

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: **Banner Elk Presbyterian**

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: 126; rises to 186 in summer; 74 online visits weekly

Church School Attendance: 15

Curriculum: _____

Community Type (*select one*):

- | | |
|--|-------------------------------------|
| <input type="checkbox"/> N/A | <input type="checkbox"/> Suburban |
| <input type="checkbox"/> Rural | <input type="checkbox"/> Urban |
| <input type="checkbox"/> Village | <input type="checkbox"/> College |
| <input checked="" 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	_____	%
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"/> 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"/> Campus Ministry	<input type="checkbox"/> Seminary Staff
<input type="checkbox"/> Chaplain	
<input type="checkbox"/> Christian Educator (Certified)	<input checked="" type="checkbox"/> Solo Pastor: Installed
<input type="checkbox"/> Christian Educator (non-certified)	<input type="checkbox"/> Solo Pastor:
<input type="checkbox"/> Church Business Administrator	<input type="checkbox"/> Temporary
<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-
<input type="checkbox"/> Executive Director	<input type="checkbox"/> ordained)
<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 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:

X Yes

_____ No

MDP Application Deadline (if applicable): _____

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

Mission Statement: *Elevated in faith and service to God – inwardly strong and outwardly focused.*

Vision Statement

Our vision for BEPC in the years to come is that we will be:

- *A multigenerational congregation that welcomes people of all ages and stages. This congregation will largely be made up of retirees, but will always welcome young families with children and LMC students.*
- *A congregation that prioritizes excellence in traditional worship, music, preaching, and worship arts; and yet, is always seeking new and different ways to worship God.*
- *A church that faces outward beyond the church walls to meet human needs in Avery County, western North Carolina, and around the world.*
- *A congregation that invites its members to develop deep and meaningful relationships with one another.*
- *A congregation that focuses on spiritual growth and faith education for all ages.*
- *A congregation that helps its members discover their gifts for ministry and mission and offers opportunities to use them.*
- *A congregation whose members are varied in theological and political viewpoints, and church background, but is able to find unity in faith and mission.*

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position:

As a mid-size church led by a solo pastor, we know that there are limits to what one person can do. We are ready and willing to support our new pastor in the work to be done.

- Plan and lead meaningful worship, coordinating with music staff, Worship Arts, and Worship Committee
- Offer pastoral care through hospital visits, home visits and communion, and counseling. Work with BEPC's many caregivers in Stephen Ministry, Walking with Shadows, and Shepherd program. With an older congregation, this is a priority.
- Serve as head of staff to lead, support, and supervise our staff team

- Together with the Membership Committee, assist with new member recruitment and orientation.
- Collaborate with church's Communications Team
- Serve as Moderator of Session and lead new officer training.
- Lead Confirmation program.
- Conduct weddings and funerals.
- Actively support the work of session committees.
- Support international mission relationships in Guatemala and Malawi
- Participate in church-wide and community events: Monthly Breakfast, Easter Sunrise Service, Kirkin O' the Tartans, Summer Picnic, Hanging of the Greens, Thanksgiving Community Dinner, Christmas Community Service, and Community Carol Sing.
- Collaborate with Lees-McRae College and local non-profits, congregations and pastors
- Actively participate in the Presbytery of Western North Carolina

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: 80,000 \$

Maximum Effective Salary: \$

Housing Type (*select all that apply*):

- Manse
- Housing Allowance
- Open to either
- N/A

MDP Narratives

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 church's greatest strength is its people. We are friendly and welcoming. We care for one another and genuinely enjoy spending time together. Most of our members are energetic retirees, though we also have college students and families with children. Because of our inviting mountain setting, we have full-time members, seasonal members, and many visitors. Worship attendance is strong all year, and nearly doubles in the summer. We want BEPC to be welcoming church home to people of all ages, traditions, and theological viewpoints.

This vision begins in the sanctuary where we are reminded of our founders' guiding vision to be Christ's servants "In the mountains, of the mountains, for the mountains." Worship nurtures our life together. Our members express high satisfaction with the exceptional sermons and music, all set in a beautiful historic sanctuary. From there, we send our members out into Avery County and beyond to use those gifts.

As we look to the future, we will work to provide additional opportunities for Christian education and spiritual formation, deepening relationships among our varied members, and hands-on mission.

Modern churches are challenged by cultural change, declining membership, and polarizing issues. By contrast, BEPC is blessed to be growing in membership and enthusiasm; especially as active and talented retirees move here. We have also faced difficult issues with grace and mutual respect.

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?

Banner Elk Presbyterian Church nestles at 3,700 feet in the valley of Beech Mountain, Sugar Mountain, and Grandfather Mountain in the town of Banner Elk. Our beautiful stone church is adjoins the campus of Lees-McRae College, with which it shares a strong Presbyterian heritage stretching back almost 130 years. We are a warm and caring congregation. And since our founding, we have heeded calls to mission that have regularly sent us outside our walls.

Banner Elk is a vacation destination for outdoor enthusiasts in every season. Many affiliate members and regular visitors live elsewhere most of the year and have second homes in the local mountains. Banner Elk is known for its striking natural beauty, its quaint downtown, its recreational options, its relaxed pace of life, and its many cultural opportunities. It is also known for its genuinely friendly and generous people.

