

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: Highlands United Presbyterian Church (Cheyenne, WY)

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: 67

Church School Attendance: NA

Curriculum: NA

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 type="checkbox"/> Town | <input type="checkbox"/> Recreation |
| <input checked="" type="checkbox"/> Small City | <input type="checkbox"/> Retirement |

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

- | | |
|--|--------------------------------------|
| Prefer not to answer | <input type="checkbox"/> % |
| Asian/Pacific Islander/South Asian | <input type="checkbox"/> <u>3</u> % |
| Black/African American/African | <input type="checkbox"/> % |
| Hispanic/Latinx | <input type="checkbox"/> <u>2</u> % |
| Native American/Alaska Native/Indigenous | <input type="checkbox"/> % |
| Middle Eastern/North African | <input type="checkbox"/> % |
| White | <input type="checkbox"/> <u>95</u> % |
| Multiracial | <input type="checkbox"/> % |

MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

Position Type: (select one)

- | | |
|---|--|
| <input type="checkbox"/> Administrator | <input type="checkbox"/> Mid-Council Program Staff |
| <input type="checkbox"/> Associate Director | <input type="checkbox"/> Minister of Music (ordained) |
| <input type="checkbox"/> Associate Pastor (Christian Education) | <input type="checkbox"/> Mission Co-worker (International) |
| <input type="checkbox"/> Associate Pastor (Other) | <input type="checkbox"/> Pastor (Bivocational/Tentmaker) |
| <input type="checkbox"/> Associate Pastor (Youth) | <input type="checkbox"/> Pastor (church planter, etc.) |
| <input type="checkbox"/> Bridge/Gap/Acting Pastor | <input type="checkbox"/> Pastor, Yoked Ministry |
| <input type="checkbox"/> Campus Ministry | <input type="checkbox"/> Pastoral Counselor |
| <input type="checkbox"/> Chaplain | <input type="checkbox"/> Seminary Staff |
| <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, Temporary |
| <input type="checkbox"/> Church Business Administrator | <input type="checkbox"/> Stated Clerk Presbytery |
| <input type="checkbox"/> Co-Pastor | <input type="checkbox"/> Synod Executive |
| <input type="checkbox"/> College/Seminary Faculty | <input type="checkbox"/> Transitional/Interim Position |
| <input type="checkbox"/> Commissioned Ruling Elder | <input type="checkbox"/> Youth Director (non-ordained) |
| <input type="checkbox"/> Communicator | |
| <input type="checkbox"/> Coordinator | |
| <input type="checkbox"/> Director of Music (non-ordained) | |
| <input type="checkbox"/> Evangelist or Mission Pastor | |
| <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 (etc.) | |
| <input type="checkbox"/> Head of Staff / Senior Pastor | |
| <input type="checkbox"/> Media Specialist | |

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
 No

Are you open to a clergy couple:

- Yes
 No

MDP Application Deadline (if applicable): None

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

Highlands' vision is to be an inclusive faith community that shares and acts on the ideas of Jesus' teachings to see God's love manifested to lift up those in our local, national and global communities through inclusive fellowship, progressive study and worship, and to serve our neighbors in need. Highlands seeks to faithfully live the words of the hymn *They'll Know We Are Christian by Our Love* by Peter Raymond Scholtes, "We will work with each other, we will work side by side; and we'll guard each one's dignity and save each other's pride and they will know we are Christian by our love."

Highlands welcomes all regardless of race, sexual orientation or identity, immigration status or other culturally defined characteristics. Highlands values diversity of faiths, fellowship, building relationships, generosity, God's creation, social justice, spiritual wellbeing, and thoughtful, honest and discerning study of Christian faith. Highlands is a "More Light" Presbyterian Church, a "sanctuary covenant" church, a "Hunger Action" and "Earth Care" congregation, a Matthew 25 Church and has established a "land tax" fund in reparation to tribes on the Wind River Indian Reservation. More detail at Highlands' website: www.highlandsofcheyenne.com.

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

The Pastor will guide the church in the accomplishment of its God-given mission providing spiritual and organizational leadership through preaching, strategy implementation, and the development of lay leaders and (future) staff. The Pastor will support our core values in our Mission, Vision, and Values Statement and provide guidance and support as we work together to grow and strengthen our congregation. Accountable to Highlands' Session, our next pastor will uphold the spiritual life of the congregation through preaching and worship leadership and orchestrate the movement of the church toward a shared vision, including growth of our faith community. They will be a partner to the community, collaborating with other faith communities to address problems such as the need for equity, diversity, and inclusion. They will provide outreach for our congregants, neighbors, networks, and our mission partnerships. As a teaching elder, the pastor will model being a life-long learner and will develop lay leadership in respected areas of giftedness. Administrative duties will include required meetings, and officiating at weddings, baptisms, and funerals as requested.

