<table>
<thead>
<tr>
<th>Ministry Number</th>
<th>08405</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ministry Name</td>
<td>The Church of the Covenant</td>
</tr>
<tr>
<td>Mailing Address</td>
<td>267 East Beau Street, Washington, PA 15301</td>
</tr>
<tr>
<td>Phone</td>
<td>7242220190</td>
</tr>
<tr>
<td>Fax</td>
<td></td>
</tr>
<tr>
<td>E-Mail</td>
<td><a href="mailto:churchoftheco@comcast.net">churchoftheco@comcast.net</a></td>
</tr>
<tr>
<td>WWW Address</td>
<td><a href="http://www.churchofthecov.org">www.churchofthecov.org</a></td>
</tr>
<tr>
<td>Ministry Size</td>
<td>651 - 1000 members</td>
</tr>
<tr>
<td>Ethnic Composition</td>
<td>Black or African American (African Native, Caribbean) 1% White 99%</td>
</tr>
<tr>
<td>Average Worship Attendance</td>
<td>260</td>
</tr>
<tr>
<td>Church School Attendance</td>
<td>170</td>
</tr>
<tr>
<td>Curriculum</td>
<td>Orange Curriculum</td>
</tr>
<tr>
<td>Yoked</td>
<td>False</td>
</tr>
<tr>
<td>Presbytery</td>
<td>WASHINGTON PRESBYTERY</td>
</tr>
<tr>
<td>Synod</td>
<td>SYNOD OF THE TRINITY</td>
</tr>
<tr>
<td>Community Type</td>
<td>Small City</td>
</tr>
</tbody>
</table>

Ten-year trend statistics of this church/organization [Show Statistics]

**Information about the position**

<table>
<thead>
<tr>
<th>Position:</th>
<th>Head of Staff (who supervised one teaching elder and other staff)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experience Required:</td>
<td>5 to 10 Years</td>
</tr>
<tr>
<td>Specific Title:</td>
<td>Senior Pastor, Head of Staff</td>
</tr>
<tr>
<td>Employment Status:</td>
<td>Full-time</td>
</tr>
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</table>

**Language Requirements:**

- English

**Other Language:**

**Statement of Faith Required:**

- True

**Clergy Couples:**

- True

**Training/Certificate Requirements:**

**Other Training:**

**Brief Church Mission Statement:**

The Church of the Covenant's Mission Intentions are: To be Christ-centered....Biblically Based....Servant Led....Blessed to be a Blessing
What is the congregation’s or organization’s vision for ministry:

The Church of the Covenant’s vision is to “Know Jesus and make Him known to the next generation”. We live this out in many ways.

Adults get to know Jesus through speaker series, lay led Sunday School, 3 Sunday worship services, mission trips, and small group fellowship.

Worship services welcome young families and have a Children’s message. Kids receive bags with coloring pages and snacks, and see the love of Jesus through these things.

Our CE Committee seeks to provide educational and entertaining curriculum for Sunday School classes for all ages.

Sacrament Training class (3-4 grade) teaches about the Sacraments of our faith.

A thriving pre-school serves 150 children yearly, many are not church members. The Preschool’s mission is “Children growing in God’s love.” The vision is “providing a high quality, safe and nurturing early childhood education in a Christian environment.”

Our VBS has entertaining and educational curriculum. Many volunteers show the children it is “cool” to love Jesus. VBS draws children from our congregation and the surrounding area.

Our youth ministry is growing with new leadership. The teens learn to be peer leaders attracting others into the group and to be God’s hands and feet through mission.

The most important part of all of the CE opportunities is that all ages are taught they are children of God and are deeply loved by Him, their teachers and the congregation. Prayerfully they will continue to remember this throughout their lives.

How do you feel called to reach out to address the emerging needs of your community or constituency:

Called by our Vision statement to “… know Christ, and make him known…,” each member interprets this imperative through their own gifts to serve in worship, ministry and mission. Responding to these calls are members who lead or develop opportunities for service in every activity of the church. By their personal passion they advocate, recruit and lead to meet emerging needs as well as to continue mature ones. They feel called to serve and many identify as mentors to one or more of the eighteen local missions and outreaches of the Church. Their devotion calls others to financially support community needs and outreach commitments of these leaders. About twenty additional programs are supported, and even four distant national or international ones have similar ‘mentors’ or ‘advocates’ among congregation. One long-standing community impact is the church’s award-winning Preschool, established some three decades ago. Recently two new endowment funds were given for the school to help assure its financial strength and fund innovative programs. The church also sponsors “Friends of Jesus,” a weekly event bringing mentally challenged adults into the Church for a meal and message. Several return to attend Sunday worship. Despite the pandemic, the church reorganized Sunday worship services to remain open and inspire hope. Innovative methods were also implemented to reach members through the internet with services, Sunday School, education programs and committee meetings.

