



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: LiveOak Church, a Presbyterian**

Congregation

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: 25 - 50

Church School Attendance: 10 - 20

Curriculum: Think Orange

Community Type (*select one*):

N/A

Rural

Village

Town

Small City

Suburban

Urban

College

Recreation

Retirement

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

Prefer not to answer

% Asian/Pacific Islander/South Asian

1% Black/African American/African

4 % Hispanic/Latinx

% Native American/Alaska Native/Indigenous

% Middle Eastern/North African

95% White

% Multiracial

%

MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

Position Type (*select one*):

Administrator

Associate Director

Associate Pastor (Christian Education)

Associate Pastor (Other)

Associate Pastor (Youth)

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 worshipping community)

Pastor Interim

Pastor, Yoked Ministry Pastoral Counselor

Seminary Staff

Solo Pastor: Installed

Solo Pastor:

Temporary

Stated Clerk Presbytery Synod Executive

Transitional Pastor

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):

LiveOak's mission is to create a place where every person is welcome to experience the love of God, to foster an atmosphere of grace where we can build the faithful in discipleship while recognizing that nobody is perfect, and to equip our church to live as if anything is possible with God by encouraging our church family to serve God through their unique calling.

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

The presbytery evangelist will assist the congregation in outward-focused hospitality and mission to the rapidly growing neighborhoods that surround the church. Internally, the presbytery evangelist will lead worship, preach, teach, visit members in need, and perform session and staff development as needed. In addition, creating a vision and developing leadership for the life and work of the congregation are expected, and the presbytery evangelist will work with the session on these goals. The presbytery evangelist will also work with the session on emphasizing outreach to the community, as well as enhancing and supporting established ministries such as the children's programs and adult Bible studies. The presbytery evangelist will be paid by Mission Presbytery and must participate in presbytery staff meetings on a regular basis.

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: \$ 46,250

Maximum Effective Salary: \$ 64,000

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?

The presbytery evangelist will bring much-needed leadership to our church and re-energize our congregation. Due to the pandemic-induced pause in certain ministries and to the current interim period between pastors, we believe our congregation has lost momentum and become somewhat complacent. In order to resume high-quality ministry to the families in our church, we need someone who will bring passion and direction to our congregation.

In order to reach new families in our community, we need energy, and, for us, a key driver of that energy comes from having an engaging preacher who gets us excited about following Jesus, being together, and reaching out to those around us. Moreover, based on our recent mission study survey, the congregation is plainly asking for edifying and engaging preaching.

Finally, we need a presbytery evangelist to lead us to a place where we are practicing faithful stewardship to ensure that the church has the resources required to fulfill its mission. Leander and other nearby towns are growing quickly, and opportunities abound. We believe LiveOak is called to fulfill a vital role in furthering the kingdom of God in our area, and we will support a presbytery evangelist who can lead us in this calling.

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?

Leander, Texas, a northern suburb of Austin, is a rapidly growing community composed primarily of young adults who have children. We need a presbytery evangelist who is energetic, creative, and determined about outreach and can connect to the growing community. We feel called by God to seek growth in our congregation by encouraging people to join LiveOak in our mission to spread the gospel to our community and hope to find a someone who feels the same. Although the demographics show that the majority of the surrounding community are households with children, it is still crucial that community focus is well rounded and built with singles and families without children in mind. We are looking for a presbytery evangelist with an intense passion for turning our ministry around so that it can thrive as a vibrant church in our community.

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?

LiveOak needs a presbytery evangelist who energetically engages the congregation with biblical teaching and preaching and has a passion for connecting to people right where they are in their

lives. LiveOak would also benefit from a visionary who has the ability to inspire people to give of their money, time, and talents for the good of the gospel and for the glory of Jesus Christ. We have incredible opportunities for growth between the creativity of our members, resources such as the 10 acres of land that we own, and a rapidly growing city. We hope to find someone who is a good steward of these resources and has the ability to put vision into action. Our church also has a commitment to spiritual growth as well as reaching our community and to have a leader with the same commitments would serve us well.

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 presbytery evangelist will be energetic and passionate about ministry. We are also looking for a compassionate person with spiritual maturity—someone who responds calmly and thoughtfully to difficult issues. We prefer someone who is an engaging and insightful communicator and who can hold people's interest during a sermon or teaching session. As noted elsewhere, we are in need of someone who can cast a vision for our ministry and help to lead us in the implementation of that vision. We would like someone who is ordained or on the way to ordination, takes the authority of Scripture seriously, is passionate about being a follower of Jesus, and has a heart for evangelism and outreach to the community.

Based on our mission study results, interpersonal engagement, inspiring preaching and effective communication were the clearest requests of our congregation and session. Having the ability to connect to people and to connect people to one another is incredibly important for this role.

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

The presbytery evangelist will have oversight of preaching and Bible studies, pastoral care, and staff development, and will also work with the session to set the overall strategy, vision, and mission of the church. The presbytery evangelist will be responsible for pastoral care including visiting families in need, hospital visitations of our congregation, and, if necessary, performing weddings and funerals as requested. The presbytery evangelist will work with the session to enhance and support current ministries and also identify potential ministries for LiveOak, with an emphasis on evangelism and outreach to the growing community.

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

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: Rev. Dr. William C. Pederson

Relationship: Liaison to LiveOak PNC, Commission on Ministry, Mission Presbytery

Phone: 512-868-0902 (office) 704-737-8712 (cell)

Email: sgpcpaster@gmail.com

Reference #2

Name: Rev. Nancy Marroquin

Relationship: Friend of LiveOak Presebyterian Church

Phone: 512-699-9692

Email: nancymmarroquin@gmail.com

Reference #3

Name: Doug Miles

Relationship: Friend of LiveOak Presbyterian Church

Phone: 512-998-6465

Email: miles-dm@outlook.com

C 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: Megan Liles

Preferred Phone: 512-773-6788

Email Address: megan.s.winslow@gmail.com

Address 1: 1928 Elaina Loop

City: Leander

State: Texas

Zip Code: 78641

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 others, showing interest and showing empathy for what is being said.

75%

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.

60%

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.

60%

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.

65%

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.

100%

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

45%

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

40%

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.

45%

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.

50%

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.

55%

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.

30%

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.

95%