

Open

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: Presbyterian Church of the Cross, Omaha, NE

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: 350 in person (100 livestream)

Church School Attendance: 39 (preK-12); 90 (adult)

Curriculum: PCUSA PreK; We Believe Workshop Rotation Model (Cokesbury) K-5; Topical curriculum 6-12 & Adult; yearly Lenten studies; weekly adult bible studies

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	_____ .8 %
Black/African American/African	_____ 2.5 %
Hispanic/Latinx	_____ .2 %
Native American/Alaska Native/Indigenous	_____ 0 %
Middle Eastern/North African	_____ 0 %
White	_____ 96.5 %
Multiracial	_____ 0 %

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 checked="" 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): _____

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

X No

MDP Application Deadline (if applicable): NA

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

Our Vision

As a community of Christians, we welcome inclusively all who seek to learn and grow in the Christian faith. Our congregation is part of the PCUSA. We celebrate our congregational life through traditional worship, exceptional music, excellent education and energetic mission programs. We are an open and caring congregation welcome to all.

Our Mission

As a community, Presbyterian Church of the Cross:

- Proclaims the Good News of the grace of God
- Unites God's family in praise and thanksgiving
- Attends to the spiritual needs of our members
- Provides a focus for the comfort, care and support of those in need
- Reaches out with an evangelistic effort to the wider community
- Empowers us to serve God and the needs of others

As members of Presbyterian Church of the Cross:

- We affirm that God is the foundation of our lives
- We believe that the Bible reveals God to us
- We believe that God came into this world in Jesus Christ and is active in the world
- We believe through faith in God we will have everlasting life

These beliefs lead us to a willingness to obey and serve. Our church is a community of individuals with common beliefs affirming our faith through worship, education, service, fellowship and love.

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

Pastoral Care Responsibilities

- Conduct home, hospital and nursing home visits with communion
- Track and call visitors; promote re-engagement of current members
- Empower and train caregiving volunteers to provide spiritual care to our members in need
- Serve as staff liaison to the Board of Deacons

Worship Responsibilities

- Call the congregation to personal faith in Christ through biblically-grounded sermons on a monthly basis
- Participate in weekly worship services
- Administer the Sacraments, perform baptisms and officiate at weddings and funerals, provide appropriate preparation and support as directed by the Head of Staff

Membership Interaction Responsibilities

- Foster and nurture positive relationships with all ages in a diverse congregation
- Collaborate with the staff, Session, and committees
- Serve as staff liaison to Congregational Life committee and Membership committee
- Demonstrate a growth mindset needed to retain and grow our member base

- Serve as an active participant on the Presbytery level

Mission Responsibilities

- Promote the vision of PCOC's commitment to participate with local and global mission partners
- Participate in mission trips as needed

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:

_____ \$70,000

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):

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?

As the largest PCUSA church in the state, our church reaches a broad range of members from a 50-mile radius, in addition to a strong online presence. Our specific vision is to be a church that is:

- Mission-oriented
- Inclusive and welcoming
- Open to new ideas and evolving

Mission:

We are a generous congregation that commits 20% of the annual budget to mission, prioritizing local and international missions that target children and youth at-risk and encourage member involvement.

Members are actively involved in volunteering, with 4000+ hours of service each year, directly impacting our community through:

- Schools that reach the underserved and disadvantaged
- Nonprofits that serve the homeless and the hungry
- Advocacy organizations that promote legislative support for children and youth
- International missions that offer spiritual encouragement

Inclusive:

Our congregation is welcoming by offering:

- Traditional worship done well, that is warm and personal
- Excellence in worship and music with 10+ music groups and ensembles that have attracted regional acclaim and consistently attract new members
- Over 20 small and large fellowship, learning, and support groups

Evolving: As a caring community, we take on each other's joys and burdens, offering and receiving support and comfort. Because we know and care for each other, we respect and learn from a wide range of views. We value the richness this variety of perspectives brings to our church.

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 church in a well-established neighborhood, the community we serve includes those in close proximity to the church and beyond. We respond by:

- Identifying individual talents and equipping staff and volunteers to do the work of ministry
- Developing an innovative shepherding program that connects members geographically for relationship building, support, intentional communication, and the ongoing formation of new groups and programs
- Focusing on pastoral care, i.e., Cross Care Connections (Stephen Ministries-type program), in-home communion, hospital visitations, breast cancer support group
- Remodeling and upgrading our facilities to accommodate guests and members by increasing the welcoming environment, improving accessibility, and enhancing usefulness of our physical space. We recently completed a \$5 million renovation, debt-free

- Hosting the international BURM (Belarus, Ukraine, Russia Mission) Conference, and adding new local missions for Refugee Assistance, Presbyterian Disaster Assistance, and Agape for All (A social justice group started by members in 2021)

The foundation for all we do in our community is to love God and love our neighbor; next door, across town, 500 miles away and 5,000 miles away. With this foundation, Church of the Cross is constantly exploring ways to meet the needs of our community.

