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## MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

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**Position Type (select one):**

- Administrator
- Associate Director  Pastor, Yoked Ministry
- Associate Pastor (Christian Education)
- Associate Pastor (Other)  Pastoral Counselor
- Associate Pastor (Youth)
- Campus Ministry  Seminary Staff
- Chaplain
- Christian Educator (Certified)  Solo Pastor: Installed
- Christian Educator (non-certified)  Solo Pastor:
- Church Business Administrator  Temporary
- Co- Pastor
- College/Seminary Faculty  Stated Clerk Presbytery
- Commissioned Ruling Elder
- Communicator  Synod Executive
- Coordinator
- Director of Music (non-ordained)  Transitional Pastor
- Evangelist or Mission Pastor  Youth Director (Non-
- Executive Director  ordained)
- Executive Pastor
- Finance Manager
- Funds Developer
- General Assembly Staff
- General Presbyter/Executive Presbyter/Presbytery
- Leader
- Head of Staff / Senior Pastor
- Media Specialist
- Mid-Council Program Staff
- Minister of Music (ordained)
- Mission Co-worker (International)
- Pastor (Bivocational/Tentmaker)
- Pastor (church planter, new church development, new  
worshipping community)
- 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 Presbyterian 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): N/A

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

**Second's Mission/Vision:**

We exist to love God, ourselves and others — whoever, however and wherever they are — with a love that transforms us all.

**Our Core Values:**

Relationships. We value deep and meaningful relationships with one another and with our neighbors, including those of different faiths, life experiences, racial/ethnic backgrounds and ages.

Openness and Inclusiveness. We value being open to different ideas, perspectives and beliefs.

Faith In Action. We value putting our faith into action by working alongside others in local, national and international settings.

Spiritual Growth. We value learning and spiritual growth, asking questions—leaving room for doubt--and seeking to grow in our relationship with God and one another. We meet people wherever they are on their faith journey and support them in taking the next steps.

Risk-taking. We value being a community that is not afraid to be re-formed by Christ and take risks to live the gospel in bold, relevant ways.

**Our Visionary Goals:**

- Greater Diversity
- Greater Engagement with the Local Community
- Growth in Numbers
- Nurturing Relationships
- Spiritual Growth

Vision, Values and Goals are more fully described here: <https://secondpres.org/vision-and-values>

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

We seek a **Senior Pastor/Head of Staff** for a vibrant congregation in the heart of Kansas City that is characterized by its outreach, openness and optimism for the possibilities of the 21<sup>st</sup> century church.

Our senior pastor/head of staff will bring leadership and oversight to all aspects of church life, in partnership with the congregation, our associate pastor and a highly professional staff. Responsibilities include:

Faith and Worship Leadership: Serve as primary worship leader and preacher; coordinate preaching by other pastoral staff and guests, supervise educational programming for all ages and lead community-oriented events.

Community Building: Provide and supervise pastoral care, volunteer engagement, congregational life and external relationships.

Organizational Leadership: Lead staff recruitment, retention, supervision; provide general management oversight; serve as primary support to Session and Finance, Personnel, and Worship Planning Committees.

*Current Staff* (11 Total FT and PT):

- Senior Pastor/Head of Staff (Now Transitional Pastor)
- Associate Pastor
- Child & Family Ministries Director
- Youth and Young Adults Director
- Communications Director
- Business Manager
- Assistant Business Manager
- Operations Manager
- Custodian
- Music Director
- Organist

Financial Stewardship: Oversee budget and financial affairs; lead fund development and capital strategies that consider our stewardship of a historic church facility. 2023 Budget: \$1,250,000.

**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:** *(Personnel will confirm range)*                     \$105,000                    

**Maximum Effective Salary:**                     \$115,000                    

**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?**

Fragrant aromas of lasagna and fried chicken filled Second's Westminster Hall as many hands prepared tables to welcome a family of 14 who recently arrived in Kansas City after fleeing the Taliban in Afghanistan. Their faces filled with hope as they entered the hall to greet their new friends at Second. The family had endured daunting challenges--a fake wedding orchestrated as part of their escape, dangerous checkpoints, multiple arranged aircraft and endless months of waiting in Albania--that finally led to their friends at Second, who helped them furnish their apartments and were now gathered to raise funds to buy a car, maybe two.

This beautiful meal happened after one member of Second learned of the family's needs and called the congregation into action...because she knew we would respond with love and energy.

In moments like this, we live into our best as a congregation—we work to build a community among ourselves by gathering to create a community for others. And we welcome, embrace, and nurture all people--expressing our love of Christ through our mission, service, and voice.

We are curious to learn about the unending mystery of God's grace by taking theology seriously and by nurturing spiritual growth through learning, prayer, and communing in worship. But we come alive when we actively demonstrate our understanding of the Word by serving the world around us, transforming ourselves in the process.

**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?**

Located in the Brookside neighborhood of Kansas City, close to universities, vibrant commercial districts, and residential neighborhoods, Second has endless opportunities to minister, serve and lead. If you walk a mile to the west from the church, you encounter affluence in leafy historic settings as you approach the state line and beyond. If you walk a mile to the east, you encounter pervasive poverty as you approach the city's historic racial dividing line separating Kansas City into black and white neighborhoods.

