

Bethany Presbyterian Church
431 Wayne St.
Bethany, PA 18431
570-253-6316

The Bethany Presbyterian Church is currently seeking a full-time solo pastor. We are a small PC USA affiliated church located in the Borough of Bethany, Pennsylvania. Nestled between both the Pocono Mountains and the New York Catskills, there are plenty opportunities for recreation. Visit our website to learn more about our church and the beautiful rural area surrounding it.

<https://bethanypresbychurch.com>

Position Description for Pastor

General Description of Responsibilities:

The Pastor is the spiritual leader for the church. He/she is responsible for teaching the Bible, administrative leadership, administering sacraments, providing congregational care and serving as the face of the church to the community.

Responsibilities:

- Conducts worship service that inspires and challenges the church family, gives special messages related to special holidays of the year and nourishes the spiritual life of the congregation.
- Participates in Christian educational programs (adult & children) and visits the sick, the shut-ins and nonmembers as requested.
- Conducts weddings, funerals, confirmation classes, new member assimilations, premarital counseling, and offers counseling sessions.
- Leads the session and congregation in the development of effective programs for community outreach to members and nonmembers of the church.
- Plays an active role to direct and administer church programs as moderator of session, motivated by the mission statement of the congregation.
- Teaches, encourages and supports the church's committees and volunteer leader
- Serves as administrator with the personnel committee to develop job descriptions, policies, procedures and personnel performance evaluations of the paid church staff.
- Works with the finance committee to develop a yearly budget.
- Serves the wider church by participating in appropriate ecumenical and civic events.

- Helps coordinate the daily workload of the church.
- At least once yearly visits all church members at their home.

Competencies:

- Baccalaureate Degree from an accredited institution with a Master of Divinity or equivalent required, accepted by Presbytery.
- Should have strong oral, written and multimedia communication skills.
- Must have the following attributes: self-motivation, spiritual maturity, effective decision-maker, patience, good judgment of character and diplomacy.

Compensation:

- \$60,000. Basic Salary (without manse)
- Housing Allowance
- Major Medical Pension
- Social Security Supplement
- Health Reimbursement Allowance*
- Auto/Travel Expenses*
- Vacation** – one month of 30 days, which includes 4 Sundays, one week of which can be carried over.
- Continuing Education** – 2 weeks including 2 Sundays cumulative up to 6 weeks with session permission

* Reimbursable via voucher

** Approved by Personnel Committee and Session

The Process:

If applicants are interested in this position, please include your Personal Discernment Profile Form.

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: Bethany 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: 45

Church School Attendance: 11

Curriculum: varied

Community Type (select one):

<input type="checkbox"/> N/A	<input type="checkbox"/> Suburban
<input checked="" 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	%
Native American/Alaska Native/Indigenous	%
Middle Eastern/North African	%
White	99 %
Multiracial	%

MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

Position Type (*select one*):

<input type="checkbox"/> Administrator	<input type="checkbox"/> Pastor, Yoked Ministry
<input type="checkbox"/> Associate Director	<input type="checkbox"/> Pastoral Counselor
<input type="checkbox"/> Associate Pastor (Christian Education)	<input type="checkbox"/> Seminary Staff
<input type="checkbox"/> Associate Pastor (Other)	<input checked="" type="checkbox"/> Solo Pastor: Installed
<input type="checkbox"/> Associate Pastor (Youth)	<input type="checkbox"/> Solo Pastor: Temporary
<input type="checkbox"/> Campus Ministry	<input type="checkbox"/> Stated Clerk Presbytery
<input type="checkbox"/> Chaplain	<input type="checkbox"/> Synod Executive
<input type="checkbox"/> Christian Educator (Certified)	<input type="checkbox"/> Transitional Pastor
<input type="checkbox"/> Christian Educator (non-certified)	<input type="checkbox"/> Youth Director (Non-ordained)
<input type="checkbox"/> Church Business Administrator	
<input type="checkbox"/> Co- Pastor	
<input type="checkbox"/> College/Seminary Faculty	
<input type="checkbox"/> Commissioned Ruling Elder	
<input type="checkbox"/> Communicator	
<input type="checkbox"/> Coordinator	
<input type="checkbox"/> Director of Music (non-ordained)	
<input type="checkbox"/> Evangelist or Mission Pastor	
<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 (Bi-vocational/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): _____**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*):

The mission and purpose of Bethany Presbyterian Church is to glorify God by outreach, fellowship and instruction through the power of Jesus Christ and the presence of the Holy Spirit. Concisely, we are described with the 4 words: Worship, Evangelism, Nurture and Service.

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

Lead a traditional style of service on Sundays and other services making sure they relate to the holidays when they coincide.

Conduct funeral services and provide grievance counseling.