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 have a talented, close-knit staff who directs worship, mission, music, education, and the business of the church. With this in mind, we are searching for an Associate Pastor who will complement this team in communicating God's love to the congregation by:

- Leading the church's successful pastoral care programs (home visitation, Cross Care Connections, Prayer teams, in home communion, etc.)
- Building on existing strengths and remaining open to new opportunities
- Serving as part of a team who actively discern where and how God is calling the church to impact the lives of members and the community with the love of Jesus Christ
- Collaborating with staff and the congregation to nurture new ideas/programs that respond to emerging needs within the congregation across all age groups. Recent examples include young adult fellowship (18yo-30yo), young adult online bible study, men's bible study, and a women's group called GALS (Growing and Learning Servants)
- Challenging the church, and be challenged by the church, to discern how we will spread God's love through our community

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 Associate Pastor will ideally have qualities that support and champion the needs of our highly motivated and engaged congregation and will:

- Possess leadership qualities that will complement our church mission, involvement, and aspirations
- Promote our vision of an inclusive, welcoming, mission-driven church through encouragement, motivation, and example
- Show compassion coupled with a strong foundation of communication and flexibility, to help us achieve our goals for shepherding growth

- Embrace Christian principles, reformed theology, and traditional worship as a means of comfort and belonging
- Contribute to the happiness and well-being of others by having interest in seeing others thrive
- Accept challenges with humility and grace, recognizing that seeking assistance makes them better at their job

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

The Associate Pastor will:

- Motivate the congregation through teaching and fellowship to become engaged in the care, comfort and support of one another
- Call the congregation to personal faith in Christ through participation in weekly worship and biblically-grounded sermons on a monthly basis
- Conduct home, hospital and nursing home visits, to include home communion
- Track and call visitors; promoting re-engagement of current members
- Administer the Sacraments, performing baptisms and officiating at weddings and funerals, providing appropriate preparation and support as directed by Head of Staff
- Promote the vision of a mission-driven church by encouraging congregational support and participation in projects that provide Christian service to the local and global community
- Participate in mission trips as needed
- Strengthen the organization of the Session and committees
- Serve as staff liaison to Congregational Life Committee and Membership Committee
- Serve as staff liaison to the Board of Deacons
- Serve as an active participant on the Presbytery level

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

PCOC Website and key activities

- PCOC Home: <https://churchofthecrossomaha.org/>
- Mission home page: <https://churchofthecrossomaha.org/mission-our-priority/>
- Caregiving page: <https://churchofthecrossomaha.org/cross-care-connections/>
- Music Home page: <https://churchofthecrossomaha.org/music/>
- Education page: <https://churchofthecrossomaha.org/about-our-education/>

City of Omaha:

- www.visitomaha.com [visitomaha.com]
- www.omahachamber.org [omahachamber.org]
- www.omahazoo.com [omahazoo.com]
- <https://durhammuseum.org/> [durhammuseum.org]
- <https://o-pa.org/> [o-pa.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

Name: Kirk Ryckman_____

Relationship: Former pastor at PCOC living in Omaha

Phone: 402-895-3908_____

Email: _____karyckman2022@outlook.COM

Reference #2

Name: Lynda Dinsdale_____

Relationship: former associate pastor now living in TX

Phone: 830-822-8990_____

Email: lynda7727@gmail.com

Reference #3

Name: Janelle Davis_____

Relationship: former member now living in AZ__

Phone: 402-319-0053_____

Email: 212jrdavis@gmail.com

Assign a APNC 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: Keith Allen _____

Preferred Phone: 402-980-4714_____

Alternate Phone or Email:_____

Fax:_____

Email Address: kdallen@unmc.edu_____

Address 1: 21921 Hillandale Circle_____

Address 2: _____

City: Elkhorn_____

State: Nebraska_____

Zip Code: 68022_____

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.

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.

80 %

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.

70 %

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.

100 %

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.

80 %

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.	90 %
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.	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.	100 %
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.	100 %
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.	80 %
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.	40 %
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 %