



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: Doylestown 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: 233 in person, 257 online

Church School Attendance: 106 including adults

Curriculum: No specific curriculum

Community Type (select one):

- | | |
|-----------------|-----------------|
| N/A_____ | Suburban X |
| 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 1.4%
- Black/African American/African .08%
- Hispanic/Latinx .2%
- Native American/Alaska_____%
- Native/Indigenous_____%



Middle Eastern/North African .4%
 White 97.8%
 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_____ |
| Associate Pastor (Youth)_____ | Solo Pastor
Temporary_____ |
| Campus Ministry_____ | Stated Clerk
Presbytery_____ |
| Chaplain_____ | Synod
Executive_____ |
| Christian Educator (Certified)_____ | Transitional
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 / Senior Pastor X | |
| 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) _____
Pastor Interim _____

Experience Required (*Select one*):

No Experience/First Ordained Call _____
Up to 2 Years _____
2-5 Years _____
5-10 Years _____
More than 10 Years X

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: NA

Language Requirements:

English

Spanish_____

Korean_____

Other Languages: NA

Statement of Faith Required:

Yes

No_____

Are you open to a clergy couple:

Yes_____

No

MDP Application Deadline (if applicable): Open until position filled.

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

Mission Statement: Be a bridge for Christ and a beacon of his love. The phrase honors two architecturally unique features of our church; an enclosed bridge which connects our worship location with the spaces where we learn, enjoy fellowship, and gather to serve our larger community; and our steeple which is visible from every direction when approaching Doylestown.

Some of the ways DPC members believe we can be a bridge for Christ is to build connections with each other; across generations; to new members; with our community; to the world. We become a beacon of His love when we glorify God; share God's love, light, and word; celebrate and teach our faith; are a light to those in need; and reflect God's love in word and deed.

Vision Statement: DPC's vision is to be a growing community of disciples engaged in worship, service, and care.



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

- Manage preaching schedule and oversee details of worship service
- Preach approx. three Sundays per month.
- Select Baptism and Communion Sundays with Worship, Music, and the Arts Committee
- Schedule Minute for Mission Sundays with staff input.

Head of Staff

- Lead staff meetings
 - Lead Program and Worship Planning meetings every 6-8 weeks
 - Coordinate staff responsibilities and annual reviews for direct reports
 - Coordinate development of annual program calendar •
- Participate in annual budget development and presentation to Finance Committee
- Work with Personnel Committee to review staff performance
 - Serve as staff liaison to selected Committees
 - Lead Stewardship Campaign
 - Represent DPC at Community Services and Events

Pastoral Care

- With pastoral staff provide pastoral care to members/staff including hospital visits, baptisms, weddings, funerals, and member visits
- Shepherd the congregation with compassion and awareness.

Moderator of Session and Congregational Meetings

- Prepare Session agenda/docket, proof materials and minutes, moderate the meetings
- Lead Officer Training Classes
- Organize and conduct annual Session retreat
- Host annual Elder/Deacon luncheon
- Manage Committee Moderator transitions
- Assign Session responsibilities for Ruling Elders
- Set agenda and moderate Congregational Meetings

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: \$140,000



Housing Type (*select all that apply*):

Manse _____

Housing Allowance _____

Open to either X

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 mission statement “Be a bridge for Christ, and a beacon of His love” is a true reflection of our congregation’s ministerial vision. Our ongoing intention is to reflect the light of Christ’s love while strengthening connections between God and humankind and among one another. The core of this energy is Sunday worship which includes a dynamic music ministry. Sermons provide a weekly call to action inside and outside the church. We aspire to be a relational congregation that is hospitable, loving, and caring to all.

We seek to spiritually nurture our children, youth, and adults in their Christian identity and to grow their relationship with God, recognizing we are always learning on this journey together. We live these words through the establishment of a monthly community meal, food drives, a Code Blue community homeless shelter, hosting local AA meetings, and designating ten percent of our overall budget to mission. We are an Earth Care congregation seeking to be better stewards of God’s earth. We are also a Matthew 25 church, with a focus on systemic racism and its intersectionality with poverty. Through our partnership with Second Baptist Church (a predominantly black congregation) we are achieving greater understanding of these issues and identifying opportunities for positive actions.

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?

We feel called to address the ongoing and emerging needs of our church community and the community at large through purposeful prayer, relevant worship services and Christian education. DPC is both strengthened and challenged by a diversity of viewpoints as is reflected in the broader community. We seek to address this challenge by taking off the



political lens and, instead, look through the lens of Jesus Christ who taught us to be compassionate to everyone.

DPC has bravely entered into conversations to demonstrate the art of listening, sharing, and finding common ground. We want to hear the gospel interpreted for today's issues in a way that helps us move forward, even if it makes us uncomfortable.

Engaging and energizing the congregation within this framework gives us the religious basis to address the issues of spiritual disengagement, food insecurity, homelessness, racism, and LGBTQ rights. Although these issues are complex and at times polarizing, our congregation accepts these challenges with love and respect. We have been able to fulfill God's charge in several ways, living as a community of Christ while maintaining an engaged, thriving congregation in our immediate community and in the Philadelphia area.

