

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: Emmanuel Presbyterian Church, Bothell

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: _____ 105

Church School Attendance: _____ 8

Curriculum: Growing in Grace and Gratitude

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	_____ 2%
Black/African American/African	_____ %
Hispanic/Latinx	_____ 1%
Native American/Alaska Native/Indigenous	_____ 1%
Middle Eastern/North African	_____ %
White	_____ 96%
Multiracial	_____ %

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 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	
<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 Leader	
<input checked="" 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)	

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

Are you open to a clergy couple:

Yes
 No

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.).

Effective Salary: **\$ 90,000.00**

Housing Type (select all that apply):

Housing Allowance: **yes**

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

In January of 1963 a group of people in search of Christian community and a place to worship came together under the leadership of the Rev. Floyd Cronkite to establish what would become Emmanuel Presbyterian Church. In the 50 years since this beginning, we have sought to embody God's call to be a place of Hope, Refuge and Service. As a people held together by the One who is our Hope, Jesus Christ, we seek to reflect that hope in our world. Gratitude for his love for the world empowers our service in the world, and the refuge he offers us inspires desire to show hospitality to others.

Our mission here in Bothell is one of faithful presence. We seek to be Christ's disciples in the ordinary, everyday realities of our lives. Whether at home, at work, at play or at worship, God's call on our lives is attentiveness to the signs of God's presence and readiness to participate in the work that God is doing in our world. Our call is to obey Jesus' Great Commandment to love God with our whole being and to love our neighbors as ourselves.

At Emmanuel, what fuels our life of faith in Christ is the interplay between grace and gratitude. In his mercy, God graciously pursues us in Jesus Christ to reconcile us to relationship with himself, and we live in grateful response to this gift. We rest in the hope of the resurrection. We are encouraged to ask questions, to listen for where God might be leading us, and to welcome the mystery that we do not have all the answers.

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

Preach the gospel and lead worship services to proclaim the word of Jesus Christ and relate it to our daily lives.

Oversee worship and include maximum participation when possible through volunteer musicians and choir.

Promote and continue Sunday worship services on Zoom and upload the sermon as a podcast.

Carry out the mission and vision of EPC. Discern, develop, and communicate God's vision for new ministries for this congregation in collaboration with Session.

Provide leadership and guidance in our four existing mission fields: Bothell Community Preschool, Emmanuel Farm, Campbell Farm, Neah Bay Christmas Party.

Promote the expansion and visibility of the Sunday School, Family Ministry, and Vacation Bible School. These ministries will serve to grow the congregation organically.

Provide leadership, organization and inspiration to volunteers, visitors and the congregation.

Continue to build and encourage our families and our community in a relationship with Christ.

Provide training for Elders and Deacons to mentor, teach, and model leadership to the church body.

Give pastoral care and visitation to members, extended family, and visitors.

Seek to personally grow in faith, knowledge, and love of Christ.

Maintain personal, professional, and spiritual balance.

Be enthusiastic, dynamic, engaging, passionate, and have a sense of humor.

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?

Our vision at Emmanuel Presbyterian Church is to embody God's call to be a place of Hope, Refuge and Service. We seek to be Christ's disciples in the ordinary, everyday realities of our lives - whether at home, at work, at play or at worship. At EPC, what fuels our life of faith and HOPE in Christ is the interplay between grace and gratitude. In his mercy God pursues us in Jesus Christ to reconcile us to relationship with himself, and we live in grateful response to this gift. Energized by God's love we seek to reflect his love in the world. We rest in the hope of the resurrection. Weekly worship services and small group meetings such as Bible study, Lectio Divina, and book studies ground our faith in Jesus Christ. Through these, we are encouraged to ask questions, to listen for where God might be leading us.

EPC is a REFUGE for many, a safe place where anyone can voice their questions, doubts, and fears. EPC provides support and encouragement in difficult times. Congregants reach out to one another in prayer, friendship, and with tangible support. EPC is a safe and welcoming place to bring children of all abilities, aging parents, questioning spouses. We are a congregation, where opportunities for SERVICE are many and varied. The congregation is drawn in to assist with worship, fellowship, maintenance, and mission. Experienced leaders are welcomed and encouraged, and those new to leadership are provided opportunities where they can grow their skills.

2. What is the nature and context of the community in which your congregation lives out its mission/vision?

EPC is located in a suburban neighborhood with mostly single-family homes, within walking distance to the center of Bothell's vibrant downtown. Close neighbors include three other churches, with whom we have partnered at times in our history on worship, mission, and service, as well as the UW-Bothell/Cascadia College campus. With the elementary school next door and our own preschool, we see many children and families coming and going each day. EPC sits on a piece of property that includes Emmanuel Farm and an outdoor sanctuary.

