

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: Presbytery of Eastern Virginia

Congregation or Organization Size (*select one*):

☒ More than 1500 members

Average Worship Attendance: N/A

Church School Attendance: N/A

Curriculum: N/A

Community Type (*select one*): N/A

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

Asian/Pacific Islander/South Asian	1%
Black/African American/African	6%
Hispanic/Latinx	1%
Native American/Alaska Native/Indigenous	0%
Middle Eastern/North African	0%
White	91%
Multiracial	1%

MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

Position Type (*select one*):

☒ General Presbyter/Executive Presbyter/Presbytery Leader

Experience Required (*Select one*):

☐ 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): Transitional General Presbyter

Employment Status: Full-time

Training/Certificate Requirements: None

Language Requirements: English

Statement of Faith Required: Yes

Are you open to a clergy couple: No

MDP Application Deadline (if applicable): None

Church Mission/Vision Statement (*1500 character limit*):

“We build bridges across divides to deepen connection to Christ and one another to serve the world”. The Presbytery of Eastern Virginia (PEVA) sits geographically in a beautiful part of God’s creation in the southeastern section of the Commonwealth of Virginia. Our presbytery is diverse in culture, customs, and theology reflecting the diversity of the communities in which we serve. We are separated by vast areas of waters. Bridges, tunnels, and waterways both separate and connect us on a daily basis. Yet, our churches are united in serving Christ in the world. We envision increasing our collective efforts to become one body reaching out to our local, regional, and international brothers and sisters. We see the waters that flow among us as a reminder of our connection with each other through the water of our baptism. We see the diversity of our cultures, customs, and theology not as a force that separates but as a way to unite us to learn and grow. We see our role in the world to be Christ’s ambassadors of change, transforming the lives of individuals and the world in which we live to best reflect the core principles of the Gospel of Jesus Christ. So, we choose to build bridges with others across divides that might otherwise separate us in order to deepen connection to Christ and one another so that together we might serve the world.

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

Situated in the plains of Coastal Virginia, the Presbytery of Eastern Virginia (PEVA) is seeking a dynamic, motivated, and insightful Transitional General Presbyter (TGP) to undertake leadership of a presbytery as it accepts the challenges of worship, stewardship, and fellowship in 2024 and beyond. The TGP should be an inspiring, visionary leader eager to work collegially with a presbytery that is poised to move forward in compassionate outreach and ministry. The TGP will oversee the work of PEVA and provide pastoral support and resources for leaders, congregations, and clergy. It is vital that the TGP articulate scripture in the Reformed tradition and have a firm knowledge of PC(USA) polity. The TGP will collaborate with PEVA staff, be a visionary leader engaging and thoughtful in manner, clear and articulate in expression, and faithful to the gospel. The TGP will demonstrate love for the Church, a devotion to Christ, and be a servant leader. With the PEVA Council, the TGP will determine the need for visioning and help lead that process to include staffing, ministries, and office needs. The TGP will support PEVA’s ministry and be an example of pastoral care; oversee administrative functions; serve as primary staff person and resource to ministry teams; coordinate communication within PEVA; and pray for the discipleship of PEVA. The TGP will become a friend among colleagues as together we serve with energy, intelligence, imagination, and love.

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:

\$80,000

Maximum Effective Salary:

Housing Type (select all that apply):

Housing Allowance

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?

The Presbytery of Eastern Virginia's vision is: "We build bridges across divides to deepen connection to Christ and one another to serve the world." Water and bridges are inherent to Hampton Roads and our next Transitional General Presbyter (TGP) will cross waters and bridges to inspire vision and transformative ministries to clergy, lay leaders, and congregations. Even thriving churches can improve and struggling churches still offer outstanding ministries to their flock and communities. The TGP will lead efforts to become one body in Christ here in coastal Virginia, as well as support the Synod and General Assembly. With God's help, the TGP will partner with our churches to help them grow in number and community while serving others and being Christ-like.

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?

The waters that flow throughout coastal Virginia remind us of our baptism that unites followers of Christ. Our presbytery encompasses affluent areas and those facing economic challenges, with 43 congregations of various sizes in urban, suburban, and rural communities (often within the same city). Unique to our area is a healthy blend of civilians and a sizeable military presence. Often veterans choose to remain or return here after their service is complete.

Our presbytery is situated in the midst of a racially and ethnically diverse community. The strength of this diversity is reflected throughout our presbytery in its congregations, PEVA leadership, and the enduring love we have for all of God's children.

Like many communities, we face challenges of declining worship attendance, aging congregations, and limited resources. We are working toward deeper understanding and unity on issues of diversity, equity, and inclusion. PEVA churches range from hundreds of members in worship on Sundays to those in the twilight of their time together as a congregation.

We seek to foster discernment of the presbytery's mission that cultivates transforming faith in a living community; recognizes the need for a steady hand on the tiller; and understands that winds, tides, and obstacles will always be part of navigating. We see the waters that surround us not as a barrier, but when used patiently, deliberately, and without haste, unite every corner of our presbytery.

