

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 LaGrange, GA

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: 129 in person (230 including online and in person)

Church School Attendance: 152

Curriculum: Cokesbury Kids: Big Faith, Echo the Story, Young Children in Worship, re:form Ancestors

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	<u>2 %</u>
Black/African American/African	<u>1 %</u>
Hispanic/Latinx	<u>1 %</u>
Native American/Alaska Native/Indigenous	<u>%</u>
Middle Eastern/North African	<u>%</u>
White	<u>96 %</u>
Multiracial	<u>%</u>

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 worshiping community)

_____ Pastor, Yoked Ministry

_____ Pastoral Counselor

_____ Seminary Staff

_____ Solo Pastor: Installed

_____ Solo Pastor:
Temporary

_____ Stated Clerk Presbytery

_____ Synod Executive

_____ Transitional/Interim
Position

_____ Youth Director (Non-
ordained)

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):

At First Presbyterian Church LaGrange, our mission is to be a church where all belong, grow, and serve in the name of Jesus Christ.

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

- Work with Formation Council and subcommittees to recruit, train, and lead volunteers within youth and family ministries.
- Serve on staff team committed to developing strong working relationships.
- Work with lead pastor, staff, and leadership to sustain and accelerate momentum at First Presbyterian, especially with church's small group ministry.
- Preach, teach, and care pastorally for congregation as scheduled and provide worship leadership (including weddings, funerals, and other services).
- Research and develop innovative, missional ministries (within youth and family ministry) as a means of continuing to broaden First Presbyterian's reach.
- Participate actively in congregational life by attending events (e.g. athletics, arts) and cultivating relationships both within and outside of church.
- Promote youth and family ministry as ambassador to local churches, Presbytery of Greater Atlanta, and larger church.
- Support youth and families in developing healthy relationships within and across generational lines.
- Foster leadership in programs and retreats (including Montreat Youth Conferences and Camp Viola) relating to youth and family ministry and greater life of congregation.
- Provide leadership in youth and family ministry alongside responsibilities of general pastoral ministry (e.g. attending meetings of Session, Diaconate, assigned councils, Discover First new membership program, mission events, and others).
- Serve in Presbytery and larger church in alignment with church's vision.

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: \$ 55,000

Maximum Effective Salary: \$ 60,000

Housing Type (*select all that apply*):

 Manse

 X 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?

At First Presbyterian Church, our mission is fairly straightforward: To be a church where all belong, grow, and serve in the name of Jesus Christ. Our vision is: To embrace the grace of Jesus Christ so that all may know God's love. Or, even more straightforward: That all may know God's love. By following Jesus, we embrace grace, love, and forgiveness in ways that might seem counterintuitive and counter-cultural to many...but not to us.

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?

Our members, under the direction of our Pastoral staff, Diaconate, and Mission Council, realize the importance of extending Christ's love beyond our church walls. Our congregation is blessed with members of all ages willing to serve with dedication and diligence to nurture those in need. The Mission Council organizes a number of Mission Days each year, placing Presbyterians in agencies throughout our community.

Caring for children is a priority. The FPC Montessori School and FPC Child Care provide high quality, affordable education and childcare services to the community. Each summer, adults and youth from the church share their spiritual gifts and talents at Camp Viola, a week-long camp for children in need. Vacation Bible School is offered free of charge and is open to the public, and foster families are supported financially each holiday season. In addition, the church partners with a Title I elementary school, serving as tutors and mentors.

First Presbyterian provides funding and dinners for Branches of Hope, the community's homeless shelter. The church hosts the Thursday Lunch Program, offering dine-in and walk-up meals and delivering Meals on Wheels, feeding over 200 people weekly. We partner with Wellstar Health System and Goodr to provide fresh food through mobile markets. The weekly DeCelle Ministry offers coaching in fiscal and social responsibility and advocates for people in need.

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?

First Presbyterian seeks an Associate Pastor for Youth and Families to join our pastoral staff in a full-time, ordained position focused on intentionally building community that forms disciples and transforms lives. The successful candidate will lead with a passion for Jesus Christ, demonstrate a love of youth, families, and the church at large, and embody a commitment to Christ's church. Responsibilities include developing and implementing a holistic plan that connects all members of the church community to our youth and their families, focusing time and energies to work in coordination with all staff members and volunteers to help the church grow and move forward in all aspects of ministry.

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.

A pastor who embodies humility, hunger, and relational intelligence is essential for impactful ministry. Humble at heart, they prioritize serving others and create a welcoming atmosphere where youth and families of the church feel valued and heard. Driven by a passion for growth, they constantly seek ways to deepen their spiritual knowledge and improve their ministry, embracing innovative approaches to engage young and old alike.

Relationally smart, they connect effortlessly with all segments of the congregation while understanding social dynamics and knowing how to navigate complex situations with empathy and insight. This skill allows them to build trust and foster authentic relationships, meeting others exactly where they are. With a gift of relatability, they communicate in a way that resonates, using shared experiences, humor, and genuine presence to make the gospel accessible and relevant.

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

The associate pastor will participate in *team leadership* through: promoting healthy relationships within and across generational lines among youth and families; working closely with the Formation Council to sustain excellent volunteer teams within the youth and family ministries; and serving on the staff team committed to developing strong working relationships.

They will also engage in *strategic leadership* by: working with key staff and volunteers to accelerate growth at the church, especially the small group ministry (First Groups); preaching, teaching, and caring pastorally for congregants of all ages and providing worship leadership on a regular basis; instituting new and innovative ministries for youth and their families as a way to expand the church's reach; participating actively in congregational life by attending community events; promoting youth and family ministry as an ambassador to local churches, the Presbytery of Greater Atlanta, and the larger church.

Finally, they will take part in *operational leadership* by: participating in the planning of programs and retreats relating to youth and family ministry (including Montreat Youth Conferences and Camp Viola) and the congregation as a whole; administering the daily tasks of youth and family ministry alongside the duties of general pastoral ministry (e.g. attending meetings of the Session, Diaconate, assigned councils, and others); and serving in Presbytery and the larger church in alignment with the church's vision.

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

Link Title: First Presbyterian Church LaGrange

Description: Church website

URL: www.fpclagrango.org

Link Title: First Presbyterian Montessori School

Description: Montessori school's website

URL: www.fpcmontessori.com

Link Title: First Presbyterian Child Care

Description: Child care's website

URL: www.fpclagrango.org/childcare

Link Title: Mobile Markets

Description: Goodr and Wellstar partner with local organizations and churches to provide fresh food to communities

URL: www.wellstarmobilemarket.com

Link Title: Branches of Hope

Description: Website of local shelter for unhoused persons

URL: www.branchesofhopega.org

Link Title: Camp Viola

Description: Website for local camp

URL: www.campviola.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: Robert Hay

Relationship: Vice President, Business & Administration, Columbia Seminary

Phone: 404-687-4512

Email: HayR@ctsnet.edu

Reference #2

Name: Coach Mike Pauley

Relationship: Director of Youth at Loyd
Presbyterian & Athletic Director at LaGrange
High School

Phone: 706-402-5825

Email: pauleymw@troup.org

Reference #3

Name: Jan Tolbert

Relationship:

Phone: 770-301-4464

Email: Pastorjan57@gmail.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: Russ Davidson

Preferred Phone: 706-333-2204

Alternate Phone or Email:
russ_davidson@yahoo.com

Fax: _____

Email Address: russsdavidson@synovus.com

Address 1: 3890 West Point Rd

Address 2: _____

City: LaGrange

State: GA

Zip Code: 30240

