

Grace and peace from God the Father and Christ Jesus our Savior.

Grace Covenant Presbyterian Church in Williamsburg, Virginia is actively and prayerfully seeking a Lead Pastor who reflects the attributes of a pastor/teacher set out in Holy Scriptures.

The following information provides:

- An overview of the history and culture of Williamsburg, Virginia
- A brief cross-section of our church's demographics and ministries
- The Mission and Vision we seek to pursue into the future
- Our Philosophy of Ministry
- 2024 Operating Budget
- The skills and personal qualities we seek in our next Lead Pastor

Interested applicants please email the following items to psc@gracecovpca.org.

In the subject line please use: LEAD PASTOR APPLICATION [Last Name][First Name]

- Provide a cover letter explaining why you see yourself as a good fit for Grace Covenant Presbyterian Church
- Provide a PCA Ministerial Data Form (MDF)
- Provide a current resume
- Provide links to three sermons
- Paste your answers to the following questions in your email (no more than 150 words per answer)
 1. What do you see about our church and community that would indicate to you that God might be calling you to be our lead pastor?
 2. What particular passions and gifts has God used in your ministry for his church?
 3. How does the gospel affect your relationship with God and with others? Please describe a way that you have seen the gospel at work in your life recently.
 4. What does a spiritually healthy congregation look like? What is the role of a lead pastor in the spiritual formation of the congregation?
 5. What are you longing to accomplish in the next ten years?

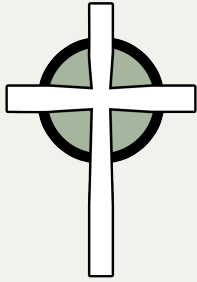
If you have any technical issues with the application process, kindly email the committee at: psc@gracecovpca.org.

Applications submitted before **December 31, 2024** will have priority.


We are sincerely grateful you are taking the time to review the following information. We pray the Lord will graciously guide your path in consideration of this calling.

In Christ,

Grace Covenant Pastoral Search Committee



Grace Covenant Presbyterian Church

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 gracecovpca.org

 757-220-0147

 psc@gracecovpca.org

Williamsburg, VA

Greater Williamsburg, Virginia (City of Williamsburg, James City County, and upper York County) is a growing region of approximately 100,000 residents. It is part of the Hampton Roads Metropolitan Area with a population of 1.8 million, 37th largest MSA in the country. From the founding of Jamestown in 1607, the Williamsburg region is the oldest continuously occupied English settlement in what is today the United States. The City of Williamsburg was the capital of colonial Virginia, until succeeded by Richmond in 1780. Today, it is home to Busch Gardens, Colonial Williamsburg, several nearby military bases, and the College of William & Mary, the nation's second-oldest college.

Williamsburg is a hub for retirees, tourists, military families, and students, all of whom can be found at our church. For those with children, Williamsburg offers highly ranked public schools, a range of private and Christian school options, and a strong homeschool community.

Church Profile

Church History

Initiated in 1970 by students and faculty involved with InterVarsity at William & Mary, Grace Covenant started life as Westminster Chapel, a plant of the Orthodox Presbyterian Church, and called her first pastor in 1973. In 1984, the church transitioned into the Presbyterian Church in America. Despite meeting in many different facilities, the church grew steadily, and services commenced in its newly-constructed building in August 2003. We are thankful for the grace and blessing of our loving Lord and Savior over the 40 years we have served Him as a particular church.

CCPC Setting

Our church is 4 miles from central Williamsburg, Colonial Williamsburg and the College of William and Mary. At present, the average worship attendance is 275 people and new members are joining regularly. The annual operation and missions budget is \$750,000. Full time and part time staff are employed to meet the needs of all members.

CCPC Spiritual Vitality

Our church's top priority is the clear preaching and teaching of the Bible, where the Gospel is central and is shared regularly from the pulpit. We value and promote Biblical fidelity, scriptural integrity, and sound theology not only in our worship services, but also in Home Groups. We strive to effectively teach and disciple our children and youth. Shepherding, along with CCEF training, is a growing ministry within the church. Prayer is also an integral part of living in light of the gospel at Grace. It is encouraged in all aspects of church body life, notably through quarterly prayer dinners and the prayer team - a team of dedicated intercessors, who faithfully pray for congregational needs.



Church Profile

GCPC Culture

The many different ages and stages represented at Grace Covenant contribute to the close-knit, intergenerational community, "family feel" that characterizes Grace Covenant's ethos. Our summer church picnics draw a full range of people, including many who move here for college, military assignments, retirement, or the family atmosphere. Our church seeks to be welcoming and friendly to all our visitors. Most of our members could be characterized as affluent and educated or seeking education.

