

Invitation to Apply
Senior Pastor position, Covenant of Grace PCA
March 2022

Since Covenant of Grace PCA (COG) began as a mission church in Reisterstown, MD in 1982, God has given flourish under our beloved, founding Senior Pastor whose long-held duties are now to be taken on by another. It is with hopeful expectancy for God's provision that the Senior Pastor Search Committee presents notice that it is receiving applications for the position of Senior Pastor of Covenant of Grace.

The "Duties and Qualification Description for Applicants for Senior Pastor Position" is provided at the end of this letter. We invite applicants to review the following information about COG and its environs, presented together in the separate document of COG's posting on this site:

- An abbreviated Church Profile Form for COG
- A copy of the COG Mission Statement, Vision Statement, and Core Values
- A profile of the Reisterstown community

We also invite you to visit COG's website at <https://www.cogpca.org/> .

If you act on this notice, please prepare and present the following three items by April 22, 2022 for consideration by the COG Senior Pastor Search Committee:

1. A filled-out PCA Ministerial Data Form, available at <https://www.pcaac.org/pastor-search/pastors-open-to-a-new-call/>
2. A resume covering employment, education, and experience in church ministry
3. An essay of one page or less responding to the question: What draws your interest to apply for the position of Covenant of Grace Senior Pastor?

Please provide your submissions in softcopy to pastor.search@cogpca.org (also indicated in the Church Profile information). Please note that the Search Committee's consideration of applications responding to this posting will only begin after the submission deadline. Feel free to contact me with any questions. The COG Senior Pastor Search Committee looks forward to hearing from you.

With thanks,
Greg

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Senior Pastor Search Committee
Covenant of Grace PCA
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("Duties and Qualifications Description" follows on next page.)

**Duties and Qualification Description for Applicants for Senior Pastor Position
Covenant of Grace PCA, Reisterstown, MD (March 2022)**

Situational Task: Covenant of Grace PCA (COG) is seeking a new Senior Pastor who will take a legacy of congregational strengths shaped under our retiring pastor and provide guiding leadership to fulfill a vision that will entail challenge and change. We are committed to becoming a rejuvenated congregation with membership that is balanced across generations and that is more directly of, for and in the immediate community. Our vision includes showing more clearly how the love of God for all peoples, tongues and nations means a congregation showing all the hues of the diverse community in which we live.

Duties: Our new Senior Pastor will (in duties of descending priority):

- Preach and teach inerrant and infallible scripture in an inspiring way to equip the church in spiritual growth and discipleship; as the basis on which the congregation's way forward is edified and directed; to exhort, caution, and rebuke as necessary; and to grow COG in understanding of the love of God in order to better receive it personally, respond to it worshipfully, and reflect it outwardly.
- Lead in planning and shaping the format, spiritual tone, presentation, and unity of congregational worship which attracts and speaks to all generations and people of diverse backgrounds.
- Be a vision caster – illuminate, encourage, guide, and rouse members to eagerness for new or distant aims that leadership prayerfully discerns in God's direction for the congregation.
- Train and participate in building disciples that care for the needs of people. Work with the Session, Deacons, and lay leaders to encourage and empower all congregation members toward service and ministry.
- Lead in evangelism and shaping outreach in/to the surrounding community.
- Give counseling and provide pastoral services to congregation members as needed.
- Engage as a member of Presbytery in its committees and initiatives.
- Show and foster greater hospitality to one another, to God's people, to visitors to the congregation and to the lost.
- Foster events and means of fellowship for mutual encouragement, spiritual learning, service, and accountability.
- Augment the work of visitation and pastoral care staff, focusing on special needs and circumstances in the congregation.
- Act as advocate and advisor to church ministry leaders to encourage them to foster harmony, mutual awareness, cooperation, and creativity

Desired qualities and essential experience: COG seeks a Senior Pastor who:

- Lives a life of prayer, desiring to model Jesus; whose heart is for Christ's bride; and whose focus is fostering a healthy, living body of Christ, not merely a human institution. He shows a servant's heart, and compassion and respect for people of all backgrounds, and discerning wisdom to recognize the needs of the individual as well as the needs of the many.
- Pursues peace and unity in brotherly deliberation, and values work within the plurality of a committed Session, seeking consensus through mutual effort to discern God's leading.
- Possesses personal experience and study in:
 - developing congregational unity among members of different race, culture, and language;
 - conducting outreach and evangelism among the unchurched; and
 - leading people in developmental projects or through organizational change.