

# 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:** Pineda 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:** 60

**Church School Attendance:** 10

**Curriculum:** The Bible, and “Pursuing Spiritual Transformation” (Ortberg)

**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	_____	%
Asian/Pacific Islander/South Asian	_____	%
Black/African American/African	1	%
Hispanic/Latinx	1	%
Native American/Alaska Native/Indigenous	_____	%
Middle Eastern/North African	_____	%
White	98	%
Multiracial	_____	%

## MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

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

**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 ):**

We are a caring and compassionate, Christ-centered faith community, living out our growing understanding of God’s word and love as we seek to connect with our world and one another.

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

- Moderate the Session and the congregation and serve as head of staff.
- Plan and lead all worship services; preach and preside over the sacraments.
- Offer pastoral care and call on the hospitalized and home-bound, as needed.
- Work with committees to assist them in carrying out their assigned tasks.
- Train newly elected officers and conduct new membership classes.
- Provide other administrative leadership, as needed.
- Represent the church in dealing with outside organizations.

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: \$55,000 \$

Maximum Effective Salary: \$65,000 \$

**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 ):**

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?

Pineda Presbyterian Church, is a small, caring, and mighty congregation, committed to welcoming all with open arms. We seek to serve God by nurturing our community through prayer, support, and mission outreach. Through acts of compassion, such as caring for the elderly, feeding the hungry, and providing support for those in need, we strive to embody God's love. Our purpose is to create a space where people can experience His grace, whether they are joining us for worship, participating in community activities, enjoying our frequent pot-luck luncheons, or engaging in our outreach programs.

Pineda wants to be seen as a vibrant, invitational church that transforms our community through God's love. To address loneliness and disconnection, we aim to expand our outreach and make a lasting impact by providing support, encouraging spiritual growth, and opportunities for fellowship. By developing new ways to connect with our neighbors—whether through our walking path, chair yoga, classes, or mission work—we will continue to bring God's word to all who seek it, building a stronger, more compassionate community for years to come.

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?

Retired couples and empty nesters make up most of our community. They are generally well-educated and economically comfortable. Fellowship and belonging are significant aspects of church, and they generously support programs which provide necessities to the disadvantaged or those struggling to survive. The area is prosperous, yet affordable housing and hunger, especially for children, are major local issues.

Our congregation mirrors the community. We are passionate about children, especially those at risk, and combatting hunger. We host a Cub Scout Pack, provide school supplies to Harbor City Elementary (a Title I school), and give to The Children's Hunger project (provides food for school children on weekends). We collect items for the Advent Lutheran Church food pantry each Sunday, and we give them the proceeds of our annual Chili-Cook-Off. We also provide Thanksgiving baskets to those in need.

We want to be a place where those who struggle know they will find support. Our challenge is finding ways to reach out and invite our neighbors to join us, to build on existing community partnerships and involve our neighbors in mission projects. We want to build relationships and create opportunities to invite new people into the church. As the world around us changes, we want to help our neighbors face change with understanding, compassion, hope, and curiosity about new opportunities for relationship and service.

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 an aging church with strong love and enthusiasm. Our devotion keeps people coming, participating and being involved in whatever way they can.

Pineda Presbyterian Church has a very dedicated and hardworking staff as well as committee members and volunteers. Both staff and membership enjoy working with the minister and are open to suggestions and direction but are also self-motivated in leading activities or getting a job done. For example, a group of hard-working volunteers recently got together and designed, constructed, carpeted and installed new platforms in the choir and pulpit area of the sanctuary.

We have an active Board of Deacons which looks forward to working with the minister on “in-reach” to better meet the spiritual needs of our shut-ins, and on outreach to bring the community to our facility to meet social, spiritual, or physical needs. We are looking for our pastor to partner with us in our current ministry and to help us take new steps to engage our community.

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.

Pineda’s next pastor should be a good communicator who preaches from scripture, relates it to our daily lives, and also connects with people in our neighborhood who are not church goers. We desire a pastor who is outgoing, will help people feel comfortable, and enjoys participating in fellowship activities. We want a leader who will help us turn goals into reality, strengthen activities we want to grow, and address those needing change. We need a bridge-builder who clearly presents plans and answers questions to help our congregation understand how changes (major or minor) benefit the church, and calms anxieties about the new or different. The pastor’s management and organizational skills will further a spirit of cooperation among session committees, staff, and volunteers. Problem solving and adaptability are important skills for a solo pastor in a small, active church with many seniors; the ability to calmly deal with the unexpected and delegate as needed will prevent burnout of the pastor and church leaders. We anticipate that these qualities will lead us to a new level of success utilizing our collective resources and achieving our vision with love and compassion.

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

The Solo Pastor will be a leader and partner in ministry at Pineda Presbyterian Church.

