

MINISTRY DISCERNMENT PROFILE

MINISTRY PROFILE INFORMATION

Ministry Name: Union Presbyterian Church Brownwood

Congregation or Organization Size (select one):

____ N/A
X 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: 20-25

Church School Attendance: NA

Curriculum:

Community Type (select one):

N/A _____	Suburban _____
Rural _____	Urban _____
Village _____	College _____
Town _____	Recreation _____
Small City <u>X</u>	Retirement _____

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

Prefer not to answer _____ %
Asian/Pacific Islander/South Asian _____ %
Black/African American/African _____ %
Hispanic/Latino _____ %
Native American/Alaska _____ %
Native/Indigenous _____ %
Middle Eastern/North African _____ %
White 100 %
Multiracial _____ %

MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

Position Type (select one):

Administrator _____	Pastor, Yoked Ministry _____
Associate Director _____	
Associate Pastor (Christian Education) _____	Pastoral Counselor _____
Associate Pastor (Other) _____	

Associate Pastor (Youth) _____	Seminary Staff _____
Campus Ministry _____	Solo Pastor: Installed <u> X </u>
Chaplain _____	Solo Pastor Temporary _____
Christian Educator (Certified) _____	Stated Clerk Presbytery _____
Christian Educator (non-certified) _____	Synod Executive _____
Church Business Administrator _____	Transitional/Interim Pastor _____
Co-Pastor _____	Youth Director
College/Seminary Faculty _____	(Non-ordained) _____
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 _____
 2-5 Years _____
 5-10 Years X
 More than 10 Years _____

Specify Title / PT Work Hours (if applicable):

Employment Status:

Full-Time X
 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: Master of Divinity-Minimally

Language Requirements:

English X
Spanish _____
Korean _____

Other Languages: _____

Statement of Faith Required:

Yes X
No _____

Are you open to a clergy couple:

Yes _____
No X

MDP Application Deadline (if applicable): 6 weeks

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

Union Presbyterian Church exists to spread the teachings of Jesus Christ,
provide a community where believers can serve others, & offer a place for
worship & spiritual growth. To those ends, our congregation will

- Teach & share the good news of Jesus Christ through divine worship & fellowship, preparing congregants to live out their faith (1 Corinthians 14:6)
 - Unite our individual efforts to worship & praise God in community (Psalm 100:2-4)
 - Be led by the Holy Spirit in showing the love of Christ by the way we live (Galatians 5:22-26)
 - Utilize congregational & connectional church missions & resources to be a beacon for meeting the spiritual & physical needs of our community & world (Matthew 25:31-45)
-

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

Specifically responsibilities involve the following:

- Worship - preaching the Word
- Moderating meetings of Session
- Outreach to the community & homebound
- General oversight of facilities – awareness of needs & relaying information to the appropriate persons/committees
- Supervise Christian Education
- Participation in Presbytery & other Councils as the Spirit leads

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 & other compensations. See Effective Salary Definition at Board of Pensions of the PC(U.S.A).

Minimum Effective Salary:

\$100,000

Maximum Effective Salary:

\$120,000

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 & spaces):

- 1. How would you describe the congregation's/organization's specific vision for ministry? Is the congregation part of a ministry vision or program?**

Our congregation is blessed with faith & resources. We have a duty of stewardship & want our financial base to be utilized in ways that serve our community & our mission.

We are focused on ministering to our members' spiritual & physical needs; supporting community programs with both funding & volunteers; & providing worship with Bible-sourced preaching, music, & traditional services in the Reformed tradition.

The Church is devoted to its existing mission work but would welcome new opportunities to enhance the spiritual & physical lives of residents, regardless of

whether or not they are church members. Our pastor will be a leader in the city, with pastoral care to the community. Through this work our goals are:

- Serving the underserved & homeless
- Supporting local missions
- Offering physical resources (church space) for special needs (i.e. Parkinson's support, American Legion, Red Cross)
- Monetary support for various entities such as Buffalo Gap Presbyterian Camp

Programs include:

- Buffalo Gap Presbyterian Camp, Abilene-area campground jointly owned by several churches
- Cross Classical Academy
- Pearl Griffin Memorial Latchkey
- Christmas sock & mitten tree for Amarillo Children's Home
- Good Samaritan Ministries
- Annual PC(USA) offerings

2. What is the nature & context of the community in which your congregation lives out its mission/vision?

Our shopping options continue to expand with one-of-a-kind locally-owned boutiques, restaurants, businesses, & shops as well as national chains. Brownwood & Early form the business & medical hub for 7 counties with more than 100,000 people.