Highlands seeks a faith leader who is either ordained in the PC(USA) or shall have met all criteria for ordination. However, this position is open to Ministers from other denominations. A complete job description may be viewed on the Highlands' website. The position is full time, however, Highlands will consider a part time position under the right circumstances.

(<https://www.highlandsofcheyenne.com/our-future>).

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: \$ 60,700

Maximum Effective Salary: \$ _____

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

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?

Highlands is committed to its vision for ministry to be a Matthew 25 Church to address not only the symptoms of social injustice, but also the root causes perpetuating social injustice. The congregation wants to hear that vision in the sermons and chosen scriptures, in the allocation of funds, in books studied in the in-person and Zoom book clubs, in committee and church-wide projects and fellowship opportunities. Examples are many. Highlands provided sanctuary for an immigrant seeking legal status in cooperation with the Unitarian Universalist Church. Community leaders speak at Highlands about injustices. Highlands provides support to Afghan refugees at a North Denver Mosque since Wyoming has no refugee program. Nonprofit programs addressing homelessness, hunger, discrimination and addictions are supported. An endowment was established to serve indigenous students to meet emergency needs so that they can remain in college. An Indigenous Reparations Fund is to support tribal led efforts on the Wind River Indian Reservation. These include building relationships. Highlands Church has designations beyond being a Matthew 25 Church that includes More Light reflected by Highlands' rainbow flag; Hunger Action that works locally, statewide and with the Wind River Indian Reservation; and Earth Care that involves planting indigenous bee-friendly flowers around the church.

Also, see the Mission Study Report found at www.highlandsofcheyenne.com/our-future.

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 church became a hybrid community during COVID19 with attendance by Zoom. After the church returned to in-person worship, many continued attending by Zoom from throughout Wyoming and other states. The church is located in Cheyenne, the largest city in Wyoming with a population of about 65,000 and is the state capital and home to the F.E. Warren Air Force Base. About 90% of the population is white, 16% Latino or Hispanic, 3% black and 7.5% mixed races.

The state capital being in Cheyenne provides Highlands with an opportunity to advocate for policies that affect the poor like access to health care and reduction of hunger and fairness for minorities and the LGBTQ+ for all of Wyoming. Members of Highlands provide hospitality for advocates of causes consistent with the teachings of Jesus.

Although the Wind River Indian Reservation is far from Cheyenne, Highlands is building relationship through the Hunger Action Committee working with tribal members to promote food sovereignty and access to food, the endowment for indigenous students attending Central Wyoming College, and growing the Indigenous Reparations Fund. This puts into

action the land acknowledgement etched on the window at the church entrance and often verbalized during worship.

Wyoming has a history of prejudices that includes violence that still happens. The congregation takes this seriously and becomes educated to better address it.

Also, see the Mission Study Report found at www.highlandsofcheyenne.com/our-future.

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 Pastor will be full-time and accountable directly to the nine-member Session (board). Session members lead committees on Building and Grounds, Fellowship, and Mission. There is also an active Hunger Action Committee. The Clerk of Session also serves in the temporary position as Transition Coordinator. Part-time positions include Accountant/Treasurer, Zoom Coordinator, Custodian, and Musician. There are no fulltime employees. Volunteers serve on the committees. A volunteer compiles, edits, publishes and distributes the monthly newsletter called *The Clan* with many volunteer contributors. Highlands is blessed with talented volunteer musicians for worship services. The church provides hospitality for others outside the congregation. Regular fellowship activities engage both congregants and others. Beyond the 58 members of Highlands are 60 others involved with Highlands in various ways.

The Pastor will guide the church in the accomplishment of its God-given mission providing spiritual and organizational leadership preaching, strategy implementation, and the development of lay leaders and staff. The Pastor will support Highlands' core values in the Mission, Vision, and Values Statement for the congregation to grow and to be strengthened. The Pastor will be expected to encourage, inspire, and participate in the on-going and future social justice mission work and congregant generosity to continue to thrive and to serve those who suffer from oppression and are in need.

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.

