Executive Pastor
Church Profile
Thank you for your interest in the Executive Pastor position at Christ Covenant Church. Christ Covenant is looking for a Pastor to help with operations, personnel, and pastoral responsibilities.

In this Executive Pastor Profile, you will learn the following about Christ Covenant…

- The History & Milestones
- Philosophy of Ministry & Core Values
- Christ Covenant Staff
- The City of Knoxville & Surrounding Areas
- Knox County Religious Demographics

You can also view our website to learn more at www.christcov.org.

If you would like more information about the Executive Pastor position, please send your resume to Seth Hammond at shammond@christcov.org.
**PRINCIPAL FUNCTION:**
The Executive Pastor is a ministry position that shall be responsible for the efficient administration of the business affairs of the church under the policies laid down by the Session, in such a manner, that God glorifying, effective ministry will be enabled and enhanced.

**JOB RESPONSIBILITIES:**

**OPERATIONS**
- Should have a thorough knowledge of church government and organization of the PCA and Christ Covenant.
- Manage all business affairs of Christ Covenant in direct liaison with the Pastors, Session, and Committees concerned.
- Finance: Oversight and management of all financial functions of the Church.
- Property & Equipment: Oversee and manage the facility and equipment use, maintenance, and security.
- Personnel: Serve as a resource to the Personnel Committee to help establish staff salaries, benefits, and policies and oversee the implementation of the Committee’s decisions.
- Future Development: Work with Church Leadership and Strategic Planning Team to oversee the implementation of any new building plans.

**BOARDS & COMMITTEES**
- Serve on the Session of Christ Covenant and develop a thorough knowledge of the vision of the church and the specific plans of the Session and their Committees.
- Serve as Chairman of the Deacons, organizing and overseeing the Committees, and serving as a liaison to the Deacon Board on behalf of the Lead Pastor, Executive Staff, and Session.
- Serve as the Secretary of the Corporation in maintaining all records, membership lists, deeds, property, and tax information.

**GENERAL PASTORAL RESPONSIBILITIES**
- Attend Executive Staff Meetings and Monthly Staff Meetings.
- Preach and teach as requested.
- Attend Presbytery Meetings.
- Respond as necessary to requests for action or information even when outside the direct Job Description.

**REQUIREMENTS:**
- Master’s of Divinity preferred
- PCA Ordination preferred
- Five to Seven years of experience in business & management

**ACCOUNTABILITY:**
The Executive Pastor is directly accountable to the Lead Pastor for day-to-day performance, and to the Session for performance related to his Principal Function.

**HOURS:**
Primarily regular office hours Monday-Friday. However, because of the demands of the job, the Executive Pastor will find it necessary to spend many hours in attendance at various meetings outside of normal hours. Therefore, by agreement of the Lead Pastor, the Executive Pastor will be allowed to maintain a flexible office schedule.
In 1988, Cedar Springs Presbyterian Church had a vision for planting a PCA church in the fast growing area of West Knoxville. Over several years, the core group met and prayed for their first Pastor. In 1994, Jim Barnes came to be the church planter for the new church. Christ Covenant Church met in the Farragut Middle School from November of 1994 until June of 2005. At that time, the young church moved into its first phase of its overall building plan. The first phase included a worship center, children’s wing, adult classrooms and an office area. A second phase was completed in January, 2010, which includes offices, a music suite and a youth area with office for the youth staff. Yet to be built are the sanctuary and a building, which use is to be determined.

1988 – Cedar Springs Presbyterian Church made the decision to plant a church in West Knox County. Eight acres of land at the corner of Kingston Pike and Hobbs Road were given to the church by Doug and Brenda Horne. Four additional acres were purchased by Cedar Springs to bring the total acreage to twelve.

1988-1994 – A core group from Cedar Springs met during this time, making plans for the new church plant. In August of 1994, Jim Barnes was called to be the organizing Pastor.

September-November, 1994 – Worship services were held in the Cedar Springs Chapel for those interested in being a part of the new church plant.

November 1994 – Christ Covenant Church, as a young mission church, began holding services in Farragut Middle School.

November 1995 – Tennessee Valley Presbytery made Christ Covenant Church a “particular” church in the Presbyterian Church in America.

1995-2005 – Christ Covenant Church continued to meet and worship at Farragut Middle School. Thanks to the gracious support of the school administration, God blessed our church with the space and facilities that accommodated our growing numbers.

April 2005 – The Christ Covenant family moved into its own facility at 12915 Kingston Pike.

January 2010 – Phase two of the overall facility plan was completed. This phase included additional office space, a choral suite and a dedicated area for our youth ministry.

March 2017 – The congregation of Christ Covenant voted to accept the resignation of Senior Pastor Jim Barnes effective May 14, 2017 and voted to call Reverend Seth Hammond as the next Senior Pastor.

November 2017 - Phase one of the playground was constructed for newborns to age five.

September 2018 - Phase two of the playground was constructed for ages six to twelve.

