

COVENANT PRESBYTERIAN CHURCH

Chattanooga, Tennessee

CHURCH PROFILE

Developed by the Pastoral Search Committee



MESSAGE FROM THE PSC

Greetings from the Pastoral Search Committee of Covenant Presbyterian Church (CPC) Chattanooga!

Please know that we are praying for you as you consider where the Lord would have you serve in His church. Thank you for considering our local body of believers in the East Brainerd community of Chattanooga. We hope this profile gives you an overview of our church. If you have any questions or want to continue this conversation, please contact Chuck Frost at McGowan Global Institute (chuck@mcgowanglobal.com) or our committee chair, Jason Coffey (jason@canaangroup.com).

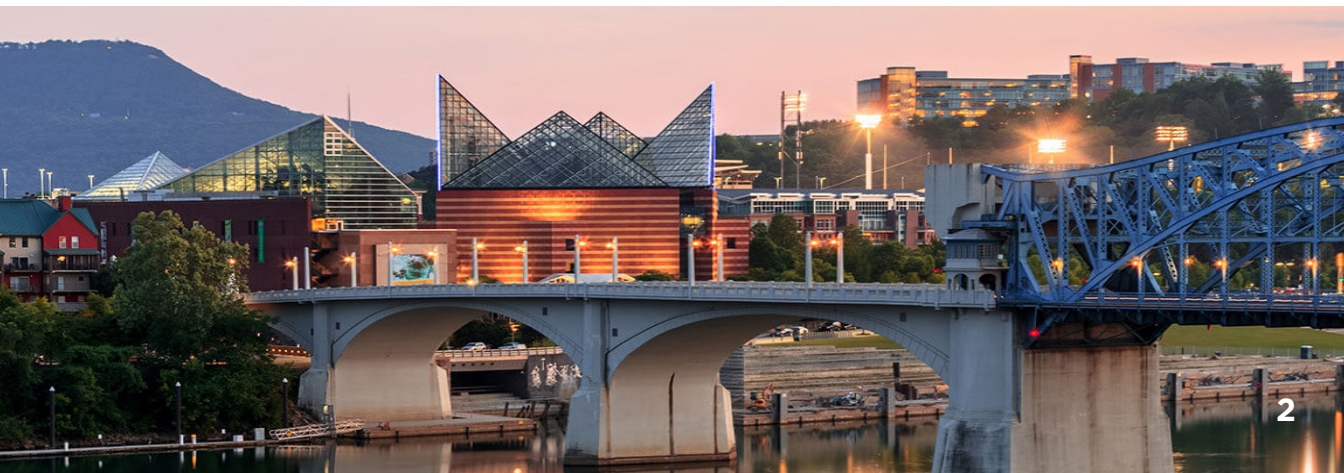
For the King,

CPC's Pastoral Search Committee

Jason Coffey (chair), Pat Barber, Jason Collins, Gary Cosby, Justin Martin, Will McDaniel, Susan Miller, Hannah Pittman, and Lisa Wright

LOCATION

CPC, a church in the Presbyterian Church in America (PCA), is located in the suburbs of Chattanooga, Tennessee. Including being home to Covenant College, Chattanooga and its surrounding areas are richly blessed with twenty-two well-connected, hospitable PCA churches. In 2022, Chattanooga was rated the fastest, growing city in Tennessee. When you live here, you can be on the water, in the mountains, enjoying dinner out, or sitting with friends in twenty minutes from anywhere in town. Some folks even refer to Chattanooga as the Biggest Small Town in America because our population is around 528,000 (when you include the surrounding areas).





MISSION & VISION

Our Mission: Covenant Presbyterian Church exists to love God and our neighbors by making Christ known in all of life.

Our Vision: Covenant Presbyterian Church exists to love God and our neighbors by reverently and winsomely proclaiming the salvation we have received from Christ, the union we enjoy with Him, and the restoration He brings to all things.



