

# Pastoral Search

2026





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# A Gospel-Centered, Multi-Generational Community

## Introduction

Grace Covenant Presbyterian Church is a gospel-centered, multigenerational community in the heart of historic Williamsburg, Virginia, knit together by the grace of Jesus Christ and united by the good news of Jesus' life, death, and resurrection. Grace Covenant is a congregation of 250+ members that is a vibrant, multiple staffed family that includes families, empty nesters, undergraduate and graduate students from the College of William & Mary, active retirees, military, international residents, and single young adults. Grace Covenant is a place where the grace of God shapes every dimension of life and community.

Grace Covenant gathers for worship every Sunday at 8:30 a.m. and 11:00 a.m., with an Education Hour at 10:00 a.m. for children, youth, and adults. Our worship blends contemporary music and traditional hymns in a spirit of passionate reverence that is grounded in Scripture, prayer, and biblical preaching. Home Fellowship Groups serve as missional communities, spaces where members live, study, and serve together. Discovery Classes provide a welcoming pathway for those exploring membership or simply wanting to learn more.

Grace Covenant is a member church in the Tidewater Presbytery (TWP), that is actively engaged throughout Greater Williamsburg, the Historic Triangle, and the Hampton Roads region, partnering with RUF at William & Mary, serving the homeless through Community of Faith Mission, supplying the local food bank, global missions, and sharing the gospel with neighbors, professors, and students. Williamsburg itself is endowed with natural beauty, rich history, a vibrant arts community, and abundant recreational opportunities, making it a remarkable place to live, minister, and put down roots. As we enter this season of calling a Senior Pastor, Grace Covenant does so with expectation and full confidence in the God who has faithfully led us for over fifty years.

**250+**

Average Worship Attendance

**\$750K**

Annual Operations & Missions Budget

**50+**

Years of Faithful Ministry

**12+**

Home Fellowship Groups

# A History of Grace Covenant

From a gathering of InterVarsity students to a flourishing congregation with a home of its own, Grace Covenant's story is one of faithfulness, perseverance, and the unmistakable hand of God's providence.

## Highlights

### 1970 - Rooted in a College Town

Grace Covenant traces its origins to a small but passionate community of InterVarsity students and faculty at William & Mary, meeting under the banner of the Orthodox Presbyterian Church. From the outset, the church was marked by a love of Scripture and a desire to plant deep roots in Williamsburg.

### 1973 - A Church Takes Shape

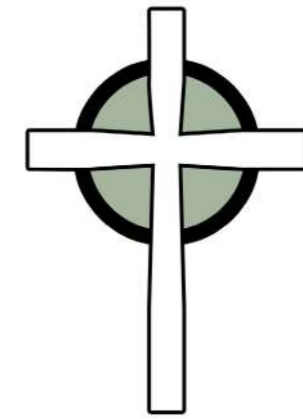
Under the leadership of Rev. H. Morton Whitman, the congregation was formally constituted as Westminster Chapel, a name that honored its Reformed heritage and signaled its growing sense of identity and purpose.

### 1984 – 1985 - A New Name, a New Home

The congregation joined the Presbyterian Church in America as Grace Covenant Presbyterian, a mission church of the James River Presbytery. A founding core of thirteen members called Rev. Robert D. Hopper as their first pastor, a season of formative growth that shaped the congregation's character for years to come.

### 1994 – 1997 - Land, Vision, and New Leadership

After worshipping in a remarkable range of borrowed spaces, from the Patrick Henry Inn to Walsingham Academy, the congregation purchased 7.2 acres on Jamestown Road in 1994, claiming a permanent address in the heart of historic Williamsburg. In 1997, Rev. Thomas L. Darnell was called as pastor, bringing with him renewed energy and a bold vision for what would come next.



**Grace Covenant**  
PRESBYTERIAN CHURCH

### 2002 – 2004 - Breaking Ground and Weathering the Storm

A groundbreaking service on August 24, 2002, marked a milestone the congregation had prayed for, for years. The first worship service in the new building was held on August 31, 2003. Days later, Hurricane Isabel swept through and caused significant damage, yet the church pressed on. The first anniversary celebration in September 2004 was a testament to resilience, community, and trust in God's provision.

