**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 of Craig and Klawock**\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Congregation or Organization Size (*select one)*:**

N/A

**x.** 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:14**\_\_\_\_

**Church School Attendance:** \_\_\_0\_\_\_\_

**Curriculum:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Community Type (*select one):***

N/A Suburban

Rural/Urban

Village/College

**X.** Town Recreation

Small City Retirement

%

%

%

%

%

%

%

%

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

Prefer not to answer

Asian/Pacific Islander/South Asian

Black/African American/African

Hispanic/Latinx

Native American/Alaska Native/Indigenous 50%

Middle Eastern/North African

White 50%

Multiracial

# MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

**Position Type (*select one):***

Administrator

Associate Director Pastor, Yoked Ministry

Associate Pastor (Christian Education)

Associate Pastor (Other) Pastoral Counselor

Associate Pastor (Youth)

Bridge/Gap/Acting Pastor Seminary Staff

Campus Ministry

Chaplain X. Solo Pastor: Installed

Christian Educator (Certified) x. Solo Pastor:

Christian Educator (non-certified)

Temporary

Church Business Administrator

Co- Pastor Stated Clerk Presbytery

College/Seminary Faculty

Commissioned Ruling Elder Synod Executive

Communicator Transitional/Interim

Coordinator Position

Director of Music (non-ordained)

Youth Director (NonEvangelist or Mission Pastor ordained)

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)

**Experience Required *(Select one):***

**X** 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

**X**. 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:**

X. English

Spanish

Korean

**Other Languages:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Statement of Faith Required:**

X. Yes

No

**Are you open to a clergy couple:**

X Yes No

**MDP Application Deadline (if applicable): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Church Mission/Vision Statement (*1500 character limit which includes punctuations and spaces* ):**

At the First Presbyterian Church of Craig and Klawock the vision for our ministry is one that spreads the love of Christ in our communities through outreach and by being a viable part of these communities. We want our ministry to be accessible and energetic; to be visible in the communities, involved in positive enterprises, and to be a welcoming presence to all members of the congregation and visitors. It is of great importance that our leadership is willing to share our vision and become an important part of not only our Church community, but the larger communities of Craig and Klawock.

We are living this vision by participating in community activities, volunteering throughout our communities, and by supporting members of the communities when emergencies arise and by celebrating with our communities the successful and joyous times.

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

The person called to this ministry would be expected to:

* Lead worship services,
* Moderate session meetings,
* Serve communion monthly not only in the Church, but also bringing communion to those who are unable to attend services,
* Offer bible studies and/or Christian education and fellowship,
* Be involved in the Presbytery of the Northwest Coast.

We will expect this person to visit members/friends of the congregation who would enjoy the visitation Above all to be successful here the person called would need to become a part of our communities and be willing to work with the other churches on our island as the opportunity arises. The pastor will be well supported in all these assignments and responsibilities by members of the congregation.

**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: FT$

|  |  |
| --- | --- |
| Maximum Effective Salary: | $ |

$52,000 (Salary + Housing

Housing Type (*select all that apply*):

X 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?**

At the First Presbyterian Church of Craig and Klawock the vision for our ministry is one that spreads the love of Christ in our communities through outreach and by being a viable part of these communities. Historically the Presbyterian Church has been central to the community as a source of care and guidance to all, as was the Presbyterian Church in Klawock before it was closed and merged with the Craig Church. We want our ministry to be accessible and energetic; to be visible in the communities, involved in positive enterprises, and to be a welcoming presence to all members of the congregation and visitors. It is of great importance that our leadership is willing to share our vision and become an important part of not only our Church community, but the larger communities of Craig and Klawock.

**Impact of this vision on the community**

This vision has impacted the communities over many years as congregational members have always stepped up to share their interests and gifts to meet the needs of the church and communities. Within the communities our congregation’s members have worked, raised families, served on boards, led church and community activities, and provided support to those who are distressed. Our hope is that our love of Christ is shown through our many endeavors.

**Is the congregation part of a ministry vision or program?**

We believe our congregation to be an integral part of the ministry vision. We participate in our communities in an effort to make them safe, and desirable places to live while following the teaching of Christ.

Members are involved in maintaining the Church by leading/facilitating worship, programing, and the maintenance of church buildings and grounds.

Our last pastor retired in 2018. Since that time, the Church has remained open(except during the COVID closure) for worship due to the leadership of the Session and the efforts of the congregation.

* + - We have had a new roof put on one of the church buildings.
    - The manse has been renovated.
    - We have hosted community activities.
    - Our facilities are open to community members as needed.
    - Our members serve on community boards and by provide leadership in community activities.
    - In the past we have enjoyed a rich musical tradition: the church has a baby grand piano, an organ and many hand bells. We have hosted a community choir, a bell choir and Sing-spirations. We have the hope of being able to again provide musical inspiration throughout our communities.

