

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 - Gallatin, Inc.

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: 65-75 average

Church School Attendance: 20-25

Curriculum: Various/The Present Word/Beautiful Outlaw (Book Study)

Community Type (*select one*):

- | | |
|-------------------------------------|--|
| <input 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	%
Asian/Pacific Islander/South Asian	%
Black/African American/African	0.50%
Hispanic/Latinx	.50%
Native American/Alaska Native/Indigenous	%
Middle Eastern/North African	%
White	99%
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)

____ Campus Ministry

____ Seminary Staff

____ Chaplain

____ Christian Educator (Certified)

____ x

____ Solo Pastor: Installed

____ Christian Educator (non-certified)

____ Solo Pastor:
Temporary

____ Church Business Administrator

____ Co- Pastor

____ College/Seminary Faculty

____ Stated Clerk
Presbytery

____ Commissioned Ruling Elder

____ Communicator

____ Synod Executive

____ Coordinator

____ Director of Music (non-ordained)

____ Transitional Pastor

____ Evangelist or Mission Pastor

____ Youth Director (Non-
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)
- Pastor Interim

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):**

Our church mission statement, "Where God's love overflows and service begins." is what we believe is appropriate for our future and the "Good News" statement that best exemplifies our

church is "Love God and Love Your Neighbor as Yourself." We believe it is our mission to shelter, nurture and provide spiritual fellowship for the children of God, exhibit the Kingdom of God to the world and proclaim the Gospel for the salvation of humankind.

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position (1500 character limit which includes punctuations and spaces):
Leading worship, visitation (hospital & home)

We expect our pastor to possess spiritual maturity, lead worship, be a dynamic preacher, be compassionate, engage in visitation, and provide pastoral care to the congregation. Our pastor should be a good listener, teacher and motivator, be flexible and encourage and support congregation members to lead (i.e. committee chairs, special projects). The pastor must hold regular office hours and we would also like them to become involved in our community.

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:

\$60,000

Maximum Effective Salary:

\$75,000

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):

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 vision of the ministry of First Presbyterian Church Gallatin is to continue to make a positive and lasting impact on our community and the surrounding area. Our hearts are open to embracing those who would like to be a part of our congregation. Whether through worship, christian education, mission & outreach, or fellowship, we always explore ways to include our community in the life of our church.

Ministry and outreach programs of FPC-Gallatin:

First Presbyterian Church Preschool which has a 3 Star rating (highest possible rating) from the State of Tennessee.

Gallatin Cares - Gallatin CARES (Christian Association for the Relief of Economic Suffering) is a centralized place where those in need can come for assistance. In partnership with many local organizations, Gallatin CARES provides short-term relief and economic assistance to people in Gallatin and Sumner County.

Shalom Zone - Gallatin Shalom Zone serves children, youth, individuals, and families to encouraging self-sufficiency, wholeness, health, and inner peace to generate long-term potential and prosperity.

Meals on Wheels

HomeSafe (domestic violence assistance)

Habitat for Humanity

Sudanese Presbyterian Church

Stay Warm Shelter - With no homeless shelter in Gallatin, this site at a local Baptist church serves as a shelter during difficult weather conditions.

Nashville International Center for Empowerment (NICE)

Boy Scout, Cub Scout and Daisy troops

Please see links below for further information about these programs.

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?

[Gallatin, TN](#), is a rapidly growing area in Sumner County. It was once considered a small, farming community. However in recent years, as Nashville has continued to grow, so has Gallatin. We are now considered to be a comfortable suburb north east of Nashville, TN that has maintained its small-town feel.

Sumner County's business community is anchored by large manufacturing and distribution operations, an outstanding mix of professional service companies and a rapidly expanding retail sector. The county's entire 63-mile southern border meanders along Old Hickory Lake, which gives Sumner County a unique claim within the Nashville area to a major navigable waterway with lakeside living and unlimited water recreation. The top 5 businesses in Sumner County are Sumner Regional Medical Center, UniPres USA Inc., Xtend Healthcare, Gap Inc. and Tri-Star Hendersonville. The population in 2020 was 195,561 and there is a net growth of 10 people per day according to the U.S. Census Bureau.