### 2005 – 2012 - A Season of Shepherds

Following Rev. Darnell's departure for Nashville, the congregation called Rev. Brandon Barrett, then the RUF minister to William & Mary, who began serving in June 2006. Rev. Camper Mundy joined as Assistant Pastor in 2007 and was called as Associate Pastor by the congregation in 2008. Rev. Dennis Griffith then began serving as Lead Pastor in October 2012, shepherding the church through more than a decade of ministry.

### 2023 – Present - Looking Forward with Confidence

Following Rev. Griffith's departure in November 2023, Grace Covenant enters this pastoral search with clarity and great expectation. The congregation is diverse, youthful, and grounded in its Reformed convictions, eagerly anticipating the next chapter of its mission in Williamsburg.

# Church Profile



## Setting

### A Congregation Rooted in Historic Williamsburg

Grace Covenant Presbyterian Church sits just four miles from Colonial Williamsburg and the College of William & Mary, one of America's most storied academic and cultural environments. The surrounding region offers natural beauty, a vibrant arts community, rich history, and a quality of life that consistently draws young families, academics, military families, and retirees alike. The church itself is a well-established, multi-staffed congregation that is looking to have a Lead Pastor and Associate Pastor, to join the staff. New members join regularly, and the congregation continues to grow in both depth and reach to young families.

## Spiritual Vitality

### Anchored in Scripture, Alive in the Gospel

Biblical fidelity and a Christ-centered approach are not merely values at Grace Covenant; they are the congregation's center of gravity. The Word is faithfully and exegetically preached week in and week out, and the Gospel shapes the culture of every ministry. Prayer is woven throughout congregational life, from Sunday worship to Home Groups to personal devotion. The church has always taken seriously its call to make disciples: children and youth are nurtured with particular intentionality, and the fruit of that investment is evident in a congregation where faith is genuinely handed down across generations.

## Community & Culture

### A Genuine Family – Diverse in Age, United in Grace

Ask anyone at Grace Covenant what sets the church apart, and they will tell you: it feels like a family. That warmth is not an accident; it flows from a shared conviction that the Gospel creates genuine belonging. The congregation spans every age and stage, from infants to seniors, and the bonds across those generations are real. Annual gatherings like the summer church picnic draw the full range of the community together in a way that is rare and quietly remarkable. Visitors from out of town and Williamsburg consistently remark on the warmth with which they are received. The church also engages generously in local mercy and global missions, funding outreach, partnering with community organizations, and mobilizing volunteers for ministries like VBS that serve both church families and neighborhood kids.

## Connection & Ministries

### Many Ways to Belong, Grow, and Serve

Grace Covenant offers a rich web of connection points for people at every stage of life. More than a dozen Home Fellowship Groups meet throughout Williamsburg, providing settings where people study Scripture together, share life honestly, and bear one another's burdens. Men's and women's ministries are active and intentional about integrating new members. Youth gather weekly with the support of adult and college volunteers who invest deeply in the next generation. Children look forward to Children's Church, Sunday School, and Communicants Class, a progression that reflects the church's commitment to raising disciples from the youngest age. For those exploring membership, a Discovery Class provides a warm on-ramp into the life of the congregation.





## Staff



### Isaiah Day

Music Ministry Director  
isaiah@gracecovpca.org

Isaiah joined our Grace Covenant staff in February 2016 as the Director of Music. He graduated from William & Mary's School of Education with a Master's in Counselor Education, and currently works as an outpatient counselor at New Town Counseling Center. He is a graduate of Covenant College, where he majored in English and studied Music. Isaiah and his wife, Lien, have two children: Selah and Jesse.



### Nathan Luzwick

Children's Ministry Director  
nathan@gracecovpca.org

Nathan brings a wealth of pastoral and ministry experience, including service in other churches as a Director of Worship and a Youth Director. Nathan is a graduate of the University of Illinois (B.A.-Fine Arts), has a Masters in Teaching from Trinity International University, and he is only a few credit hours shy of completing his seminary degree from Westminster Seminary. Nathan is married to Allison, who is an attorney. Together Nathan and Allison have four children – sons John, Elijah, and Calvin, and daughter Grace.