GCPC Connections

Our church offers several opportunities for small group Bible study, personal sharing, and bearing one another's burdens, including over a dozen Home Groups around Williamsburg. Men's and Women's Ministries actively seek out new members and host studies on theological topics or specific books of the Bible.

Thirty to forty students along with the staff of Reformed University Fellowship at the College of William & Mary attend our church. Pointed efforts are made to include our students, specifically by providing transportation to Sunday worship services and intentional connections with local church families.

The youth group, with its dedicated team of volunteers, meets regularly to learn from God's Word. Opportunities for younger children include Children's Church, Sunday School, Communicants' class, and a nursery for our youngest.

Looking beyond the walls of our church, Grace Covenant has consistently had a strong international missions program and a growing local outreach to people in need within our community. The diaconate works closely with local Christian charitable organizations to provide assistance for Williamsburg's homeless population. The Missions Committee has a robust ministry supporting Afghan refugees resettling into the United States. Monthly worship services are conducted at a nearby retirement home for shut-ins.

Philosophy of Ministry

Ministry is for the glory of God, and enabled by the Holy Spirit. God is glorified when ministry leads people to receive the gospel and turn to Jesus in faith and repentance, and when trust in Christ grows in maturity in light of God's word of truth. Ministry leads to praise and worship and continual prayer. It creates an intergenerational community of believers empowered by the Spirit to live for Christ, to love one another, and bear one another's burdens. It empowers and compels humble saints to reach out together in love with the gospel to neighbors and to a world in need.

Pastors are essential in ministry. They model the truth of the gospel through private and public lives of faith, hope, joy and love. They are constant in personal prayer and meditation on God's Word. They are trustworthy in relationships. They set the tone for the church in humility and graciousness, in worship and service. They shepherd the flock under the Chief Shepherd - alongside elders, deacons, lay leaders and staff whom they love and mentor and with whom they lead, protect, encourage, feed and pray for the sheep.

Pastors preach God's Word to people who need encouragement, hope, help and truth; not a theological lecture. Every sermon arises from and expounds a Scripture text, which convicts hearers of sin, gives them hope for change in the sufficiency of Christ, and moves them to love and trust the Lord. The love of God and His truth and His saving grace are aimed and shot like an arrow into the messy hearts and lives of the people.

Mission/Vision

This statement of vision and mission is a starting point. Session wishes to develop new statements of mission/vision/values and specific goals for the future of GCPC with our new lead pastor.

Vision: Expanding the kingdom of God in Williamsburg

Mission: Grace Covenant exists to serve the Williamsburg community and the College of William and Mary by making disciples in an intergenerational community



Lead Pastor Profile

The Session conducted a series of focus groups and surveys to determine the congregation's aspirations for its next Lead Pastor. Here is a summary of those results:

Church members place their highest priority on the functions of preaching and shepherding the congregation, but teaching and leading are also considered important. The main focus of the Lead Pastor is to be an effective preacher who devotes much time and energy to pastoral care and discipleship for the congregation and the staff. The functions of evangelism, counseling, and vision casting are considered a secondary focus of the Lead Pastor.

Our congregants desire a Lead Pastor who will be accessible and welcoming, and place a high priority on his ability to build relationships. This man must be humble, teachable, welcoming of feedback, and his life should be characterized by a daily walk with God and a robust prayer life. It's important for us to have a

sense of the pastor's commitment to long-term ministry at our church.

Our congregants are looking for expository sermons which reflect strong Biblical knowledge with effective "real life" application and a strong focus on providing spiritual nourishment.

GCPC 2024 Adopted Operating Budget	1/1/23	12/31/23	1/1/24
Approved by Session 2/6/24			
	2023 Adopted Budget	2023 Actual End of Year	2024 Adopted Budget
Income			
General Fund	\$ 702,250	\$ 713,158	\$ 726,127
Unrestricted Cash Brought Fwd	\$ 20,324	\$ -	\$ 1,450
From Interest Earned	\$ 10,000	\$ 10,075	\$ 24,000
Total Income	\$ 732,574	\$ 723,233	\$ 751,577
Expenses			
Denomination Support			
Subtotal	\$ 10,000	\$ 10,000	\$ 10,000
Facility			
Subtotal	\$ 122,020	\$ 116,373	\$ 120,600
Ministries			
Subtotal	\$ 42,088	\$ 38,152	\$ 45,250
Missions			
Subtotal	\$ 105,800	\$ 103,300	\$ 110,500
Operations			
Subtotal	\$ 24,250	\$ 18,953	\$ 24,300
Associate Pastor Compensation (Salary/Housing/Health Insurance/Retirement/Etc)			
Subtotal	\$ 131,088	\$ 131,054	\$ 146,814
Lead Pastor Compensation (Salary/Housing/Health Insurance/Retirement/Etc)			
Subtotal	\$ 148,806	\$ 148,640	\$ 148,806
Staff Compensation			
Subtotal	\$ 142,132	\$ 132,602	\$ 138,917
Total Expenses	\$ 732,574	\$ 705,846	\$ 751,577
Balance	\$ 0	\$ 17,387	\$ (0)

