June 15, 2019

Dear Candidate:

Thank you for your interest in the pastoral position at Grace Covenant Church. We are eager to learn more about you and to share with you more about our church.

To that end, we have attached the following: a pastoral profile with desired characteristics, a church profile with information about Grace Church, and a candidate questionnaire.

Please email a cover letter, resume, Ministerial Data Form, completed questionnaire, and links to three recent sermons to psc@gracecovenantpca.com.

To ensure that we are able to review your application in a timely manner, please respond by July 31, 2019.

Please know that your responses to our questions will be held in confidence and discussed only among members of Grace Covenant’s pastoral search committee.

We look forward to hearing from you.

In Christ’s service,

Tracy Altman, Chair
Pastoral Search Committee
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History
Grace Covenant Church (GCC) is a daughter church plant of Midway Presbyterian Church of Powder Springs, GA. The Northwest Presbytery called Dr. M. Wilson Smith as evangelist for the mission work in January 2002.

The core group was established and began meeting for Thursday night Bible Study in Dallas, Georgia, in May of the same year. The first Sunday worship service as a mission church was held on September 1, 2002. The mission met at various locations, finally settling at a rented facility at 36 Coach Bobby Dodd Way, Dallas, Georgia. GCC became a particular church in April 2003, with the installation of 3 elders and 44 charter members.

In August of 2003, the church purchased 10.2 acres of land on Merchants Drive for the purpose of building a church. A year later GCC purchased the property at 36 Bobby Dodd Way.

The church continued to grow with an average attendance of 150, and in February of 2008 GCC hired a full-time Children’s and Youth Ministry Director. At the same time, the church purchased an additional 2 acres adjacent to the property on Merchants Drive.

In January of 2011, with an average attendance of 175, a part-time Assistant Minister to assist the Senior Pastor and the session was called.

After the resignation of the Children’s and Youth Ministry Director in 2013, a full-time assistant minister as Children’s and Youth Pastor was called.

With the retirement of Dr. M. Wilson Smith in June of 2014, the church was served by an interim pastor. The following months saw a decline in membership to an average of 85 in September of 2015. During this time, the part-time Assistant Pastor resigned.

In November of 2015, Grace Covenant Church called former army chaplain Rev. Benjamin Duncan. In January of 2016, the session released the Children’s and Youth Pastor due to the decline in giving and the low attendance seen in 2015.

Our current building, 1032 Macland Road, became available for purchase in mid-2016, and we fully purchased the property with the existing building fund. After months of remodeling and renovation, the congregation held its first service at the new location on February 5, 2017. In God’s providence, the property on Bobby Dodd Way was sold to another church shortly thereafter.

In October of 2018, Rev. Duncan tendered his resignation. The church is currently being shepherded by interim pastor and member Rev. Michael DeLozier.

Philosophy
Grace Covenant Church, founded as a daughter church of Midway Presbyterian Church (PCA), Powder Springs, GA, serves the Paulding County and West Cobb County communities in seeking to display the grace of our LORD Jesus Christ:
But to all who did receive him, who believed in his name, he gave the right to become children of God, who were born, not of blood nor of the will of the flesh nor of the will of man, but of God. And the Word became flesh and dwelt among us, and we have seen his glory, glory as of the only Son from the Father, full of grace and truth. (John bore witness about him, and cried out, “This was he of whom I said, ‘He who comes after me ranks before me, because he was before me.’”) For from his fullness we have all received, grace upon grace. For the law was given through Moses; grace and truth came through Jesus Christ. (John 1:12-17)

So that in the coming ages he might show the immeasurable riches of his grace in kindness toward us in Christ Jesus. (Ephesians 2:7)

Worship
The chief end of man is to glorify God, and to enjoy him forever. At Grace Covenant Church, we seek to honor and glorify God in every area of church life, and most importantly, in worship.

Our corporate worship includes the reading of Scripture; singing of Psalms, hymns, and spiritual songs; corporate prayer; preaching of the Word; giving of tithes and offerings; the confession of faith; and the celebration of the Sacraments.

Because God is holy, awesome, majestic, mighty, sovereign, and glorious, we seek to worship him with an appropriate awe and reverence (Heb. 12:28-29). Because God is also good, gracious, kind, compassionate, and merciful, we seek to worship him with joy and gladness (Ps. 100:2).