- Lead worship services and perform sacraments based on reformed theology with a Biblical focus in liturgy and sermons, incorporating both traditional and contemporary elements. This includes coordinating with the Worship Team and Music Director in planning services and events.
- Serve as head of staff over other church employees. Meet and work with Admin team on staff reviews and responsibilities. Moderate Session and congregational meetings. Train new officers and provide counsel for church committees. Attend key meetings as schedule permits.

- Develop paths of spiritual growth for church members and regular attendees. Teach classes for prospective members. Encourage congregational involvement and engagement both financially and through participation in activities and committees. Help volunteers flourish.
- Consult with Deacons to stay informed on congregational needs. Periodically contact the home-bound to maintain their connection to the church. Schedule visits with members who are hospitalized or facing serious illness.
- Be the primary spokesperson representing the church in public relations. Support partnership arrangements with outside groups and bring suggestions for new partnerships to augment our ministry. Expand community connections by supporting development of church property and seeking outreach opportunities away from the church campus.

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

Link Title: [Church Web Site](#)

Description: [Information about Pineda Presbyterian Church](#)

URL: [pinedapc.org](http://pinedapc.org)

Link Title: [Mission Study Report](#)

Description: [Report of Mission Study conducted by Pineda Presbyterian Church in 3Q2024](#)

URL: [to be provided when this document is approved by session](#)

Link Title: [Presbytery Web Site](#)

Description: [Information about Central Florida Presbytery](#)

URL: [cfpresbytery.org](http://cfpresbytery.org)

Link Title: [Hometown News – Brevard County](#)

Description: [Local News – look for “Suntree/Viera/Rockledge”](#)

URL: <https://www.hometownnewsbrevard.com/news/local/>

Link Title: [Cocoa Beach Regional Chamber of Commerce](#)

Description: [Regional Chamber of Commerce for the Space Coast](#)

URL: <https://www.cocoabeachchamber.com/>

Link Title: [Melbourne Regional Chamber of Commerce](#)

Description: [Chamber of Commerce for the City of Melbourne](#)

URL: <https://www.melbourneregionalchamber.com/>

### **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. Debra Cox](#)

Relationship: [Committee on Ministry Liaison](#)

Phone: [321-725-8484 \(o\)](#) [321-507-0257 \(c\)](#)

Email: [debra@palmbaypres.org](mailto:debra@palmbaypres.org)

#### **Reference #2**

Name: [Rev. David L. Lindemer](#)

Relationship: [Former pastor \(retired 2018\)](#)

Phone: [321-652-7800](#)

Email: [revdll@yahoo.com](mailto:revdll@yahoo.com)

#### **Reference #3**

Name: [Ruling Elder Rob Inkpen and Deacon Mary Inkpen](#)

Relationship: [Former members \(moved closer to family\)](#)

Phone: [Rob 425-443-1273; Mary 425-443-1545](#)

Email: [rjinkpen@gmail.com](mailto:rjinkpen@gmail.com);  
[minkpen1@gmail.com](mailto:minkpen1@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: [Barbara Mathewson](#)

Preferred Phone: [321-917-6539](#)

Alternate Phone or Email: [321-259-1330](#)

Fax: \_\_\_\_\_

Email Address: [pinedapc.pnc@gmail.com](mailto:pinedapc.pnc@gmail.com)

Address 1: [101 Palm Circle](#)

Address 2: \_\_\_\_\_

City: [Palm Shores](#)

State: [FL](#)

Zip Code: [32940](#)

## 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 paper with a plus sign or a clipboard, which will be located under the actions of your MDP.*

**This survey will organize your matches based on their compatibility ranking. Please assign a percentage value ranging from 0 to 100% to each descriptor based on its relevance to the position. The sum of the percentages for the 14 descriptors does not need to equal 100%. We encourage you to thoroughly assess the significance of each trait with your search committee and input the corresponding percentage accordingly.**

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.

\_\_\_\_\_  
\_\_\_\_\_  
%

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.

\_\_\_\_\_  
\_\_\_\_\_  
%

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.

\_\_\_\_\_  
\_\_\_\_\_  
%

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.

\_\_\_\_\_  
\_\_\_\_\_  
%

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.

\_\_\_\_\_  
\_\_\_\_\_  
%

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.

\_\_\_\_\_  
\_\_\_\_\_  
%

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

\_\_\_\_\_  
\_\_\_\_\_  
%

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

\_\_\_\_\_  
\_\_\_\_\_  
%

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.

\_\_\_\_\_  
\_\_\_\_\_  
%

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.

\_\_\_\_\_  
\_\_\_\_\_  
%

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.

\_\_\_\_\_  
\_\_\_\_\_  
%

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.

\_\_\_\_\_  
\_\_\_\_\_  
%

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.

\_\_\_\_\_  
\_\_\_\_\_  
%

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.

\_\_\_\_\_  
\_\_\_\_\_  
%