



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 Atlanta

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: 854

Church School Attendance: 300

Curriculum: Self-created

Community Type (select one):

- | | |
|-----------------|-----------------|
| N/A_____ | Suburban_____ |
| Rural_____ | Urban_____X |
| Village_____ | College_____ |
| Town_____ | Recreation_____ |
| Small City_____ | Retirement_____ |

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

- Prefer not to answer_____0%
- Asian/Pacific Islander/South Asian_____2%
- Black/African American/African_____5%
- Hispanic/Latinx_____0.5%



Native American/Alaska__0%
Native/Indigenous__0%
Middle Eastern/North African__0%
White__92%
Multiracial__0.5%

MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

Position Type (*select one*):

Administrator____
Associate Director____
Associate Pastor (Christian Education)____
Associate Pastor (Other)____X
Associate Pastor (Youth)____
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____X
More than 10 Years____

Specify Title / PT Work Hours (if applicable): Senior Associate Pastor
and Chief Ministry Officer

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 punctuation and spaces):

First Presbyterian Church of Atlanta seeks to be a community of conviction and compassion that humbly follows Jesus Christ and equips people to live as faithful disciples in the city and the world. Our vision is to be a congregation whose lives are rooted in worship, shaped by Scripture, strengthened through meaningful relationships, and expressed in service to others. We believe the church is not only a place people attend but a community that forms individuals to live out their faith in their homes, workplaces, and neighborhoods: We pursue this vision through three central commitments articulated in our Long-Range Strategic Plan (2026-2031): deepening discipleship and care, expanding invitation and community, and strengthening the resources we need to sustain our ministry and mission : This means helping every member grow in spiritual maturity, cultivating a culture where invitation and belonging are natural and ensuring that the church's financial, technological, and organizational infrastructure allows ministry to flourish for future generations. We want to be a spiritually vibrant church that forms mature disciples, builds authentic community, and extends Christ's compassion into the life of the city and the world. Through worship, formation, service, and partnership, we seek to embody the Gospel in ways that strengthen our congregation and the communities we serve.

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position (1,500-character limit which includes punctuations and spaces): The chief ministry officer (CMO)

- serves as a key member of the senior leadership team, reporting directly to the senior pastor (SP);
- provides strategic oversight/ministerial leadership/pastoral guidance for FPC's ministry life and supports alignment of vision/mission/ministry strategy/the day-to-day work of staff and lay leadership;
- fosters a healthy, collaborative culture among ministry staff;
- advances long-range planning; and
- helps shape the spiritual vitality of the congregation.

Duties include

- serving as primary strategic partner to the SP
- joining the senior leadership team of Chief Admin. Officer/Chief People Officer (CAO/CPO);
- leading long-range ministry planning
- providing leadership/guidance to staff/lay leaders/Session Committees
- overseeing the Nominating Committee & Stewardship Team;
- supervising 4 associate pastors, a scholar in residence, and Creative Communications Director (CCD)



- cultivating professional/spiritual growth in the ministry team;
- facilitating regular ministry team meetings/communication;
- preaching approx. 6x/year; helping to lead worship and teaching; officiating weddings, funerals, other pastoral rites
- working with the CAO/CPO on operational, staffing/HR matters; collaborating with elders, committees, & ministry teams to ensure shared purpose across the organization; & supporting congregational communication/strategic/storytelling/vision clarity with the CCD.