**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?**

As the name of our church implies both the communities of Craig and Klawock are represented as one church family. The Church buildings and grounds are located in Craig, while the congregation members are located island wide. The two communities are separated by 8 miles of paved road.

Craig with a population of 1,127 and Klawock with a population of 800 are located on Prince of Wales Island in Southeast Alaska amid the Tongass National Forest. This is an island of forests, mountains, and water (rain, ocean, lakes and rivers), a remote island in the sense to get off the Island one has to take a plane or a ferry. The Island has an extensive road system, an estimated 1,000 miles of road that connects our many small communities, many miles of which are part of the Scenic Byways program.

**Emerging Needs**

Living on a remote island has its own set of challenges. The communities of Craig and Klawock and Prince of Wales Island as a whole are faced with increasing challenges associated with addiction issues; the challenge of a transient population; the insecurities of seasonal work and reduction of available jobs.

**Addressing the emerging needs that are impacting our communities?**

In our efforts to help families and neighbors we endeavor to be a welcoming place for those in need: In need of companionship, in need of the strength to live a life free from addictions, a safe place where all are welcome and not judged. For our young people we are trying to provide a path of strong character where they will be able to resist the peer pressure to participate in unkindness to others and to resist pressure to participate in unhealthy behaviors. We want them to develop a strong sense of self and a sense of wonder at the beauty of God's world. As individuals, we work and volunteer in our communities in many ways to exemplify a Christian lifestyle. We would like a pastor to work with us on creative evangelism and outreach, in order to bring more families and young people into our fold.

**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 no other staff, we do have a strong volunteer tradition. The pastor becomes the focal point for the life of the church, drawing us together and focusing us on the life as lived through Christ. It is very easy in small communities; Craig, Klawock, and the Church family, to get side tracked from being a caring presence to one of resentment and sometimes anger. A strong pastor with a strong sense of humor will be the presence that will help keep us focused on the Church’s vision for our ministry.

A pastor who is willing to take an interest in the life of the congregation and the communities will be appreciated by community members who are not necessarily part of our church family, but who may be drawn into the Church because of the pastor’s visible presence in the communities.

**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.**

Among the skills needed to become a successful part of our ministry one has to have an open mind, be sensitive, and compassionate to all who look to the ministry of our church for strength and support.

1. Someone who doesn’t mind rain and wind. Someone who has a good sense of humor is a good communicator and who listens.
2. We need someone who fits in willingly with our congregation and community.
3. Someone who is approachable, flexible and accepting of local culture and customs.
4. Someone who can bring the Bible to life.

Most importantly this person must have the personal mental resources to live with wind, rain and darkness (only a few hours of light in winter) while knowing the sun will shine again and the beauty of the area will again be evident.

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

We will expect the person called to this ministry:

* to lead and participate in congregational worship services
* to moderate session meetings, support work on updating documents required by the Presbytery
* to serve communion, to bring communion to those who are unable to attend services
* to offer bible studies and/or Christian education and fellowship,
* to listen to people both inside our church and in our communities who may need support in their lives
* to be involved in the Presbytery of the Northwest Coast.
* to become a part of our communities and be willing to work with the other churches on our island as the opportunity arises.

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

Link Title: Facebook page: [First Presbyterian Church of Craig and Klawock](https://www.princeofwalescoc.org/)

[Prince of Wales Chamber of Commerce powcc.org](https://www.princeofwalescoc.org/)

[Discover Prince of Wales Island](https://discoverpowisland.com/communities/craig/)

[City of Craig](https://www.craigak.com/)

Description: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

URL:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**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. Kevin Nollette\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Phone Numbers 206—708-5448 or 425-236-9942

Relation Interim Pastor

E-mail kevinnollette@hotmail.com

**Reference #2**

Name Jim Hamilton

Phone Numbers 509-250-3445

Relation. Former Member

E-mail

**Reference #3**

Name: Ralph Mackie\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Relationship: Friend of the church\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Phone: 907-826-3321 or 907-406-1784\_

Email: ralphdmackie@[gmail.com](http://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 Merritt

Preferred Phone: \_\_\_\_\_ 907-401-1227\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Alternate Phone or Email: \_\_\_907-826-2690\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Fax:\_\_\_907-826-3278\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Email Address: \_\_\_\_ meritime@aotalaska.net\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address 1: \_\_P.O. Box 332\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address 2: \_\_\_610 3rd St\_\_\_\_\_\_\_\_\_\_\_\_

City: Craig\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

State: AK\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Zip Code: \_\_99921\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**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.**

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. 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. 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. 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. 75**%**

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.

75**%**

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. 90**%**

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

90**%**

Creates learning opportunities for active participants

and as a collaborative way, by designing lesson

plans that teach concepts, facts and theology. 95**%**

Contributes intentionally to the happiness and wellbeing of others, by having genuine interest in seeing others thrive, providing honest and genuine

feedback and acknowledging relationships. 90**%**

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. 80**%**

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. 90**%**

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. 90**%**

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. 90**%**