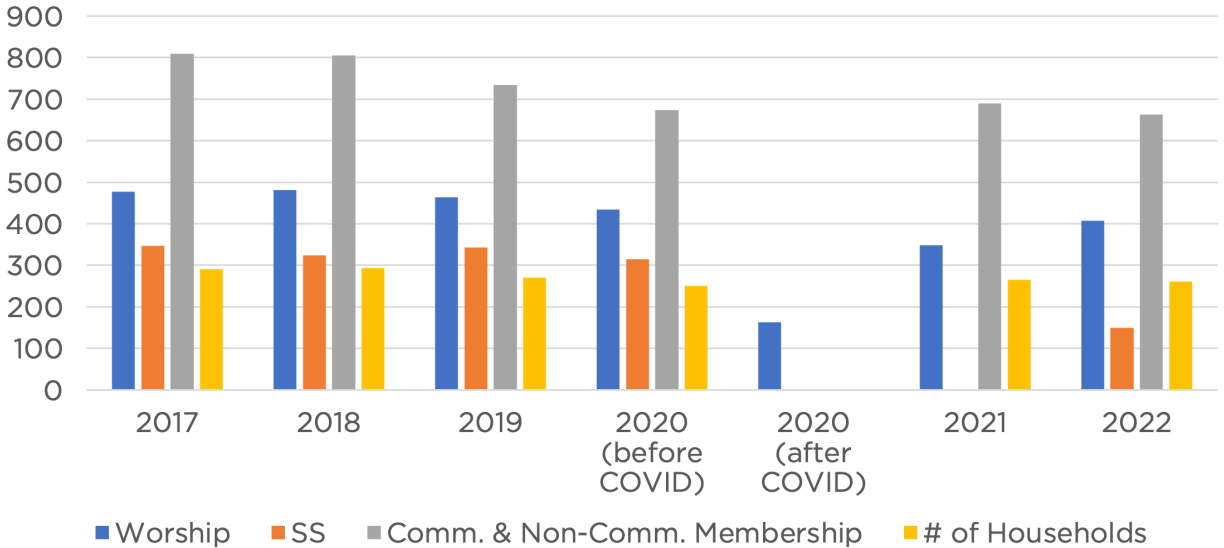
Who We Are: CPC is a traditionally suburban, middle-class PCA church which has grown as the community around us has developed.

We embrace the PCA's objectives to be faithful to the Scriptures, true to the Reformed faith, and obedient to the Great Commission. With a thirty-five year history of steady growth, the result of God's amazing grace, we have discipled the people God brought to us and humbly sought to care for the community of people around us.

We are thankful to God for His provision and His faithfulness. We have been blessed with a solid foundation and a godly heritage, but we also eagerly await the unique opportunities God will open before us to share the gospel and make disciples in our community. This truly is a wonderful church family who is ready for what God will call us to for the next thirty-five years!

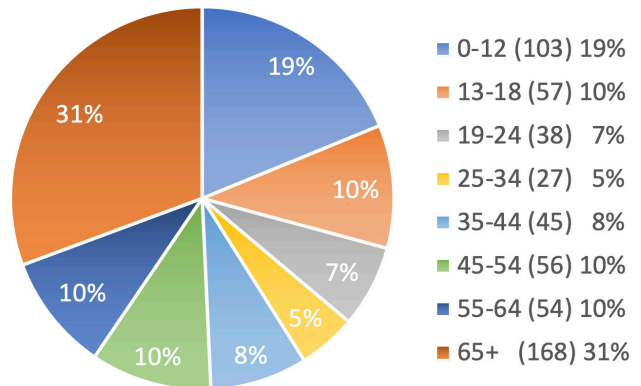
DEMOGRAPHICS

Demographics - Six Year History



While many churches draw from their immediate community, we are a commuter church that draws attendees from across the city and surrounding communities. We do have many East Brainerd area congregants, but we also have many members who drive 30-45 minutes each way to attend CPC.

Age Range



Current Officers/Staff:

