



## 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:** First Presbyterian Church of Ambler

**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:** 210

**Church School Attendance:** 25

**Curriculum:** The Gospel Project (Sunday School Curriculum)

**Community Type (select one):**

- |  |                                     |
|--|-------------------------------------|
| N/A <input type="checkbox"/>             | Suburban <input type="checkbox"/>   |
| Rural <input type="checkbox"/>           | Urban <input type="checkbox"/>      |
| Village <input type="checkbox"/>         | College <input type="checkbox"/>    |
| Town <input checked="" type="checkbox"/> | Recreation <input type="checkbox"/> |
| Small City <input type="checkbox"/>      | Retirement <input type="checkbox"/> |

**Intercultural Composition (Race/Ethnicity - Percent of Congregation):**

Prefer not to answer ☐ %  
Asian/Pacific Islander/South Asian 1.94 %  
Black/African American/African 1.23 %  
Hispanic/Latinx .35 %



Native American/Alaska\_\_\_\_\_%  
Native/Indigenous\_\_\_\_\_%  
Middle Eastern/North African\_\_\_\_\_%  
White 96.48%  
Multiracial\_\_\_\_\_%

## MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

### Position Type (*select one*):

Administrator_____	Pastor, Yoked
Associate Director_____	Ministry_____
Associate Pastor (Christian Education) _____	Pastoral
Associate Pastor (Other)_____	Counselor_____
Associate Pastor (Youth)_____	
Campus Ministry_____	Seminary Staff_____
Chaplain_____	
Christian Educator (Certified)_____	Solo Pastor:
Christian Educator (non-certified) _____	Installed_____
Church Business Administrator_____	
Co-Pastor_____	Solo Pastor
College/Seminary Faculty_____	Temporary_____
Commissioned Ruling Elder_____	
Communicator_____	Stated Clerk
Coordinator_____	Presbytery_____
Director of Music (non-ordained) _____	
Evangelist or Mission Pastor_____	Synod
Executive Director_____	Executive_____
Executive Pastor_____	
Finance Manager_____	Transitional/Interim
Funds Developer_____	Pastor_____
General Assembly Staff_____	Youth Director
General Presbyter/Executive	(Non-ordained)
Presbyter/Presbytery Leader_____	_____



Head of Staff X

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) \_\_\_\_\_

**Experience Required (Select one):**

No Experience/First Ordained Call \_\_\_\_\_

Up to 2 Years \_\_\_\_\_

2-5 Years \_\_\_\_\_

5-10 Years X

More than 10 Years \_\_\_\_\_

**Specify Title / PT Work Hours (if applicable):** Head of Staff / Sr. Pastor

**Employment Status:**

Full-time X

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  X

Spanish \_\_\_\_\_

Korean \_\_\_\_\_

**Other Languages:** \_\_\_\_\_

**Statement of Faith Required:**

Yes  X

No \_\_\_\_\_

**Are you open to a clergy couple:**

Yes \_\_\_\_\_

No  X

**MDP Application Deadline (if applicable):**

\_\_\_\_\_

**Church Mission/Vision Statement (1,500-character limit which includes punctuations and spaces):**

Our Vision: We envision First Presbyterian Church of Ambler as an inviting and faithful community that inspires us to actively reach out, engage, and welcome others into the journey of faith. We will deepen our spiritual formation with Jesus to serve our community, strengthen connections that invite others into authentic relationships, and prioritize the next generation to ensure a thriving church.

Our Mission: To invite and connect seekers to know God, grow in faith, and serve Jesus together.

**Tasks, expectations, duties, supervision, assignments, and responsibilities for the position (1,500-character limit which includes punctuations and spaces):**

Refer to attachment #1 in the appendix

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_





**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:**

\$95,000 \$

**Maximum Effective Salary:**

\$110,000 \$

**Housing Type (*select all that apply*):**

Manse       

Housing Allowance   X  

Open to either       

N/A       

**MDP Narratives. Please fill out the following narrative questions about your congregation (*1,500-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?

