

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: Tualatin 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: 100 in person, 50 online

Church School Attendance: 7 to 12 kids

Curriculum: We tell stories around our “campfire” from Godly Play curriculum. When we use videos, they are a combination of Spark House and Storytellers.

Community Type (*select one*):

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

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

Asian/Pacific Islander/South Asian	3%
Hispanic/Latinx	2%
White	94%
Multiracial	3%

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

MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

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): **NA**

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 Presbyterian Training
- Certified Business Administrator
- Clinical Pastoral Education Training
- Other Training:** _____

Language Requirements:

- English
- Spanish
- Korean
- Other Languages:** _____

Statement of Faith Required:

- Yes
- No

Are you open to a clergy couple:

- Yes
- No

MDP Application Deadline (if applicable): **45 Days**

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

Tualatin Presbyterian Church is a family of faith called by God to worship, serve, and love. As part of the Body of Christ, we seek to better our community and ourselves by living the teachings of Jesus Christ

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

Position Summary: To provide spiritual leadership, pastoral care, administrative oversight, and organizational direction to the church with a broad program of worship, teaching, outreach, and fellowship: emphasis on worship, leadership, preaching, teaching and stewardship.

Primary Duties & Responsibilities:

1. Provide stability by performing the responsibilities of head of staff, leading, directing, and supervising the pastoral, program and support staff.
2. Following the Presbyterian Order of worship, preach, lead worship, provide children's messages, administer the sacraments, and provide a teaching ministry which will encourage the spiritual growth of the membership and their outreach to the community.
3. Assist in leading TPC in discovering options for change and exploring what we want to be.
4. Provide active leadership and encouragement to the session, deacons, the congregation, and its organizations in articulating vision and aligning any changes necessary in revised vision.
5. Oversee, encourage and support the Session leaders and committees/task forces as necessary (i.e., Family Ministries, Mission, Building and Grounds, Fellowship and Connection, Worship, Finance and Administration, as examples).
6. Provide leadership and resources in staff development.
7. Moderate session.
8. Attend church committee meetings.
9. In collaboration with other staff, share in a ministry of compassion, comfort, and hope in hospital calling, crisis counseling, and home visitation. Performs funerals, weddings, and baptisms.

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: \$65,000

Maximum Effective Salary: \$75,000

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?

Tualatin Presbyterian Church is a family of faith called by God to worship, serve and love. We strive to be a community of hope and joy in a world that is often lacking in both. Church attendance and participation may be in broad decline these days, but we seek to counter that trend by being a loving, welcoming, hope-filled community that engages people, body and soul. Through mission projects, friendship groups, adult education classes, community outreach to the unhoused, spiritual growth programs for children and youth, church choir and bell choir, sewing and crocheting groups, and lively worship services, our goal is to provide a variety of opportunities for people to help others while also being fed spiritually. Our members make an impact on the wider community at work, school, play, and among family and friends, by being hope-filled and spirit-led followers of Christ who seek to make the world a better place.

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?

Tualatin Presbyterian Church is located in Tualatin, OR, a small suburb of 27,000 people located 12 miles SW of Portland. Tualatin sits in an ideal location enabling easy access to all that Oregon has to offer. It is 85 miles from the Oregon Coast and 65 miles from Mt. Hood. Tualatin is a well-educated and engaged community that is involved in the activities and needs of society. Located along the meandering Tualatin River, the town's history and current prosperity relies on its recreational and commercial benefits with a strong industrial business presence and strong community activities. The Church draws members from many neighboring towns such as Durham, Lake Oswego, Tigard, Sherwood, Newberg, and Wilsonville.

Mission and Outreach are a priority for us. We actively support the needs of the community through programs such as Family Promise, Good Neighbor Homeless Center, Loving Stitches, and School House Project.

Our youth are actively involved in these programs as well, led by our Family Ministry Director.

These programs help us fulfill our mission to better our community and ourselves by living the teachings of Jesus Christ. We seek to find a candidate that wants to see others thrive and desires to encourage and help expand our outreach programs.

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?

Tualatin Presbyterian Church is enthusiastically entering a new phase of our journey as we seek a new leader for our loving and friendly congregation.

We are looking for a pastor who personally engages the congregation, and provides leadership and structure to the church thus enabling the talent within the congregation/staff while fostering a spirit of volunteerism within the church and community. We are seeking a leader who ensures staff and volunteers are respected, supported, and included in decisions and directions, while challenging, motivating and encouraging them to think creatively. As a welcoming congregation, we look to expand beyond what we are currently doing, diversify, and challenge ourselves while retaining our core identity.

