

Rev. 6/2008

PRESBYTERIAN CHURCH (U.S.A.)
CHURCH LEADERSHIP CONNECTION
100 WITHERSPOON STREET
LOUISVILLE, KY 40202-1396
Toll Free 1-888-728-7228 ext. 8550
Fax # (502) 569-5870
www.pcusa.org/clc/

Church Information Form (Part I) Step 1 of 5

Church/Organization ID 11795

Church/Organization Name Covenant Presbyterian Church

Mailing Address 220 Rock Prairie Road

City College Station State TX Zip Code 77845

Telephone Number 979-694-7700 Fax Number 979-694-4334

Email pnc@covenantpresbyterian.org

Web site www.covenantpresbyterian.org

Step 2 of 5

Church Size (Select one)

- Under 100 members
- 101 - 250 members
- 251 - 400 members
- 401 - 650 members
- 651 - 1000 members
- 1001 - 1500 members
- More than 1500 members
- N/A

Average Worship Attendance 147 (2010)

Church School Attendance 101 (2010)

Church School Curriculum Baby Beginnings from Gospel Light; www.sermons4kids.com; More Middle School Talk Sheets by David Lynn; Creative Bible Lessons in Galatians and Philippians, MacLaughlin & Miller; various adult studies

Check if certified as eligible for participation in the Seminary Debt Assistance Program

CIF (Part I) - Step 3 of 5

Ethnic Composition Of Congregation *(in whole %):*

Enter the percentage of each racial ethnic component of your congregation.

- African American
- Caucasian
- Chinese
- Hispanic Mexican/Central American
- Hispanic Puerto Rican
- Japanese
- Korean
- Native American
- Taiwanese
- Other Asian
- Other

CIF (Part I) - Step 4 of 5

Presbytery New Covenant Synod Synod of the Sun

Community Type (select one)

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

CIF (Part I) - Step 5 of 5

Clerk of Session Details:

Name

Church Information Form (Part II) Step 1 of 7

Church/Organization ID 11795

Church/Organization Name, City, State Covenant Presbyterian Church

Position To Be Filled (select one)

- | | |
|---|---|
| <input type="checkbox"/> Associate Pastor (Christian Education) | <input type="checkbox"/> Campus Ministry |
| <input type="checkbox"/> Associate Pastor (Youth) | <input type="checkbox"/> Chaplain |
| <input type="checkbox"/> Associate Pastor (Other) | <input type="checkbox"/> Pastoral Counselor |
| <input type="checkbox"/> Associate Pastor (Young Adult) | <input type="checkbox"/> Church Educator (Non-ordained) |
| <input type="checkbox"/> Pastor (Solo) | <input type="checkbox"/> Youth Director (Non-ordained) |
| <input checked="" type="checkbox"/> Pastor (Head of Staff) | <input type="checkbox"/> Administrator |
| <input type="checkbox"/> Pastor (New Church Development/Fellowship) | <input type="checkbox"/> Church Business Administrator |
| <input type="checkbox"/> Pastor (Redevelopment/Transformation) | <input type="checkbox"/> Executive/Director |
| <input type="checkbox"/> Pastor (Tentmaker/Part-time) | <input type="checkbox"/> Minister of Music (ordained) |
| <input type="checkbox"/> Pastor (Yoked/Multiple) | <input type="checkbox"/> Director of Music (non-ordained) |
| <input type="checkbox"/> Pastor (Parish) | <input type="checkbox"/> College/Seminary Faculty |
| <input type="checkbox"/> Pastor (Shared Ministry) | <input type="checkbox"/> College/Seminary Staff |
| <input type="checkbox"/> Pastor (Supply) | <input type="checkbox"/> Mission Co-Worker (International) |
| <input type="checkbox"/> Executive Pastor | <input type="checkbox"/> General Assembly Staff |
| <input type="checkbox"/> Co-Pastor | <input type="checkbox"/> Presbytery Program Staff |
| <input type="checkbox"/> Designated Pastor | <input type="checkbox"/> Synod Program Staff |
| <input type="checkbox"/> Mission Pastor | <input type="checkbox"/> Presbytery/Synod Stated Clerk |
| <input type="checkbox"/> Interim Pastor | <input type="checkbox"/> Presbytery/Synod Executive/Leader |
| <input type="checkbox"/> Interim Associate Pastor | <input type="checkbox"/> Presbytery/Synod Exec/Leader & SC (combined) |
| <input type="checkbox"/> Interim Ministry (Governing Body) | <input type="checkbox"/> Other |

Specify Title (if appropriate) _____

Employment Status

Full Time Part Time Open to Either

Years of Experience Desired

First Ordained Call less than 2 years 2 years or more
 4 years or more 6 years or more 8 years or more

Language Requirements

English Spanish Korean Mandarin Chinese
 Japanese Cantonese Taiwanese Other

Deadline date for this CIF, if any: June 30, 2012

CIF (Part II) - Step 2 of 7

Is this a yoked congregation? No Yes (If yes, please complete the Yoked Congregation Details Form.)