Lead Pastor Roles and Responsibilities

The following has been approved by Session to define expectations and relationships for the new Lead Pastor.

Character Requirements

- A life and ministry demonstrated by the qualifications for elders listed in 1 Tim. 3:1-7 and Titus 1:6-9
- A life characterized by humility in keeping with 1 Peter 5:1-6 and Mark 10:44-45
- A man who is accessible and open to others, especially those who are on the margins
- A man who is teachable and welcoming of feedback
- A man who actively works toward unity and reconciliation in relationships
- A man who collaboratively performs the many duties listed below as part of a team
- A man who has a robust prayer life and devotional life
- A man who leads and loves his family well

Worship

- Plan and lead Sunday morning worship services and other services in collaboration with the Music Director
- Oversee the ministry of the Preaching of the Word and the Sacraments
- Oversee the preaching schedule to include any associate or assistant pastors and those invited to preach
- Work with the Session to admit new members

Preaching & Teaching

- Provide the majority of the preaching
- Provide excellent preaching demonstrated by strong expository sermons. Sermons are desired to reflect strong Biblical knowledge with effective “real life” application and a strong focus on providing spiritual nourishment
- Provide teaching to the congregation in one-on-one scenarios or group settings or through adult education on Sunday mornings

Pastoral Care

- Provide regular shepherding and prayer to congregants
- With the Session, partake in intercessory prayer for the needs of the congregation
- Alongside associate/assistant pastor(s) and elders:
 1. Counsel families and individuals in the church and refer people to professional counselors when needed
 2. Contact potential members and inactive members inviting them to the church
 3. Visit the sick
 4. Provide premarital counseling
 5. Officiate at weddings and funerals

Discipleship/Leadership Development

- Lead GCPC in a culture of discipleship with the goal that everyone is being discipled, and making disciples
- Guide children, youth, men, and women’s ministries working through staff directors
- Work with the Session to identify those in our congregation with leadership calling and gifts
- In collaboration with the Session, oversee leadership training and development for church officers
- Consistently communicate the church’s vision and mission to the leaders and the congregation as agreed upon with the Session

Lead Pastor Roles and Responsibilities

Session

- Work humbly with the Session as an equal co-laborer of the Gospel
- Engage in spiritual relationships (mutual discipleship/accountability) with fellow Elders
- Ensure the delivery of ministry to the flock in collaboration with the associate pastor, given respective spheres of responsibility and shared authority, with mutual respect, support, and encouragement
- Serve as Moderator of the Session, including setting the agenda, etc.
- Receive from Session, and give back to Ruling Elders, feedback on performance in ministry in a spirit of mutual accountability

Diaconate

- Support the Diaconate in their work and ministry
- Continue to strengthen relationships with the Session and the Diaconate
- Attend Deacon meetings when possible

Staff

- Lead, mentor, and oversee spiritual development of the staff
- Lead and participate in the professional development of Assistant Pastor(s) through mentorship, development planning, and assignments
- Lead staff meetings
- Manage staff responsibilities
- Work with Session to recommend roles and staff changes (hirings or firings)
- Provide for annual written performance reviews of staff

Community/Evangelism/Missions

- Support and strengthen our connection to William & Mary and the work of RUF there
- Encourage a culture of reaching out to those who do not know Jesus
- Emphasize the importance of global missions to the congregation
- Actively support the Missions Committee in their work of supporting our global missionaries

Presbytery/General Assembly

- Pledge to uphold the standards of the PCA, the Westminster Standards and the Book of Church Order
- Participate in the required meetings/duties/ ministries of Presbytery and General Assembly
- Report to the Session about Presbytery and GA, and to the congregation as needed

Background/Experience

- Ordained or ordain-able in the Presbyterian Church of America
- Five years experience as lead or associate pastor preferred
 - Experience and qualifications to lead a congregation of around 250 plus active members