Future - Additional phases are yet to be constructed. These buildings will provide additional classroom space and a permanent sanctuary.
The Philosophy of Ministry at Christ Covenant

Vision: Awaken the church and engage the culture.
- We dream of a church that is alive and is part of something bigger, working with other churches and impacting lives for Christ.

Mission: Reach and equip people of all ages with the uncompromising truth of Scripture, enabling us to serve others with the unwavering love of Jesus in our families, church, community, and world.
- As God’s Word is learned, this enables people to speak the Truth in love to those with whom we come into contact.


Strategy: In order for Christ Covenant to accomplish its vision and mission, we focus on 3 essentials.

**WORSHIP – Living for Jesus**
Worship happens not just on Sunday mornings, but in our everyday lives. At Christ Covenant, we seek to instruct our people on what it means to live for Jesus in our Bible studies, discipleship and small groups, and prayer groups.

**FELLOWSHIP – Loving Each Other**
Loving each other is essential for a church to function as a family. Our strategy is to connect our members in small groups and other types of supportive and fun groups/activities.

**OUTREACH – Serving Our Neighbors**
Whether it’s local or global, Christ Covenant seeks to be a place that sends its people out into the world to show and share the love of Jesus.

Bible Verse:

*Ephesians 4:15 (NLT)*
Instead, we will hold to the truth in love, becoming more and more in every way like Christ, who is the head of His body, the Church.
The Core Values Of Christ Covenant

**Glorifying God and Enjoying Him forever**
Our purpose as human beings is to worship the living and true God. By acknowledging the holiness and goodness of God as well as the present reality of His Kingdom, we experience true joy.

**Preeminence of Jesus Christ in all things**
Jesus Christ is the head of the church and the center of our faith, requiring that we be consistently devoted to Him. Therefore, every aspect of our ministry focuses on honoring and glorifying Christ, keeping His redemptive work as our primary message.

**Dependence on the Holy Spirit**
Knowing through our own strength that we are utterly incapable of living the Christian life, including understanding the precepts of Scripture, we depend totally on the power of the Holy Spirit to lead, guide and fill us as Christians and as a church.

**Authority of Scripture**
Because we believe that God’s Word is infallible and inerrant, we commit to the truth and trustworthiness of its teaching to build our lives and our church.

**Undergirding of prayer**
Prayer in its most fundamental sense is experiencing intimacy with God. Seeking to know God more deeply and understand His will more fully, we encourage and depend upon both individual and corporate prayer as our means to communicate with Him and empower ministry.

**Living in an environment of grace**
Just as God has “graced” each believer with Himself; we are called to extend grace to others inside and outside of the body. At Christ Covenant, we encourage throughout our church family an atmosphere of love, acceptance and forgiveness.

**The importance of family**
The family is the most foundational institution that God has created, yet today it is under constant attack. In response, we are committed to strengthening the spiritual lives of families and training them to become beacons of light for Christ in every aspect of their lives.

**Every member in ministry**
God has given every Christian at least one spiritual gift. Accordingly, our church is dedicated to equipping every member to actively participate in ministry, giving God the glory for all of the results.

**Missions and outreach**
Because Christ came to “seek and save the lost,” we desire to be a church totally committed to taking the Gospel to our neighborhoods, city, nation and world.
Equipping People with the Uncompromising Truth of Scripture

- Through Discipleship
- Through Classes
- Through Worship

All These Efforts Will Be Covered In Prayer

Serving People with the Unwavering Love of Jesus

- Through Small Groups
- Through Outreach
- Through Missions
Our Mercy Ministry is designed to support our church family and our community. Christ Covenant supports our church family with our divorce recovery ministry, grief support groups, and visitation to those who are in the hospital or nursing home. With regards to our community, we partner with several non-profits throughout the year to provide assistance financially and through service projects.

Since our vision is to become a compassionate body of believers who aggressively pursue being the hands and feet of Jesus to our community, we are excited to see what God has in store for us as we see lives impacted for His glory and His kingdom.

**MINISTRY PARTNERS**

![Mission of Hope](image)
![Farragut Primary School](image)
![Knox Area Rescue Ministries](image)
![FMH and Friends](image)
![The Forgotten Initiative](image)
![CHOICES Resource Center](image)

**Other Ways We Serve**
- Senior Meals
- Compassion Coalition
- Transport for Christ
- Visitation Ministry
The Missions ministry of Christ Covenant has developed two strategic partnerships over the last several years that focus on two of our mission priorities: 1. Directing our efforts toward those who have less opportunity to hear the gospel, and 2. The training of national pastors and leaders.

Partnership with **Equipping Leaders International** touches both priorities. The most recent opportunity is our involvement in the creation of Africa Hope University in Rwanda that will offer local pastors the government required education and training that will allow them to serve as pastors and church leaders.

Our developing partnership with the **Polis Network in Athens Greece** also touches both priorities. This is a Greek initiated and managed church planting effort that helps identify and train godly pastors and leaders and then sends them out to start new churches. Three churches have already started and most recently Christ Covenant has been requested to help the newest church start up. We are already financially invested and will begin to offer regular on-site help with our first trip scheduled for October 4 – 13, 2019.

