

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: The Presbyterian Church of Bowling Green, KY

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: 140

Church School Attendance: 25

Curriculum: Spark and HeartShaper – preschool, Godly Play - K-5, Bible Study, Questions of Faith – youth, The Chosen, Bible and book studies, Being Reformed, Kerygma, Why Presbyterians Are Like That - adults _____

Community Type (select one):

- | | |
|--|-------------------------------------|
| <input type="checkbox"/> N/A | <input type="checkbox"/> Suburban |
| <input type="checkbox"/> Rural | <input type="checkbox"/> Urban |
| <input type="checkbox"/> Village | <input type="checkbox"/> College |
| <input type="checkbox"/> Town | <input type="checkbox"/> Recreation |
| <input checked="" type="checkbox"/> Small City | <input type="checkbox"/> Retirement |

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

Prefer not to answer	%
Asian/Pacific Islander/South Asian	%
Black/African American/African	1 %
Hispanic/Latinx	%
Native American/Alaska Native/Indigenous	%
Middle Eastern/North African	%
White	99 %
Multiracial	%

MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

Position Type (*select one*):

- | | |
|---|--|
| <input type="checkbox"/> Administrator | |
| <input type="checkbox"/> Associate Director | <input type="checkbox"/> Pastor, Yoked Ministry |
| <input type="checkbox"/> Associate Pastor (Christian Education) | |
| <input type="checkbox"/> Associate Pastor (Other) | <input type="checkbox"/> Pastoral Counselor |
| <input type="checkbox"/> Associate Pastor (Youth) | |
| <input type="checkbox"/> Bridge/Gap/Acting Pastor | <input type="checkbox"/> Seminary Staff |
| <input type="checkbox"/> Campus Ministry | |
| <input type="checkbox"/> Chaplain | <input type="checkbox"/> Solo Pastor: Installed |
| <input type="checkbox"/> Christian Educator (Certified) | <input type="checkbox"/> Solo Pastor: |
| <input type="checkbox"/> Christian Educator (non-certified) | <input type="checkbox"/> Temporary |
| <input type="checkbox"/> Church Business Administrator | |
| <input type="checkbox"/> Co- Pastor | <input type="checkbox"/> Stated Clerk Presbytery |
| <input type="checkbox"/> College/Seminary Faculty | |
| <input type="checkbox"/> Commissioned Ruling Elder | <input type="checkbox"/> Synod Executive |
| <input type="checkbox"/> Communicator | <input type="checkbox"/> Transitional/Interim |
| <input type="checkbox"/> Coordinator | <input type="checkbox"/> Position |
| <input type="checkbox"/> Director of Music (non-ordained) | <input type="checkbox"/> Youth Director (Non- |
| <input type="checkbox"/> Evangelist or Mission Pastor | <input type="checkbox"/> ordained) |
| <input type="checkbox"/> Executive Director | |
| <input type="checkbox"/> Executive Pastor | |
| <input type="checkbox"/> Finance Manager | |
| <input type="checkbox"/> Funds Developer | |
| <input type="checkbox"/> General Assembly Staff | |
| <input type="checkbox"/> General Presbyter/Executive Presbyter/Presbytery Leader | |
| <input checked="" type="checkbox"/> Head of Staff / Senior Pastor | |
| <input type="checkbox"/> Media Specialist | |
| <input type="checkbox"/> Mid-Council Program Staff | |
| <input type="checkbox"/> Minister of Music (ordained) | |
| <input type="checkbox"/> Mission Co-worker (International) | |
| <input type="checkbox"/> Pastor (Bivocational/Tentmaker) | |
| <input type="checkbox"/> 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
 More than 10 Years

Specify Title / PT Work Hours (if applicable): _____

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 Presbyter 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 (1500 character limit which includes punctuations and spaces)

Sharing the Vitality of Christ: Loving Serving Welcoming All

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

Major Responsibilities

Collaborate with the Session to implement our vision
Serve as moderator of Session
Coordinate with the Worship Committee and Music staff to plan and lead worship
Collaborate with Session and church leadership to invite, train, and prepare people to do the work of the church
Occasionally teach Bible studies and Sunday School classes
Assist with Confirmation
Provide pastoral care
Lead, support, and mentor church staff
Promote the missions of our church
Support the work of the Deacons and various ministries in our church
Participate in church-wide and community events
Collaborate with other churches
Participate in the Presbytery of Western Kentucky

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: _____ 53,600 \$

Maximum Effective Salary: _____ 95,000 \$

Housing Type (select all that apply):

Manse

Housing Allowance

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?

