

# Presbyterian Church in America Profile

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## CHURCH PROFILE FORM

Check here if you would like to be added to our Ministry Opportunity List (<http://www.pcaac.org/ministrypositions.htm>)

### PART I -- BASIC DATA

1. NAME OF CHURCH: **New Covenant Presbyterian Church**

ADDRESS: **3072 Savannah East Drive, Lewes, Delaware 19958**

TELEPHONE: **302-644-6800**

PRESBYTERY: **Heritage**

2. NAME OF PULPIT COMMITTEE CONTACT PERSON: **Ruling Elder Don Mattes**

MAILING ADDRESS FOR DATA FORMS: **3072 Savannah East Drive, Lewes, Delaware 19958**

TELEPHONE: **302-644-6800**

EMAIL: [ncpoffice@ncpchurch.com](mailto:ncpoffice@ncpchurch.com)

3. TYPE OF COMMUNITY

Inner City \_\_\_\_\_  
Urban (Downtown) \_\_\_\_\_  
Urban (Residential) \_\_\_\_\_  
Suburban \_\_\_\_\_  
**Small Town**            \_\_\_X\_\_\_  
Rural \_\_\_\_\_  
College \_\_\_\_\_  
Retirement \_\_\_\_\_  
**Resort/Recreational**   \_\_\_X\_\_\_  
Agriculture \_\_\_\_\_

4. TYPE OF CHURCH

**Church with Multiple Staff**   \_\_\_X\_\_\_  
Church with Solo Pastor \_\_\_\_\_  
Mission Church \_\_\_\_\_  
Non-PCA Church \_\_\_\_\_  
Overseas Church \_\_\_\_\_

5. SIZE CHURCH

Under 100 members \_\_\_\_\_  
**101-250 members**            \_\_\_X\_\_\_  
251-500 members \_\_\_\_\_  
501-800 members \_\_\_\_\_  
801-1,000 members \_\_\_\_\_  
1,001-1,600 members \_\_\_\_\_  
Over 1,600 members \_\_\_\_\_

6. TYPE OF POSITION VACANT

Pastor (Solo) \_\_\_\_\_  
**Senior Pastor**                      X    
 Associate Pastor                    \_\_\_\_\_  
 Assistant Pastor                    \_\_\_\_\_  
 Interim or Supply                    \_\_\_\_\_  
 Lay Professional                    \_\_\_\_\_  
     (e.g. Educator, Musician)  
 Pastoral Counselor                \_\_\_\_\_

7. CONGREGATIONAL INFORMATION

Average Attendance                200 Summer/112 Regular  
 # of Adults over 65                  57    
 # of Adults under 65                  84    
 # of Teens                                4    
 Number of Children                  14  

8. FINANCIAL INFORMATION

Total Income                        \_\_\_\_\_ \$397,905  
 Benevolent Disbursements        \_\_\_\_\_ 49,132  
 Church Expenses                    \_\_\_\_\_ 46,554  
 Ministers Compensation Package   \_\_\_\_\_ 73,493

9. PROGRAMS AND OUTREACH

   MOPS \_\_\_\_\_ .                       Promise Keepers \_\_\_\_\_  
   WIC \_\_\_\_\_ .  
   Young Life \_\_\_\_\_ .  
   DVBS \_\_\_\_\_ .  
   International Student Ministry \_\_\_\_\_ .

**PART II -- PASTOR CRITERIA DESIRED**  
**(Check all that apply)**

A. Age:

Under 30                                \_\_\_\_\_  
 30-39                                      X    
 40-49                                      X    
 50-59                                    \_\_\_\_\_  
 60 and over                            \_\_\_\_\_  
 No preference                        \_\_\_\_\_

B. Marital Status:

Single                                    \_\_\_\_\_  
 Married                                    X    
 No preference                        \_\_\_\_\_

C. Personal Lifestyle:

Task Oriented                        \_\_\_\_\_  
 People Oriented                    \_\_\_\_\_  
 Both                                        X

### PART III -- CONGREGATIONAL PRIORITIES

WE THE CONGREGATION PRIOROTIES; THE FOLLOWING ASPECTS OF MINISTRY THAT OUR PASTOR ENGAGES IN: [On a scale of 0 to 4, please rate each activity, but only choose highest priority for four to six activities.]