Provide home communion.

Visit the sick and distressed.

Organize and lead meaningful Bible studies.

Be available for counseling to help individuals and families with such things as personal hardships, illness, unemployment, substance abuse and loss.

Teach confirmation and new member classes when needed.

Moderate Session and lead Elder training

Be active with the committees in the church, offering direction and support to ensure all areas of the church are moving in the same direction and supporting the church's vision and mission.

Assisting in organizing work. Help apply biblical principles as these missions are being accomplished.

Actively participate in fellowship activities.

Along with our congregation, be the face of our church outside the church walls.

Seek opportunities to attract and welcome visitors to increase numbership.

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: \$ 59,675.00

Maximum Effective Salary: \$ 62,000.00

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?

The BPC is a family of believers whose mission and purpose is to glorify God by outreach, fellowship, and instruction through the power of Jesus Christ. We can do that by focusing on the four corners of our vision; worship, evangelize, nurture, and serve. We communicate the truth of Holy Scripture in "Matthew 25" by impacting the lives of our church family and local community by:

Worship: Encourage private and public worship and prayer, singing, and bell choirs and Sunday school program.

Evangelize: Host Christian singing groups, provide a "Journey Through Bethlehem" performance in which thousands have heard the good news, and support international outreach programs.

Nurture: Provide members with meaningful, scripture-based Bible study. Encourage love, acceptance, and forgiveness in our church family, support members in their personal service, and ministry and maintain an active email prayer chain.

Serve: Helping those within our church through college scholarships, cards, meals, weekly coffee hour, third Sunday brunch, and fellowship events. We reach out to neighbors through caroling, Thanksgiving baskets, "Coat Give-Away," gloves and hats for Children, pet food for an animal shelter, Ice Cream Social, Christmas crafts and a yearly event at a special needs camp. We provide a retirement community with holiday gifts/decorations monthly hymn sing-alongs, and residents have recently started to attend worship.

Our vision is set out in our Mission Study found at www.bethanypresbychurch.org

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?

As a small church of 86 members and a local community of 4,500 we believe God calls us to be a light to the world guided by the Holy Spirit. Despite our small size, there are still many opportunities for outreach in Wayne County. While other organizations provide shelter from the cold during the winter months, money, and blankets to fire victims, we feel the need to feed the hungry and clothe people because there are a number of poor in our community. We also feel led to reach the unchurched or those who have stopped worshipping on a regular basis. On church property is the historic Wilder House. This building is first floor handicap accessible, has office space and is currently used for church activities. We hope our new Pastor will help us to discover new ways to use the Wilder House for outreach. There are a lot of Christian opportunities for youth in our community: however, less is available for the elderly. A particular area of focus for Bethany Presbyterian Church is ministering to the elderly. Not only do we feel there is more need than is being met, but the age of our congregation offers much wisdom and talents to draw from. A year ago, we started a ministry with Bethany Village Senior Living. Through God's love this quickly became a symbiotic relationship that benefitted not only the residents, but also, our church members. We can't wait to work more with this unique and often overlooked population in our community.

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 person filling this position should be an active leader who will work hands-on with church members. We seek someone to help guide us in building on what we have for worship now, to encourage us to fulfill our ministry mission, providing meaningful bible studies, and to help members find outreach opportunities in our community, especially for retired and elderly persons. Service of this church should be a partnership between the Pastor and the congregation. As a member of all church committees this position would help to ensure that everyone is working together and towards the same vision. We look forward to learning from this person's new perspectives, previous experiences, and training. We believe that a Pastor who has enthusiasm for the four corners of our vision and can communicate this consistently, will complement Bethany; hence we will have no limits as to where we can honor and glorify God.

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.

Requirements:

A strong faith in God.

Inspiring, strong scripture-based sermons that relate to our daily lives and today's concerns. We are a traditional conservative congregation. We're open to growing theologically based on our core beliefs including a total commitment to Christ's sovereignty; therefore, spiritual maturity is important to us.

An active leader who will take initiative with our goals and contextualize the uniqueness of all to enable and motivate them to acquire the tools and support they need to perform well.

Relates to all ages and be sensitive, approachable and compassionate to the needs of the congregation/community.

Dedicated/committed to being a consistent presence of connection to our community, promoting growth in ministry.

To offer more time for this, some pastoral care and faith formation can be shared with elders, if desired.

Possess organizational skills and strong communication gifts, both individual/public. Is willing to share decision-making with others and has knowledge of church rules/procedures. They should be community driven team player with lots of patience.

Has integrity who leads by example and is not afraid to take initiative.

Outgoing with a sense of humor is a plus.

Be tech-savvy due to training or life experience in order to help further the church's membership and mission.