Prayer
We desire Grace to be a community committed to looking to God in prayer to accomplish His work. In prayer, we are reminded of our dependence upon the mercy, grace, and power of God to establish His Kingdom in our lives and in the world. As a community, we are called to share one another’s burdens and one practical way of doing that is through praying for one another.

Covenant
The Old and New Testaments reveal God’s unified plan of redemption to deliver man out of the estate of sin and misery through the Covenant of Grace. From the early chapters of Genesis this covenant is repeated – first promised after the Fall (Adam); then through a family of faith (Abraham) and the called people of God (Israel); and finally fulfilled in Jesus Christ, the Mediator of the Covenant. Through His work, we receive, through faith alone, the blessings of the Covenant: forgiveness of sins, fellowship with God, and eternal life.

The Covenant of Grace finds its clearest summary in the words of our Savior, " I do not ask for these only, but also for those who will believe in me through their word, that they may all be one, just as you, Father, are in me, and I in you, that they also may be in us, so that the world may believe that you have sent me. The glory that you have given me I have given to them, that they may be one even as we are one, I in them and you in me, that they may become perfectly one, so that the world may know that you sent me and loved them even as you loved me. Father, I desire that they also, whom you have given me, may be with me where I am, to see my glory that you have given me because you loved me before the foundation of the world." (John 17:20-24).
### Statistics

<table>
<thead>
<tr>
<th>Category</th>
<th>Details</th>
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</thead>
<tbody>
<tr>
<td>Year Founded</td>
<td>2002-2003</td>
</tr>
<tr>
<td>Presbytery</td>
<td>NW Georgia</td>
</tr>
<tr>
<td>Budget</td>
<td>$157,623 (non-salary)</td>
</tr>
<tr>
<td>Total Staff</td>
<td>0</td>
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<tr>
<td>Website</td>
<td><a href="http://gracecovenantpca.com/">http://gracecovenantpca.com/</a></td>
</tr>
<tr>
<td>Worship Style</td>
<td>Traditional with a blend of contemporary.</td>
</tr>
<tr>
<td>Diversity</td>
<td>Our congregation is primarily Caucasian with some regular attenders of varying ethnicities</td>
</tr>
<tr>
<td>Members</td>
<td>100</td>
</tr>
<tr>
<td>Families</td>
<td>47</td>
</tr>
<tr>
<td>% Male</td>
<td>50%</td>
</tr>
<tr>
<td>% Female</td>
<td>50%</td>
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<tr>
<td>Age Ranges</td>
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</tr>
<tr>
<td>&lt;18</td>
<td>22%</td>
</tr>
<tr>
<td>18-24</td>
<td>9%</td>
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<tr>
<td>25-39</td>
<td>4%</td>
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<tr>
<td>40-64</td>
<td>33%</td>
</tr>
<tr>
<td>65+</td>
<td>32%</td>
</tr>
</tbody>
</table>

### Finances

#### 2019 GRACE COVENANT NON SALARY BUDGET

- **Building & Grounds**: 28%
- **Christian Education**: 3%
- **Youth**: 6%
- **General Expenses**: 7%
- **Missions, Mercy, PCA Funding**: 27%
- **Music**: 3%
- **Men of the Covenant**: 3%
- **Women's Ministry**: 4%
- **Community Outreach**: 3%
- **Repairs**: 16%
Facilities

- ~10,000 square foot 1-story building
- 5 Classrooms, multi-use office/conference room
- Sanctuary seats 240 for service, 160 as fellowship hall
- Fully equipped commercial kitchen
- ~14 acres of property

Committees

We, Grace Covenant Church, confess that all believers and their children are members of the Covenant and enjoy communion with God and each other as we seek to extend the kingdom of God in our community and around the world.

Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age (Matthew 28:19-20).

At Grace Covenant Church, the Session organizes and directs church committees to facilitate the expeditious and efficient handling of church related matters. The Session is the sole organizing, designating, and appointing authority for any committee at Grace Covenant Church. Committees serve the church by assisting the Session in the designated scope of responsibilities assigned by the Session.