	Low Priority				High Priority
	0	1	2	3	4
1. WORSHIP LEADERSHIP (Pastor and Session work to develop a rich worship life, educating the congregation for meaningful participation.)					4
2. PROCLAMATION OF THE WORD (The word of God is preached with urgency and conviction, bringing it to bear on the changing needs of individuals, the community, and the world. High priority of pastor's time placed on sermon preparation.)					4
3. SPIRITUAL DEVELOPMENT OF MEMBERS (Pastor shares members' struggles regarding the Christian faith, with opportunity provided for individuals and groups to reflect on beliefs, concerns, doubts regarding Christian understanding of the spiritual dimensions of life.)				3	
4. CONGREGATIONAL VISITATION (Church officers and pastor develop and carry out a systematic plan for visitation of the entire congregation with special attention to prospective members and those with special needs.)			2		
5. HOSPITAL OR EMERGENCY VISITATION (Those in hospitals or emergency situations are regularly visited; network developed to keep pastor and others informed of crisis situations; needs of ill or bereaved are met.)				3	
6. CONGREGATIONAL FELLOWSHIP (Emphasis placed in developing fellowship, helping members to know one another; groups encouraged which give members the opportunity to love and support one another.)				3	
7. COUNSELING SERVICES (A counseling program initiated for assisting those in and outside the Church; appropriate referrals made when needed.)			2		
8. EVANGELISM (Pastor and congregation share faith in Christ as personal Savior in total lifestyle; seek to lead others within and outside the Church to accept Jesus Christ: congregation is informed, trained, helped to establish effective evangelism programs for the church.)					4
9. DISCIPLESHIP TRAINING					4
10. ENCOURAGING THE MINISTRY OF THE LAITY (Creative ideas and directions developed together with the Session; many persons with appropriate skills stimulated to become involved in services.)				3	
11. MISSION BEYOND THE LOCAL COMMUNITY (Awareness of the Church's worldwide mission and opportunities for corporate and individual involvement; specific projects identified; persons challenged to support, study and/or visit mission programs on				3	

six continents.)

12. DEVELOPMENT AND SUPPORT OF EDUCATION AND TRAINING PROGRAM (Session and pastor identify the educational needs of persons of all ages and backgrounds, developing programs to meet needs; church education supported; educational goals are congruent with the total mission of the Church.)	0	1	2	3	4
13. TEACHING RESPONSIBILITY (Pastor accepts an active teaching role, interpreting and teaching the Scriptures, theological concepts, history of the Church and current events; provides instruction for Church Officers; educational leaders, confirmands and new members.)	0	1	2	3	4
14. INVOLVEMENT IN LOCAL COMMUNITY PROBLEMS AND ACTIVITIES (Concern for identifying social problems in the community; work done with groups seeking solutions. Time and skills committed to community groups. Information and encouragement provided which enable members to become informed and involved.)	0	1	2	3	4
15. ECUMENICAL AND INTERFAITH ACTIVITIES (Involvement with other congregations and the denominations in the community in presenting a united Christian witness in the community.)	0	1	2	3	4
16. CONGREGATIONAL COMMUNICATION (Two-way communication encouraged, information gathered and shared that will assist problem solving and decision making; varying opinions elicited and all encouraged to listen to opposing points of view.)	0	1	2	3	4
17. ADMINISTRATIVE LEADERSHIP (Pastor accepts appropriate administrative responsibilities, in climate of delegated tasks and shared leadership; volunteers and professional staff encouraged to use their ideas and skills. Work done on developing accountability.)	0	1	2	3	4
18. STEWARDSHIP AND COMMITMENT PROGRAMS (Session and pastor develop a planned stewardship education program to communicate the financial needs of the local church and mission beyond the local church; congregation challenged to commitment to Church's work.)	0	1	2	3	4
19. EVALUATION OF PROGRAM AND STAFF (Systematic procedures used to evaluate programs and staff performance in accord with goals and objectives. Others trained to use these skills. Regular assessment and evaluation.)	0	1	2	3	4
20. CONGREGATIONAL AND DENOMINATIONAL RESPONSIBILITY (Value placed on balance between local church and Assembly responsibilities. Congregation and Session know and are involved in the work of the denomination.)	0	1	2	3	4
21. DIACONAL MINISTRIES (Ministering to the needs of those inside and outside of the Church.)	0	1	2	3	4