Our mission in Bothell is one of faithful presence in our community, seeking to be Christ's disciples in our daily lives. The hope and refuge that congregants receive through worship and relationship with one another refresh and equip us for service in our community and its families, our workplaces, and our neighborhoods. God's call on our lives is attentiveness to the signs of His presence and readiness to participate in the work that God is doing in our world. Individually, we have ties to local homeless shelters, food banks, refugee organizations, mental health supports, and a host of other community ministries where we give our time and treasures. Service activities, such as trips to Neah Bay and Campbell Farm, bind us together, broadening our understanding by working side by side with those in need. Joining together in fellowship over meals or when tending to Emmanuel Farm and our grounds brings us together with gratitude in our diversity.

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 call for the pastor is to complement and respect who we already are as a congregation. We are comfortable in “our own body”, not anxious about what we are not doing or being, yet open to new ministries. Most of the in-reach and out-reach activities at EPC started as grassroots initiatives. This pattern should continue following the biblical rule: “Whenever two or three are gathered together in my name, there am I in the midst of them.” Gather two or three together, likeminded and committed to a focused ministry and let them go to work. Examples include:

- Bothell Community Preschool (We support young families in Bothell, through the teaching of their children. This mission was adopted by EPC 20 years ago.)
- Emmanuel Farm (We come together on our property growing quality produce for the Northshore Foodbank.)
- Neah Bay Annual Christmas Party (We support the congregation on the Neah Bay Reservation.)
- Campbell Farm, Wapato (We participate in apple picking and offer on-going assistance to their ministry to children and families on the Yakama Reservation.)

Additionally, it was a grassroots commitment to renovate and upgrade the building in 2009. Our desire to be financial stewards led us to pay down the mortgage, which is now paid off. Other goals, especially for activities suspended during Covid include:

- continue and strengthen rejuvenation of the Sunday School and its teaching team,
- resume Lenten and Bible and/or book study groups, and
- strengthen the choral ensemble group.

4. Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have.

Plan and lead worship services and administer the sacraments.

Lead the "Prayers of the People" portion at the end of each worship service.

Have a well-developed and growing understanding of God's word and how it bears upon the lives of the congregants.

Emulate the type of leadership Christ models.

Provide spiritual and administrative leadership for the congregation.

Provide training for Elders and Deacons to mentor, teach, and model leadership to the entire church body.

Lead the congregation in the development, planning and implementation of community outreach/mission activities.

Plan and organize, with the leaders of the congregation, a varied ministry program for adults and children that encourages spiritual growth and fellowship.

Promote the expansion and visibility of Sunday School, Family Ministry, and Vacation Bible School. These ministries will serve to grow the congregation organically.

Serve as head of staff and moderator of Session.

Lead the church in increasing congregational membership.

Take part in church fellowship.

Build rapport with the congregation, communicate well, and prayerfully guide EPC.

Have a sense of humor.

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

Preach, select hymns, and administer the sacraments.
Integrate Zoom technology in worship and refine its experience for all who participate.
Promote wise financial stewardship of our property and our operating budget.
Equip the congregation to help provide pastoral care for those who seek comfort and guidance through the church.
Facilitate broad connections between the congregation and preschool.
Be an active participant and integral part of the committee which directs and oversees Bothell Community Preschool.
Encourage ongoing mission projects: Bothell Community Preschool, Emmanuel Farm, Campbell Farm, and Neah Bay Christmas Party.

We have the opportunity to become more deeply connected to our community through the mission of Bothell Community Preschool. We are poised to expand our mission into the community by utilizing the wealth we find in our grounds and facilities. Or by revitalizing our children and youth programs at Emmanuel, we could minister to both our current congregation and those in our surrounding community.

The summer of 2023 finds Emmanuel Presbyterian Church at a place of possibility. We have paid off the mortgage that financed the remodel of 2008-2009. Our numbers (both financial and membership) are strong, and we have a clear sense of who we are. As we await the pastoral transition, we see the potential in our future.

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

Link Title: Emmanuel Presbyterian Church

www.epcbothell.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: Macy Walchenbach
Relationship: former member
Phone: 425-471-8570
Email: mwalchenbach@gmail.com

Reference #2

Name: Susanna Hoke
Relationship: former Christian Ed Director
Phone: 415-290-7535
Email: susanna.hoke@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: Steven (Steve) Colwell

Preferred Phone: (206) 854-3873

Alternate Phone or Email:
steven.colwell@frontier.com

Fax: _____

Email Address: pnc@epcbothell.org

Address 1: 15432 62nd P NE

Address 2:

City: Kenmore

State: WA

Zip Code: 98028