Christian Education

The Christian Education Committee’s mission is to glorify God by serving the church in its commitment to creating disciples. It does so by teaching and training leaders and church members, as well as by providing, a biblically based Sunday School curriculum for all ages using reformed publications and resources.

Our Sunday School consists of two children’s and one adult class. The adult class rotates teachers and alternates between expository and topical studies. We also offer a nursery for newborns and toddlers up to age 4. Teachers consist of Ruling Elders and experienced dedicated volunteers utilizing their spiritual gifts in the service of Christ’s church.

Children’s & Youth Ministries

The focus of the Children’s and Youth Ministry at Grace Covenant is Christ and Him crucified. We long for our young people to live lives that are characterized by daily repentance, faith in Christ for forgiveness of sins, and life in Him. The goal of these programs is to be a people who love the Lord and understand what it means to show grace and mercy to our neighbors.
Children’s programs are for students who are in grades K4-5th grade. Grace Covenant holds annual events such as VBS and a Reformation Day Festival.

Youth Group is for students who are in the 6th - 12th grades. We have Wednesday night meetings for Bible study and fellowship along with Sunday School classes for middle and high school students. Grace Covenant takes two annual trips for both middle and high school students; a rafting trip and camp at Ridge Haven.

Music Ministry
The largest aspect of our music ministry is congregational singing of new and old songs led by skilled congregational musicians and vocalists. The music of the Sunday morning worship service is predominantly traditional in nature but includes a contemporary Christian worship song each week. The music ministry at Grace Covenant Church incorporates traditional and contemporary musical literature, comprised of a variety of groups including mixed ensemble (guitars, piano, bass and vocals), brass choir, string quintet, and traditional hymns.

Missions Committee
The Missions Committee is responsible for leading the missions ministry of the church at all levels (local, national, international, etc.). The committee manages the financial support to the missionaries and agencies we support, schedules missionary visits and monthly reports to the church, and organizes mission trips and local outreach opportunities.

Men of the Covenant (MOC)
Men of the Covenant is designed to encourage the men of Grace Covenant Church in showing the love of Jesus to each other and to the watching world through fellowship, spiritual leadership, practical servanthood, and outreach to the lost. Led by a small committee, the MOC engages in various events and activities throughout the year that allow opportunities for men to engage discipleship and fellowship.

Men’s Bible Study is held at the church on the first and third Thursday night of each month. The MOC prepare and share breakfast on the second Saturday of each month.

Women’s Ministry
The Women’s Ministry at Grace Covenant Church is a Word-based, relationally driven ministry that honors Christ by supporting the vision and values of our church. The Women’s Ministry seeks to glorify God by loving and worshipping Him as we reach and disciple people for Jesus Christ.
All women and girls who attend Grace Covenant Church are part of the Women’s Ministry, just as “so we, though many, are one body in Christ, and individually members one of another” (Romans 12:5).

The Daughters of the King discipleship (DKD) groups facilitate making disciples among the women of the church. Currently, our two groups meet biweekly at the homes of members on Tuesday mornings and Thursday evenings. In addition, Women’s Bible Studies are held quarterly for 4-6 week sessions.

The Women’s Ministry hosts between two and four fellowship events each year, including such events as a Christmas Brunch, Winter Tea, and a Spring Breakfast. Each event has the purpose of growing and discipling the women of Grace. The Women’s Ministry has a yearly retreat that is used for the purpose of diving into the Word during a time of fellowship.

The Women’s Ministry attends to the physical needs of church members during sickness and/or deaths in the church family. They also actively encourage church members through phone calls, notes, small gifts, and through prayer.

The Women’s Ministry supports the Elders and Deacons of Grace as needed and is responsible for preparing Communion, organizing covered-dish luncheons, and decorating the church for Christmas.

J.O.Y. (Just Older Youth) Group Fellowship

The J.O.Y. Club meets monthly at a local restaurant for good food and fellowship. J.O.Y. Club events are organized for those 55 years of age and older, but adults of all ages are welcome. Monthly gatherings are a time for the “seniors” in the church to spend fun time together and get to know each other better.
Missions and Outreach

Grace Covenant Church has maintained a strong emphasis on missions and outreach since its inception. GCC is committed to encouraging its members to actively participate in missions through prayer, financial support, hosting missionaries, hands-on participation, and sending members to the mission field (as the Lord leads).