**CHRIST COVENANT MISSIONS “STAFF”**
Marc & Denise Atchley - TEAM - Greece
Fawzy and Linda Attia - Pioneers - Jordan
Andrew Attia - Pioneers - London
Ryan and Glenda Bowles - TEAM - Jordan
John and Kathy Clow - Mission to the World - Honduras
Wayne and Ann Curles - Church Resource Ministries - Myanmar
Jay and Judy Francis - SEND International - Ukraine
Alex and Maggie Halbert - United World Mission - South Africa
Andrew and Julie Halbert - United World Mission - Costa Rica
Aaron and Rachel Halbert - Mission to the World - Honduras
Jonah and Jennifer - Frontiers - SE Asia
Toffer and Becky King - Reach Beyond - SE Asia
Philip and Joy Kirkland - Mission to the World - Greece
Bobby and Teresa LaDage - United World Mission - Berlin
Steve and Carol Lehman - Mission Aviation Fellowship - Idaho
Joel and Sarah McCall - ELI - East Africa
Thomas and Jennifer McIntyre - OMF Intl. - Taiwan
Jim and Barbara McNamee - Young Life W. Europe - Nashville
Tish and Travis Morin - Roatan Mission - Honduras
Tammy Murden - Navigators - Colorado
Kishor Pandagade - Advancing Native Missions - Virginia
George and Kathy Schultz - United World Mission - NC
Dan and Susan Steere - ELI - West Africa
Eric and Beth Yodis - Venture International - Ukraine
Lee and Jen Leadbetter - RUF Intl. - UT Knoxville
Mike and Carrie Meisenheimer - Campus Outreach - SC
Hank and Gloria Rader - Crossroads Chapel - Knoxville
Check Out Knoxville and Surrounding Areas!

http://www.visitknoxville.com
http://www.townoffarragut.org/
http://www.visitloudoncounty.com/
# Knox County Religious Demographics

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Active Evangelical</strong></td>
<td>17.14%</td>
<td><strong>Active Mainline Protestants</strong></td>
<td>0.48%</td>
</tr>
<tr>
<td><strong>Active Mainline Protestants</strong></td>
<td>0.48%</td>
<td><strong>Active Black Protestants</strong></td>
<td>0.40%</td>
</tr>
<tr>
<td><strong>Active Black Protestants</strong></td>
<td>0.40%</td>
<td><strong>Active Catholics</strong></td>
<td>1.20%</td>
</tr>
<tr>
<td><strong>Active Catholics</strong></td>
<td>1.20%</td>
<td><strong>Active Orthodox</strong></td>
<td>0.04%</td>
</tr>
<tr>
<td><strong>Active Orthodox</strong></td>
<td>0.04%</td>
<td><strong>Evangelical Dones</strong></td>
<td>24.58%</td>
</tr>
<tr>
<td><strong>Evangelical Dones</strong></td>
<td>24.58%</td>
<td><strong>Christian Dones</strong></td>
<td>40.82%</td>
</tr>
<tr>
<td><strong>Mainline Protestant Dones</strong></td>
<td>11.12%</td>
<td><strong>Orthodox Dones</strong></td>
<td>0.16%</td>
</tr>
<tr>
<td><strong>Mainline Protestant Dones</strong></td>
<td>11.12%</td>
<td><strong>Black Protestant Dones</strong></td>
<td>1.17%</td>
</tr>
<tr>
<td><strong>Black Protestant Dones</strong></td>
<td>1.17%</td>
<td><strong>Catholic Dones</strong></td>
<td>3.79%</td>
</tr>
<tr>
<td><strong>Catholic Dones</strong></td>
<td>3.79%</td>
<td><strong>World Religion Dones</strong></td>
<td>0.38%</td>
</tr>
<tr>
<td><strong>World Religion Dones</strong></td>
<td>0.38%</td>
<td><strong>Active World Religions</strong></td>
<td>0.15%</td>
</tr>
<tr>
<td><strong>Active World Religions</strong></td>
<td>0.15%</td>
<td><strong>World Religions</strong></td>
<td>0.53%</td>
</tr>
</tbody>
</table>

**Who are Active Christians?**
Active Christians are those who attend a church that identifies itself as Christian.

**Why is this important to know?**
Because less than 20% of the 428,561 population in Knox County actively attend any kind of Christian church. More than 80% are not involved.

**Who are the Dones?**
The “Dones” are the dechurched or “lapsed” religious people who are “becoming fed up with the church and are leaving it.”

**Why is this important to know?**
Because more than 40% of the 428,561 population in Knox County have and affiliation to some type of Christian church—but have left it—having no active involvement.

**Who are the Nones?**
The “Nones” are simply those who have no religious affiliation. They are not members or attenders of any religious organization.

**Why is this important to know?**
Because nearly 40% of the 428,561 population in Knox County have no affiliation to any type of Christian church or religious organization.

**Who are affiliated with World Religions?**
Those affiliated with world religions in Knox County who are Muslim, Jewish, Baha’i and Hindu.
Christ Covenant Church 2019