We seek a pastor who can connect with all ages while providing sermons that are both meaningful and accessible. We intend to continue the support of our strong youth program while focusing on growing our congregation, particularly with younger families. TPC is also looking for a pastor to provide vision, address challenges and guide the future of the Church.

The life of our congregation will blossom through pastoral support that: chooses to love; expresses positive energy to get involved; encourages us to share our gifts; and to step up and offer our hearts and experiences.

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.

We are seeking an authentic servant leader who is energetic, demonstrating a deep faith and leading with compassion, humility, integrity, kindness, and a sense of humor. The person called to this congregation should be a spiritually mature lifelong learner with deep values, who demonstrates a good balance of ministry and life experience.

Preaching is vital and should be insightful, challenging, and inspirational, encouraging us to live out our faith in our everyday lives. Our pastor should understand that we are in changing times, not only in our church but in our world and culture. We seek someone who will help us remain faithful and continue to grow spiritually in these changing times.

Strong leadership skills are essential, using and cultivating the various gifts within the congregation. The pastor must work collaboratively among many, encouraging others to take leadership and support roles. We are looking for someone who is eager to work alongside us in mission and someone who will try new ideas, inspire spirituality, and create a safe space for people who have different perspectives, opinions or lifestyles. We seek a forward-thinking and open-minded pastor who is excited to grow a congregation!

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

TPC seeks an ordained minister to lead the congregation in pursuit of our mission. The pastor will be expected to fulfill a range of responsibilities, including:

- Provide spiritual leadership and organizational direction to the church
- Prepare and lead worship services that are engaging, inspiring, challenging, and hope-filled
- Administer the sacraments and preside at weddings and funerals
- Provide a teaching ministry for adults by organizing and directing meaningful Bible studies, book studies, and current events and issues
- Provide spiritual support and pastoral care, including visits to those homebound and hospitalized
- Plan and moderate Session and Congregational meetings
- Identify and develop leaders within the congregation, while encouraging members to discover their gifts and talents for ministry;
- Guide, teach, and coach both staff and lay leaders in the performance of their duties, including working with them to establish vision, direction, and priorities
- Facilitate communication between the leadership and the congregation.
- Provide vision, encouragement and resources for stewardship programs, fundraising and financial health of the church
- Provide Youth and Family Ministries support as needed
- Relate well with children and youth
- Encourage and support mission projects and community outreach activities
- Continue professional growth and education
- Participate in church social functions

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

Link Title: Tualatin Presbyterian Church

Description: TPC main website

URL: <https://tpcspirit.org>

Link Title: City of Tualatin Profile

Description: Tualatin Chamber of Commerce City Profile

URL: <https://tualatinchamber.com/wp-content/uploads/2023/06/Tualatin-City-Profile-2023.pdf>

Link Title: Family Promise

Description: Family Promise of Tualatin Valley

URL: <https://www.familypromiseoftv.org>

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 Dr. Ken Henry

Relationship: Current Interim Pastor of TPC

Phone: (408) 375-3112

Email: pastor@tpcspirit.org

Reference #2

Name: Rev. Dick Wiggers

Relationship: Member of TPC and former TPC interim pastor

Phone: (503) 713-7959

Email: wiggerscal@gmail.com

Reference #3

Name: Carolyn Locke
Relationship: Prior congregational member
Phone: (503) 656-1534 mobile (360) 491-6309 landline
Email: clockezoo@gmail.com

Reference #4

Name: Annica Gage
Relationship: Prior congregational member
Phone: (971) 645-9022
Email: annicagage@gmail.com

Reference #5

Name: Paul Belz-Templeman
Relationship: Prior congregational member
Phone: (503) 720-5392
Email: paul@potc.org

Reference #6

Name: Rose Money
Relationship: Executive Director of Family Promise of Tualatin Valley where TPC members volunteer
Phone: 503.427.2768
Email: rose@familypromiseoftv.org

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: Alan Grobey
Preferred Phone: (503) 705-3123
Alternate Phone or Email:
Fax:
Email Address: agrobey@tpcspirit.org
Address 1: 16260 SW Bell Road
Address 2:
City: Sherwood
State: Oregon
Zip Code: 97140

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. _____ 25%

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. _____ 35%

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. _____ 10%

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. _____ 50%

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. _____ 25%

Creates learning opportunities for active participants and as a collaborative way, by designing lesson plans that teach concepts, facts and theology. _____ 50%

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. _____ 5%

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. _____ 5%

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. _____ 15%

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. _____ 60%

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. _____ 25%