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: \$100,000;

Maximum Effective Salary: \$120,000

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 punctuation 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?** First Presbyterian Church of Atlanta seeks to be a community of conviction and compassion that humbly follows Jesus Christ and equips people to live as faithful disciples in the city and the world. Our vision is to be a congregation whose lives are rooted in worship, shaped by Scripture, strengthened through meaningful relationships, and expressed in service to others. We believe the church is not only a place people attend but a community that forms individuals to live out their faith in their homes, workplaces, and neighborhoods. We pursue this vision through three central commitments articulated in our Long-Range Strategic Plan (2026–2031): deepening discipleship and care, expanding invitation and community, and strengthening the resources we need to sustain our ministry and mission. This means helping every member grow in spiritual maturity; cultivating a culture where invitation and belonging are natural; and ensuring that the church's financial, technological, and organizational infrastructure allows ministry to flourish for future generations. We want to be a spiritually vibrant church that forms mature disciples, builds authentic community, and extends Christ's compassion into the life of the city and the world. Through worship, formation, service, and partnership, we seek to embody the Gospel in ways that strengthen our congregation and the communities we serve.

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?** FPC has a rich heritage with significant community influence, resources, and a strong presence. We live out our mission in the heart of Midtown Atlanta, one of the most dynamic and rapidly evolving urban areas in the Southeast. The surrounding community reflects the opportunities and tensions of a growing global city. Midtown and the greater Atlanta area are marked by economic vitality; cultural diversity; world-class educational institutions; and expanding industries in technology, healthcare, and finance. At the same time, the city faces significant challenges including housing affordability, economic inequality, social isolation, polarization, and the ongoing need for spaces that cultivate civic trust and community belonging. Our congregation reflects many of these dynamics. Members come from across the city and represent a wide range of professions, life stages, and backgrounds. Many are deeply engaged in leadership roles in business, education, healthcare, nonprofit organizations, public service, and the arts. People increasingly engage with church life not only in person but also through online worship. Families seek meaningful spiritual formation for their children, students and professionals search for ways to integrate their faith into their vocation, and older adults look for new ways to serve and to

manage end-of-life concerns. These realities shape the context in which FPC seeks to live out its calling.

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 CMO will support the senior pastor by serving as his primary strategic partner in shaping and implementing the ministry vision of the church. Working collaboratively with the four other associate pastors and other direct reports, this individual will be responsible for the thematic integration of that ministry vision into the programmatic offerings of the church. This role serves as a central point of integration across staff and lay leadership, helping ensure that ministries are well-coordinated and effectively supported. We expect the CMO to be visible and accessible to the congregation while supporting and reinforcing the leadership provided by the staff and lay leadership.

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 CMO, a faithful follower of Jesus Christ, will

- be an ordained Minister of Word and Sacrament (PCUSA) or compatible Reformed tradition;
- be spiritually mature and committed to the mission, values, and theology of FPC;
- have demonstrated skill in supervising and leading ministry teams;
- have proven leadership skills with experience in strategic planning;
- possess strong organizational skills;
- handle complex situations with wisdom and emotional intelligence;
- be collaborative, relational, and able to cultivate trust across various teams;
- be a visionary thinker who can translate ideas into practical strategies;
- be a skilled communicator; and
- have a pastoral presence marked by humility, compassion, and integrity.

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

Besides the description given in #3, our CMO will

- directly supervise four associate pastors, the scholar in residence, and the creative & communications director;
- cultivate collaboration, professional growth, spiritual formation, and leadership capacity within the ministry team by facilitating regular ministry team meetings and cross-departmental communication;
- preach approximately six times per year; help lead worship and teach; and officiate weddings, funerals, and other pastoral rites as assigned;
- create and expand her or his personal ministry interests, such as podcasting, leading regular Bible and theological education classes, global missions, and the like.

In short, our CMO will guide and build relationships with pastoral and lay leaders as well as with the congregation in general.

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

<https://www.firstpresatl.org/about>

<https://www.firstpresatl.org/engagement>

<https://www.firstpresatl.org/community-ministries>

<https://www.firstpresatl.org/childrens-ministry>

<https://www.firstpresatl.org/youth-ministry>

<https://www.firstpresatl.org/collegeministry>

<https://www.firstpreschoolatl.org/>

<https://www.firstpresatl.org/adult-formation>

<https://www.firstpresatl.org/epiphany>

<https://www.firstpresatl.org/global-mission>

(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.