Refer to attachment #2 in the appendix

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?

Refer to attachment #2 in the appendix

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?

Refer to attachment #2 in the appendix



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.

Refer to attachment #2 in the appendix

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

Refer to attachment #2 in the appendix

**List any links that support the answers to your narratives or highlights ministries within your church/organization. (Up to 10 links)**

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[fpcambler.org](http://fpcambler.org)

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[familypromise.org](http://familypromise.org)

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[livingwaters.com](http://livingwaters.com)

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**(DONE ONLINE) 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:**

Katie Rosenberg

**Relationship:**

Former member and elder

**Phone:**

(267) 446-1804

**Email:**

Krosenberg1018@gmail.com

#### **Reference #2**

**Name:**

Marsha Eichelberger

**Relationship:**

Ministry Partner - Executive Director, Family Promise Montco PA

**Phone:**

(215) 606-3426

**Email:**

marsha@fpmontco.org

#### **Reference #3**

**Name:**

Langdon Palmer

**Relationship:**

Former pastor

**Phone:**

(215) 510-0892

**Email:**

landon.lotr@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: Thomas Myers  
Preferred Phone: (215) 882-3380  
Alternate Phone or Email: N/A  
Fax: N/A  
Email Address: Thomasmyers0205@gmail.com  
Address 1: 424 Ellerslie Ave  
Address 2: \_\_\_\_\_  
City: Ambler  
State: PA  
Zip Code: 19002

### **MDP Compatibility Survey**

*Please note this section is not visible to the candidates.*

**This survey will organize your matches based on their compatibility ranking. Please assign a percentage value ranging from 0 to 100% to each descriptor based on its relevance to the position. The sum of the percentages for the 14 descriptors does not need to equal 100%. We encourage you to thoroughly assess the significance of each trait with your search committee and input the corresponding percentage accordingly.**

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.

100 %

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.

70 %



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.

100 %

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.

80 %

Creates learning opportunities for active participants and as a collaborative way, by designing lesson plans that teach concepts, facts and theology.

90 %

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.

80 %

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.

90 %

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.

90 %

Defines roles clearly in an interdependent environment forming trust form 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 can plan, prioritizing and studying the capabilities of the organization financially or in human resource.

90 %

## **Attachment #1**

### **Tasks, expectations, duties, supervision, assignments, and responsibilities for the position (1,500-character limit which includes punctuations and spaces):**

The pastor will deliver biblically faithful, relevant, and inspiring sermons weekly. They will collaborate with music and worship teams to plan services and lead worship with passion, clarity, and creativity, fostering meaningful encounters with God. They will officiate weddings, funerals, and special events. The pastor will cast and champion a compelling vision for the future of the church that reflects our mission and values. They will inspire spiritual, relational, and numerical growth, and lead strategic initiatives for reaching new people, deepening discipleship, and expanding our missional impact. As Head of Staff, they will mentor clergy and support team members, fostering a healthy, collaborative, and accountable environment with regular supervision and development, including periodic evaluations. Partnering with Session and ministry leaders, the pastor will guide church governance, equip leaders, and participate in ministry planning and evaluation of church ministries and initiatives. Providing pastoral care, they support individuals and families through all seasons, empower lay caregivers, and maintain a visible, accessible presence. The pastor actively engages with the Presbytery, representing the church and upholding PC(USA) theology and polity with integrity and grace.



## Attachment #2

**MDP Narratives. Please fill out the following narrative questions about your congregation (1,500-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?**

FPC Ambler is a thriving congregation whose mission is to invite and connect seekers to know God, grow in faith, and serve Jesus together. Our vision at FPCA is to be an inviting and faithful community; one that inspires us to actively reach out, engage, and welcome others into the journey of faith. We seek to deepen our spiritual formation with Jesus to serve our community, strengthen connections that invite others into authentic relationships, and prioritize the next generation to ensure a thriving church.

