



## 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:** Stone Church of Willow Glen

**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:** 110

**Church School Attendance:** Seasonal/Rebuilding

**Curriculum:** The Book of Belonging <https://www.thebookofbelonging.com/>

**Community Type (select one):**

N/A  Suburban  Rural  Urban  Village  College   
Town  Recreation  Small City  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  94  %  
Multiracial  %

Predominantly White congregation (approx. 94%), located within a racially and ethnically diverse neighborhood.

## MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

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

Administrator \_\_\_\_\_

Associate Director \_\_\_\_\_

Associate Pastor (Christian Education) \_\_\_\_\_

Associate Pastor (other) \_\_\_\_\_

Associate Pastor (youth) \_\_\_\_\_

Campus Ministry \_\_\_\_\_

Chaplain \_\_\_\_\_

Christian Educator (certified) \_\_\_\_\_

Christian Educator (non-certified) \_\_\_\_\_

Church Business Administrator \_\_\_\_\_

Co-Pastor \_\_\_\_\_

College/Seminary Faculty \_\_\_\_\_

Commissioned Ruling Elder \_\_\_\_\_

Communicator \_\_\_\_\_

Coordinator \_\_\_\_\_

Director of Music (non-ordained) \_\_\_\_\_

Evangelist of Mission Pastor \_\_\_\_\_

Executive Director \_\_\_\_\_

Executive Pastor \_\_\_\_\_

Finance Manager \_\_\_\_\_

Funds Developer \_\_\_\_\_

General Assembly Staff \_\_\_\_\_

General Presbytery/Executive Presbytery/Presbytery Leader \_\_\_\_\_

Pastor, Yoked Ministry \_\_\_\_\_

Pastoral Counselor \_\_\_\_\_

Seminary Staff \_\_\_\_\_

Solo Pastor: Installed  \_\_\_\_\_

Solo Pastor: Temporary \_\_\_\_\_

Stated Clerk Presbytery \_\_\_\_\_

Synod Executive \_\_\_\_\_

Transitional/Interim Pastor \_\_\_\_\_

Youth Director (non-ordained) \_\_\_\_\_

Head of Staff  \_\_\_\_\_

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 \_\_\_\_\_

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):** \_\_\_\_\_

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

Stone Church aspires to be a welcoming and inclusive community that nurtures faith, fosters deep relationships, and serves others with justice and compassion. We strive to be a beacon of love and hope, engaging our neighborhood, advocating for the marginalized, and creating a spiritual home where everyone can grow and belong, through living out three core values:

1. AUTHENTIC COMMUNITY & SPIRITUAL GROWTH: Providing meaningful relationships, honest connection, and thoughtful faith exploration across generations, rooted in both tradition and openness to the Spirit.
2. DEEP-SEATED WELCOME & INCLUSION: A strong belief in the need for a church community where everyone — across age, race, gender, gender identity, sexuality, ability, and background — is not only accepted but truly belongs.
3. FAITH IN ACTION FOR JUSTICE: A belief that following Jesus means engaging the world with compassion and courage, advocating for equity, and serving those in need.

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

The Pastor/Head of Staff will provide spiritual, pastoral, and organizational leadership for Stone Church, guiding the congregation into a new chapter of its ministry. Primary responsibilities include:

- Providing leadership to staff and volunteers;
- Preaching and leading inspiring worship, stewarding Stone Church's traditional liturgical and musical strengths while working collaboratively with worship leaders to explore Spirit-led adaptations that support intergenerational engagement and participation;
- Cultivating spiritual formation and pastoral care to congregants;
- Equipping and empowering lay leadership, including the many volunteers;
- Working collaboratively with Session, staff, and volunteers in our ongoing work to ensure that we are constantly willing to reinvent ourselves to remain relevant;
- Representing the congregation within the Presbytery of San Jose, the Presbyterian Church (USA), and the broader community.

**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: \$121,157 (set by SJ Presbytery, [here](#))**

**Maximum Effective Salary: \$130,000**

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

Manse \_\_\_\_\_

Housing Allowance \_\_\_\_\_

Open to either  X \_\_\_\_\_

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?**

Stone Church is a beloved, progressive congregation that recognizes it needs to transform itself to remain relevant and connected to its community. Our vision is to become a vibrant, intergenerational, justice-minded church that is deeply connected to the community which it calls home. We recognize that success in our ministry should not just be measured by how many are in worship each Sunday, but by whether Stone Church's absence would be felt if we were no longer present in the community. We believe that this vision and hope calls us to:

- Engage with families, schools, and community partners in our neighborhood;
- Live into the call of serving the marginalized and the least among us, relating to people regardless of their position with compassion, care, and love;
- Nurture new lay leadership within the congregation;
- Provide deep spiritual formation, through offering relevant and intellectually challenging experiences both within and beyond worship;
- Honoring the depth and beauty of our traditions within all aspects of our life, including, worship, education, and mission, while remaining open to Spirit-led flexibility and creativity that can help new generations find meaning, belonging, and voice within our shared life.

**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?**

Stone Church is located in Willow Glen, a diverse and evolving San Jose neighborhood of approximately 54,000 residents that is highly educated (56% of residents hold a Bachelor's degree or higher) includes many young people and families (only 2 in 10 residents are 65+) and people of color (approximately 40%). There are a number of religious institutions in the area, including various Protestant assemblies, a large Catholic parish, a megachurch claiming 12,000 members, as well as many non-Christian institutions. Among the challenges the community faces, and that we believe Stone Church is called to engage with, include:

- 1) Affordable housing in one of San Jose's most expensive zip codes
- 2) Lower-income residents: at two of our neighborhood elementary schools, 40%+ of the students are eligible for free or reduced-price meals.
- 3) Language diversity: English is the first language of only 43% of our city's residents.
- 4) Lifting the vulnerable: we stand alongside and protect our undocumented neighbors; support LGBTQIA+ rights; speak out against human trafficking; value the participation of our deaf community; support seniors, families, students and others affected by reductions in public funding; and strive to live up to our goal of being an inclusive, welcoming church.