How will this position help you to reach your vision and mission goals:

The Senior Pastor will help the church follow its vision by:

- Moving the congregation toward a deeper relationship with Christ through Bible-anchored preaching and teaching; by using imagery and language relevant to people of all ages; and by remaining faithful to the Word of God.
- Encouraging Gospel-centered mission work by creating and sustaining ministries that involve members in various works to heal and assist those broken by life’s circumstances.
- Guiding members’ growth in their Christian faith, enabling them to better share Jesus’ message in word and action.
- Overseeing the church’s Christian Education ministry to ensure it reaches people of all ages and stages of life; that it is capable of effectively attracting families with children and youth to the church.
- Creating opportunities for people to form meaningful relationships within the church’s congregation by means of small groups, nurtured friendships, shared meals, etc.
- Continuing to keep the church’s vision in focus by moderating the Session; by involving members of the congregation in decisions; and, when appropriate, by reshaping ministries of the church to reach others and incorporate them into the life of the church.
- Encouraging a spirit of respect, camaraderie and teamwork with the church staff by being patient, approachable and available to them for counsel and direction.
- Being available to elders and members of the congregation for personal support and spiritual nurture/guidance.

Provide a description of the characteristics needed by the person who is open to being called to this congregation and or organization:
We believe the “characteristics” a person needs to serve as the Senior Pastor in the Church of the Covenant (CotC) are exemplified in the following character traits.

Faithfulness: Faithful to his/her commitment to God in answering His call to ministry in the PCUSA; to his/her family; and to his/her call to ministry at the CotC.

Integrity: Adherence to the values, beliefs, and principles that underpin our Christian faith and the Constitution of the PCUSA.

Enthusiasm: Eager, optimistic, dedicated, and happy “doing the job I’ve always wanted to do;” infects staff and congregation with enthusiasm through encouragement, praise, new ideas, and creative solutions to problems.

Resilience: Responds to disappointment and unexpected events positively with encouragement, alternative solutions, and determination.

Optimism: Able to convey positive messages reminding the congregation Christ is always at work in our church and that it will flourish with reliance on Him; possesses a “glass half-full” perspective.

Diligence: Hard worker; sets an example of commitment to CotC for staff and congregation.

Self-Confidence: Confident in his/her abilities and judgment. Relies on experience and results of previous successes in order to trust his/her judgment in decision-making and strategic planning.

Patience: Unflappable; able to see multiple sides of issues, craft compromises, and attain consensus if conflicted congregational issues emerge; calms the water and is a bridge builder.

What specific tasks, assignments, and program areas will this person have responsibility?

The Senior Pastor manages the church on behalf of the Session by supervising and supporting his/her direct reports in achieving expectations set for them. Leads the congregation into a deeper expression of the life of Christ through principal responsibilities that include:

Strategic Leadership: As Session Moderator, casts a clear vision for the future of the church; works diligently to enable the church to realize that vision; capacity to lead the church through significant or necessary periods of change.

Preaching: Prepares and delivers sermons that are relevant to seekers and believers and faithful to the Word of God; inspires congregants to become fully devoted disciples of Christ; connects people to God’s Word with powerful “take home” messages applicable to everyday life.

Administrative Oversight: Has ultimate responsibility for oversight of programs, ministries, pastoral care, and church administration; ensures Session’s policies and decisions are carried out.

Praying: Is a person devoted to deep personal prayer and spiritual disciplines; fosters these disciplines in staff, leadership, and members of the congregation.

Pastoral Care: Oversees counseling and pastoral care, providing empathy and hope for members according to their specific needs.

Teaching: Aims to build Christian maturity through training around the primary purpose of the church.

Community Connection: Endeavors to build positive relationships with other community pastors and community leaders.

Optional Links:

www.churchofthecov.org
www.co.washington.pa.us

Leadership Competencies:

Compassionate
Preaching and Worship Leadership
### References:

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Phone Numbers</th>
<th>Relation</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Susan Key</td>
<td>110 Wilmont Ave., Washington, PA 15301</td>
<td>412-759-2488</td>
<td>Member</td>
<td><a href="mailto:a.key@pony.org">a.key@pony.org</a></td>
</tr>
<tr>
<td>Eric Saffell</td>
<td>125 Hart St., Houston, PA 15342</td>
<td>412-389-5370</td>
<td>Member</td>
<td><a href="mailto:eric.saffell@gmail.com">eric.saffell@gmail.com</a></td>
</tr>
<tr>
<td>Rev. Skip Noftzger</td>
<td>1004 Mt. Pleasant Rd, Greensburg, PA 15601</td>
<td>724-833-0340</td>
<td>Friend of The Church of the Covenant</td>
<td><a href="mailto:Executive@redstonepresbytery.org">Executive@redstonepresbytery.org</a></td>
</tr>
</tbody>
</table>

### Compensation and Housing: Cost of Living Calculator

- **Minimum Effective Salary:** $75,000
- **Housing Type:** Housing Allowance

### Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?

- **Yes**

### Version Track Info: This MIF was last updated on 05/21/2021

### Self-referral Contact Information

- **PNC:** Steve Johnson  
  - **Address:** 170 Meadows View Road, Washington, PA 15301  
  - **Daytime Phone:** 412-420-7253  
  - **Office Phone:** 724-503-4092  
  - **Fax:**  
  - **Email:** liveoak50@gmail.com