Our mission statement of "Sharing the Vitality of Christ: Loving Serving Welcoming All" guides our ministry together. Our congregation is loving, caring, and giving and we express our compassion by serving our community in many ways. Our members have strengths in leadership, business, teaching, healthcare, and the arts and willingly share their gifts in the church and community. We provide for spiritual needs through Bible centered worship services, engaging and thought-provoking Sunday School classes, and joyful and inspiring music. We invest in relationships through a variety of fellowship activities and our small groups ministry. We have a Preschool Learning Center and our youth meet on Sunday evenings for fellowship, fun, and faith development.

Our church was founded in 1819 and has kept the vision of its founders strong. The history includes occupation as a Union hospital, an 1895 fire, two splits, three reunions, and multiple remodelings. Our church's stately steeple is a towering landmark shining as a beacon of light and hope for our community.

Our community has a diverse economy with opportunities in education, athletics, and the arts. Our diverse population has many needs, including a growing homeless population, a poverty level above the state average, and individual needs of many people in our church who are limited by health issues. Western Kentucky University is within walking distance and our church wants to establish more connections with college students.

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?

Bowling Green is a thriving university town with a progressive population. It is the third largest and fastest growing city in Kentucky. It is headquarters for Fruit of the Loom, the only place where Corvettes are made, and home to an EV battery plant bringing 2,000 jobs to the area.

Although our church is in our historic downtown, our membership comes from all parts of the city and surrounding counties. Our footprint in downtown is important to us and we serve those in need through hosting *Room in the Inn*, preparing *Saturday meals*, sharing *Gloves for Love* clipped to our fence, distributing bags of food from our *Food Pantry*, and offering books in the *Little Free Library* on our church grounds. Our fellowship hall is an art gallery showcasing works of local artists.

We partner with the Episcopal Church for VBS each summer and our Youth Group joins with youth groups of other downtown churches for activities. We also share a HELP ministry with other churches to provide assistance with utilities, transportation, and medical prescriptions.

In addition to addressing needs in the downtown community, our outreach extends to our larger community when our Joyful Noisemakers sing at care facilities, our choir director organizes a Jazz Concert for the entire community, and our members build homes for Habitat for Humanity. Along with providing financial support for Living Waters for the World, our members go to Central America to help install clean water systems and teach hygiene classes.

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 have a desire to continue to grow both spiritually and in numbers and we feel our location in downtown Bowling Green provides the setting for a vibrant downtown ministry. We expect our pastor to engage with the larger community of Bowling Green beyond the walls of our church.

Members of our congregation volunteer for many and various responsibilities. Our full-time staff consists of our youth minister and secretary. Part time staff include: an office assistant, choir director, organist, financial administrator, custodian, Sunday sexton, and sound attendant. We have a Preschool Learning Center in our church with a part time director, teachers, and teacher assistants.

We expect our pastor to deliver a message that will inspire and encourage us in our faith. We do not expect our pastor to “do it all,” but rather to facilitate, guide, and empower the congregation and staff to develop and expand our ministry and mission so that we all work together toward common goals. We are looking for a pastor who can help us care for a congregation with needs ranging from bringing young children up in the faith to those who need support in caring for family members with serious health concerns and those who are ill and confined to their homes or care facilities.

In summary, we seek a pastor who can help us sharpen our focus, deepen our faith, care for each other, and become even more actively and joyfully engaged with our congregation, community, and world.

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 seek an enthusiastic pastor with skills in preaching and worship leadership who inspires from the pulpit, walks alongside us, and encourages us to grow in our faith. We appreciate someone who is relatable and a good storyteller with a fun sense of humor.

According to our Holy Cow Survey, when members were asked where they wanted additional energy placed, their top three priorities are:

- Make necessary changes to attract families with children and youth to our church.
- Develop, prioritize, and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
- Provide more opportunities for Christian education and spiritual formation at every age and stage of life.

We are ready to join with an energetic, joyful leader who is intelligent, patient, diplomatic, and collaborative to address these priorities.

Effective organizational skills balanced with flexibility will be important as well as being a good listener and respecting all perspectives. Strong oral and written communication skills are essential as well the ability to lead, train, and delegate as appropriate. They must have strong interpersonal skills to build solid relationships of trust and respect. They should be empathetic, supportive, and responsive to the varying needs in our congregation.

