



## 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, Lamesa, Texas

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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:** 14

**Church School Attendance:** 5

**Curriculum:**

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**Community Type (select one):**

- |            |            |
|------------|------------|
| N/A        | Suburban   |
| Rural      | Urban      |
| Village    | College    |
| Town       | Recreation |
| Small City | 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 _____	Pastor, Yoked Ministry _____
Associate Director _____	Pastoral Counselor _____
Associate Pastor (Christian Education) _____	Seminary Staff _____
Associate Pastor (Other) _____	Solo Pastor: Installed ___X___
Associate Pastor (Youth) _____	Solo Pastor Temporary ___X___
Campus Ministry _____	Stated Clerk Presbytery _____
Chaplain _____	Synod Executive _____
Christian Educator (Certified) _____	Transitional/Interim Pastor _____
Christian Educator (non-certified) _____	Youth Director (Non-ordained) _____
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 \_\_\_\_\_

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 X \_\_\_\_\_

2-5 Years \_\_\_\_\_

5-10 Years \_\_\_\_\_

More than 10 Years \_\_\_\_\_

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

**Employment Status:**

Full-time Pay \_\_\_\_\_

Part-time Work hours \_\_\_\_\_

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):**

\_\_\_\_\_

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

**We don't have a money problem. We have a people problem. We offer a part-time role for fulltime pay to develop a center for preaching excellence. And we mean that!**

**We are a well-endowed congregation. Our mission is to be a blessing to our community and to be a community of worship where God's Word is preached fully grounded in the Scriptures, researched with intellectual rigor, delivered with a Reformed understanding and with a passion for the gospel of Christ. We have a vision of worship services that are so edifying that we can't help but share our experience with our friends and neighbors. We have a vision of Bible study that creates an insatiable desire to engage ever more with the Scriptures. We have a vision of blessing our town in ways that bring**

joy, hope, and a sense of community.

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

We are able and willing to provide full time compensation for part-time work. We desire to be a center of preaching excellence in Palo Duro Presbytery and particularly for our community.

The pastor's responsibilities are limited to worship leadership (including funerals and weddings), teaching a weekly Bible Study, participating weekly for one hour in some community group or activity, hospital and grief visitation, and moderating our session. The congregation will take care of all administrative responsibilities, fellowship and outreach matters. The pastor will be provided with secretarial help to accomplish their work.

The pastor may choose to live outside of Lamesa. Lubbock, home to Texas Tech and a regional airport, has a population nearing 300,000 people with all the amenities a city of its size offers. Midland is south of Lamesa with a population of 132,524 and it too has a regional airport.

We are open to preachers near the end of their careers who want to leave behind all of the administrative parts of the position and focus on preaching, teaching, and pastoral care. We are open to preachers who have retired but still, desire to offer their preaching gift to a congregation who will welcome it. We are open to young pastors who are excellent preachers but who are seeking time to work on an advanced degree or to write for publication.

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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:**

\_\_\_\_\_ 61,800 \_\_\_\_\_ \$

**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):**

**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 is to offer our community a traditional reverent worship with outstanding and enlightening preaching. We want members and nonmembers to come to church for the preaching. Our vision is to use our endowment to bless our community by financially supporting organizations and events that build up and strengthen it.

The options for traditional reverent worship are extremely limited in our community. Our commitment to be a center of excellence in preaching will provide the 29% of our community who are not related to any faith tradition a place to be nourished.

We are an incubator for a presbytery program to use well endowed congregations to become centers of excellence in preaching.

**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?**

Lamesa is a community of 8,674 with a 21 bed hospital, a live community theater, and a two screen first run movie theater. Our

school system serves over 1,600 students in K-12 with a 100% four year graduation rate. The avg ACT score was 18.1. There is a significant number of our neighbors who live in poverty. When we were larger, we were known for rehabbing houses of low-income homeowners, for providing a monthly food pantry, and for participating in community wide programs to assist those in need. Our heart is still there, but we no longer have the strength so we seek to bless our community through financial gifts from our endowment.

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 short-term and long-term goal is to be a witness to the gospel of Jesus Christ by sharing the resources God has given us and by becoming a center of excellence in preaching and maintaining meaningful reverent worship in our 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.

Our pastor needs to be a constant learner. Our pastor needs to be dedicated to exegeting the Scriptures to illuminate the hearts and minds of our congregation and all those who will worship and/or study with us. Our pastor needs to be an excellent oral communicator. Our pastor should be someone who is comfortable meeting and engaging in conversation with other people.

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

Our pastor's primary responsibility will be for leading worship. Their secondary responsibility will be to lead a weekly bible study. Their third priority will be to provide pastoral care for members when they are hospitalized or have suffered a loss. The final responsibility is to participate one hour a week in some community group or project, in order for people in the community to get to know them outside of their role as pastor.

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

ci.lamesa.tx.us

lamesachamber.org

lamesaisd.net

medicalartshospital.org

lamesacommunityplayers.com

lamesamovieland.com

howardcollege.edu

ttuhsc.edu

**(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 three references of individuals who have had connections with the congregation and are not currently involved in the congregation):*



**Reference #1**

Name: The Rev. Dr. Janice Six, HR

Relationship:    Former moderator; present  
Pulpit Supply

Phone:    325-665-0643

Email: jsix@fcpc.net

**Reference #2**

Name: The Rev. Dr. Scott Campbell

Relationship: Executive Presbyter Palo Duro  
Presbytery

Phone: 806-797-2417; 806-773-1473

Email: scott@paloduropresbytery.org

**Reference #3**

Name: Ray Stephens

Relationship: Local Certified Public  
Accountant

Phone: 806-759-9817

Email: rstephens@stephenstelchik.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:    Carter T. Schildknecht

Preferred Phone: 806-759-2733



Alternate Phone or Email: 806-872-3262

Fax: \_\_\_\_\_

Email Address: sec.fpclamesa@gmail.com

Address 1: 108 Hillside Drive

Address 2: \_\_\_\_\_

City: Lamesa

State: Texas

Zip Code: 79331

### 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.

100\_\_%

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.

30\_\_\_\_%

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.

60\_\_\_\_%

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.

10\_\_\_\_%

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.

10\_\_\_\_%

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.

60\_\_\_\_%

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.

10 \_\_\_\_ %

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.

40 \_\_\_\_ %

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.

10 \_\_\_\_ %

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.

5 \_\_\_\_ %