CIF (Part II) - Step 3 of 7

Brief Church Mission Statement: *Please limit your response to no more than 1500 characters including spaces and punctuation.*

Covenant Presbyterian Church is a community of faith who reaches out, proclaims the love of Jesus Christ to all, welcomes everyone, and cares for one another.

Narrative Questions: *For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.*

Please write a brief description of your church/organization programs or accomplishments.

Covenant Presbyterian Church offers a traditional Sunday worship and is developing a monthly contemporary Sunday evening service. Adult and children's choir, hand bell choir, and a praise band support our services. Nursery care is available during worship services and most events.

Our church campus includes the sanctuary/fellowship hall building which also houses offices, classrooms, a full kitchen and a library. Two additional buildings are the education building and Doc Steele Scout/youth building.

Christian education programs include Sunday school classes for children, youth, college students and various adult groups. We hold regular Bible study classes and an annual Vacation Bible School.

We support over a dozen ongoing outreach programs such as the child care/day school, Boy and Girl Scouts, Onerful Wednesday dinner/program, softball team, Youth Fellowship and College ministries. Our church also houses the Hansarang Korean Presbyterian Church.

We promote monthly church mission/outreach programs, and along with other area churches, support ongoing local and global missions such as Family Promise, Habitat for Humanity, Church World Service, Twin City Mission and Brazos Church Pantry.

We provide the Lord's Supper to shut-ins and pastoral care visits for members.

Describe what gifts, skills and experiences your congregation possesses to fulfill its mission.

The Covenant Presbyterian church family is a welcoming congregation that warmly accepts visitors and seeks growth and change. Our congregation is a well-educated blend of youth, college students, retirees, couples, young families and singles. Members come from all over the country and possess a variety of personal and professional skills that contribute to the work of the church. We are blessed with willing lay leaders, teachers and elders, supported by very active members and friends who are strong in faith and prayer. With God's loving guidance, we direct our gifts and talents to His work within our church, our community and church missions. Our goals of education and growth are mirrored in our strong commitment to programs supporting all ages, especially our youth, who are the future of God's church in the world. The congregation's top five gifts highlighted in our recent Vision Task Force report, which is found on our website, include:

- A congregation that is responsive to members in crisis or hardship
- Being an open and caring community of faith
- Christian education opportunities for all ages
- Bible-centered preaching and teaching
- Being welcoming to visitors and willing to connect with new people

What are the key theological issues of our church and society that are reflected in the ministry of your congregation/organization?

We believe in the love and guidance of Jesus Christ and believe worship should be Christ focused. Because we are concerned about the role of Christ's Church in the world today, the preaching ministry must challenge us to examine our relationship with Christ and with each other. Bible study and teaching should relate the word of God to our daily lives, enabling us as we strive to live according to God's will in our church, as well as in our personal lives.

Another theological concern is outreach and evangelism. Our sincere desire is to share the good news with the community in order to increase our outreach and facilitate a growing and vibrant church. Nevertheless, we have found growth to be a challenge. We are located in a large subdivision, which in recent years has become more populated with transient families and college students. The number of young families in the church is low despite an excellent child care and day school program. We recognize the need for guidance in how to connect with our neighbors and spread God's word.

A third theological concern is developing an attitude of financial stewardship and the challenge we face in meeting our financial obligations. We want to increase the percentage of our church budget designated for mission (currently less than 3%), but we are constrained by a significant annual mortgage payment. We recognize the need for guidance in cultivating financial stewardship which starts with giving of our first fruits.

CIF (Part II) - Step 4 of 7

References (Limit 3)

Below, please list three persons who know your congregation. You might list your Executive Presbyter, a Committee on Ministry liaison, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.

Name Rev. Diane Prevary _____

Name Dave and Donna Nock _____

Name Rev. David Elton _____

CIF (Part II) - Step 5 of 7

Position Description: *For each section please limit your response to no more than 1500 characters including spaces and punctuation.*

Major Responsibilities: *For what specific tasks, assignments, and program areas will this person have responsibility?*

Covenant Presbyterian Church seeks a dynamic and inspirational pastor who will lead as follows:

- Officiate at regularly-scheduled worship services, and at weddings, funerals, memorial services, baptisms, and other appropriate special events.
- Serve the Lord's Supper regularly to the congregation and shut-ins.
- Act as Session moderator in accordance with the Book of Order.
- Work with church committees to help them develop and reach the goals set forth in the church's Vision Statement. (see our website)
- Communicate local and national issues relating to the PC(USA) to the congregation.
- Contribute to the church newsletter and website.
- Participate in Presbytery activities.
- Represent Covenant Presbyterian Church in the Bryan/College Station community.
- Provide pastoral care to the congregation.
- Inspire and lead a small church staff.
- Establish office hours and other hours of availability.
- Provide spiritual support to the staff of the child care and day school.
- Accept other responsibilities as needed.