Elders: 14

Deacons: 24

Staff (Full-time): 7

Staff (Part-time): 22

HISTORY

- 1988** CPC was planted by East Ridge Presbyterian Church (ERPC) and was particularized in 1989 under the oversight of the Tennessee Valley Presbytery, the leadership of half the elders from ERPC, and Pastor Render Caines.
- 1989** Initially, Sunday worship services were held in the cafetorium of a local elementary school. Midweek activities were hosted at “Hassle Acres,” four homes all belonging to church members located on adjoining properties.
- 1992** CPC purchased property and built a Sanctuary.
- 1995** A Sunday School wing was added.
- 1998** CPC sent a group of families to plant Trinity PCA in Cleveland, Tennessee.
- 2001** Rev. Eric Mullinax joined staff as Senior Associate Minister of Pastoral Care.
- 2006** The current Sanctuary with additional classrooms and office space was completed.
- 2010** Dr. Dan Steere, a missionary pastor with Equipping Leaders International (ELI) was called as an associate pastor.
- 2014** CPC supported the Grace Trenton church plant in Trenton, Georgia.
- 2015** Founding Pastor Dr. Render Caines retired. He continues to serve CPC as Pastor Emeritus.
- 2015** Rev. Jesse Pirschel was called as Senior Pastor; he had a brief, but vital ministry at CPC before returning to Temecula, California, at the end of 2016.
- 2017** Rev. Jake Bennett came to CPC as an Assistant Pastor for Discipleship. He was called as an Associate in 2018 to serve as Executive Pastor after Pastor Jones was hired.
- 2018** Rev. John Jones was called to CPC as Senior Pastor. His ministry navigated the Covid pandemic.
- 2018** CPC supported the Grace + Peace church plant in Ooltewah, Tennessee.
- 2021** Rev. Eric Mullinax officially retired, though he remains on staff part-time in a volunteer capacity serving in congregational care (during 2023).
- 2021** CPC made its last mortgage payment on the current facility in December.
- 2022** Rev. John Jones withdrew from ministry at CPC during the end of 2022.
- 2023** Dr. Dan Steere retired, and we hired Interim Senior Pastor Bill Massey and Interim Director of Youth Ministry, Rev Travis Hutchinson.

GOALS & OBJECTIVES

We are praying for a pastor who is called to:

- ♦ Lead our church into the next generation as a solid, vibrant PCA church seeking to do God's will
- ♦ Help our church humbly and authentically live out the Great Commission in a way that is relevant for our community and our city at large

This pastor's gifts will match these currently identified opportunities for growth:

Develop and Train Leaders:

- ♦ Develop Elder Leadership (of our 14 active elders, 9 are age 65+)
- ♦ Identify additional Deacons and Sunday School teachers/Small Group leaders
- ♦ Enable the younger women in our church to mature into appropriate areas of biblical leadership and service

Cultivate Hearts for Outreach:

- ♦ East Brainerd community impact
- ♦ Chattanooga at large
- ♦ Encourage our body to become more outwardly focused

Build and Grow Staff for Strategic Objectives:

- ♦ We need to consider hiring a Congregational Care Pastor, a Youth Pastor, and a Music Director - all full-time positions
- ♦ As we craft a strategic direction for CPC, the new Senior Pastor will have significant influence in this process, along with the Session
- ♦ The Senior Pastor will provide guidance and leadership in any capital projects going forward

Assist the Overall Church Leadership to Achieve These Goals:

- ♦ Attract and retain young people and young families
- ♦ Build a strategic plan that harnesses the gifts and demographics of our church body to dynamically equip us for worship, discipleship, outreach/missions, and generosity/giving
- ♦ Continue to grow, encourage, and enhance our shepherding efforts (a core component of CPC since its inception)

WORSHIP

Consistent Reformed Theological Preaching and Teaching

The CPC congregation is intentionally disciplined through faithful expositional preaching in the pulpit and from solid, biblical teaching during Sunday school classes. We are accustomed to exegetical preaching through books of the Bible or portions of Scripture over a long period of time. Taking time to explore the Old and New Testament to understand the full counsel of Scripture as it relates to a passage is anticipated and valued.

Additionally, as an example of Sunday school topics, the three most attended adult classes this past spring included: Church History Since 1500, Study on Hebrews, and Doctrines of Grace through John.



Traditional Liturgical Worship and Music

CPC enjoys and desires to maintain a high level of excellence in our music and worship. It has attracted many accomplished musicians, and they can be found singing in choirs or as soloists or playing their instrument of choice (individually or in ensembles). While very traditional in our musical worship as a congregation, we appreciate a variety of styles and time periods.

Concerning worship, we spent our first 27 years with a confessional worship style. Pastor Pirschel moved us to a liturgical worship style, and we have maintained that

posture for the last 8 years. While some very much appreciate and desire this worship structure, it could be said that we have a mix of desires for both worship styles in our body. This has not been a large point of contention; rather it has been noted by some congregants.