Welcoming all who choose to worship by accepting divergent viewpoints, we strive to present a safe, hospitable environment focused on our unified belief in a loving God who calls us to be servants and witnesses in faith, hope, and love.

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?

We seek a faithful disciple called by Christ to shepherd our congregation in spiritual growth and fulfillment of our mission. Our head pastor should be a compassionate leader and listener who can inspire our congregants from the pulpit and who will continue to build and refresh our worship offerings. Active engagement in the day-to-day life of the church is a vital element in igniting and maintaining the vibrancy of our church home. We seek a pastor who can effectively and innovatively reach out into the community to encourage and invite those who want a fellowship experience while fulfilling our service and mission initiatives.

DPC has been blessed by a staff of 12 talented, creative people. This dedicated, collaborative team is supported by a large cadre of capable volunteers. The new pastor will be able to leverage these resources in addition to building on the skills of our Associate Pastors in the ministries of family, youth, and pastoral care. We are confident an effective communicator can develop relationships, nurture the congregation, and be an innovative force in growing Christ's presence in our lives and community.

The Head of Staff will be instrumental in setting the strategy for achieving our mission, and implementing the "growing our community" portion of our Vision. This leadership and ability to translate Jesus' teachings in a relevant way (especially for the younger generations) will help to reverse the membership declines we've experienced in recent decades.

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.



The Lead Pastor will:

- *Be a gifted speaker who inspires and nurtures spiritual growth through Christ-centered, relevant, relatable sermons.
- *Possess the gift of hearing diverse opinions with the skill to navigate them and promote the mission and social issue initiatives to which DPC is committed.
- *Lead in raising and stewardship of financial resources.
- *Be able to guide us to recognize that despite our diversity we are bound together by a common faith and a common task of becoming better followers of Jesus Christ.
- *Have a strong intellectual understanding of scripture coupled with a heartfelt ability to apply God's message to the circumstances of today's world.
- *Analyze issues through intentional listening and scholarship.
- *Build relationships through social and emotional intelligence with an approachable and collaborative style.

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

The Pastor will guide members in their individual faith journey, encouraging each of us to see, feel and embrace God's plan for our lives and challenge us to remember we are all God's children, created in His image and loved by Him. We seek a leader who will be actively and intentionally involved in all aspects of life at DPC.

S/he will serve as Head of Staff, leading the staff and congregation with a vision consistent with our Mission Statement.

The ability to communicate well and form interpersonal and intercommunity connections is vital to this role. Our Pastor will provide leadership and guidance to Session and other groups within the church to address the challenge of growing membership (especially for young families and young people). S/he must have the ability to have honest and gentle discussions about divisive issues, focusing on Christ's guidance and teachings to the topic at hand.

S/he will work with Session and financial teams to help nurture the financial health of our church.

Pastoral care responsibilities are shared with the Associate Pastors. We seek a seasoned spiritual counselor to communicate with members who are struggling.

Our Pastor will provide Christian education opportunities.

The Pastor will support and grow mission work, ensuring that we are serving those in need in the best way possible by being informed and involved. Forging strong partnerships with local churches and organizations, s/he will foster an interconnected DPC presence in the community.



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

__Mission Study Report: <https://www.dtownpc.org/wp-content/uploads/2023/12/Mission-Study-Report-Final.pdf>

_Strategic Plan: <https://www.dtownpc.org/wp-content/uploads/2023/12/Strategic-Plan-2018-2023.pdf>

(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: Peter and Joan Christianson

Relationship: former members

Phone: 267-337-3498

Email: jtc4175@gmail.com;
pchristianson@verizon.net

Reference #2

Name: Rev. Ruth Santana-Grace

Relationship: Executive Presbyter

Phone: 215-242-1400

Email: rsantana-grace@presbyphl.org

Reference #3

Name: Rev. Brian Russo

Relationship: COM representative

Phone: 215-887-6117x12

Email: Brusso@gracejenkinton.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: Anne M. Hutchison

Preferred Phone: 215-534-3744

Alternate Phone or Email: 215-345-6414

Fax: N/A

Email Address: amhutchinson630@gmail.com



Address 1: 178 Queensbury Place

Address 2: _____

City: Doylestown

State: PA

Zip Code: 18901

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.

Read the descriptions of each trait. Evaluate and discern how important each trait is for the particular position the organization is seeking a candidate. When the PNC has evaluated the traits, select a percentage number, according to the discernment the PNC has come to, in each description.

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.

0 %

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.

5 %

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.

10 %

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.	25%
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.	5 %
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.	0 %
Creates learning opportunities for active participants and as a collaborative way, by designing lesson plans that teach concepts, facts and theology.	10 %
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.	5 %
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.

0 %

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.

25 %

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.

0 %

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.

0 %

Signature: *Anne. M Hutchinson*

Email: amhutchinson630@gmail.com