Our history, location and congregational qualities attract congregants from immediate neighborhoods, as well as suburban places near and far. As the oldest continually worshipping church in the city, we have deep traditions that began with anti-slavery and

extend today to an abiding concern for social justice. And Second's physical proximity to both privilege and poverty serves as a bridge to the community in ways that meet the diverse spiritual needs of members and our neighbors.

Examples include our [Matthew 25](#) initiative to eradicate poverty and racism; weekly [Front Porch Concerts](#) featuring local performers; [Art On Oak](#) showcasing local artists; supporting [Heartland Presbytery Guatemala Partnership](#); and working with [KC Indian Center](#), [Cherith Brook Catholic Worker House](#), and [Cross-Lines Community Outreach](#), to meet urgent human needs. Through these and other ministries, we strive to express our vision to love God by loving others.

**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?**

A successful senior pastor will have an open collaborative management style and be highly effective in delegation and team building; motivating and organizing staff resources; and creating a healthy organizational culture.

Our new pastor will support our valued staff—a talented associate pastor and seven highly qualified staff supporting congregational life, youth, children, communications, business affairs and operations.

We are an engaged congregation who play active roles in all aspects of our church--- from mission, outreach, and education to event planning and community life, business affairs and facility management. Our senior pastor will inspire us to use our gifts fully, help us to craft strategies for ministry and congregational vitality, lead us in raising the financial resources to carry them out, and enlist and support us in our work together.

Our senior pastor will also continually help the congregation discern who we are called to be in the world, an awareness we work to nurture in our youth. Just this summer, our youth inspired us with their sermon upon returning from a service-learning trip to Belize. After an arduous journey of delayed flights, sweltering heat and limited water, they returned transformed—reflecting not on the challenges, but on the lessons they learned: Community. Faith, Family. Connections.

We are seeking a senior pastor who will be dedicated to helping us continue to exude this kind of hopeful possibility in a challenging world.

**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.**

Conducted in Summer 2023, surveys and listening sessions of Second's congregation identified key attributes that we value in the person who will join us on our journey of expressing what it means to be a Christian in today's world:

We value a pastor who is highly relatable and engaged in the congregation--a warm, caring and empathetic individual who enjoys building relationships with members of the congregation.

We are inspired by a leader who conveys enthusiasm for the possibilities of the modern church, works alongside us, coaches us as we continually refresh our vision and assemble resources to empower our work together.

We respond to a pastoral voice that is committed to faith in action, social justice and community building and an inspiring communicator who listens deeply and can turn human and biblical stories into greater understanding of how God is at work in our lives.

We seek a pastor who respects the diversity of our members who have an array of world views and are at varying stages in their faith journeys.

We listen deeply to a teacher with spiritual maturity, intellectually challenging theological perspective and an ability to articulate how our faith traditions inform and adapt to our ever-evolving world.

We find comfort and strength in pastoral worship presence that centers us on our God in Christ through thoughtful word, beautiful music, deep reflection and worship practices that have traditional elements yet are creative and accessible.

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

Second has a capable, engaged and committed congregation with a long tradition of supporting talented pastoral and staff leaders. We are not in search of an admiral, but a team captain who will grab an oar as they energize us and help us to navigate the seas before us. Primary expectations and duties:

**Worship Leader.** A compelling, thoughtful preacher and teacher who inspires and challenges us to grow in our appreciation and extension of God's grace in Christ. Duties: Primary worship leader/preacher; pastoral staff/guest preaching coordination; oversight of educational programming for all ages.

**Community Builder.** Conveys authenticity, cultivates a strong sense of community and belonging, and builds strong relationships with community, denominational and inter-faith entities. Duties: Pastoral care, volunteer engagement, congregational life and external relationships, in partnership with the associate pastor.

**Organizational Leader.** Head of staff who builds an effective, efficient and mission-driven organization with a healthy, energetic and open culture of professionalism and innovation. Duties: Staff recruitment and retention; Session and key committee support; management oversight.

**Financial Steward.** An astute manager who fosters a healthy fiscal position, a culture of generosity, long-term sustainability and sound stewardship of funding and facilities. Duties: Budget and financial oversight, including fund development and capital strategies.

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

**Read:**

- [Core Values and Visionary Goals](#)
- [2022 Full Annual Report](#)
- [The Great Report](#)

**Watch:**

- [Sermon Videos](#)
- [Second's "Our Story"](#)
- [Second's Invitation to All](#)
- [Vision for Greater Community Engagement](#)
- [Belize Trip - Sermon Story Recounted by Youths](#)

**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. Brian Ellison

Relationship: Executive Director, Covenant of Presbyterians and Stated Clerk, Synod of Mid-America

Phone: (816) 668-6886

Email: brianellisonkc@gmail.com

### Reference #2

Name: Rev. Kirk Perucca

Relationship: Former Pastor, Covenant Presbyterian Church (Second Mission Partner) and recent worship participant.

Phone: kirkperucca@gmail.com

Email: 913-486-7010

### Reference #3

Name: Sara Eshelbrenner

Relationship: Former Elder and family ministries leader who relocated outside of the area

Phone: (816) 582-5865

Email: saraesh@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: David Warm and/or Janelle Sjue (co-chairs)

Preferred Phone: (816) 729-0244 (David)

Alternate Phone or Email: (816) 916-0117 (Janelle)

Fax: (816) 412-7758 (David)

Email Address: Pncsecondpres@gmail.com

Address 1: Second Presbyterian Church

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