



Personal Discernment Profile ID# 101226

Profile Information

Name	Email	Pronouns
Minister	steph08096@gmail.com	She/Her
Stephanie Arnold		
Workman		

Address	Phone Number	Secondary Phone
144 Gremar Drive,	919-434-1354	
Holly Springs, NC		
27540		

Ecclesiastical Status	Presbytery of	Ordination Date
PC(USA) Minister	Membership	2005-11-20
of Word &	New Hope	
Sacrament		

Preferences

Employment Type	Minimum Effective Salary
Full-time	65000
Position Type	Housing Type
Executive Pastor	Housing Allowance
No Experience	
Head of Staff	Available to Match?
First Ordained Call	
Solo Pastor: Installed	Yes

No Experience

Formal Education

Formal Education

Master of Divinity - Princeton Seminary, (1998-08-20 - 2001-05-20)

Bachelors of Science - Wake Forest, (1993-08-20 - 1997-05-15)

Continuing Education

Healthy Boundaries Train the Trainer, 2015, offered through Faith Trust Institute

Clinical Pastoral Education - 1 Unit Internship, The Boggs Center at Robert Wood Johnson Medical Center with a placement at Bancroft school

Specifically worked on the areas of theology and intellectual/developmental disabilities.

Center for Creative Leadership at Eckerd College, Florida, June 2023

Completed the Leadership Development Course

Clinical Pastoral Education - 3 Units (Albert Einstein Medical Center, Philadelphia, PA)

Served as a Chaplain Resident assigned to a Med/Surg, NeuroICU, and Labor/Delivery Floors. Provided on-call chaplaincy services as well to this Level 1 Trauma Center

NC Women's Preaching Conference, Durham NC - 2022

Attended the conference and also presented on Faithfully Responding to Food Insecurity

No Kid Hungry Conference - 2015

Attended the conference and also presented on our church's efforts to feed hungry children.

Called Together - Massanetta Conference Center - 2018, 2019, 2021, 2022

Training/Certification

Clinical Pastoral Education Training: Bogg Center at Robert Wood Johnson Hospital - 2000

Language Proficiency

Technical Skills

Work Experience

11/20/2005 - Present

Church Associate Pastor for Christian Nurture and Mission
Kirk of Kildaire
Cary, NC
(Suburban, 1001-1500 members)

Worship Leadership and Sacramental Ministry: Led reverent worship, engaging congregation in Word, prayer, and sacraments; performed weddings and funerals with pastoral care.

Christian Education and Formation: Developed confirmation curriculum; led Sunday school for children and adults, nurturing faith and understanding of Scripture.

Pastoral Care and Discipleship: Provided counsel and prayer in times of need;

moderated Session meetings, aligning decisions with our calling; organized church-wide fellowship events.

Leadership in Service and Mission: Recruited and trained ministry volunteers; managed \$1.4M for community support; directed a coalition to distribute over 154,000 meals during COVID-19; founded GED and ESL programs; established the first PCUSA church partnership with the Government of Mexico; led advocacy for housing and food security; mentored interns, fostering growth in servant-leadership.

9/30/2003 - 11/4/2005
Church Director of Christian Education
Kirk of Kildaire Presbyterian
Cary, NC
(Suburban, 651-1000 members)
As the Director of Education, my job responsibilities were fairly broad and fell into the following categories:

The proclamation of the gospel for the salvation of humankind.

- Developed and implemented a program for church membership

that included classes and pastoral care.

The shelter, nurture, and spiritual fellowship of the children of God.

- Provided guidance to the various Christian Education Committees to evaluate their programs in light of current needs.
- Guided the Children's Christian Education committee to evaluate and reform the Vacation Bible School plans.
- Provided teacher education and special weekend educational events for adults.

The maintenance of divine worship.

- Provided regular leadership in worship through liturgy and preaching.
- Worked collaboratively on worship services and special services that glorified God.

8/31/2002 - 6/30/2003
Church Director of Youth
Ministries
Presbyterian Church of
Haddonfield
Haddonfield, NJ
(Suburban, 401-650 members)

In my position as the Director of Youth Ministries, I helped the Youth Committee as we collaborated on programs to serve the needs of youth and their families.

Policies: This was a new position, so developing the job description and the policies relating to youth was a focal point.

Weekly Events: I developed and implemented weekly youth group events. I supported the existing Youth Sunday School and Confirmation programs.

Volunteers: I recruited and trained volunteers and provided encouragement and support for them.

Families: I provided regular communication to parents and families of youth so they could stay informed and engaged.

9/9/2001 - 9/10/2002
Other Chaplain Resident
Albert Einstein Medical Center
Philadelphia, PA

With a team of Chaplain residents, I provided pastoral care to patients in various settings. I was specifically responsible for Labor and Delivery, a medical/surgery floor and Neuro ICU. We rotated on-call responsibilities,

serving traumas and emergent needs. I provided sacraments, counseling, and ministry of presence, especially around issues of end of life. I earned 3 units of CPE.

