



Office of the Stated Clerk  
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**CHURCH PROFILE FORM**  
**(Also presented in follow-on pages are the church "Mission, Vision, and Core Values" statement and "Community Profile" for Reisterstown, MD)**

**PART I -- BASIC DATA**

1. NAME OF CHURCH: Covenant of Grace PCA

ADDRESS: 820 Nicodemus Rd.  
Reisterstown, MD 21136

TELEPHONE: 410-833-2160 PRESBYTERY: Chesapeake

**((Applicants: PLEASE DO NOT CALL the church telephone number with questions about the application process.))**

2. NAME OF PULPIT COMMITTEE CONTACT PERSON: Gregory Hard

MAILING ADDRESS: c/o Covenant of Grace Church  
820 Nicodemus Rd., Reisterstown, MD, 21136

TELEPHONE: 443-340-2114

EMAIL: ghard4905@gmail.com (Please use this only for questions, **not for submitting applications**. Please use [pastor.search@cogpca.org](mailto:pastor.search@cogpca.org) for submitting applications.)

3. TYPE OF COMMUNITY

- Inner City \_\_\_\_\_
- Urban (Downtown) \_\_\_\_\_
- Urban (Residential) \_\_\_\_\_
- Suburban   X
- Small Town \_\_\_\_\_
- Rural \_\_\_\_\_
- College \_\_\_\_\_
- Retirement \_\_\_\_\_
- Resort/Recreational \_\_\_\_\_
- 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 \_\_\_\_\_
- 251-500 members   X
- 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   150    
 # of Adults over 65   63    
 # of Adults under 65   215    
 # of Teens   ~25    
 Number of Children   ~20  

8. FINANCIAL INFORMATION

Total Income   ~\$705,000    
 Benevolent Disbursements   ~\$102,000    
 Church Expenses   ~\$603,000    
 Ministers Compensation Package \_\_\_\_\_

9. MANSE:

(a) Does the church have a manse? \_\_\_ Yes   X   No (b) If "yes," is the pastor expected to live in the manse? \_\_\_ Yes \_\_\_ No

10. SCHOOL:

Does the church own or operate a school? \_\_\_ Yes   X   No

11. PROGRAMS AND OUTREACH

<u>  Women's and Men's Ministries  </u> .	<u>  Scout Troop sponsor  </u>
<u>  VBS and other community outreach  </u>	<u>  Youth Ministry  </u>
<u>  ESOL  </u> ....	<u>  Missions, global and national  </u> ..
<u>  Adult Christian Education  </u>	_____
_____	_____

**(In following pages below are COG "Mission Statement, Vision Statement and Core Values" and Reisterstown "Community Profile.")**

**Mission Statement, Vision Statement, and Core Values**  
Covenant of Grace PCA (COG), Reisterstown MD  
(provided for applicants to Senior Pastor position)  
March 2022

**COG Mission**

Covenant of Grace is a fellowship of Christ-followers committed to knowing God, becoming like Jesus, and serving His world.

**COG Vision**

Covenant of Grace will be recognized as a welcoming, gospel-centered fellowship. We will pursue our passion for following Jesus Christ by: caring deeply for people of all backgrounds; actively engaging in the life of our neighborhood through the use of our facilities; intentionally equipping our people; and empowering our members for service.

**COG Core Values**

**We value applying the gospel in all that we do:** We believe that in order to please God, we must receive the new life that comes from placing our trust in Jesus Christ alone as Savior and Lord. We are able to grow and mature in faith only through the power of the gospel. Heb 11:6; 2 Cor 5:17; 1 Cor 15:2; Eph. 2:8-9; Rom 1:16-17; 1 Thes 1:5.

**We value Bible-centered preaching and teaching.** We believe that we are to faithfully proclaim the whole counsel of God from pulpit, classroom, and small groups. God's Word, accurately taught and applied by the Holy Spirit, equips followers of Jesus to know God and do His will. James 3:1; 2 Tim 3:16-17; 2 Peter 1:20-21; Matt 28:20a; James 1:22.

**We value worship that effectively engages multiple generations.** We believe that worship with the heart and mind can be expressed in a variety of cultural and generational ways. We will strive to make our Christ-centered worship lovingly include a variety of styles that will unify and enrich worshippers. John 4:24; Heb 13:15; 1 Cor 9:12b, 22b.

**We value authentic Christian fellowship.** We believe that through our common faith in Jesus Christ, we are united as brothers and sisters in God's family. We strive to apply God's truth in our daily lives by encouraging one another. Together in our worship, service, and small groups, we seek to build each other up in faith, love, and good deeds. Acts 2:42-47; Eph 4:16; 1Pet 1:22.

**We value equipping disciples.** We believe that we equip one another to grow in maturity as members of Christ's church through teaching, preaching, small groups, service, and fellowship. In these things we seek to emulate Christ's love in concrete actions through the knowledge of God and service to His world. Eph 4:11-16; Phil 3:10; 1 Tim 1:5; Eph 2:10.

