

MINISTRY DISCERNMENT PROFILE
MINISTRY PROFILE INFORMATION



First Presbyterian Church of Brooklyn
124 Henry Street
Brooklyn, NY 11201

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 Preferred (*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: Presbyterian Background

Language Requirements:

- English
 Spanish
 Korean

Other Languages: _____

Statement of Faith Required:

- Yes
 No

Are you open to a clergy couple:

 x Yes

 No

MDP Application Deadline (if applicable): _____

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

First Church of Brooklyn is an intentionally inclusive and diverse Christian community committed to serving God in our world.

As followers of Christ, we seek to:

- Be a fountain of spiritual and emotional comfort for all people;
- Glorify God through music and song;
- Be joyful participants in the worship and life of our community;
- Be ambassadors and activists for peace and justice in the world;
- Provide for the physical needs of those within our church, community and world;
- Be models for our children and youth to be compassionate citizens of the world; and,
- Be stewards of our financial blessings and foster congregational growth.

At First Presbyterian Church of Brooklyn, we are dedicated to deepening our relationship with Jesus Christ and one another, supporting each other's growth, and working towards a world on earth as it is in heaven. We celebrate the many ways our members express their Christian identities while also holding value for our century's old traditions. We make space for members of all ages and backgrounds to participate in our life together, from leadership to social action, to the arts, to ways we have yet to dream up. Together we creatively shape our community. We believe that to be a Christian is to do something different – to be a Christian is to love. Living as a Christians, our inclusivity is rooted in the love of all people and not despite the gospel but because of it!

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

The Minister shall be responsible for preaching and leading worship, administering the sacraments, and moderating Session. The role includes supervision of staff and collaborative leadership across ministries, including Children, Youth and Families and Adult Education. The Minister shall guide new member discernment and classes and coordinate pastoral care. The position shares in institutional operational and financial leadership, exercising both competence and humility. The Minister will work in close partnership with the Music Ministry, the Director of Church Operations, and the Building Care Manager, and will provide mentorship to the Board of Deacons. The Minister shall also extend ministry beyond the church through ecumenical and interfaith relationships, proclaiming First Church's commitment to the universality of God's 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: _____ **\$120,500**

Maximum Effective Salary: _____ **\$152,500**

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?

We of First Presbyterian Church of Brooklyn believe that the congregation's vision for ministry is that of a spiritual home. Rooted in the teachings and sacrificial love of Jesus and lived through worship, justice, hospitality, and shared leadership, this vision calls the congregation to embody God's love both within the church and in the wider world.

We believe in a ministry that is transformative, offering a safe refuge where all are invited to seek and experience the presence of God in their lives. We search for the face of Jesus in everybody, and we celebrate the human dignity that welcomes and serves all races, genders, social class, and sexual orientation.

We believe that ministry belongs to our entire congregation, making each of us ministers to God's Word, with participation embedded in every level of our church's life. This includes participation in a Homeless Ministry, a Food Pantry, and the LGBTQ community, Adult and Children's Christian education, as well as a vibrant Music Ministry, and those ministries that maintain the structural and financial integrity of our church.

As a congregation we aspire to being self-reflective and committed to discernment, repentance, and spiritual growth. We seek a senior pastor who leads us to find God in our moments of conflict and to live Christ's message of spirit-led service: to feed the hungry, comfort the sick, and welcome the stranger, and who shares our vision that we are transformed by God's love so that we may go out and transform the world.

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?

First Presbyterian Church lives out its mission in a highly diverse urban environment. FPC matches much of that diversity within the congregation, intentionally and joyfully incorporating members of all races, genders, sexual orientations and ages, and socio-economic backgrounds. FPC seeks to respond to our neighbors' physical needs and form relationships with them. Our food pantry serves 150 people a week, and we make over 200 sandwiches monthly for a Park Slope soup kitchen. Our homeless ministry engages homeless neighbors in conversation as we provide sustenance. We worship with and cook for formerly incarcerated congregants at our sister church, Church of the Gethsemane.

Emerging needs include pastoral care to those carrying trauma, particularly within the queer community. The Queerly Beloved ministry addresses church-related harm while proclaiming affirmation, healing, and belonging. Our many church ministries include active engagement with children, youth and families, drawing in neighbors and those outside the Brooklyn community.

Pastoral care even extends to our sidewalk visitors, who are invited to leave off their prayers and concerns which are often shared during the church service.

Grounded in its long history as a trusted community presence, First Presbyterian Church of Brooklyn seeks to remain a place of welcome, comfort, justice, and hope—faithfully adapting to the evolving realities of its neighbors while living out God's love in tangible and relational ways.

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?