Description of characteristics and qualifications needed in a person who would fill this position.

Through a recent survey, our congregation has identified the following characteristics as most valued attributes in a future pastor. In order of importance:

1. Preaches from the Bible, relating it to the present day and bringing it to bear in the congregation's life and work.
2. Believes worship is vital, alive and leads the congregation to encounter God.
3. Possesses effective oral and written communication skills, expressing ideas and beliefs in individual and group settings.
4. Provides guidance, leadership, and resources for persons seeking to deepen their faith in Jesus Christ.
5. Provides Bible-centered teaching that encourages/motivates members and visitors to continually learn.
6. Proclaims the good news of Jesus Christ as Savior and Lord effectively to the church and community.
7. Provides pastoral care and counseling to members and constituents.
8. Works with the Session to develop goals and activities that shape the future and relate to the church's fundamental decisions.

9. Appreciates the role of music in spiritual growth and worship.
10. Challenges the congregation to develop and demonstrate responsible stewardship, motivating them to contribute their time and resources to the work of the church.
11. Provides knowledge of resources and programming that meets the needs of youth and children's ministries.

Primary Skill Choices: Select up to 10 skills from the list below which you would like to see in the person filling this position.

- | | |
|---|--|
| <input type="checkbox"/> Administration of Programs | <input type="checkbox"/> Administrative Leadership |
| <input type="checkbox"/> Adult Ministry | <input type="checkbox"/> Budget Preparation |
| <input type="checkbox"/> Building Renovation/Property Development | <input type="checkbox"/> Children's Ministry |
| <input type="checkbox"/> Choir Directing | <input checked="" type="checkbox"/> Communication (Written/Oral) |
| <input type="checkbox"/> Community Ministries | <input type="checkbox"/> Community Service and Leadership |
| <input type="checkbox"/> Conflict Management/Mediation Skills | <input type="checkbox"/> Congregational Communication |
| <input type="checkbox"/> Congregational Fellowship | <input type="checkbox"/> Congregational Home Visitation |
| <input type="checkbox"/> Congregational Redevelopment/Revitalization | <input checked="" type="checkbox"/> Corporate Worship/Sacraments |
| <input type="checkbox"/> Counseling | <input type="checkbox"/> Cross Cultural Collaboration/Cultural Proficiency |
| <input type="checkbox"/> Curriculum Building | <input type="checkbox"/> Defining Program Needs |
| <input type="checkbox"/> Development of New Educational Experiences | <input type="checkbox"/> Ecumenical and Interfaith Activities |
| <input type="checkbox"/> Evaluation of Program and Staff | <input checked="" type="checkbox"/> Evangelism |
| <input type="checkbox"/> Facility Management | <input type="checkbox"/> Family Ministry |
| <input type="checkbox"/> Financial Management | <input type="checkbox"/> Fund Raising |
| <input type="checkbox"/> Governing Body Ministry | <input type="checkbox"/> Group Process Facilitation |
| <input type="checkbox"/> Hospital and Emergency Visitation | <input type="checkbox"/> Information Technology |
| <input type="checkbox"/> Instrumental Music | <input type="checkbox"/> Involvement in Mission Beyond Local Church |
| <input type="checkbox"/> Leadership Development | <input type="checkbox"/> Leadership of Staff/Volunteers |
| <input type="checkbox"/> Leading Music Ministry | <input type="checkbox"/> Legal/Tax Matters |
| <input type="checkbox"/> Management of Building Usage | <input type="checkbox"/> Management of Equipment Resources |
| <input type="checkbox"/> New Church Development | <input type="checkbox"/> Office Management |
| <input type="checkbox"/> Older Adult Ministry | <input type="checkbox"/> Organization /Administration |
| <input checked="" type="checkbox"/> Organizational Leadership and Development | <input type="checkbox"/> Parliamentary Expertise |
| <input checked="" type="checkbox"/> Pastoral Care | <input type="checkbox"/> PCUSA Polity/Constitutional Knowledge |
| <input checked="" type="checkbox"/> Preaching | <input type="checkbox"/> Problem Solving/Decision Making |
| <input type="checkbox"/> Project Management | <input type="checkbox"/> Public Relations |
| <input type="checkbox"/> Rural Ministry | <input type="checkbox"/> Scholarship/Publishing |
| <input type="checkbox"/> Small Membership Church Ministry | <input checked="" type="checkbox"/> Spiritual Development |
| <input type="checkbox"/> Staffing/Human Resources | <input checked="" type="checkbox"/> Stewardship and Commitment Program |
| <input type="checkbox"/> Strategic Planning | <input checked="" type="checkbox"/> Teaching |
| <input type="checkbox"/> Training Volunteers | <input type="checkbox"/> Transitional/Interim Ministry |
| <input type="checkbox"/> Urban Ministry | <input type="checkbox"/> Young Adult Ministry |
| <input type="checkbox"/> Youth Ministry | |



Compensation and Housing. *A range is needed for matching purposes. The maximum salary is not published anywhere.* Effective salary is cash salary plus housing allowance or manse value and other compensation considered “effective salary” by the Board of Pensions of the PC(USA).