WORSHIP (CONTINUED)

Currently, worship begins at 9:30 am on Sunday mornings and includes Announcements, God Calling Us to Worship, God Cleansing Us (Confession of Sin, Assurance of Pardon), God Consecrating Us (Scripture reading, Offering, Prayer of the Church, Sermon, Confession of Faith, Gloria Patri), and God Commissioning Us (Benediction). Each element includes music. We typically conclude around 10:45 am. Sunday School follows worship and ends at noon.

Since COVID, we have been live streaming the service. On average forty-two households watch from home each week. The average in-person attendance is 410 congregants.

Highly Participatory Worship

Our congregation loves to meet together in worship. We sing loudly; our elders lead different elements of the service. Many members in our church use their musical giftings to lead us in worship. We welcome family members of all ages to worship; perhaps this is where some of our relational nature expresses itself most specially. In the midst of a beautiful sanctuary and a solemn task, we see children and adults worshiping and loving one another.



MINISTRIES

Men's Ministry

Having adopted the line "A man alone is in bad company," the men of CPC have sought to be men in community with one another. Since the mid 90s, they have gathered for a monthly breakfast to hear from guest speakers, one another, or a pastor. These breakfasts can range from 60-90 participants. A variety of weekly gatherings for men who want to dig deeper with one another are available. The Men's Ministry Team meets twice a month to plan activities and discuss what the men of CPC may need in various stages of congregational and individual life.



Women's Ministry

The women at CPC have been led by a volunteer team of women since this ministry began. This ministry is characterized by weekly women's Bible studies. The team organizes fellowship events, a yearly retreat or seminar, and an event to support a local missions agency. The team also lends support to baby/wedding showers and any other hospitality needs within the church.

Annually, the Women's Ministry chooses a theme. Events and Studies center around this focus as a way to encourage growth among the women at CPC.



Marriage Ministry

Desiring to engage the marriages at CPC with discipleship and care before difficulties arrive, a Marriage Ministry was created to shepherd our men and women in their marriages as a way to maintain and grow our love for Christ and one another. A marriage retreat is scheduled every 12-18 months with an experienced teacher/counselor to lead the sessions. Typically, 20-30 couples attend each retreat.



MINISTRIES (CONTINUED)

Children's Ministry

Currently, approximately sixty-five children are involved in Sunday school and Midweek classes. We are also blessed with a full-time Children's Ministry, Director, Sara Southard. Our Children's Ministry has been a big draw for families joining our church. Sara has done a tremendous job caring for our covenant kids, recruiting wonderful teachers, and helping us see other ways to minister effectively to our children.

Many adult and youth volunteers teach and lead CPC's version of Vacation Bible School: Music Camp. Campers explore and learn in-depth a story from God's Word and a fun musical that retells that story. They present this program on the Sunday evening following camp. It is one of our church's largest outreach activities.



Youth Ministry

CPC's youth are very important to our church body. We had a full-time Youth Director on staff when the church was particularized, and a number of men have held this position over the years. Currently, Rev. Travis Hutchinson is our Interim Director of Youth Ministry. Our youth are rather mature young adults, have a solid biblical literacy, and a desire to engage one another in God's Word...while having a great time doing it.

High School Sunday School averages forty students. Middle and high school students have Midweek small groups. They have an annual fall retreat and attend summer camps as well. This summer, our middle schoolers attended The Edge Conference at Covenant College, and our high school students went to the RYM Conference in Panama City Beach, Florida.

MINISTRIES (CONTINUED)

Music Ministry

CPC values music ministry in such a way that we have had a full-time music director for most of CPC's existence. We have a few choirs and ensembles, a children's choir, handbell choir, seasonal orchestras, and accomplished accompanists. CPC attracts many high-quality musicians; this is a place for them to use their talents in worship to the Lord. Currently, Dr. John Wykoff is serving as Interim Music Director on a part-time basis while continuing to teach full-time and compose at Lee University. Once a senior pastor is hired and part of the process, CPC looks to hire a full-time music director.



Midweek

During the fall and spring semesters, we have dinner at church followed by a myriad of activities on Wednesday evening. There are choirs practicing, children's classes, youth small groups, men's and women's study groups, and general fellowship. Many of our members are impacted through the various ministries of our Midweek gathering.



