**Ministry Name: Valley Community Presbyterian Church**

**Congregation or Organization Size (*select one)* :** 251 – 400 members  
(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:** 100

**Church School Attendance:** 0

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

**Intercultural Composition (*Race/Ethnicity - Percent of Congregation* ):** 98% white

**Position Type (*select one):*** Solo Pastor - Installed

**Experience Required *(Select one):*** 5-10 years

**Employment Status:** Full-time

**Training/Certificate Requirements:** Clinical Pastoral Education Training

**Language Requirements:** English

**Statement of Faith Required:** Yes

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

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

**Our Mission**

Cultivating a community of followers who embody Jesus’ message of grace and love for all people.

**Our Core Values**

**Anchored in Worship**

We anchor our life together in the vibrant worship of God.

**Community and Celebration**

We joyfully celebrate milestones and our life together in Christ.

**Engagement with Scripture and the World**

We cultivate thoughtful, reflective faith through regular engagement with Scripture and the world, with a commitment to do justice, love kindness, and walk humbly with God.

**Welcoming and Serving All People**

We respond to the grace and love we have received by opening our hearts, hands, and church in service to all people.

**Next** Generation

We intentionally invest in the next generation so that it may set its hope anew on God.

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

General Responsibilities

* Innovate and create programs to meet emerging needs in the community and within the congregation.
* Work with congregation to establish greater presence in the community.
* Build relationships with families and the community.
* Provide active leadership and encouragement to the Session and congregation in developing programs reflective of our calling.
* Preach, lead worship, administer sacraments, and provide a teaching ministry to encourage spiritual growth of the membership and outreach to the community.
* Strengthen and build member faithfulness as Christian stewards.
* Mentor others spiritually.
* Share a ministry of compassion, comfort, and hope in hospital and home visits, crisis counseling, funerals, and weddings.
* Be head of staff; lead, direct, and supervise program and support peronnel.
* Assume necessary responsibilities in oversight of church operations.
* Oversee, encourage, and support ministries of Personnel, Worship and Stewardship, the Nominating Committee, Deacons, Preschool Director, and other groups/committees.
* Provide leadership/resourcing in organizational development and staff management.
* Moderate Session.
* Participate in the work and ministry of governing bodies beyond Session, representing Valley with ecumenical groups and other organizations.

Pastoral Care

* Conduct timely hospital and home visitation as needed.
* Serve as a contact person or referral for individuals in crisis or transition.
* Seek new opportunities for mission.

Leadership Development

* Develop, revitalize, and support specific programs.
* Plan educational programs for staff and participate in professional development in consultation with the Personnel Committee.

ON CLC:

General

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* Work with congregation to establish greater presence in the community
* Build relationships with families and community
* Provide active leadership to the Session and congregation in developing programs reflecting our calling
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Pastoral

* Conduct timely hospital and home visits
* Serve as contact person or referral for individuals in crisis or transition
* Seek opportunities for mission

Leadership

* Develop, revitalize, and support programs
* Plan educational programs for staff, and self

**Minimum Effective Salary:** 75,000.

**Maximum Effective Salary:** 85,000

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

**MDP Narratives. Please fill out the following narrative questions about your congregation (*1500 character limit per question, including punctuations and spaces* ):**

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?

**Character count:** 1500 (of 1500)

Formed as a mission church in 1942, Valley Community embodies the heart of its name—community. For decades, we thrived. Now we are an aging church experiencing a decline. Building on our Vital Congregations work, the interim pastor led the Session and congregation in revisioning. We embrace our new mission—Cultivating a community of followers who embody Jesus’ message of grace and love for all people—and core values:

* Anchored in Worship
* Community and Celebration
* Engagement with Scripture and the World
* Welcoming and Serving All People
* Invest in the next generation

We live into our new commitment as a Matthew 25 church: “Whatever you did for one of the least of these brothers and sisters of mine, you did for me.” We exist to serve others.

This focus is shown in our:

* Partnership with Raleigh Park School
* Relationships with preschool families
* Dynamic music/arts program
* Sanctuary house for refugees
* Exploration of after-school and childcare and growing relationships with mental health providers

We are at the beginning stages of this renewal. Guided by our interim pastor/Session, members have read Smietana’s “Reorganized Religion.” A few members have joined the interim pastor to volunteer at the school. Our new Director of Community & Family Engagement and a cadre of volunteers have held several successful events attracting next-generation families from the preschool/area. We want a pastor who recognizes the steps we’ve taken and is excited to help us expand this mission.

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?

**Character count:** 1495 (of 1500)

Valley is in a neighborhood that’s predominantly upper middle class but includes a fair share of apartments with younger/lower-income individuals/families. Valley Christian Preschool is located in the church. The Preschool and church attract some from the metro area. The congregation warmly welcomes/involves children/youth in service.

