

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: St. Andrew's 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: 587

Church School Attendance: 207

Curriculum: Christian Education

Community Type (select one):

- | | |
|---|--|
| <input checked="" type="checkbox"/> N/A | <input checked="" 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 type="checkbox"/> Small City | <input type="checkbox"/> Retirement |

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

Prefer not to answer	<u> </u> %
Asian/Pacific Islander/South Asian	<u> </u> 1 %
Black/African American/African	<u> </u> 1 %
Hispanic/Latinx	<u> </u> 2 %
Native American/Alaska Native/Indigenous	<u> </u> %
Middle Eastern/North African	<u> </u> %
White	<u> </u> 96 %
Multiracial	<u> </u> %

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"/>	Campus Ministry	<input type="checkbox"/> Seminary Staff
<input type="checkbox"/>	Chaplain	
<input type="checkbox"/>	Christian Educator (Certified)	<input type="checkbox"/> Solo Pastor: Installed
<input type="checkbox"/>	Christian Educator (non-certified)	<input type="checkbox"/> Solo Pastor:
<input type="checkbox"/>	Church Business Administrator	<input type="checkbox"/> Temporary
<input type="checkbox"/>	Co- Pastor	
<input type="checkbox"/>	College/Seminary Faculty	<input type="checkbox"/> Stated Clerk Presbytery
<input type="checkbox"/>	Commissioned Ruling Elder	
<input type="checkbox"/>	Communicator	<input type="checkbox"/> Synod Executive
<input type="checkbox"/>	Coordinator	
<input type="checkbox"/>	Director of Music (non-ordained)	<input type="checkbox"/> Transitional Pastor
<input type="checkbox"/>	Evangelist or Mission Pastor	<input type="checkbox"/> Youth Director (Non-
<input type="checkbox"/>	Executive Director	<input type="checkbox"/> ordained)
<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)	
<input type="checkbox"/>	Pastor Interim	

Experience Required (Select one):

<input type="checkbox"/>	No Experience/First Ordained Call
<input type="checkbox"/>	Up to 2 Years
<input type="checkbox"/>	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):

To know God and to make God known through lives transformed by Christ.

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

This position will hold the title of Pastor/Head of Staff and will oversee the spiritual growth of the congregation, as well as lead the church staff. He/she will provide guidance and leadership to the Associate Pastor and the Program Staff of the church, serve as liaison to select church committees, attend session meetings, and serve as liaison with the local Presbytery de Cristo. The Director of the Preschool and Kindergarten also reports directly to the Pastor/Head of Staff.

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: \$ 85,000.00

Maximum Effective Salary: \$ 105,000.00

Housing Type (*select all that apply*):

- ☐ Manse
- ☒ 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):

**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?

“To know God and to make God known through lives transformed by Christ.”

At St. Andrew's Presbyterian Church (SAPC) we are called to make an impact in our community and the world. For the past 60 years, we have shared a legacy of making disciples, transforming lives, and reaching out to the city and world around us, bringing help and healing of Jesus to those in need.

Looking upward: We seek to deepen our relationship with God through inspiring worship and music, energizing prayer life, and growing reliance on the Holy Spirit.

Maturing inward: We seek to transform lives through inspiring, biblical preaching, Bible study, and loving one another.

Reaching outward: We show the love of Christ, seeking to impact our community and world, especially the poor beyond the four walls of the church. Through the generosity of many, past and present, we support over 40 local and international ministry partners. Many actively volunteer with local organizations.

Known as a friendly, loving, and welcoming congregation of ~1000 believers, we offer many opportunities to serve. Multifaceted adult ministries, intergenerational fellowship, engaging elder and youth programming, and dynamic children's teaching are essential facets of our faith life. SAPC has strong music programs both for adults and children, and for over 40 years has offered a highly respected Preschool and Kindergarten, an important ministry of the church.

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?

St. Andrew's supports our congregation through three inspiring worship services every Sunday: a communion, contemporary, and traditional service. Opportunities for connection and community include various care, prayer, and educational ministries, including small group and Bible studies, a strong Stephen Ministry program, hiking groups, widows' groups, and group volunteer activities. We nurture our youth through vibrant Sunday School and midweek youth programs. Light the Path, an 8-week Lent confirmation class for our youth, provides mentorship and a pathway to church membership. These opportunities help us live out our faith in love for one another and the world.