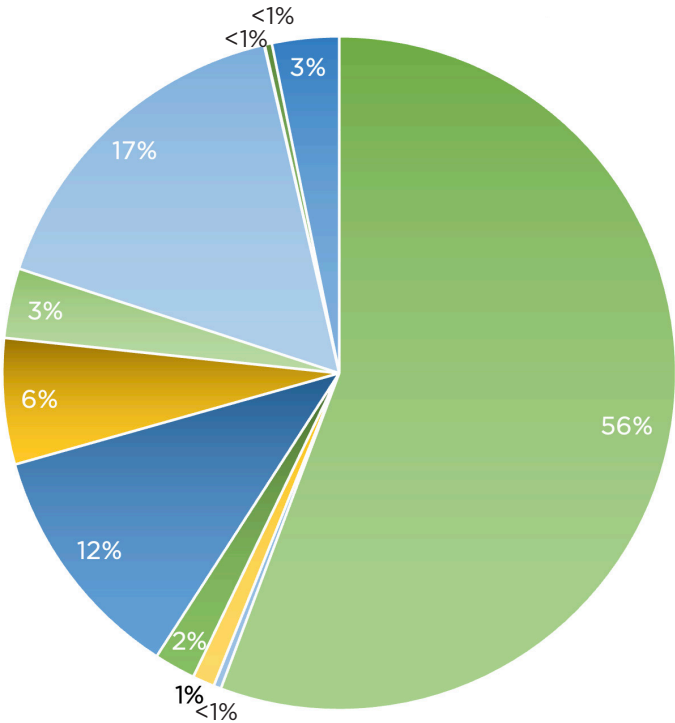
MISSIONS & OUTREACH

Since the beginning, CPC has supported missionaries. We took all missionaries and half the budget from our mother church in 1988.

- ♦ Through our Missions budget, CPC supports over fifty local and international missionaries and agencies.
- ♦ In the past ten years, through the missions budget alone, CPC has given over \$2.5 million to local and worldwide outreach.
- ♦ While we desire to know our missionaries better and engage in work with them (more than just our money), we also have made it a priority to give away almost 15% of our budget per year to missions work.
- ♦ We established our Ministry Expansion Fund in 2004 while raising money for our current sanctuary and decided that 20% of all funds raised would go to assist mission needs outside of our church body. Since then, we have seen God provide and allow us to give away over \$600,000 to one-time ministry expansion needs (some of those gifts were to ministries we already support).
- ♦ We are officially supporting eleven ministries reaching into the Chattanooga area. We support them through volunteer work and financial support. These include: Metanoia Prison Ministry, Choices (a local pregnancy resource center), FCA, Love's Arm, Hope for the Inner City, Chattanooga Sports Ministry, and many others.
- ♦ At least twenty different countries are impacted by our global missionaries.
- ♦ Additionally, we are working toward strategic missional partnerships in and around the city of Chattanooga.
- ♦ One large passion of our church is church planting. CPC has assisted with three specific church plants and currently supports the Tennessee Valley Presbytery's church planting efforts.
- ♦ Our Music Camp is a local outreach to children held annually since the mid 90s.
- ♦ The SHINE and FORGE camps have a great opportunity to grow into even larger community outreach events.
- ♦ CPC has long-standing care for missions and a desire to more deeply connect our body with those mission efforts.