We know we are blessed to live and vacation here, but we also know that significant human need lies just outside our door. Since our founding by Rev. Edgar Tufts, whenever BEPC has seen a need, we have heard God's call to meet that need. Mission is central to us - here at home, in our presbytery, and with our sister churches in Guatemala and Malawi.

BEPC supports local programs that address urgent needs, including:

- Reaching Avery Ministries - emergency assistance ministry and thrift store;
- Feeding Avery Families;
- Yellow Mountain Enterprises - employing workers who have intellectual and developmental disabilities;
- Avery County Habitat for Humanity.

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 solo pastor we seek will not work alone. Our talented and reliable staff includes three musicians, two administrative assistants, a preschool director, and two support staff. Our pastor will also find dozens of gifted, energetic church members willing to serve. In short, we seek a collaborative pastoral leader; one who leads, but leads WITH US as we build on our strengths and address our challenges.

According to our mission study, our church's strengths include worship, hospitality, fellowship, caregiving, and mission. We value meaningful worship that includes inspiring music, strong preaching, thoughtful liturgy, and worship arts. We truly care for one another and genuinely enjoy being together. And mission outside our walls is in our DNA. Though we can always do better, we think we do these things well.

That said, after listening carefully to our members, we know there are ways we can continue to grow. Here are our near-term goals.

- Focus outreach on recent retirees while welcoming young families and LMC students.
- Offer new options for Christian education and spiritual formation.
- Create opportunities to develop deeper relationships among our members, across demographic groups;
- Help members discern their gifts for ministry and provide opportunities to use them.
- Expand our missional reach into our community; particularly hands-on mission work.

We will look to our next pastor to lead, but to lead with us - to help us lean into our strengths and work strategically toward accomplishing our specific goals.

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.

Banner Elk Presbyterian Church seeks a pastor whose love for Christ and others is evident. We want a leader who is open, approachable, and who inspires confidence and trust from others. Organizational skills balanced with flexibility will be important; as will a good sense of humor. A church whose greatest strength is its people needs a pastor who will love them, love to be with them, and who will walk alongside them in times of joy and sorrow.

We look to our pastor to confidently guide us forward through these turbulent and divisive times, listening well, respecting all perspectives, and modeling how to find unity in Christ and his mission.

We want our pastor to inspire us with engaging sermons that help us interpret Scripture and motivate us to be more faithful in our daily lives. We want to hear messages that will not fade from our minds after the benediction. We seek a leader who is rooted in the Reformed theological tradition and who values the principles of Presbyterian polity.

BEPC is a unique congregation situated in a unique community. We need a pastor who can recognize and navigate the dynamics of this unique church. We want a pastor who can read people and build trusting relationships with members of the church and community. We need a strategic thinker who will help our Session make confident, thoughtful decisions that keep the church moving toward our goals. And we need someone who communicates effectively in preaching, writing, and personal relationships.

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

As a mid-size church led by a solo pastor, we know that there are limits to what one person can do. We are ready and willing to support our new pastor in the work to be done.

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

- > Church Link Banner Elk Presbyterian Church, Banner Elk
> NC<<https://bannerelkpresbyterian.org/>>
>
- > New Opportunity School for Women New Opportunity School for
> Women | Stephenson Center
> (lmc.edu)<<https://www.lmc.edu/academics/nosw/index.htm>>
>
- > Yellow Mountain Enterprises HOME | My Site
> (yellowmountainenterprises.org)<<https://www.yellowmountainenterprises.org/>>
>
- > Avery County Habitat for Humanity Avery County HFH |
> Habitat for
> Humanity<<https://www.habitat.org/nc/newland/avery-county-hfh>>
>
- > Feeding Avery Families Feeding Avery Families Foodbank for
> Avery County<<https://feedingaveryfamilies.org/>>
>
- > Stephen Ministries Stephen

- > Ministries<<https://www.stephenministries.org/default.cfm>>
- >
- > Guatemalan Partnership Guatemalan Partnership - Banner Elk
- > Presbyterian
- > Church<<https://bannerelkpresbyterian.org/guatemalan-partnership/>>
- >
- > Lees-McRae College www.lmc.edu<<http://www.lmc.edu/>>
- >
- > Town of Banner Elk Welcome to the Town of Banner Elk,
- > North Carolina<<http://www.townofbannerelk.org/>>
- >
- > Avery County government
- > www.averycountync.gov<<http://www.averycountync.gov/>>
- >
- > Banner Elk Elementary www.averyschools.net
- >
- > Mealtrain [www.Mealtrain.com](http://www.mealtrain.com)<<http://www.mealtrain.com/>>
- >
- > Other Church outreach ministries Our Ministries & Missions
- > - Banner Elk Presbyterian
- > Church<<https://bannerelkpresbyterian.org/ministries/>>

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: Rob Clemmer

Relationship: Former Member/Church Staff

Phone: 828-260-5984

Email: rclimmer@skybest.com

Reference #2

Name: Rev. Maggie Lauterer

Relationship: Member of Presbytery

Phone: 828-778-8067

Email: mplauterer@aol.com

Reference #3

Name: Rev. Tom Phillips

Relationship: Former Pastor/Presbytery Staff

Phone: 423-335-1105

Email: jtomphil18@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: Rev. Murry Haber

Preferred Phone: 919-523-4365

PNC Email: pnc@bannerelkpresbyterian.org

Address 1: PO Box 158

Address 2: 420 College Drive

City: Banner Elk

State: North Carolina

Zip Code: 28604