Brownwood is located near the geographical center of Texas. Major cities such as Austin, Dallas, Fort Worth, Abilene & Waco are within a 1-3-hour drive. Passenger air service is available through airports at Abilene, Austin, Love Field & DFW International.

Hendrick Medical Center is a 188-bed acute care hospital operated by the regional Hendrick Medical network. Other healthcare clinics include private & boutique services.

The community calendar includes:

- Lake Brownwood State Park
- Cinco de Mayo Festival
- Lyric Theatre productions—several members are involved
- Brown County Rodeo & Youth Fair
- Heartland Hot Rod Run
- Music festivals
- Christmas parade
- Wineries
- Art Association events
- Historical museums & memorials

Lake Brownwood & the State Park are sources of a wide variety of unique & exciting outdoor activities for all nature lovers.

Educational Options

- Howard Payne University
- Texas State Technical College
- Ranger College
- Award-winning academic & extracurricular programs in Early, Brownwood & smaller rural schools

We have a history of helping lower income residents—filling the gaps that other organizations can't. We are known as a mission-minded church. We established Pearl Griffin Memorial Latch Key to address the need for childcare.

3. How will this call help complement the responsibilities of other staff/volunteer positions, & the life of the congregation/organization, so that you may accomplish your short & long-term goals for ministry?

Our pastor will not be a lone ranger. Members share duties that range from pulpit supply, worship planning, Communion (led by Ruling Elders commissioned by Presbytery), home visitation & Communion, budget management, & building concerns. Members are willing & accustomed to meeting contractors & repair crews at the church if needed, as that is not the sole responsibility of the pastor.

The current paid staff is all part-time, & only the office secretary is on site routinely. Other part-time employees are the organist, choir director, & custodian. The pastor is generally expected to be in the office most weekdays unless pastoral rounds & visitation require being away. The pastor is encouraged by the Session & the Presbytery to observe a Sabbath for rest & relaxation.

Our pastor needs to have the gifts of pastoral temperament & initiative to lead us in taking Communion to homebound members & join us in hospital/nursing facility visitation. Our pastor will lead by example to show us how to love our neighbor – especially those in this community, including those with financial as well as spiritual needs, whether or not they lack a church home & would consider joining us.

- Christian Education needs to be a renewed focus. If necessary or desired, we would certainly consider calling a Christian Education leader.
- Help us work together to reassess church goals
- In addition to missions already supported, find a new mission to support
- Energize our congregation for the Lord's work

4. Provide a description of the skills, gifts & training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision & mission established.

Our pastor will hold us to being a church where people experience radical hospitality without abandoning biblical conviction, a place of worship where we tell the truth about sin without forgetting the mercy we've received ourselves.

A background in Presbyterianism is required, as is the degree of Master of Divinity from a recognized seminary. Session is open to assisting the pastor in obtaining a doctorate in ministry, if desired, by providing time for study & other considerations.

A sense of humor, patience, empathy, humility, & diplomacy make a pastor relatable, as will a personality able to build relationships of trust, respect, & confidentiality.

We are a healthy congregation, blessed with excellent options for pulpit supply; we can wait for God's perfect time to call a pastor. However, we are ready to welcome that pastor who will help us focus our energy on what we together decide are our priorities. Here, that pastor will find a congregation committed to local missions, but also eager to take on endeavors dear to the pastor's heart.

Our pastor will:

- Proclaim the Word with thought-provoking, relevant, Scripture-based sermons
- Be open to new ideas & encourage our own creativity
- Establish youth & family ministries
- Use fellowship to expand our witness to Christ
- Interpret Presbyterian polity & support participation in Presbytery
- Encourage open dialogue & communication
- Have a passion for God & God's people
- Ministry to congregation & homebound
- Vision for growth

5. What areas of ministry do you expect the person called to be responsible for?

Session is committed to membership growth, & should we be successful, we can see that a Christian educator position (part-time to begin) would be needed. Growth may also lead to other added staff, part-time or otherwise, as finances & church needs demand.

An observation about the percentages shown in the "competencies" section which follows this. Obviously these are ideals. We understand it is impossible for one individual to possess the lofty levels of near-perfection these numbers represent, even with God's help. As a congregation & as individual church members, we know we fall short of where we want to be; we all do.

