

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: Crescent Hill 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: 35

Church School Attendance: 5

Curriculum: Growing in Grace & Gratitude

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

%

Black/African American/African

1%

Hispanic/Latinx

5%

Native American/Alaska Native/Indigenous

%

Middle Eastern/North African

%

White

93%

Multiracial

1%

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: Temporary
<input type="checkbox"/> Church Business Administrator	
<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-ordained)
<input type="checkbox"/> Executive Director	
<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 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*):

- 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): 30 per week _____

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: Spanish helpful, not required

Statement of Faith Required:

- Yes

No

Are you open to a clergy couple:

Yes

No

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

Our Mission Statement

Dependent on God’s love and grace made known through Jesus Christ, Crescent Hill Presbyterian Church is a worshipping community called to live out that love and grace with one another and the world.

Our Vision Statement

As partners with Christ, we are an open, growing, faith-filled community, developing authentic relationships and cultivating a passion for justice and mission.

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: \$35,000

Maximum Effective Salary: \$40,000

Housing Type (select all that apply):

- Manse
- Housing Allowance
- Open to either
- N/A

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:

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. John Odom

Relationship: General Presbyter

Phone: 502-896-8159

Email: John@midkentuckypresbytery.org

Reference #2

Name: Rev. Dave Bush

Relationship: former member, Crescent Hill neighborhood resident

Phone: 502-741-4055

Email: dave@dabush.org

Reference #3

Name: Rev. Nancy Troy

Relationship: member of the Presbytery's Administrative Commission to the church

Phone: 502-494-4697

Email: nancyktroy@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: Polly Cushman, Clerk of Session

Preferred Phone: 540-560-1011

Alternate Phone or Email:

Fax:

Email Address: clerk@crescenthill.church

Address 1: 142 Crescent Avenue

Address 2:

City: Louisville

State: KY

Zip Code: 40206

Narrative Questions.

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?

Having been a joyful, diverse congregation with a long history of fruitful pastorates and active engagement, we enter this time of seeking a new pastor after several years of conflict, loss, and healing. We seek a pastor who will love us and care for us as we seek to move beyond the loss of who we were, and a visionary who will guide us into the future God intends for us. Though fewer in number, we stand ready to be inspired and challenged.

We seek a part-time pastor who will help us build on our strengths of compassion, inclusion, and justice as we:

- Deepen connections with God and each other through worship, study, and spiritual practices.
- Care for each other with prayer, support, and honest dialogue.
- Share resources with each other, the church, the community, and the world.

We aspire to be an open, growing (spiritually and numerically), faith-filled community with relationships that are authentic and deep. We want to be a nurturing community that feeds the spirits of members and guests. We want to be a voice for justice and peace, and to make a difference in the world through witness, service, and mission. We want to welcome new people, so that new voices and perspectives can enable our ministry to continue and flourish. (Note: We regularly have visitors but have not had a new member since re-opening to in-person worship in July 2021.)

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?

Crescent Hill is an eclectic community about 10 minutes from downtown Louisville. The church is in a residential area nestled between two business districts with restaurants and small businesses. Close by are the American Printing House for the Blind, St. Joseph's Children's Home, Southern Baptist Seminary, Louisville Presbyterian Theological Seminary, and the Louisville Water Plant. There are several other churches within walking distance, and two PC(USA) churches within 2 miles.

Within a mile of the church, there are about 20,000 residents of all ages, 88% white, a mix of well-educated, upper-middle-class, and lower-income.

We are committed to outreach. Our Earth Care Team worked with the presbytery to install free EV charging stations in the church parking lot. We have hosted events to build beds for children who need them. Our Gun Violence Prevention Team has expanded into an interfaith effort that has sponsored two safe-surrender Guns to Gardens events in the past year. We have a long-standing partnership with churches in Guatemala and are maintaining relationships with our partners despite the inability to carry out in-person visits for several years. We work with United Crescent Hill Ministries to supply food and meet other needs of people in our community.

We are seeking ways to make our church building a resource and point of connection with our community and its emerging needs, including groups that share our vision and priorities.

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?

We are looking for a pastor who will love and care for us as we continue to heal and challenge us to move forward in seeking ways to join what God is already doing in the world around us. This person will also help connect us with new people who are spiritually hungry and seeking a place where they can make a difference in the world. We seek a pastor who will support us as we continue to rebuild relationships within our congregation, to recognize and confess past injustices and mistakes, and to offer forgiveness.

Our congregation has long been committed to nurturing children, youth, and adults in the faith. The pandemic disrupted our educational programs and challenged us to explore new approaches, including Zoom-based programs. A community of high schoolers are building mutual trust, as they find joy in being together. We seek a pastor who will help us find new and creative ways of equipping people of all ages to be disciples of Jesus Christ.

We understand that a part-time pastor will not always be available, and the congregation will be primarily responsible for carrying out our vision and mission goals. Our pastor will help us visualize what God is doing among us, encourage us, and help us stay on track.

We affirm the important dual roles that our denomination assigns to the pastor and to the Session in the leadership of the congregation and seek a pastor who will work closely with the Session to empower them to play their important role in that partnership.

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.

The ideal candidate will be outgoing and friendly, prayerful and compassionate, self-differentiated and a team-player. The person will be a skilled and creative preacher, teacher, and worship leader. We are

looking for someone with strong communication skills, who is comfortable with technology and social media, and who can share the vision of the congregation with visitors and new people in the community. We are looking for someone well-versed in Scripture and theology, progressive and inclusive of all people. Along with the personnel committee, the pastor will be responsible for the daily functions of the church's small staff, so administrative skills will be helpful.

Most important, at this time in the life of this congregation, the pastor must love us and be a good listener and a comforting presence. We believe we have done the hard work necessary to welcome new pastoral leadership with openness and commitment. It has been a humbling experience. A series of congregational gatherings allowed members to talk about recent conflicts, listen to each other, and share hopes for the future. The Session developed an [open letter](#) listing learnings and commitments. For example, we have learned that we are an imperfect community of flawed individuals, but God is faithful. We have learned that our elders must take seriously their role as spiritual leaders. We have learned the importance of transparency and good communication.

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

- Worship preparation in collaboration with the music director and administrative assistant.
- Worship leadership and preaching; posting weekly sermon videos.
- Moderate congregational meetings and Session meetings and work with the Clerk of Session to prepare the agenda. Guide Session discernment and decision making.
- Facilitate training of new officers once a year, drawing on resources available from presbytery and experienced affiliate members.
- Hold regular office hours and staff meetings (currently every other week).
- In partnership with the Deacons, visit people in the hospital, home-bound, and with other special needs.
- Get to know members; welcome visitors; collaborate with Outreach Committee and other members in reaching out to visitors and people in the surrounding community.
- Attend committee meetings as needed, including opening the monthly joint committee meeting.
- Work with the administrative assistant and communication committee to prepare weekly e-newsletter, Facebook posts, and other communications.
- Collaborate with the Nurture Committee in facilitating Bible studies, book discussions, and other small-group opportunities for spiritual nourishment and growth.
- Develop and maintain a relationship with UCHM Executive Director and other pastors in the Crescent Hill area (attend monthly UCHM lunch if possible).
- Attend presbytery meetings and maintain a relationship with presbytery staff and colleagues.

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

www.crescenthill.church