We connect with families through events such as Christmas Tree Lighting, Trunk or Treat, Easter Brunch and Egg Hunt, Music Makers classes, Crop Walk, and many more. For years, we’ve been known for our youth/music/preschool programs, partnered with Scout groups, supported the local food pantry, hosted Red Cross blood donation events, and collected backpacks for low-income students and supplies for the homeless, to name a few.

As a certified PCUSA Earth Care Congregation, we are committed to sustainable practices for all events and facility maintenance.

Recently, we expanded our community engagement by providing classroom volunteers for our nearby elementary school, and converting a church property into a sanctuary house, supporting an Afghan refugee family. We created the Director of Community & Family Engagement position to further our connections with the preschool, neighborhood, and broader community.

We’re looking for a pastor moved to build flourishing programs that serve the needs of the community, such as providing childcare in our freestanding Youth House, meeting the needs of aging residents, and addressing mental health.

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?

**Character count:** 1499 (of 1500)

Valley is reenergized by the Session’s deliberate work! Building on our decades-long presence in the community/established programs, our three-year vision is: *In response to the grace and love we have* *received, we will intentionally invest in cultivating authentic and supportive relationships with community partners and next-generation children/youth and their families so that they might flourish.*

Valley has participated in two mission studies in a relatively brief time—New Beginnings and Vital Congregations. Both—and Session's recent work—share a common theme: We choose to revitalize/prosper through missional service.

The called pastor will work with dedicated Valley members/friends and highly gifted staff excited about the momentum underway. Our needs include a pastor who enjoys:

* Engaging with the congregation outside of worship and is energized by building relationships with others—inside and outside the church
* Leading the congregation to further a greater presence through service/outreach
* Innovating/creating ways to open our underutilized building/resources to serve the community
* Helping others see opportunities to meet emerging needs
* Working with talented/committed staff:
* Music Director
* Director of Youth & Children’s Music
* Assistant Music Director
* Director of Community & Family Engagement
* Preschool Director

It is essential the next pastor is skilled in/committed to leading adaptive change. We look to the future and living/breathing intentional hospitality!

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.

**Character count:** 1154 (of 1500)

We seek an experienced pastor with deep demonstrated faith who preaches and leads worship with skill, sharing pertinent, memorable, and poignant stories to illustrate the Bible verses. To boldly pursue our mission and vision, we also need:

* A visionary who inspires us to see and pursue possibilities
* A strategic leader who listens closely and engages collaboratively to motivate steady progress
* A change agent who is adept at navigating cultural shifts with hope, joy, and persistence
* An entrepreneur who proactively pursues opportunities with creativity and drive
* A lifelong learner who thinks innovatively and remains flexible
* A compassionate bridge-builder who forms strong, caring relationships with staff, congregants, committees, and members of the broader community
* A nurturer who will encourage the spiritual growth of the congregation and cultivate our unique skills and gifts to serve the community
* A head of staff who demonstrates emotional and social intelligence in managing and developing personnel
* A resilient and faithful shepherd who will embrace the calling to serve as pastor with enthusiasm while demonstrating self-differentiation

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

**Character count:** 1354 (of 1500)

* Be head of staff; lead, direct, and supervise program and support personnel
* Preach, lead worship, administer sacraments, and provide a teaching ministry to encourage spiritual growth of the membership and outreach to the community in evangelism and mission
* Provide active leadership and encouragement to the Session, congregation, and organizations in developing programs reflective of our calling
* Oversee, encourage, and support ministries of Personnel, Worship and Stewardship, the Nominating Committee, Deacons, Preschool Director, and other groups/committees
* Provide leadership/resourcing in organizational development and staff management
* Moderate Session
* Strengthen and build member faithfulness as Christian stewards
* Mentor others spiritually
* Share a ministry of compassion, comfort, and hope in hospital and home visits, crisis counseling, funerals, and weddings
* Participate in the work and ministry of governing bodies beyond Session, representing Valley with ecumenical groups and other organizations
* Plan and participate in educational programs for staff.
* Participate in professional development in consultation with the Personnel Committee.
* Balance and support the needs and desires of those who are spiritually mature as well as individuals who are new to their faith or have been on their spiritual path for only a short time.

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

Valley new website address to go here.

**Reference #1 -** Robin Garvin

**Reference #2 -** Paul Belz-Templeman

**Reference #3 -** Jennifer Ackerman

**MDP Competency Match Criteria**

*Please note this section is not part of the MDP. This section of your matching preferences will be made available under your MDP list panel, in the actions when your MDP has been approved by your Clerk of Session and COM Chair. The icon is a clipboard.*

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. 20%

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. 20%

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. 15%

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. 15%

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. 15%

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. 15%