**We value sharing the gospel with our communities and the world.** We believe that to be faithful to Christ we should share the good news of salvation from pulpit, classroom, organized activities, and by personal witness. We will use programs and real-life opportunities for training in outreach skills. We also seek to spread the gospel by serving in and supporting local, national, and global missions. Matt 28:18-20; John 20:21b; Acts 1:8.

**We value encouraging Christ-followers to use their gifts.** We believe that all who have received the gospel are given spiritual gifts through the Holy Spirit to build up the church and give glory to Christ. We are to enable Christ-followers to recognize and use their gifts and talents and provide opportunities for use in the world and community. We are to strive to encourage believers to be involved in works of service and in initiating new ministries as a demonstration of God's creative power. Rom 12:4-6; 1 Cor 12:7-11; Eph 4:11-12; Phil 2:13.

**We value grace-oriented ministry style.** We believe that we are to be gracious in welcoming visitors, and in providing a safe place for people to ask questions and seek God. We strive to help believers grow closer to God, recognizing that people are at different places in their walk of faith. We seek to enable all to experience God's forgiveness, mercy, love, and truth by respecting people where they are and modeling Christ through a patient, encouraging, and winsome ministry style. Col 4:6; 1 Thes 5:14; 1 Pet 3:15; Phil 2:12-13.

**(Reisterstown "Community Profile" follows in pages below.)**

## **Covenant of Grace Community Profile (Reisterstown, MD) March 2022**

Covenant of Grace (COG) is located in the ever-changing and growing, suburban community of Reisterstown, Baltimore County, Maryland.

Reisterstown is home to 27,007 people of which 20,518 are adults and 3,762 seniors. About half of the population are families with one child at home while 30% of the population are singles (or non-family). Females represent about 53.82% of the population and males make up the remaining 46.18%.

With an area of 598 square miles, Baltimore County is the third-most populous county in the state of Maryland and is part of the Baltimore metropolitan area. The county is known for its many historic districts and neighborhoods, and tight-knit community feel.

Reisterstown is also the 50th most populated city in the state of Maryland out of 518 cities. The population of the area has grown by 4% (1,039) in ten years, according to the 2020 US Census estimates.

Baltimore County hosts a diversified economy, with particular emphasis on education, government, and health care. The County's top employers include Franklin Medstar, Social Security Administration Headquarters, and Black and Decker. Most people in Reisterstown drive to work alone, and the average commute time was 30.4 minutes in 2020.

Baltimore County Public Schools is the 25th largest school system in the US. The County also has about 25 private schools at the K-12 grade levels. The highest rate of bachelor's degree completion is among Caucasian residents with a rate of 45.74%.

The County is also home to multiple universities, including Goucher College, Stevenson University, Towson University, and the University of Maryland, Baltimore County.

Transportation hubs include three major airports in the region, which are: Baltimore Washington International, Reagan National, and Dulles International.

The County also offers a variety of recreational activities and events which attract families. Professional sports teams include the Ravens and Baltimore Orioles. The Ravens training camp is located in Owings Mills, a few miles from our church.

Over the years, the Reisterstown community has become increasingly more ethnically and internationally diverse. The community is a melting pot of people from all walks of life.

According to the most recent American Community Survey (ACS) demographic survey in 2020, the 5 largest ethnic groups in Reisterstown are White (Non-Hispanic) 43.5%, Black or African American (Non-Hispanic) 35.4%, White (Hispanic) 7.1%, Asian (Non-Hispanic) 5.77%, and two races (Non-Hispanic) at 3.61%.

76.83% of Reisterstown residents speak only English and 23.17% speak other languages. Spanish is the largest non-English language used by 10.83% of the local population.

However, these demographics are not yet well reflected in our congregational makeup, as a whole. Believing Heaven to be similarly diverse, and believing that the promise of the Gospel is for all peoples, tongues, and nations; we see a need to grow our membership from the local community. In doing so, we believe we will be fulfilling the Great Commission and becoming more aligned with the needs of the Body of Christ within our own neighborhood. In the future we seek to become a more inclusive Body so that many more people can be blessed with the life-changing Gospel of Christ.

*P.S: American Community Survey is a demographics survey program conducted by the U.S. Census Bureau*

**Sources:**

<https://worldpopulationreview.com/us-cities/reisterstown-md-population>

<https://datausa.io/profile/geo/reisterstown-md>

<https://www.neighborhoodscout.com/md/reisterstown/demographics>

<https://tamyrabrealtor.com/baltimore-county/>

**Additional info:**

79.43% of Reisterstown residents were born in the United States, with 56.60% having been born in Maryland. 8.84% of residents are not US citizens. Of those not born in the United States, the largest percentage are from Latin America. A further breakdown shows that 56.60% were born in Reisterstown, 79.43% native-born, 20.57% foreign Born, 8.84% non-citizen, and 11.73% naturalized.

The age group where males are most likely to be married is 45-54, while the female age group most likely to be married is 55-64. The poverty rate for female unemployed is 30.54%, male unemployed 5.76%, female employed is 5.06%, and male employed is 3.57%. The race most likely to be in poverty in Reisterstown is Hispanic, with 16.20% below the poverty level.