St. Andrew's is an outward-focused church, with a particular eye toward emerging issues of homelessness, financial instability, and food insecurity. Four Sundays a year, instead of regular services, we hold "Service Worship," during which our members engage in service projects on our campus or in the community. At least once each year, our Service Worship is focused on "serving our schools."

Over its history, St. Andrew's has helped incubate several ministries/non-profits, including Interfaith Community Services (founded 40 years ago) and Faith That Works (10 years ago), both of which are now independent non-profits. Both grew out of our desire to connect Tucson's faith communities and organizations to work together serving local schools and the needs of the

city at large.

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?

The called Head Pastor must share in St. Andrew's purpose and vision as an upward, inward, and outward-focused church, believing Christ calls each of us to love one another, to love our neighbor, to give back to the community, and to be a positive changemaker in the world.

The Head Pastor must be someone who provides caring, focused, and inspiring leadership; who presents practical, Bible-based preaching and teaching; who seeks a clear vision for the future that honors our 60-year history; and who will shepherd our diverse congregation which holds opinions and beliefs across the spectrum, so we may maintain unity in Christ, while also leveraging our diversity for the furtherance of our mission.

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 congregation seeks a "servant-leader," a faithful preacher and teacher of the Word, perfecting his/her craft; one who is collaborative in leadership style, leading and nurturing the staff and ministries of the church with humility, humor, dignity, and prayer. This servant leader will help the staff to be accountable, while also being accountable to the authority of the Session and congregation. He/she will provide vision and leadership, seeking to discern, with us, God's vision and plans for our future, and will exhibit the heart of Christ for our church community, our city, and the world. The Pastor will also seek to continue SAPC's legacy of shepherding and developing new pastors and leaders to go forth and minister to the world.

Our church lost both our previous Pastor/Head of Staff and his wife to cancer, which has taken an emotional toll on the church. While the congregation has had time to grieve and process this loss, the next pastor should be mindful of this loss and demonstrate empathy for the situation.

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

This position will hold the title of Pastor/Head of Staff and will oversee the spiritual growth of the congregation, as well as lead the church staff. He/she will provide guidance and leadership to the Associate Pastor and the Program Staff of the church, serve as liaison to select church committees, attend session meetings, and serve as liaison with the local Presbytery de Cristo. The Director of the Preschool and Kindergarten also reports directly to the Pastor/Head of Staff.

In 2022, St. Andrew's had a staff of 35 full/part-time, with a Full Time Equivalent (FTE) of 21.7. The Kindergarten and Preschool employs 30 staff members, many part-time, as well as 13 substitutes, with an FTE of 11.

St. Andrew's is blessed with healthy finances, an 8-acre suburban campus, consisting of the original 300 seat chapel, admin/office building, Friendship Hall, kitchen, classrooms, preschool and kindergarten buildings, courtyard, and memorial garden/columbarium. In 2005 we added a

multi-purpose 950 seat sanctuary, classrooms, library, prep-kitchen, covered patio, prayer tower, and choir room. Our sanctuary is also used as a venue for community and youth concerts.

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

Informational video from the PNC:

<https://www.youtube.com/watch?v=h0HSO3zqYiQ>

Church website:

<https://www.sapctucson.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.

☒ Yes

☐ No

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: Kevin Oxnam

Relationship: congregant/elder

Phone: 520-471-3811

Email: kevinoxnam@gmail.com

Reference #2

Name: Dr. Brad Munroe

Relationship: Pastor to Presbytery – Grand Canyon Presbytery and Presbytery de Cristo

Phone: 719-251-9737

Email: bradmunroe1963@gmail.com

Reference #3

Name: Lee Ann Hamilton

Relationship: current Ruling Elder

Phone: 520-465-8398

Email: hamilton1098@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: Victoria Johnson

Preferred Phone: 520-282-2166

Alternate Phone or Email: 520-742-5810

Fax:

Email Address: pnc@sapctucson.org

Address 1: 7020 North Edgewood Place

Address 2:

City: Tucson

State: AZ

Zip Code: 85704

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.

80 %

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.

90 %

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.

70 %

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.

90 %

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.

90 %

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.

70 %

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

80 %

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

70 %

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.

80 %

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.

80 %

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.

80 %

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.

80 %