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?

The successful candidate will serve as an active partner in ministry by casting a vision for staff, clergy, and lay leaders in PEVA. The TGP will demonstrate a strong commitment to spiritual growth, discernment, faith, and service within the local community and beyond. As a leader among leaders, the TGP will empower and encourage staff, clergy, and lay leaders to work together and remain committed to the Gospel of Jesus Christ.

This will be manifest in their knowledge of Reformed theology and Presbyterian polity, creative ministries with respect for tradition, and application of that knowledge to practical ministry in the 21st Century. The successful candidate will possess an understanding of financial and human resources in order to cast a compelling vision for growth, spirituality, faith, and service, and help PEVA move forward in that vision in practical and sustainable ways.

The TGP will be available to congregations as a guest preacher and will worship throughout our presbytery's churches in order to build relationships and share communications on behalf of PEVA.

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 successful candidate will be a creative visionary who possesses a balance of pastoral and organizational gifts. Dedicated love of the Church, Christ, and his followers is a core value that will be essential in this position. Our leader will have a deep personal relationship with the Triune God, grounded in the Word, that manifests itself in the ability to speak the truth in love and lead God's people in inspired worship.

The next PEVA TGP will be an effective communicator and an attentive listener in order to lead needed change. Collaborative leadership in our TGP is best modeled through authenticity, humility, and a sense of humor. This individual will create and sustain an atmosphere of trust and collegiality in their relationships. When a crisis or conflict occurs, the TGP will be a non-anxious compassionate presence who recognizes the value of our diversity and helps us re-member our similarities.

PEVA is financially stable thanks to good stewardship and financial management through its trustees. Our next leader will work with our trustees to continue strengthening our financial base. Mid-Council or executive training would be helpful.

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

Our next TGP will be responsible for creating and advancing a vision for mission and ministry throughout PEVA with optimism and humility. As head of staff, the TGP will model and teach lifelong growth in one's personal relationship with Jesus Christ. In addition, our next leader will facilitate best practices for churches, clergy, and non-church related ministries, skillfully building trust among people with diverse theological, racial, and socioeconomic backgrounds.

In addition to supporting and growing church leadership, the successful candidate will be a strong advocate of current ministries that support health and creativity in ministry, including a coaching network, partnership with Congo and mission trips, racial reconciliation, plight of the poor, migrant worker support, prison ministry, and support of children and youth in crisis. The TGP will help create new initiatives designed to support ministry growth, focusing on existing congregations, as well as encouraging and inspiring new worshipping communities.

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

Link Title: The Presbytery of Eastern Virginia website

Description: Our Presbytery website

URL: <https://pcusa-peva.org>

Link Title: City of Virginia Beach, VA

Description: This is the most populous city in Virginia

URL: <https://virginiabeach.gov>

Link Title: City of Chesapeake, VA

Description: Geographic largest city in Virginia

URL: <https://www.cityofchesapeake.net/>

Link Title: City of Norfolk, VA

Description: Large city in PEVA

URL: <https://www.norfolk.gov>

Link Title: City of Newport News, VA

Description: Large city in PEVA

URL: <https://www.nnva.gov>

Link Title: City of Williamsburg, VA

Description: Small city/college town in PEVA

URL: <https://www.williamsburgva.gov>

Link Title: First Presbyterian Church – Norfolk website

Description: One of the larger congregations in the Presbytery of Eastern Virginia

URL: <https://fpcnorfolk.org>

Link Title: Kings Grant Presbyterian Church website

Description: Medium size church in PEVA

URL: <https://kgpc.org>

Link Title: Community Presbyterian Church, Portsmouth, VA website

Description: Smaller size church in PEVA

URL: <https://www.facebook.com/www.cpcportsmouth.org>

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

Rev. Dr. Lou Ventura
Past Moderator of PEVA, served on numerous Commissions and Committees
725 Kingsale Road Suffolk, VA 23437
(757) 373-2781
revventura@hotmail.com

Reference #2

Mr. Larry Hull
Past Moderator of PEVA Trustees, Longtime Elder in PEVA, serving on PEVA Council
1051 North Shore Rd. Norfolk 23505
(757) 567-3438
lhull49@cox.net

Reference #3

Rev. Dr. Wilbur Douglass
Past Moderator of PEVA, served on Commission on Ministry
1605 Scottish Ct, Virginia Beach VA 23464
(757) 343-7271
revwdouglass@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: Rev. Dr. Christina (Chris) Carrasco

Phone: 757-636-9568

Email: pevaGPsearch2023@gmail.com

Address

Kings Grant Presbyterian Church

745 Little Neck Rd

Virginia Beach, VA 23452

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.

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. 70%

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. 85%

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. 25%

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. 30%

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. 40%

Values their experience in life, they continue their education, builds on strengths and seeks assistance to develop the weak traits. 40%

Creates learning opportunities for active participants and as a collaborative way, by designing lesson plans that teach concepts, facts and theology. 35%

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. 65%

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. 75%

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. 60%

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. 60%

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. 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. 90%