The congregation is called to listen carefully, build trust, and participate more visibly in neighborhood life through partnerships, hospitality, and service.

**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?**

This call will lead, manage, and work alongside an existing staff that includes:

- A full-time office manager
- A part-time Director of Youth and Family Ministries
- A part-time choir director
- A part-time organist
- A part time children's choir director
- A part-time custodial staff
- A part-time treasurer

In addition, the staff is supported by a committed cadre of volunteers, many of whom have served for years, that help support the church's needs including areas such as facility maintenance and upkeep, office support, education and enrichment for adults and youth, fellowship activities and community engagement events, congregational care, stewardship, community service and giving, and worship. This call will complement and support those roles by:

- Providing clear vision and pastoral presence to help shape our efforts.
- Serving as a collaborative leader of both staff and volunteers.
- Helping the congregation align its energy and resources with the needs of the community, including assessing whether existing programs still serve current needs
- Cultivating new leaders among our congregants to ensure the continuation and evolution of key programs.

- Working with the congregation to develop, implement, and achieve both short and long-term ministry goals.
- Helping the congregation develop a robust and vibrant life that is not merely inward facing, but open to the broader community.

**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.**

We believe the person accepting this call will need a variety of skills and gifts, including:

- A demonstrated ability to deliver sermons that inspire, engage the mind, and deepen spiritual growth, and to thoughtfully plan and lead worship that responds to the needs of the moment while honoring and preserving the richness of our tradition.
- A strong commitment to advocating for justice, equity, and inclusion in all its forms, speaking to the rich diversity of the community in Willow Glen, including the LGBTQIA+ community
- Proven ability and experience in leading a theologically progressive congregation at a pivotal moment in its history—when change is both recognized and necessary—and in guiding that tradition with patience, wisdom, and clarity
- A strong commitment to developing intergenerational ministry programs that honor our traditions while responding imaginatively and faithfully to the needs of today.
- A strong and demonstrated commitment to parish ministry, including pastoral care, support for aging members of the congregation, and congregational revitalization.
- Demonstrated organizational leadership, relational skills, and emotional intelligence, including a willingness to engage difficult conversations with clarity and grace.
- A collaborative leadership style that works in tandem with and empowers both the staff of the church and lay leadership.

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

The individual called will play a key role in working with the community to define the future of Stone Church. Key areas of responsibility include:

- Providing leadership in worship and preaching that both inspires and intellectually challenges the community, including support for the Church's Taize program.
- Providing pastoral care to congregants.

- Providing support for visioning, planning, and implementation of those visions and plans.
- Engaging with the broader community, both within Willow Glen and throughout the world.
- Managing the staff and developing their skills, talents, and gifts.
- Working in collaboration with our existing staff to redevelop and expand our presence in children, youth, and family ministries.
- Challenging the congregation to reimagine its understanding of hospitality and the impressions it presents to the community.
- Strengthen the church's communications with both its members and those in the community surrounding the church.
- Fostering partnerships with local schools and community organizations
- Supporting the lay leadership of the congregation, and helping develop new lay leaders within the congregation to ensure continuity and avoid burnout.

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

<https://stonechurch.org/>  
<https://stonechurch.org/mission-study/>  
<https://www.willowglenfoundation.org/>  
<https://www.willowglen.org/>  
<https://www.wgna.net/>

**(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: [Rev. Irene Pak Lee](#)  
Relationship: [former Associate Pastor of Stone Church](#)  
Phone: [408-828-0027](#)  
Email: [ipaklee@wpcslc.org](mailto:ipaklee@wpcslc.org)

**Reference #2**

Name: [Rev. Bruce Reyes-Chow](#)  
Relationship: [former Bridge Pastor of Stone Church](#)  
Phone: [209-910-4272](#)  
Email: [breyeschow@gmail.com](mailto:breyeschow@gmail.com)

**Reference #3**

Name: [Rev. Erica Rader](#)  
Relationship: [former Stated Clerk, San Jose Presbytery](#)  
Phone: [408-356-6156](#)  
Email: [erica.rader@pclg.org](mailto:erica.rader@pclg.org)

**Reference #4**

Name: [Gary Fritz](#)  
Relationship: [former congregant](#)  
Phone: [414-750-7596](#)  
Email: [gwfritz22@gmail.com](mailto:gwfritz22@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: [Joanne Vliet](#)  
Preferred Phone: [415-609-8194](#)  
Alternate Phone or Email: \_\_\_\_\_  
Fax: \_\_\_\_\_  
Email Address: [joanne\\_vliet@yahoo.com](mailto:joanne_vliet@yahoo.com)  
Address 1: \_\_\_\_\_  
Address 2: \_\_\_\_\_  
City: \_\_\_\_\_  
State: \_\_\_\_\_  
Zip Code: \_\_\_\_\_

## 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 others, showing interest, and showing empathy for what is being said. 90%

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. 85%

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. 55%

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. 75%

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. 70%

Values their experience in life, continues 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. 35%

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. 90%

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. 85%

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. 80%

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 can plan, prioritizing and studying the capabilities of the organization financially or in human resources. 90%