It's BPC's desire to provide ministry to the aging. We've identified no particular training necessary for this position but rather a heart for the elderly.

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

BPC is looking for a Pastor to lead a Sunday traditional style of services that we can use in our daily lives, monthly communion and special services for the holiday. Funeral services and grief

counseling expected.

We are concerned about the wellness of our members, the extended families and the shut-ins. An Elder and Pastor would provide home communion to shut-ins, visit the sick, distressed, offer prayer and support. We ask them to counsel individuals, families for personal hardship, illness, unemployment, substance and abuse.

We look for someone enthusiastic about teaching God's word. A willingness to organize meaningful Bible studies. Classes on confirmation and new member maybe required.

We seek a leader who will guide us, moderate Session, assist in the development of elder leaders and enjoys working with committees. Our committees are busy and could benefit from a Pastor offering direction, supporting the church's vision, and applying biblical principles to the missions being accomplished.

It is our desire to meet the needs of our community and modeling God's love. A Pastor interested in making community connections to excite and encourages us. We need your help in locating opportunities in the community where our church family can be of service. Of particular interest is the elderly which we feel have great needs and is overlooked. We do recognize that this type of fellowship will require a good bit of pastoral time and have Elders willing to help.

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

[Bethany Presbyterian Church](#)

[Bethany Public Library](#)

[Delaware Highlands Conservancy](#)

[Greater Honesdale Partnership](#)

[Pocono Mountains](#)

[Wayne County Community Foundation](#)

[Wayne Highlands School District](#)

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.

As

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: Reverend. David Brague
Relationship: COM Chair Presbytery Liaison
Phone: 570-332-4510
Email: braguedavid@gmail.com

Reference #2

Name: Reverend William Samford
Relationship: Previous Part-time Yoked Pastor
Phone: 570-470-5652
Email: revwls@ptd.net

Reference #3

Name: John Steptoe
Relationship: Previous Church elder
Phone: 570-470-5493
Email: john.stepto@verizon.net

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: Craig A. Olver
Preferred Phone: 570-253-4161
Alternate Phone or Email: _____
Fax: _____
Email Address: craig08@verizon.net
Address 1: 834 Beech Grove Rd.
Address 2: _____
City: Honesdale
State: Pennsylvania
Zip Code: 18431

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.

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.

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.

65%

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.

50%

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.

50%

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.

70%

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.

95%

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

65%

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

70%

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.

70%

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.

40%

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.

20%

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.

5%

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.

5%

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.

60%

PERSONAL DISCERNMENT PROFILE

USER PROFILE INFORMATION



This form is only to be used by the Stated Clerk, CPM and Call Seekers as a tool of discernment before creating the PDP online.

Name: _____
(First Name) (Middle Name) (Last Name(s))

Address: _____

City: _____ State: _____

Phone Number: _____

Email Address: _____

Available to Match (Select one):

Yes, Open to receiving a call and moving within 9 months.

No, not available to match, but open to a call.

Select where you want your PDP to be included:

By Presbytery

By State

Alabama	Alaska	Arizona	Arkansas	California	Colorado
Conneticut	Delaware	Florida	Georgia	Hawaii	Idaho
Illinois	Indiana	Iowa	Kansas	Kentucky	Louisiana
Maine	Maryland	Massachusetts	Michigan	Minnesota	Mississippi
Missouri	Montana	Nebraska	Nevada	New Hampshire	New Jersey
New Mexico	New York	North Carolina	North Dakota	Ohio	Oklahoma
Oregon	Pennsylvania	Puerto Rico	Rhode Island	South Carolina	South Dakota
Tennessee	Texas	Utah	Vermont	Virginia	Washington
West Virginia	Wisconsin	Wyoming			

Please note that you must select each of the States you are interested in. There is no longer an "unlimited" option in the system.

Ecclesiastical Status (select one):

- PC(USA) Minister of Word and Sacrament
- PC(USA) Candidate for Ministry
- Non-PCUSA Minister Under Care of Presbytery Candidate
- Christian Educator (Certified)
- Ruling Elder
- Other PCUSA Member

Presbytery of Membership or under Care: _____

Congregation (*Teaching Elders do not need to answer*): _____

Ordination Date: _____

Candidacy Date: _____

Formal Education (*list as many as you need*):

Academic Credentials: _____

School: _____

City: _____ State: _____ Country: _____

Start Date: _____ End Date: _____

Current? Yes _____ No _____

Academic Credentials: _____

School: _____

City: _____ State: _____ Country: _____

Start Date: _____ End Date: _____

Current? Yes _____ No _____

Continuing Education: _____

Training/Certification (Please list your relevant training/certifications):