### Gwen Bachman

Youth Ministry Director  
gwen@gracecovpca.org

Gwen moved to Williamsburg June of 2024 to join our staff as the Director of Youth Ministries. Before moving, Gwen spent two years as a campus ministry intern with Athletes in Action in Manhattan, Kansas. She graduated from Kansas State University while working as a student manager for the women's basketball team. There, she also took classes at Manhattan Christian College. Gwen grew up in Missouri near Kansas City where her parents, siblings, and extended family still reside.



### Ramona Mortier

Interim Administrative Assistant  
info@gracecovpca.org

Ramona began filling part of the role after the retirement of our long time administrative assistant. With years of administrative work experience she has been working two days a week to supply admin support in the church office, with putting together the bulletin, fielding inquiries and handling all-church communication and prayer requests. Ramona retired last year after working as an office manager for a local Christian counseling practice and feels like God has placed her in this position to support and assist with our church's transition to a new pastoral and administrative staff.

## Ministry Leaders



### Jamie Field

Women's Ministry Coordinator  
womenmin@gracecovpca.org

Born and raised in Newport News, Jamie began attending Grace Covenant with her family in 2001 and grew up in the church. She is a proud graduate of Cedarville University, majoring in athletic training and minoring in Biblical studies. Since returning home after college, Jamie has been involved in several ministries of Grace Covenant. When she is not helping with youth ministry, the worship team, or the nursery, Jamie can be found going on walks around Colonial Williamsburg, baking delicious treats, or taking care of injured athletes in her job as an athletic trainer.



### Mark Mortier

Men's Ministry Coordinator  
menmin@gracecovpca.org

Mark has been a Licensed Professional Counselor since 1991. Mark has been married nearly 45 years, with adult children and seven grandchildren. He enjoys kayaking, hiking, woodworking, home improvement, music and travel. He has lived in Germany and Alaska, which allowed him to experience many cultures around the world. Extensive trauma training has taken him to India, Zambia and Nepal. He has field and counseling trauma training and is certified as a Master Traumatologist.



# Leadership & Ministries

## Elders

Aaron Kota  
 Tim Nargi  
 Jack Tuttle  
 Steve Tewksbury  
 Bryan Simperts  
 Bob Smole (Clerk)

## Deacons

Justin Stevens  
 Brad Allen  
 Jim Becraft  
 Tim Cleary  
 David Hoffman  
 Peter McHenry  
 Daniel Malone  
 Joshua Rutan