**PART IV -- PASTORAL STRENGTHS DESIRED**

On a scale of 1 to 7, evaluate your priorities for the ministry of your pastor. [Circle 7 for the areas of greatest priority and circle 1 for the least priority.]

	Very Strong	Strong	Slightly Strong	Average	Weak	Slightly Weak	Very Weak
Preaching	7	6	5	4	3	2	1
Teaching	7	6	5	4	3	2	1
Evangelism	7	6	5	4	3	2	1
Discipleship	7	6	5	4	3	2	1
Worship Leadership	7	6	5	4	3	2	1
Church Administration	7	6	5	4	3	2	1
Team Work	7	6	5	4	3	2	1
Counseling	7	6	5	4	3	2	1
Leadership Training	7	6	5	4	3	2	1
Christian Education	7	6	5	4	3	2	1
Pastoral Visitation	7	6	5	4	3	2	1
Stewardship Ministry	7	6	5	4	3	2	1
Diaconal Ministry	7	6	5	4	3	2	1
Youth Work	7	6	5	4	3	2	1
College & Career Ministry	7	6	5	4	3	2	1
Ministry to Senior Citizens	7	6	5	4	3	2	1
Singles Ministry	7	6	5	4	3	2	1
Recreational Activities	7	6	5	4	3	2	1
Presbytery/General Assembly Involvement	7	6	5	4	3	2	1
Community Service	7	6	5	4	3	2	1
Other Missions_____	7	6	5	4	3	2	1

## **New Covenant Presbyterian Church A Short History**

New Covenant began out of the vision for an evangelical church in the Lewes/Rehoboth Beach, Delaware area, among people who lived in the area or were resident here in the summer. Several of the men had come to a deeper, more personal and life-changing experience with Jesus Christ through Promise Keepers. Families joined together seeking a Biblically-based, worship community, which honestly and warmly dealt with real life issues, worshipped joyfully in the Spirit, and embodied and shared the Father's love with others.

Home prayer meetings began on Sunday evenings and a short while later, on July 4, 1997, Sunday morning worship services were initiated at a clubhouse in a local housing development. Heritage Presbytery was consulted and agreed to support the work by giving guidance on forming a church and providing temporary pastors on Sundays.

Glasgow Reformed Presbyterian church sponsored NCPC as a church plant. Rev. Jamie Swalm, then an assistant pastor at the Glasgow church, became the church's organizing pastor. In the spring of 1998 the Lord amazingly provided the facilities (rent-free) we used in the Lighthouse Plaza, Rehoboth Beach, Delaware. The first service in this facility was Easter Sunday, 1998. Later in 1998, New Covenant acquired a thirteen-acre prime building site on King's Highway, in Lewes, Delaware.