Transitional Ministry Training

Week 1 by: PCUSA Interim Ministry Network

City: _____ State: _____ Country: _____ Year: _____

Week 2 by: PCUSA Interim Ministry Network

City: _____ State: _____ Country: _____ Year: _____

Interim Ministry Training

Academic institution: _____ Year: _____

Certified Christian Educator

Academic institution: _____ Year: _____

Conflict Mediator Training

Academic institution: _____ Year: _____

Interim Executive Presbyter Training

Academic institution: _____ Year: _____

Certified Business Administrator

Academic institution: _____ Year: _____

Clinical Pastoral Education Training

Academic institution: _____ Year: _____

Other Training: _____

Languages: _____

Technical Skills: _____

Work Experience (list as many as you need):

Organization type:

Church Other Start Date: _____ End Date: _____

Position Name: _____

Church/Organization Name: _____

City: _____ State: _____ Country: _____

Size:

N/A

Under 100 members

- 101 - 250 members
- 251 - 400 members
- 401 - 650 members
- 651 - 1000 members
- 1001 - 1500 members
- More than 1500 members

Community Type:

- N/A
- Rural
- Village
- Town
- Small City
- Suburban
- Urban
- College
- Recreation
- Retirement

Responsibilities (*please provide a brief description of the work you did*):

Service to the Greater Church (list as many as you need):

Presbytery/Church: _____

Position: _____

Description: _____

Start Date: _____ End Date: _____

I'm currently serving in this position: Yes _____ No _____

Optional Links (Include below up to 10 links to share with calling organizations (i.e. sermons, lesson plans, articles, blogs, assessment results available, etc):

Link Title: _____

Link Description: _____

Full URL: _____

Statement of Faith (3,000 character limit which includes punctuations and spaces):

Position Type (Please select the position(s) you want to be matched with. Then, select the years of experience you have in that position type):

Years of Experience Options:

No Experience/First Ordained Call, Up to 2 Years, 2-5 years, 5-10 years, more than 10 years

Administrator	Years of Exp:
Associate Director	Years of Exp:
Associate Pastor (Christian Education)	Years of Exp:
Associate Pastor (Other)	Years of Exp:
Associate Pastor (Youth)	Years of Exp:
Campus Ministry	Years of Exp:
Chaplain	Years of Exp:
Christian Educator (Certified)	Years of Exp:
Christian Educator (non-certified)	Years of Exp:

Church Business Administrator	Years of Exp:
Co- Pastor	Years of Exp:
College/Seminary Faculty	Years of Exp:
Commissioned Ruling Elder	Years of Exp:
Communicator	Years of Exp:
Coordinator	Years of Exp:
Director of Music (non-ordained)	Years of Exp:
Evangelist or Mission Pastor	Years of Exp:
Executive Director	Years of Exp:
Executive Pastor	Years of Exp:
Finance Manager	Years of Exp:
Funds Developer	Years of Exp:
General Assembly Staff	Years of Exp:
General Presbyter/Executive Presbyter/Presbytery Leader	Years of Exp:
Head of Staff / Senior Pastor	Years of Exp:
Media Specialist	Years of Exp:
Mid-Council Program Staff	Years of Exp:
Minister of Music (ordained)	Years of Exp:
Mission Co-worker (International)	Years of Exp:
Pastor (Bivocational/Tentmaker)	Years of Exp:
Pastor (church planter, new church development, new worshipping community)	Years of Exp:
Pastor Interim	Years of Exp:

Seminary Staff	Years of Exp:
Solo Pastor: Installed	Years of Exp:
Solo Pastor: Temporary	Years of Exp:
Stated Clerk Presbytery	Years of Exp:
Synod Executive	Years of Exp:
Transitional Pastor	Years of Exp:

Employment Type:

Full-time
 Part-time
 Full-time/Part-time
 Bi-Vocational

Minimum Effective Salary (you will be matched with positions offering this amount or more): \$_____

Willing to receive:

Manse
 Housing Allowance
 Open to Either
 N/A (for non/pastoral positions)

Are you willing to be considered for Intercultural Ministries?

Yes
 No

Make my PDP available for Advanced Searches:

Yes
 No

Match my PDP within my Presbytery:

Yes

No

Narrative Questions (there is a 500 character limit per question):

1. How do your particular gifts, experiences, and training help you in the ministry setting you believe God is calling you?
2. Explain with theological details what areas of ministry you value most in your calling.
3. Describe a moment when you have “served using your energy, intelligence, imagination and love”, that led change positively.
4. Please describe how have you dealt with failure or disappointment before.
5. Describe a moment in your recent ministry that you recognize as one of effectiveness and fulfillment.

References. Please enter at least three references (up to six):

Name	Relation	Phone	Email
Name	Relation	Phone	Email
Name	Relation	Phone	Email