GCC currently supports approximately nine international and three U.S. based missionaries and organizations. In addition, GCC’s congregation provides support to four organizations providing outreach in our local community. Involvement in local outreach provides opportunities for our children and adult members to serve, learn and grow in love for missions through serving others.

The current annual missions budget is a percentage of the total annual budget for GCC. The current budget of over $30,000 supports outreach activities and the following missionaries and organizations:

<table>
<thead>
<tr>
<th>Agencies &amp; Missionaries</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian Christian Academy</td>
<td>India</td>
</tr>
<tr>
<td>Dr. Joy &amp; Leila George</td>
<td></td>
</tr>
<tr>
<td>Café 1040</td>
<td></td>
</tr>
<tr>
<td>name withheld for safety</td>
<td>North Africa</td>
</tr>
<tr>
<td>Church Resource Ministries</td>
<td>Hungary</td>
</tr>
<tr>
<td>Endi &amp; Kati Kovacs</td>
<td></td>
</tr>
<tr>
<td>Equipping Leaders International</td>
<td>US based, India</td>
</tr>
<tr>
<td>Mike &amp; Barbara DeLozier</td>
<td></td>
</tr>
<tr>
<td>Mission to the World</td>
<td>Slovak Republic</td>
</tr>
<tr>
<td>Dan &amp; Rebecca Gregoire</td>
<td></td>
</tr>
<tr>
<td>Mike &amp; Robin McMahan</td>
<td>Zimbabwe</td>
</tr>
<tr>
<td>Tim &amp; Rhianna Mills</td>
<td>Thailand</td>
</tr>
<tr>
<td>Wayne and Amy Newsome</td>
<td>Japan</td>
</tr>
<tr>
<td>name withheld for safety</td>
<td>England</td>
</tr>
<tr>
<td>Reformed University Fellowship</td>
<td></td>
</tr>
<tr>
<td>Wes &amp; Kelly Calton</td>
<td>Kennesaw State University</td>
</tr>
<tr>
<td>Riverside Church Plant</td>
<td>Cartersville, GA</td>
</tr>
<tr>
<td>Jodi &amp; Julie Stancil</td>
<td></td>
</tr>
<tr>
<td>Wycliffe Bible Translators</td>
<td>US based, Cameroon</td>
</tr>
<tr>
<td>Steve &amp; Julie Anderson</td>
<td></td>
</tr>
<tr>
<td>name withheld for safety</td>
<td>Southeast Asia</td>
</tr>
<tr>
<td>Calvary Children’s Home</td>
<td></td>
</tr>
<tr>
<td>Gideon’s International</td>
<td></td>
</tr>
<tr>
<td>Helping Hands of Paulding County</td>
<td></td>
</tr>
<tr>
<td>Mission to North America</td>
<td></td>
</tr>
<tr>
<td>Paulding Pregnancy Services</td>
<td></td>
</tr>
</tbody>
</table>
Surrounding Area

City of Dallas
Located in the Heart of Paulding County
Approximately 14,000 residents
Serves as the county seat of Paulding County
With the convenience of being a part of metro Atlanta, Dallas has retained the charm of simpler times, with a vibrant and friendly community, strong on southern hospitality.
Downtown Dallas is filled with gift shops, antique stores, tea rooms, bakeries, and parks/fountains.

City of Hiram
A city in Paulding County covering a 3-square mile radius.
Population approximately 4,000
Proximity to many restaurants and shopping, large and small.
Home to beautiful countryside, recreational areas, and the Silver Comet bike/walking trail, which runs through Cobb and Paulding counties.