We believe that leadership in the church is not the work of a single individual but a collective expression of the diverse gifts, talents, and callings of all who serve in the congregation. While the Senior Minister provides pastoral guidance and vision, their effectiveness relies on collaborating with staff, volunteers, deacons, and lay leaders. The minister aligns, empowers, and amplifies these contributions, ensuring every ministry, from worship and music to children's programs, outreach, and stewardship, is coordinated, sustainable, and mission driven. By supporting existing leaders, mentoring volunteers, and fostering intergenerational engagement, the Senior Minister helps the congregation operate as a unified body, where all gifts are recognized. We are proud of our Community Fridge, which provides free fresh food to those in need, a project brought to fruition by a prior senior pastor in collaboration with committee members and community leaders.

Leadership becomes both strategic and relational: the minister provides clarity, guidance, and pastoral care while enabling others to exercise their gifts fully. This approach allows the church to plan, innovate, and grow collectively, ensuring ministries flourish and the congregation faithfully fulfills its mission. We believe that Jesus is always calling us to live out a vision that never sleeps but always dreams. We seek a permanent minister to join their vision to our own.

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.

Our congregation invites a pastor who combines deep faith, theological scholarship, compelling preaching, and compassionate care as fundamental to church leadership.

We seek a senior pastor who believes that a healthy church is always under construction, who emulates Christ as our Master Builder, sealing authority and partnership to our spiritual growth, and who sees in each of us the unique brick and mortar of our collective faith. We seek a pastor who shares our commitment to social justice, who celebrates our church's intentional diversity and who leads with empathy and compassion.

Our senior pastor would possess skills that foster trust during moments of disagreement or transition. We envision in a minister empathic listening skills in pastoral care, leading Session, supervising staff, or in guiding volunteers. We have experienced a number of pastoral transitions and through this process, and working with our current interim pastor, we have learned the value of collaboration and look forward to growing with the new senior minister. We aspire therefore to a wise ministry that will remind us that it is only God's grace that has led us this far.

We acknowledge that no pastor can embody every gift perfectly. Instead, the congregation seeks a leader who is self-aware, transparent about our combined strengths and limitations, and willing to work in mutual trust, shared responsibility, and honest communication to build the spirit-led relationship between our congregation and our God.

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

We seek a senior pastor who possesses a commitment to advance the church's long-standing engagement with racial justice, LGBTQ inclusion, food insecurity, income inequality, and global liberation efforts. They would curate outreach ministries such as the Homeless Ministry, the Social Action Ministry and provide thoughtful engagement with other faith communities in Brooklyn Heights and beyond. Our pastor should also be willing to challenge the congregation to witness to issues of race, equity, inclusion, and whether the church's practices truly align with its stated mission.

Our minister's responsibilities shall encompass preaching, worship, sacraments, staff supervision, education oversight, pastoral care coordination, and institutional leadership—requiring both competence and humility. Their work should complement our Music Ministry, our Director of Church Operations, our Building Care Manager, and mentor the newly instituted Board of Deacons.

In summary, the congregation seeks a pastor who can unify ministries through inspired leadership, cultivate enthusiasm for faithful service, strengthen collaboration across the church, and embody an inclusive, justice-centered vision, inspired by the joy of fellowship, the love of Jesus Christ, and the legacy of the theologian Howard Thurman who offered the challenge: "Don't ask yourself what the world needs. Ask yourself what makes you come alive, and go do that, because what the world needs is people who have come alive."

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

Link Title: Pastor Nominating Committee

Description: Link to our website that has the Ministry Discernment Profile and the Mission Review.

URL: https://www.firstchurchbrooklyn.org/pastor-nominating-committee/?et_fb=1&PageSpeed=off

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: Danila Noble

Relationship: Interim Pastor

Phone: 718-624-3770

Email: danila.noble@firstchurchbrooklyn.org

Reference #2

Name: Anne Conroy

Relationship: COM Liaison

Phone: 914-329-1558

Email: conroyannel@gmail.com

Reference #3

Name: Selma Jackson

Relationship: Moderator-Elect

Phone: 917-803-0811

Email: selma4w@earthlink.net or selmaapc@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: Patrick Tirino

Preferred Phone: 347-418-2920

Alternate Phone or Email: tirinop@gmail.com

Fax: _____

Email Address: pnc@firstchurchbrooklyn.org

Address 1: 34-39 30th St, 2R

Address 2: _____

City: Astoria

State: NY

Zip Code: 11106

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.

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.

80%

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.

75%

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.

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.

85%

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.	80%
Values their experience in life, they continue their education, builds on strengths and seeks assistance to develop the weak traits.	75%
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.	90%
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.	65%
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.	85%
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.	85%
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%