8/31/1999 - 5/14/2000

Other Chaplain Intern
Robert Wood Johnson Medical Center
New Brunswick, NJ

Served as a Chaplain Intern through the Robert Wood Johnson Medical Center. Placement was at the Boggs Center, which serves children and adults with intellectual and developmental disabilities. Served as a chaplain for a class and a residential home for pre-teen and teenage children.

8/14/1997 - 9/4/1998

Other Special Education Teacher
Rapides Parish School System
Alexandria, LA

As a special education teacher, I taught classes of children with intellectual disabilities and delays. I created lesson plans and implemented them, with accommodations to meet the needs of each child. I served in a high school classroom for mild and moderately mentally handicapped children, in a

school for exceptional children with severe and profound mental handicaps, and as an in-home preschool teacher for very young children with disabilities.

Service to the Greater Church

Community Advocacy Committee

The Community Advocacy Committee was established by our County Commissioners to advise the Department of Health and Human Services as they serve the community. This is a board of non-profits, government, and business that serves the community. I have served on the CAC for 6 and as co-chair for 1 year.

12/31/2022 - Present

Co-Chair

Briarcliff Elementary Advisor Board

I serve on the advisory board of our local elementary school. We partner with this public school and our relationship serves the children and their families. In this capacity, I also have advised the superintendent.

8/31/2022 - Present

Member

Community Hispanic Ministry Association

The folks who serve the Hispanic community gathered monthly to coordinate services and resources for our neighbors. I served as facilitator for one year. The group eventually disbanded.

12/31/2016 - 5/29/2022

Member and Facilitator

Western Regional Food Security Action Team

The Western Regional Food Security Action team is a group of non-profits, government, and businesses that work to increase the level of food security among the most vulnerable of our community. We provide direct food resources through our partnerships with government and we provide coordination of services.

12/31/2016 - Present

Chair

Habitat for Humanity

I supervised and supported the Presbyterian Build of Wake County.

12/31/2014 - 8/31/2015

Chair of Presbyterian Build

New Hope Presbytery

I served on the Campus Ministry Team for our presbytery, overseeing 6 Campus Ministry organizations and administering one of the largest budgets for our presbytery. My final year, I served as co-chair of the team.

12/31/2014 - 12/30/2017

Campus Ministry Team Member and Co-Chair

New Hope Presbytery

I served on the inaugural Health Boundaries team for New Hope Presbytery and continued for over a decade. We developed the curriculum, wrote the policy, and led the trainings for our presbytery.

4/30/2010 - 4/30/2023

Health Boundaries Team and Chair

New Hope Presbytery

I served on the Presbytery's Peacemaking Team.

12/31/2005 - 12/30/2008

Peacemaking Team

New Hope Presbytery

I served on the Leadership Division Team of New Hope Presbytery. During the 2014 year, I was the chair of the team.

12/31/2005 - 12/30/2014

Leadership Division Team Member and Chair

Statement of Faith

I believe that God is love.

Out of love, God created the world good. Humans were created in God's image, with the intent that they live in community with each other and with God. We are, however, sinful people who break the divine image. And yet, God is loving, merciful and forgiving.

I believe that Jesus is the fullest expression of God's love. He was both fully human and fully divine. He preached the reign of God and proclaimed the good news of the reconciling love of God. He healed the sick and brought the dead back to life. He loved children, outcasts, and the unlovable. He ate with sinners and shocked the religious establishment. He was blamed for crimes he did not commit and betrayed by the people who welcomed him days before. He was crucified, giving his life for the sins of the world. God broke the power of death and demonstrated the power of love by raising Jesus from the dead.

The Holy Spirit continues to inspire and empower us to work together to create a place that demonstrates God's love to our broken world. Through the power of the Holy Spirit, we are claimed in the waters of baptism and fed at the Lord's Table.

I believe the Bible tells a love story - the story of God's people and God's amazing love for them. It is the story of God choosing a people, calling them back into relationship, and showing us a glimpse of a different way of life.

I believe the church is called to witness to God's love and to work together for the Kingdom of God, a kingdom of peace,

justice and love. I believe that the Holy Spirit gifts everyone for God's service and calls everyone to be faithful disciples.

Narratives

How do your particular gifts, experiences, and training help you in the ministry setting you believe God is calling you?

This question applies to the following positions: Executive Pastor, Head of Staff, Solo Pastor: Installed

Response:

My unique blend of gifts, experiences, and training serves as a vibrant tapestry in the ministry setting where I believe God calls me. Boundless creativity is a cornerstone, allowing me to envision innovative approaches to challenges, infusing passion and energy into every aspect of my service. With a heart deeply attuned to caring for those on the margins, I bring empathy and understanding to individuals often overlooked or marginalized. Moreover, my background in partnering with diverse groups and individuals becomes a catalyst for furthering the Gospel's reach, fostering collaboration, and creating inclusive spaces where the message of love and hope can resonate and transform lives. This amalgamation of strengths equips me to embrace the calling with a profound sense of purpose and effectiveness in making a difference in people's lives.