West Cobb County
Western Cobb County, known to locals as West Cobb, is a suburban community located in northwest metropolitan Atlanta, GA. The cities of West Cobb are Marietta, Acworth, Kennesaw, Powder Springs, Austell, Smyrna and Vinings; however, the majority of the community is unincorporated Cobb County.
While West Cobb's history can be traced to the land grants of the pre-Civil War 1800s, its proximity to Atlanta makes it an attractive home for business, industry and entertainment. Residents of West Cobb enjoy beautiful parks, high-quality public schools, and upscale shopping and dining.
Pastoral Profile

Grace Covenant Church was established March 2003 in the City of Dallas, GA as a daughter church of Midway Presbyterian Church, PCA. A congregation of approximately 100 people representing approximately 45 families, Grace Covenant Church has been blessed with a 10,000 sq. ft. building, 14 acres of land, and a vision for growing a church to serve the community in Paulding County.

GCC now seeks a new pastor characterized by the following:

**Shepherding**
- A shepherd of God’s people whose discipleship equips the body to develop and use their spiritual gifts
- An experienced discipler with the ability to foster the spiritual growth of the congregation
- Shepherds, equips, and holds the Session, staff, and other leaders accountable to be effective disciples and disciple makers
- Leads by example in prayer, study of Scripture, evangelism, and service to others
- Able to effectively align his weaknesses with the strengths of others
- A leader able to motivate and lead the congregation in community outreach and foreign missions
- Able to offer trustworthy spiritual counsel to those in need and to maintain confidentiality

**Leadership in Worship**
- Able to implement corporate worship that glorifies God, builds up His people, and facilitates meaningful participation by the entire congregation
- A Gospel-centered preacher and teacher who proclaims Biblical truth through expository preaching and teaching

**Education & Experience**
- A student of the Word of God holding a Master of Divinity or higher
- Ordained or eligible for ordination within the PCA
- Able to demonstrate successful working relationships with the Session and the Diaconate.
- Able to handle conflict within the church Biblically and with grace
- Able to document eight or more years of successful experience in the pastorate

**Personal**
- A man who understands that his first priority is his own home, shepherding his wife and his children
- A man who leads by example in his personal walk with Jesus Christ and seeks to glorify God above all else as the purpose of his life and ministry
- Illustrates strong spiritual discernment, humility, and integrity in all aspects of his life
- A loving and warm person who fosters a welcoming atmosphere
- Responds to problems, burdens, and endeavors with prayer and in accordance with God’s Word
- Physically and emotionally qualified to meet the requirements of the job
Candidate Questionnaire

1. Do you heartily embrace the inerrancy, and the plenary verbal inspiration of Scripture? Is Scripture, for you, the sole authority for faith and practice?

2. Do you heartily embrace the theological system known as the Reformed faith? Are there any parts of it or emphases in it with which you disagree? Do you disagree with any of the Five Points of Calvinism? If so, please elaborate.

3. What is your attitude toward the Westminster standards (The Westminster Confession, Larger and Shorter Catechism)? Do you embrace the Westminster Confession (as received, modified and adopted by the PCA) as the confession of your own faith? Are you doubtful about, ambivalent to, or in disagreement with, the Biblical fidelity of any of the doctrines, concepts, phrases or wording of the doctrinal standards of the PCA (i.e., WCF, WLC, WSC)?

4. What is your view of the extraordinary gifts and continuing revelation? Specifically address whether there is prophecy or tongues today? Are you a “cessationist”? If so, please explain.

5. What is your view of the days of creation described in Genesis 1-2? Why?

6. How would you explain the Reformed concept of the covenant of works? Do you acknowledge and embrace reformed teaching on the covenant of works? Do you hold to traditional covenant theology? Please elaborate.

7. What is your view of the Bible’s teaching regarding human sexuality? Give attention in your answer to same sex attraction, homosexuality, and transgender.

8. What is your view of the regulative principle of worship? Describe your philosophy of worship and share your thoughts on worship style. What is your preferred worship style?

9. Explain what you believe the mission of the church to be. Does it include political activity or social justice? Please elaborate.

10. What is the role of a pastor as shepherd of the church? Describe how a pastor fulfills this role.

11. May a woman hold the office or fulfill the functions of an elder or deacon? May a woman preach, teach, serve communion, read Scripture, or be the worship leader in the worship services of the church? Please explain.

12. What do you think is the Biblical approach to handling conflict? Please share an example which you as a pastor have had to address in your congregation.

13. How do you view the working relationship between the Session and the pastor of the local church? Please share how you have resolved a challenge which you as a pastor have experienced with your session.