Our pledge to our pastor is to support you as you bring to our community your passions & special talents, & to complement your strengths with those found among our membership or others recruited to join us in serving Christ & glorifying God. We will do this together, ministering to you as the Spirit leads even as you pastor us. Would you pray right now to come?

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

<https://unionpresbrownwood.org/>

<https://tpwd.texas.gov/state-parks/lake-brownwood>

<https://www.earlytx.net/333/Visitor-Center>

<https://www.brownwoodchamber.org/>

<https://www.hputx.edu/>

<https://www.brownwoodlyrictheatre.com>

<https://goodsambwd.org/>

<https://www.latchkeyprogram.org/>

<https://visitbrownwood.com/>

<https://www.browncountymuseum.org/>

(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 & representation in its worship, governance, & 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 the Constitution. (F-1.0403) Each Pastor Nominating Committee & 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 & 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 & are not currently involved in the congregation):

Reference #1

Name: Scott Campbell – (Honorably) Retired Executive Presbyter

Relationship:
Phone: (806) 773-1473
Email: SSLcampbell@att.net

Reference #2

Name: Mike Rodgers – Retired CFO of Howard Payne University
Relationship: Pulpit Supply
Phone: (469) 877-8640
Email: mwmjrodgers@gmail.com

Reference #3

Name: Vicki Vaughn
Relationship: Adjunct Professor Biblical Studies (HPU) &
Pulpit Supply
Phone: (325) 998-6414
Email: vrvaughn@verizon.net

Reference #4

Name: Eric Evans – Lyric Theatre Managing Director
Relationship: Community & Education Leader
Phone: (325) 998-2801
Email: ericevans@aol.com

Reference #5

Name: Ray Tipton - Deputy City Manager
Relationship: Economic Development Brownwood
Phone: (325) 642-6906
Email: rtipton@brownwoodtexas.gov

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: Gene Deason
Preferred Phone: (325) 203-3733 (cell phone)
Alternate Phone or Email: genedeason@aol.com
Fax:

Email address: genedeason@aol.com
Address 1: 1803 17th Street
Address 2:
City: Brownwood
State: Texas
Zip Code: 76801

MDP Competency Match Criteria

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

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 & 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
& not interrupting others, showing interest,
& showing empathy for what is being said. 100%

Analyzes their audience before talking to
them, adjusting to different circumstances
& audiences, so to make each individual
feel as if they are speaking to them 100%

Can communicate the observations they make
when identifying weaknesses within ministry,
themselves, or the community in a wise &
discerning way, explaining their vision, &
responding why & what kind of change is
required. 100%

Embraces the humanity & Christian principles
from the values, stories, & objectives passed
through generations, using Reformed Theology
as their root of principles & vision, using
traditions in worship or ministry as a means of
comfort & belonging. 100%

Takes time to examine the task, needs, &
capabilities of the situation & people,
choosing the best way to respond to each

one by assessing their approach to lead a team, & shares their plans with the members of the team.	<u>70%</u>
Self-motivated individual that takes the initiative to start & finish a task given, while working towards a goal, so they can enjoy the rewards of solving a problem.	<u>100%</u>
Values their experience in life, they continue their education, builds on strengths, & seeks assistance to develop the weak traits.	<u>75%</u>
Creates learning opportunities for active participants & as a collaborative way, by designing lesson plans that teach concepts, facts & theology.	<u>30%</u>
Contributes intentionally to the happiness & well-being of others, by having genuine interest in seeing others thrive, providing honest & genuine feedback & acknowledging relationships.	<u>100%</u>
Thrives in challenges with humility & vulnerability, recognizing that asking for help makes them better at their job & surrounding themselves with people that can be smarter at different things.	<u>100%</u>
Recognizes how their emotions affect their performance, their inner resources, abilities, & limits, & are honest in their positive & negative biases, & own strengths & weaknesses.	<u>75%</u>
Sees the differences in society as values for ministry & recognizes the strengths & weaknesses in each by studying, talking, & involving themselves in the discussion of issues.	<u>60%</u>
Defines roles clearly in an interdependent environment forming trust from others in their future planning, goal setting/defining & finds the means along the way to produce a vision with creative work & play.	<u>10%</u>

Communicates goals & expectations clearly,
delegating onto others certain tasks they
acknowledge to have a better result & can plan,
prioritizing & studying the capabilities of the
organization financially or in human resource.

95%