Minimum **Effective** Salary \$ _____ Maximum **Effective** Salary _____

Housing Type _____ Manse
 _____ X _____ Housing Allowance
 _____ Open To Either
 _____ Not Applicable (*For Non-pastoral Positions Only*)

Geographic Choices.

_____ X _____ **Suggest individuals from anywhere in the United States** (or)
 _____ **Suggest individuals only from specific areas checked below.**

- | | |
|-----------------------|----------------------------|
| _____ Alabama | _____ Alaska |
| _____ Arkansas | _____ Arizona |
| _____ California | _____ Colorado |
| _____ Connecticut | _____ District of Columbia |
| _____ Delaware | _____ Florida |
| _____ Georgia | _____ Hawaii |
| _____ Idaho | _____ Illinois |
| _____ Indiana | _____ Iowa |
| _____ Kansas | _____ Kentucky |
| _____ Louisiana | _____ Maine |
| _____ Maryland | _____ Massachusetts |
| _____ Michigan | _____ Minnesota |
| _____ Mississippi | _____ Missouri |
| _____ Montana | _____ Nebraska |
| _____ North Carolina | _____ North Dakota |
| _____ New Hampshire | _____ New Jersey |
| _____ New Mexico | _____ New York |
| _____ Nevada | _____ Ohio |
| _____ Oklahoma | _____ Oregon |
| _____ Pennsylvania | _____ Puerto Rico |
| _____ Rhode Island | _____ South Carolina |
| _____ South Dakota | _____ Tennessee |
| _____ Texas | _____ Utah |
| _____ Vermont | _____ Virginia |
| _____ Washington | _____ West Virginia |
| _____ Wisconsin | _____ Wyoming |
| _____ x-International | |

CIF (Part II) - Step 6 of 7

Equal Employment Opportunity

"The Presbyterian Church (U.S.A.) shall give full expression to the rich diversity within its membership and shall provide means which will assure a greater inclusiveness leading to wholeness in its emerging life. Persons of all racial ethnic groups, different ages, both sexes, various disabilities, diverse geographical areas, different theological positions consistent with the Reformed tradition, as well as different marital conditions (married, single, widowed, or divorced) shall be guaranteed full participation and access to representation in the decision making of the church." (G-4.0403)

"(The Committee on Ministry) shall provide for the implementation of equal opportunity employment for ministers and candidates without regard to race, ethnic origin, sex, age, marital status, or disability. In the case of each call, it shall report to the presbytery the steps in this implementation taken by the calling-group." (G-11.0502g)

"...Care must be taken (by the Pastor Nominating Committee) to consider candidates without regard to race, ethnic origin, sex, marital status, age, or disabilities." (G-14.0502b)

FORMS OF GOVERNMENT PRESBYTERIAN CHURCH (U.S.A.) See Also: Form of Government (G-10.0102n) (G-11.0502d, G-13.0201b)

Every Presbytery Committee on Ministry is to inform each Pastor Nominating Committee of its constitutional obligations and how it might assure fairness in the calling process.

Has the presbytery's Committee on Ministry thus counseled with the Pastor Nominating Committee regarding Equal Employment Opportunity?

Yes

No

Each Pastor Nominating Committee is expected to undertake its search for a minister 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."*

Has the Pastor Nominating Committee affirmed to the Presbytery Committee on Ministry its intention to follow the Form of Government in this regard?

Yes

No

CIF (Part II) - Step 7 of 7

Pastor Nominating Committee/Search Committee Chairperson Detail:

Name Richard B. Griffin

E-mail Address for PNC Communications: pnc@covenantpresbyterian.org

Endorsements

Pastor Nominating Committee
or Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Committee on Ministry _____ Date _____
Signature

Rev. 9/2006

When you enter your CIF online, the CLC system will generate an email to your Clerk of Session and Committee on Ministry moderator for approval of the CIF. Once the CIF is submitted, the Clerk of Session and COM moderator may log in to the system and approve the CIF without waiting for the email. If you prefer, you may obtain the signatures of the PNC moderator, Clerk of Session, and COM moderator and fax this sheet to our office at 502.569.5870. This generally speeds up the approval process. Be sure to include the name, city, state, and ID number of your church on the faxed information. If you have questions, please call toll free 888.728.7228 extension 8550.