Skills required will be to be able to effectively and relevantly preach, communicate with diverse peoples, create and implement plans, delegate responsibilities, passionately work with people of all ages and stages, assess needs, guide others in relationship to Jesus Christ and the Church, work positively and collaboratively, and shepherd and supervise team leaders and lay-leaders. The Pastor needs to be motivated and an organized self-starter with energy, flexibility and enthusiasm and willingly approach challenges with good humor. The Pastor needs to be skilled in church administration including staff management, budget preparation and implementation. The Pastor needs to demonstrate spiritual maturity, biblical knowledge, understanding of theological context, and a vital life of faith evidenced by personal spiritual disciplines, personal integrity, discernment, character in decision-making,

interpersonal interactions and an attitude of humility and other-centeredness to lead with grace. The Pastor must exemplify and maintain confidentiality and handle delicate situations with discretion and insight.

Also, see the Mission Study Report found at www.highlandsofcheyenne.com/our-future.

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

The Pastor shall uphold the spiritual life of the congregation through preaching and worship leadership and may share preaching duties occasionally with guest preachers and lay leaders. This includes overseeing plans with the worship team, demonstrating appreciation of diverse worship styles and formats that includes meaningful engagement for both Zoom and in-person worshippers. The Pastor shall provide pastoral care and develop, support and lead a team of trained, dedicated and wise lay ministers. The Pastor shall lead the church towards a shared vision and develop strategies for growth of Highlands' faith community; shall teach and train for discipleship of all congregants towards personal spiritual formation; shall focus on outreach for congregants, neighbors, networks, mission partners, and the next generation; and shall develop collaborative relationship opportunities for the church and the community. The Pastor, as the teaching elder, shall model and value being a life-long learner; enlist and train lay leaders in respective areas of giftedness for mentoring, providing feedback, and setting appropriate goals for a consistent vision; and develop the next generation of faith leaders. The Pastor shall take required training, participate in required meetings, interact with congregational leadership, and develop and administer the overall church budget with a specified team. The Pastor shall officiate at weddings, baptisms, and funerals as requested.

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

Link Title: Highlands United Presbyterian Church
Description: Church Website
URL: <https://www.highlandsofcheyenne.com/>

Link Title: City of Cheyenne
Description: City of Cheyenne Website
URL: <https://www.cheyennecity.org/>

Link Title: Greater Cheyenne Chamber of Commerce
Description: Greater Cheyenne Chamber of Commerce Website
URL: <https://www.cheyennechamber.org/>

Link Title: F.E. Warren Airforce Base
Description: F.E. Warren Airforce Base Website
URL: <https://www.warren.af.mil/>

Link Title: Laramie County Community College
Description: Laramie County Community College Website
URL: <https://www.lccc.wy.edu/>

Link Title: Cheyenne Symphony Orchestra
Description: Cheyenne Symphony Orchestra Website
URL: <https://cheyennesymphony.org/>

Link Title: Cheyenne Little Theatre Players
Description: Cheyenne Little Theatre Players Website
URL: <https://www.cheyenelittletheatre.org/>

Link Title: Cheyenne Frontier Days
Description: Cheyenne Frontier Days Website
URL: <https://cfdrodeo.com/>

Link Title: Wyoming Office of Tourism
Description: Travel Wyoming Website
URL: <https://travelwyoming.com/>

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

Reference #1

Name: Rev. Duane Ferchen

Relationship: Retired Minister, Ascension Lutheran Church, attends regularly

Phone: 307-634-2053

Email: duaneferchen@gmail.com

Reference #2

Name: Lana Mahoney, BA, CPS, Executive Director Recover Wyoming

Relationship: Non-profit collaborating with Highlands

Phone: 307-640-1362

Email: lanamahoney@recoverwyoming.org

Reference #3

Name: Imam Mohamed Salih

Relationship: Friend of Highlands, Often Visits/Speaks

Phone: 307-421-7426

Email: msalihwy@gmail.com

Reference #4

Name: Mary Guthrie

Relationship: Friend of Highlands, attends regularly

Phone: 307-256-6987

Email: ehmstatue@gmail.com

Reference #5

Name: Rodger McDaniel

Relationship: Retired Pastor, Highlands Presbyterian Church

Phone: 307-460-2598

Email: rmc81448@gmail.com

Chair of Pastor Nominating/Search Committee Chairperson/Mid-council Search Committee Chairperson for this MDP:

Name: Wendy Soto

Preferred Phone: 307-631-7566

Alternate Phone or Email: 2soto.wendy@gmail.com

Fax: NA

Email Address: highlandspnc24@gmail.com

Address 1: 3808 Saddle Ridge Trail

Address 2: NA

City: Cheyenne

State: Wyoming

Zip Code: 82001