With an increasing population of all ages from young families to retirees, Gallatin is located in the heart of the county and First Presbyterian Church- Gallatin, is located in the heart of the town. FPC-G has tremendous opportunities to be God's hands and feet in Gallatin and our surrounding area. With the search for our next long-term pastor, we have the opportunity to find the person who will bring new energy, ideas and motivation for this body of Christ.

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?

Our new pastor will bring guidance and direction to our church body and allow us to reach out into our community in new and inclusive ways. Someone who can work with us to determine what God's plan is for our church, how we can fulfill that plan and where we can all fit in and work as one body and not separate sides of the same coin.

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.

After challenges faced over the past several years, our small congregation is looking for a thoughtful leader who will be collegial in their leadership style and is able to delegate to and work with the strong leadership of our congregation.

We need a pastor who can work with a diverse group of strong personalities and opinions. Someone who has sensitive pastoral counseling skills, a compassionate, healing presence, and be an attentive, active listener.

We are looking for a pastor who can will not be afraid to tackle difficult topics and help us reach a deeper understanding of the Biblical truths and be tolerant of different perspectives.

Because FPC Gallatin has a long history of mission work in our community, we are looking for a pastor with an engaging personality who will be able to connect with our mission partners.

While it seems we are looking for someone who walks on water, we are actually looking for someone who will respect our history and lead us onto the path that God has for our church.

We believe FPC Gallatin is a church where a pastor could spiritually grow along with our congregation. We are seeking a life-giving relationship with our called pastor and offer a place where we are free to ask questions and know we might not have all the answers.

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

We expect our called pastor to lead worship with dynamic preaching, provide pastoral care, and engage in home, hospital, nursing home, assisted living and any other necessary visitation to members, visitors and friends of the church.

Our pastor should be prepared to participate in committee meetings as requested by the chair, become engaged in Christian education and bible study, become involved in the Gallatin Ministerial Association, the Middle Tennessee Presbytery, and the larger governing councils of the denomination and in community organizations.

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

[City of Gallatin](#)
[Sumner County](#)
[Middle Tennessee Presbytery](#)
[Gallatin Cares](#)
[Shalom Zone](#)
[Meals on Wheels](#)
[FPC PreSchool](#)
[HomeSafe \(domestic violence assistance\)](#)
[Habitat for Humanity](#)
[Stay Warm Shelter](#)
[Nashville International Center for Empowerment \(NICE.\)](#)

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: Tim Reynolds

Relationship: Current pastor 2nd Presbyterian Church Knoxville; former member of First Presbyterian Church Gallatin

Phone: 276.525.5202

Email: treynolds@2ndpres.org

Reference #2

Name: Casey Wilmore Davis

Relationship: Preschool parent & board member

Phone: 615.406.0179

Email: caseywdavis3@gmail.com

Reference #3

Name: Ray Thomas

Relationship: Co-Executive Presbyter

Phone: 520.260.2512

Email: ray.midtennpres@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: Ellen Hitchins

Preferred Phone: 412.370.1448

Email Address: emhitch231@gmail.com

Address 1: 1227 Westgate Drive

City: Gallatin

State: TN

Zip Code: 37066

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.

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.

70%

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.

80%

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

65%

the members of the team.

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.

75%

Values their experience in life, they continue their education, builds on strengths and seeks assistance

to develop the weak traits.

70%

Creates learning opportunities for active participants and as a collaborative way, by designing lesson

plans that teach concepts, facts and theology.

60%

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.

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.

70%

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.

100%

Defines roles clearly in an interdependent

environment forming trust form others in their future planning, goal setting/defining and finds the means along the way to produce a vision with creative work

and play.

80%

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%