Explain with theological details what areas of ministry you value most in your calling.

This question applies to the following positions: Executive Pastor, Head of Staff, Solo Pastor: Installed

Response:

In my calling, I hold a deep reverence for ministries that embody the foundational tenets of Reformed theology, specifically rooted in the profound understanding of grace. Foremost, I value the ministry of reconciliation, especially amongst the populations that have traditionally felt most excluded from God's love. Embracing the Reformed theology of

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grace, this ministry endeavors to reconcile humanity with God through Christ, emphasizing the transformative power of divine grace in restoring broken relationships. Furthermore, I highly esteem the ministry of discipleship, guiding individuals to a profound understanding of God's grace, nurturing spiritual growth, and empowering them to live out their faith in response to God's unmerited favor. These areas of ministry resonate deeply with my calling, as they exemplify the transformative and unmerited nature of grace in the lives of believers, aligning with the core principles of Reformed theology.

Describe a moment when you have “served using your energy, intelligence, imagination and love”, that led change positively.

This question applies to the following positions: Executive Pastor, Head of Staff, Solo Pastor: Installed

Response:

Starting from the beginning of the pandemic, I channeled my energy, intelligence, imagination, and love into forming a partnership that profoundly impacted our community. Recognizing the dire need for support, we initiated a collaborative effort that went beyond merely providing food to our neighbors. We worked with our county, the state, the school system, other non-profits, and the federal government to strategically leverage resources to create a system that not only fed those in need but also fostered genuine relationships. We fed over 154,000 meals and provided over 80 tons of food in the first summer alone. The work continues and this initiative transformed our community as it addressed immediate hunger and created a network of support and solidarity among neighbors. Through our efforts, we witnessed a positive change—a community strengthened, individuals uplifted, and a newfound sense of togetherness that continues to thrive long after the pandemic's peak.

Please describe how have you dealt with failure or disappointment before.

This question applies to the following positions: Executive Pastor, Head of Staff, Solo Pastor: Installed

Please describe how have you dealt with failure or disappointment before.

Response:

In the face of failure or disappointment, I've learned the value of resilience and adaptability through an experience with a tutoring program. The program lasted for over fifteen years but was put on hiatus during the pandemic. An assessment revealed that the program was no longer effectively meeting the evolving needs of the community and the appropriate leadership was not available for the program. Rather than seeing this as an insurmountable setback, we chose to confront the situation with transparency and grace. Understanding that discontinuing the program was the most responsible course of action, we prioritized communication with stakeholders, expressing gratitude for their support while explaining the rationale behind the decision. Although disappointing, this experience taught me the importance of acknowledging when an initiative no longer aligns with the community and the significance of gracefully letting go to make room for more relevant and impactful endeavors.

Describe a moment in your recent ministry that you recognize as one of effectiveness and fulfillment.

This question applies to the following positions: Executive Pastor, Head of Staff, Solo Pastor: Installed

Response:

A recent moment in my ministry that stands out as remarkably effective and fulfilling was the initiation of a partnership with the government of Mexico, creating the first Plaza Comunitaria with a PC(USA) congregation. Collaborating with such a prominent entity allowed for an impactful extension of our ministry's reach. Through this partnership, we were able to implement programs that addressed pressing community needs. We are in the process of expanding the efforts to include a pathway from literacy all the way to a GED as a result of our collaborative ministry. It was an affirmation that when faith-based initiatives align with governmental support, significant and far-reaching transformations become possible, amplifying the ministry's purpose and effectiveness in positively impacting the lives of many.

Optional Links

Ormond Center Video - Video produced by the Ormond Center at Duke Divinity about our COVID response -
<https://youtu.be/9RP0DZZDnxE>

Devotional - A quick devotional I produced about the Summer Program -
<https://youtu.be/HKvkWtUVEHQ>

Kirk's Website - This is the website of the church I currently serve -
www.kirkofkildaire.org

20th Anniversary Video - A video that was produced for my anniversary -
<https://youtu.be/UAg1MNARPQY>

A recent sermon - This is a sermon I preached recently -
<https://www.youtube.com/watch?v=LEaQe4-wYK4&t=2595s>

My Website - This is a bit more about me! -
<https://saworkman.wixsite.com/stephanie-workman>

References

Reference #1

Rev. Dr. Steve Schaick
Interim Pastor
919-467-4944
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Reference #2

Rev. Dr. Larry Abernathy
Director of Worship and Arts
706-339-7960
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Reference #3

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Reference #4

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Reference #5

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Director of Neighborhood
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919-656-8504
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Sexual Misconduct Self Certification

I certify below that no civil, criminal, or ecclesiastical complaint has ever been sustained* or is pending* against me for sexual misconduct; and I have never resigned or been terminated from a position for reasons related to sexual misconduct.

I have read this certification and release form and fully understand that the information obtained may be used to deny my employment or any other type of position from the employing entity. I also agree that I will hold harmless the employing or judicial authority or any other entity from any and all claims, liabilities, and causes of action for the legitimate release of any information related to sexual misconduct.

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