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

An important priority for our church is to reach and welcome new people and nurture them in the faith so that we can make a greater impact in our community and world. We are looking forward to working with our new pastor to develop and implement a comprehensive strategy for growth. This will involve working with various groups in our church from preschool to senior adults to attract and retain members of all ages. We expect our new pastor to:

- Coordinate with Worship Committee and Music staff to plan and lead worship services that inspire us and guide us to be more faithful in our daily lives and more welcoming to all
- Provide new officer training that prepares Deacons and Elders to lead and serve
- Collaborate with Session and church leadership to invite people to be involved, engaged, and prepared to do the work of the church
- Be visible with various groups in the church on Sunday and during the week by checking in with Sunday School classes, youth group meetings, preschool families, breakfast groups, etc.
- Provide pastoral care including visits to homes, care centers and hospitals
- Lead, support, and mentor our talented and dedicated church staff
- Actively support the work of the Deacons and various ministries by being involved in mission and ministry events
- Collaborate with downtown ministers and civic organizations in working toward common goals
- Actively participate in the Presbytery of Western Kentucky

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

Link Title: The Presbyterian Church of Bowling Green, Kentucky

Description: Our church website

URL: <https://bgpres.org/>

Link Title: Habitat for Humanity

Description: Habitat for Humanity of Bowling Green/Warren County

URL: <https://habitatbg.org/>

Link Title: Room in the Inn

Description: Winter shelter program for homeless in Bowling Green, KY

URL: <https://roomintheinnbg.org/>

Link Title: Bowling Green Area Convention & Visitors Bureau

Description: There is lots to see and do in our town!

URL: <https://www.visitbgky.com/>

Link Title: Western Kentucky University

Description: A beautiful campus with nearly 20,000 students

URL: <https://www.wku.edu/about/>

Link Title: Warren County Public Schools

Description: 18,000 students, 15 elementary schools, 4 middle schools, 4 high schools

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

Link Title: Bowling Green Independent Schools

Description: 4,400 students, 5 elementary schools, 1 junior high, 1 high school

URL: <https://www.bgreen.kyschools.us/>

Link Title: Bowling Green Chamber of Commerce

Description: With more than 1,200 partners, it is the driving force for economic development in south central Kentucky.

URL: <https://www.bgchamber.com/>

Link Title: Kiwanis Club

Description: Provides support and service to many community and children's organizations

URL: <https://bgkiwanis.org/>

Link Title: Bowling Green Rotary Club

Description: Serving our community and the world

URL: <https://bgnoonrotary.wordpress.com/>

Link Title: Bowling Green Noon Lions Club

Description: Providing "A Brighter Vision" for Bowling Green and Warren County

URL: <https://wku.academicworks.com/donors/bowling-green-noon-lions-club>

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: Matthew Covington

Relationship: Former Pastor

Phone: 270-535-6544

Email: matthew.covington@bgpres.org

Reference #2

Name: Liza Ahrendt

Relationship: Former Member

Phone: 317-774-6928

Email: lizaahrendt@yahoo.com

Reference #3

Name: Cathy Reynolds

Relationship: Former Member

Phone: 270-991-2260

Email: catherinemreynolds@gmail.com

Reference #4

Name: Steve Todd

Relationship: Former Member

Phone: 270-791-0930

Email: steven.todd@yahoo.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:

Co-Chairs

Name: Mary Evans

Preferred Phone: 270-791-7205

Alternate Phone or Email: _____

Fax: _____

Email Address: maryameliaevans@gmail.com

Address 1: 3468 Nugget Drive

Address 2: _____

City: Bowling Green

State: Kentucky

Zip Code: 42104

Name: Julia Roberts

Preferred Phone: 270-991-6355

Email Address: julia.roberts@wku.edu

Address: 1513 Barnard Way

City: Bowling Green

State: Kentucky

Zip Code: 42103

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.

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.

Type in a number from
0-100, in
increments of 5)

90%

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.

80%

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.

90%

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.

80%

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.

85%

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.

80%

Values their experience in life, they continue their education, builds on strengths and seeks assistance to develop the weak traits.

75%

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

75%

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.

95%

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.

90%

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.

85%

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.

85%

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.

90%

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.

85%