New Covenant became a particular church in the fall of 1999, calling Rev. Jamie Swalm as its first pastor. Pastor Swalm accepted another call in October 2001 and NCPC went through a season of pulpit supply and interim pastors. In January 2002, Rev. Larry Wanaselja, an ordained minister in the Chesapeake Presbytery, accepted our call as interim pastor agreeing to serve until we could call a senior pastor. In the early spring of 2003, the New Covenant Search Committee recommended we issue a call to Pastor Wanaselja. He accepted the call to be our senior pastor in April of 2003 and was installed on June 1, 2003. In October 2009, Pastor Wanaselja resigned his pastoral call at New Covenant and a Pulpit Search committee was formed to find a new senior pastor. A new church building with a 350 seat sanctuary, large foyer meeting area, classrooms, offices, meeting areas and kitchen, was constructed on the King's Highway site. Worship services began there in February 2010.

## **New Covenant Presbyterian Church Worship Music Style**

The congregation at New Covenant Presbyterian Church places a deep emphasis on the Praise and Worship time of our Sunday Service. Our desire is that the music is presented to glorify God and exalt our Lord Jesus Christ. It is done with dependence on the Lord, a joyful heart and in such a way that it connects with a diverse congregation and involves them emotionally. Our goal is for the worship music to honor the Lord and unite the congregation in worship before Him.

We recognize that different musical styles speak better to different people, temperaments and generations. We know that music is a “language” which can pierce the heart, especially of the person being newly called to God. We acknowledge that to connect to and serve new or younger people in our community, generally means offering more current worship music. At the same time, many older members cherish their musical heritage, love music that is familiar and spiritually precious, and enjoy traditional hymns.

Our style can be called “blended”, but it isn't bartered into equal installments of new and old. Various musical instruments are utilized and have included electric keyboards, drums, guitars, bass, flute, tambourine, violin and others. These instruments are not necessarily used at each service or at the same time. A worship team works to vocally, instrumentally and electronically enhance the joyful expression of praise and worship music. They pursue a spirit, which draws everyone to joyfully participate without overpowering them. We seek to resist the human obsession to “get it right,” being faithful instead to the goal of joyful, trusting adoration.

## **New Covenant Presbyterian Church Desirable Characteristics for a Candidate**

### **We are praying for a man of God's choosing who:**

- Demonstrates through previous experience and the testimony of associates, giftedness in the essential attributes of pastoral ministry.
- Effectively articulates his calling by God to the pastoral ministry of shepherding people in the local church.
- Is a mature individual between thirty and fifty years of age.
- Is married with children, and whose wife will share his commitment to pastoral ministry, demonstrating a love for the church and the people.
- Is protective of his pulpit with preaching the gospel of Jesus Christ giving him his greatest sense of fulfillment, and being his highest priority.
- Is a proven administrator with an engaging approach to managing and leading the church staff.
- Demonstrates a high degree of integrity and is relational in interacting with members and leadership, encouraging them by his example, so as to build fruitful relationships within the church family, which bear witness to our relationship with Jesus Christ.
- Builds the church through discipling, mentoring and training new officers for the church.
- Understands the value of women to the ministry and actively enlists their participation in many aspects of church life.
- Will appreciate the dynamics of children and youth involvement in worship and Christian education, recruiting leaders to diligently pursue this aspect of the ministry.
- Is enthusiastic about special ministry activities such as daily vacation Bible school, international student outreach, and beach ministries.
- Is committed to foreign and domestic missions, embracing special events and activities to inform the congregation and enlist support for missionaries on the field.
- Open and able to connect in Christian love, given to and received from the church body, who will love and be loved by him.
- Is authentic and "real" in communicating God's nature, and able to draw others to deeper faith and commitment, through his sincerity.
- Is transparent and attractive in sharing how his faith has been worked out amidst real challenges in his own life, and how he trusts God and his Word, so as to draw and encourage others to Christ and our fellowship.
- Has the vision to "see" and inspire people into a preferred future for our church, as we move from a small to a medium-sized congregation.
- Inspires as he encourages, equips and stimulates others to grow, minister and lead.
- Will be prepared to love and be loved by a God fearing congregation who will embrace him and his family with affection, devotion and loyalty, and desire a close relationship with their pastor.