Our ministry vision is deeply rooted in our passion to follow Christ and live out our faith together. FPCA's ministry is expansive, serving those in our local community of Ambler to abroad. We minister to our local neighbors by addressing needs of food, shelter, and spiritual care through active participation with various ministry partners. Internationally, our congregation partners with Living Waters for the World which has enabled the installation of several clean water systems in Haiti and El Salvador. We feel blessed as a church and are called to be a blessing to our neighbors both near and far.

We are seeking a Senior Pastor who will walk with us in our current ministries and help us grow deeper in our call to love God and serve our neighbors. We hope for a leader who will inspire us to dream boldly, guide us in spiritual and missional growth, and invite others to join us on this shared journey of faith.

**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?**

The First Presbyterian Church of Ambler (FPCA) is physically located in the center of the small Borough of Ambler, which was incorporated in 1888 and has an area of 0.82 square miles.

The Borough of Ambler offers a variety of retail shopping opportunities, as do some of the surrounding communities. Butler Avenue, the main street running through the borough, has been undergoing a rejuvenation process over the last several years. Included in this

rejuvenation are Act II Playhouse, the renovation of the historic Ambler Theater, several new high-end restaurants, colonial lighting, and an overall borough "face lift" in and around the commercial areas.

The community has a small town feel with walkability to downtown amenities, and easy public access to Philadelphia. The culture is diverse, and is seen as a safe community, ideal for raising families.

The emerging needs of the community include issues of housing affordability, inclusiveness of events to a diverse community, support for youth and children, addressing food insecurities, and promoting dialog and respect. Examples of the church addressing these needs include the on-premises nursery school, Seeds of Joy, and support for the interfaith afterschool program, "We Care".

**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?**

As we are seeking to fulfill the position of both Senior Pastor and Head of Staff, this call will be of utmost importance to all aspects of our church life. As Head of Staff, this individual will inspire and lead other staff members and elders to live out our mission. They will support and develop staff to produce effective ministries, including children and youth, discipleship, and music and worship. They will serve as moderator of the Session and work with elders and deacons to support their mission and vision. As Senior Pastor, this individual will lead the congregation in worship. They will provide council to members of the congregation and support members when needed. Our goals for ministry are to be an inviting church, to seek out those who are seeking Jesus, to deepen our connections and to prioritize the next generation. As Head of Staff and Senior Pastor, this individual will play an integral role in accomplishing these goals.

**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.**

FPCA is seeking a candidate with excellent biblical knowledge, preaching ability and leadership skills. This candidate needs to demonstrate the ability to mentor staff and unite around a clear and compelling vision which includes prioritizing the next generation. In terms of gifts, we are looking for both spiritual depth and emotional intelligence with the ability to be a visionary leader. This pastor should have the skill set to inspire and engage the wider community by helping us continue to grow an inviting



church while listening for God's direction. We hope this pastor can help deepen the congregation's spiritual formation and energize our service to the community and each other. In summary, we are seeking a visionary pastor who helps us see what God is calling us to become, inspires us to work together, and leads us to serve both our congregation and community in meaningful ways.

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

The pastor will deliver biblically faithful, relevant, and inspiring sermons weekly. They will collaborate with music and worship teams to plan services and lead worship with passion, clarity, and creativity, fostering meaningful encounters with God. They will officiate weddings, funerals, and special events. The pastor will cast and champion a compelling vision for the future of the church that reflects our mission and values. They will inspire spiritual, relational, and numerical growth, and lead strategic initiatives for reaching new people, deepening discipleship, and expanding our missional impact. As Head of Staff, they will mentor clergy and support team members, fostering a healthy, collaborative, and accountable environment with regular supervision and development, including periodic evaluations. Partnering with Session and ministry leaders, the pastor will guide church governance, equip leaders, and participate in ministry planning and evaluation of church ministries and initiatives. Providing pastoral care, they support individuals and families through all seasons, empower lay caregivers, and maintain a visible, accessible presence. The pastor actively engages with the Presbytery, representing the church and upholding PC(USA) theology and polity with integrity and grace.