BY THE NUMBERS

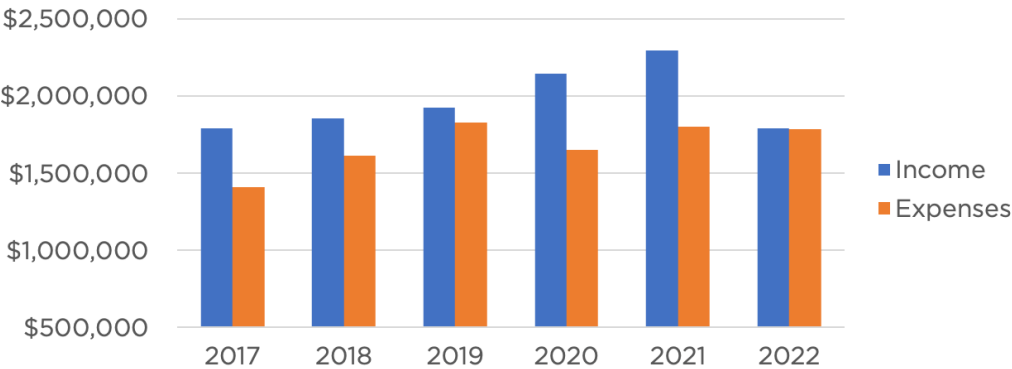
2022 Actuals Budget - \$1,783,948

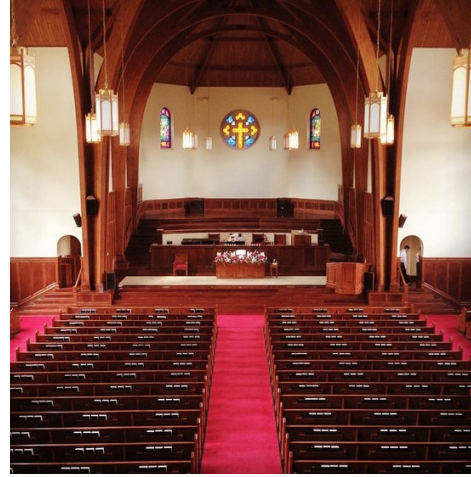


- Personnel - \$993,932 (56%)
- Pastoral - \$6,388 (>1%)
- Worship - \$18,882 (1%)
- Insurance/Tax - \$35,409 (2%)
- Facility - \$205,417 (12%)
- Office Admin - \$107,826 (6%)
- Discipleship - \$59,747 (3%)
- Missions - \$292,364 (17%)
- Outreach - \$587 (>1%)
- Congregational Care - \$6,121 (>1%)
- Denom. Giving - \$57,275 (3%)

* These percentages don't vary much from year to year.

Income/Expenses - Six-Year History





FACILITY

The Sanctuary at CPC has a seating capacity of 800. This space allows for future growth and the ability to host larger local PCA gatherings and concerts.

In the past, the Session stated the two goals for having a sanctuary of this size:

- ♦ To remain at one service for worship
- ♦ To send people to plant churches if CPC grows to capacity

The Nursery expansion met the safety standards as of 2016 when it was completed.



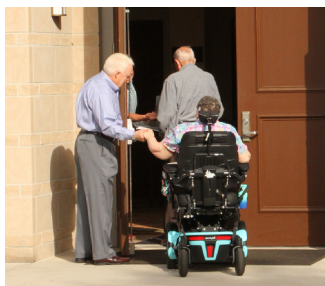
IN SUMMARY

CPC is a highly relational, fellowship-focused body of believers who enjoy doing life together while seeking to live out the Great Commission in our daily lives.

If you are a pastor who seeks this type of church community where you can be known and of which you can be a part, we would like to hear from you!

Thank you for taking the time to read our church profile,

The PSC at Covenant Presbyterian Church

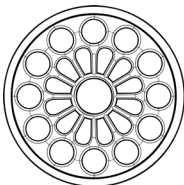


Fellowship happens across all areas of ministry at CPC.



PASTOR PROFILE

- ♦ **Thoughtful and Enthusiastic Leader of Corporate Worship:** Enjoys leading the congregation into the throne room of God in a traditional liturgy
- ♦ **Skilled Master of Communicating Through Preaching:** Is an expository preacher who follows the text where it leads and is skilled at communicating truth and grace and its application in a faithful and compelling way that encourages response
- ♦ **Strong Leader of Staff and Officers:** Is a leader who is earnest in discipling the Session, staff, and interns; is confident leading a large session, articulating a vision, achieving buy-in, and making decisions; is a man that other men want to follow; and is an effective manager and shepherd of the staff, effective at delegating responsibility
- ♦ **Joyful Participant in God's Creation:** Appreciates God's good gifts of food, drink, fellowship, and the arts, and desires to foster a joyfully connected covenant community where these gifts are rightly honored
- ♦ **Enthusiastic Teacher of God's Word:** Eagerly seeks out teaching opportunities, formal and informal; will clearly address and apply Scriptural truths and wisdom to contemporary issues facing members
- ♦ **Loving Shepherd of the Church Family:** Delights in meeting with members and communicates an openness and warmth with grace that assures members they can approach him to discuss matters on their hearts, although congregational care is not his primary focus
- ♦ **Approximate age:** Between 40 and 55 years old
- ♦ **Experience since Ordination:** A minimum of ten years of pastoral experience since graduating seminary
- ♦ **Management Experience:** A minimum of five years of experience on a multi-pastor staff (required) or leading a multi-pastor staff (preferred)



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