

We desire a pastor with strong leadership, organizational, and communication skills who can effectively guide our staff and build relationships across a diverse congregation of lifelong Presbyterians and those new to the denomination. An effective pastor will meet people where they are in their faith journey while encouraging spiritual growth and discipleship.

Our pastor should actively support youth and children's ministries, helping younger members understand their vital role in the future of the church. We also seek a leader who values community engagement and can strengthen outreach ministries and connections within the broader community, using the Community Life Center as a resource.

We desire a minister who leads with kindness, humility, compassion, and wisdom; someone grounded in Biblical truth who listens well and provides strong pastoral care.

Above all, we seek a Christ-centered pastor who will honor our faithful past while helping lead GPC into the future with vision, unity, and steadfast commitment to our ministry.

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

Graham Presbyterian Church is searching for a pastor who will lead a dynamic and challenging worship service through preaching the Word of God. As head of staff, we seek a person who has strong administrative skills to lead our administrative assistant, associate pastor and organist/choir director. Other specific tasks and assignments would include moderator of the session, pastoral care and counseling, spiritual development, evangelism, congregational redevelopment/revitalization, visit the sick and serve communion to the homebound. Although we have an Associate Minister who works with our youth, the minister should have knowledge of current youth and children's programs and have ideas to reach young and single adults. Many of our church programs involve the community and the minister's awareness of these programs and involvement, as time permits, is beneficial to the congregation. Our church seeks a satisfying, long-term relationship with a minister, in order to continue spiritual growth and community outreach.

List any links that support the answers to your narratives or highlights ministries within your church/organization. (Up to 10 links)

1. https://www.grahampresbyterian.com/

2. https://www.cityofgraham.com/

3. https://www.grahamplayschool.com/

4. https://www.facebook.com/p/Graham-Presbyterian-Church-100064311086159/

(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: Cameron Horner
Relationship: Guest preacher
Phone: 336-260-5952
Email: Cameron.horner@cameronhornerministries.org

Reference #2

Name: Sandra Covert
Relationship: Former church member
Phone: 336-624-9436
Email: sheckman2@mac.com

Reference #3
Name: ____Keith Dodson
Relationship: Former member and missionary
Phone: 740-610-5329
Email:kdodson368@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: _____Jeanette Gray_____

Preferred Phone: _____336-_209-9338_____

Alternate Phone or Email: _____jeanettefoustgray@gmail.com

_____

Fax: _____

Email Address: _____

Address 1: 105 Pin Oak Ct.

City: Elon

State: NC

Zip Code: 27244

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. ___50__%

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. _50____%

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.	_60____%
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.	__80___%
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.	__55___%
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.	_45____%
Creates learning opportunities for active participants and as a collaborative way, by designing lesson plans that teach concepts, facts and theology.	__75___%
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.	_90____%

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.	__95___%
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.	__30___%
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.	__45___%
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.	__15___%
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.	__95___%