## Deacon Assistants

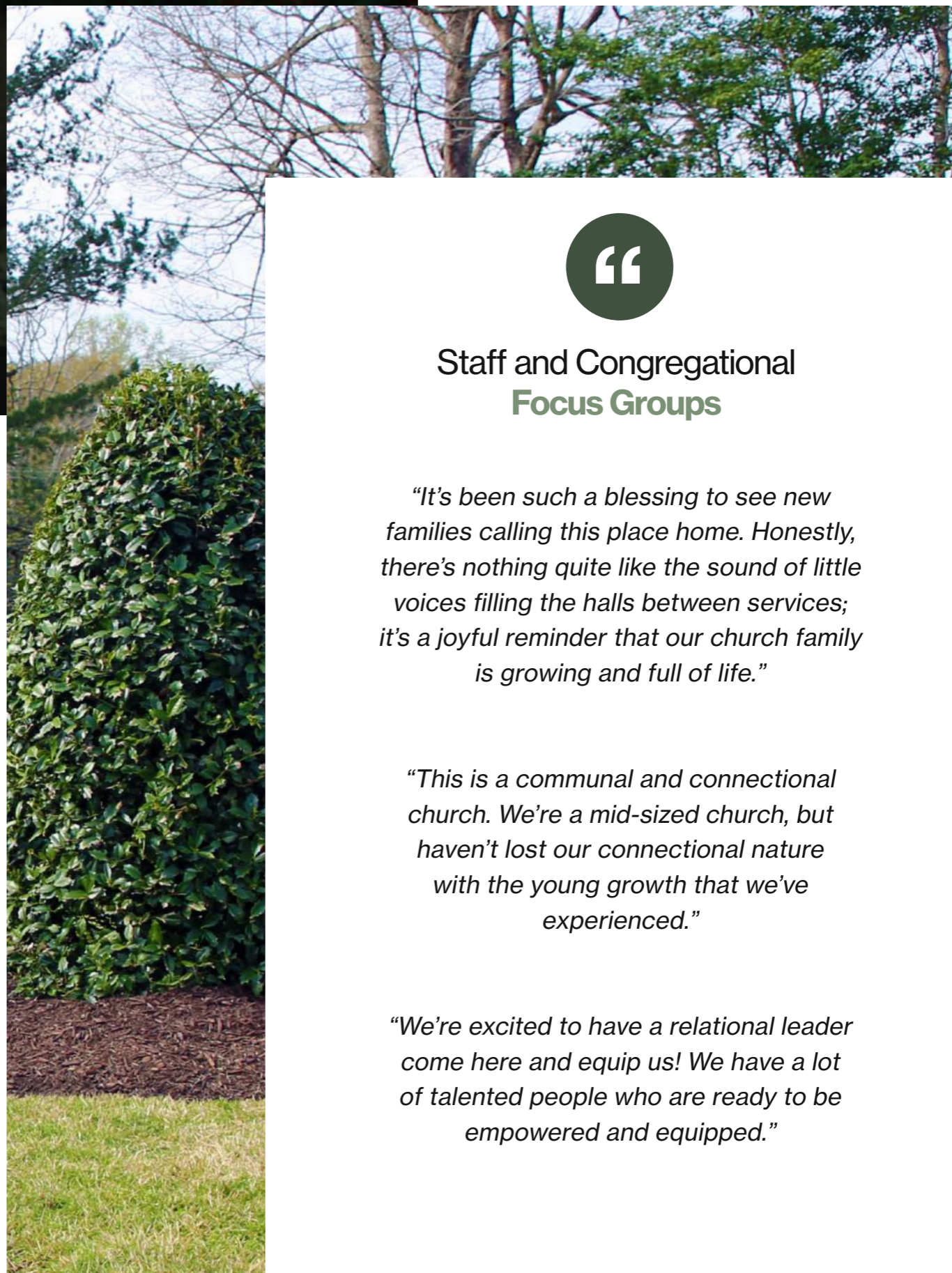
Josh Murray  
 John Walrath

## Ministries

Children's Ministry  
 Youth Ministry  
 College Ministry  
 Women's Shepherding Team  
 Women's Ministry  
 Small Groups  
 Men's Ministry  
 Quarterly Prayer Dinners  
 Discovery Class  
 Adult Education  
 See Jesus Workshop

## Missions

MTW  
 Global Frontier Mission  
 MNA Church Plants  
 MNA Disaster Response  
 RUF (William & Mary)  
 InterVarsity (William & Mary)  
 Agape Christian Fellowship (William & Mary)  
 Cru Military Ministries  
 U.S. Army Chaplains  
 Habitat for Humanity  
 Homeless Shelter  
 3e Restoration  
 Consulate Assisted Living Center  
 Kairos Eight25 (Infant/Infertility Loss)



## Staff and Congregational Focus Groups

*"It's been such a blessing to see new families calling this place home. Honestly, there's nothing quite like the sound of little voices filling the halls between services; it's a joyful reminder that our church family is growing and full of life."*

*"This is a communal and connectional church. We're a mid-sized church, but haven't lost our connectional nature with the young growth that we've experienced."*

*"We're excited to have a relational leader come here and equip us! We have a lot of talented people who are ready to be empowered and equipped."*

# About Williamsburg

## Heart of the Historic Triangle

Williamsburg, Virginia, is one of America's most livable cities. Located on the Virginia Peninsula between the James and York Rivers, Williamsburg sits at the center of the Historic Triangle, alongside Jamestown and Yorktown, where the American story began. What makes it remarkable is not only what it preserves, but the quality of life it quietly provides to the families, professionals, students, and retirees who choose to call it home.

In Williamsburg, you won't just find a congregation to lead, you'll find a city that welcomes you, neighborhoods that feel like home, and a region full of beauty and purpose.

**~100K**

City Population

**~470K**

Hampton Roads Metro Area

**4M+**

Annual Visitors to Colonial Williamsburg

**A+**

Amenities & Schools

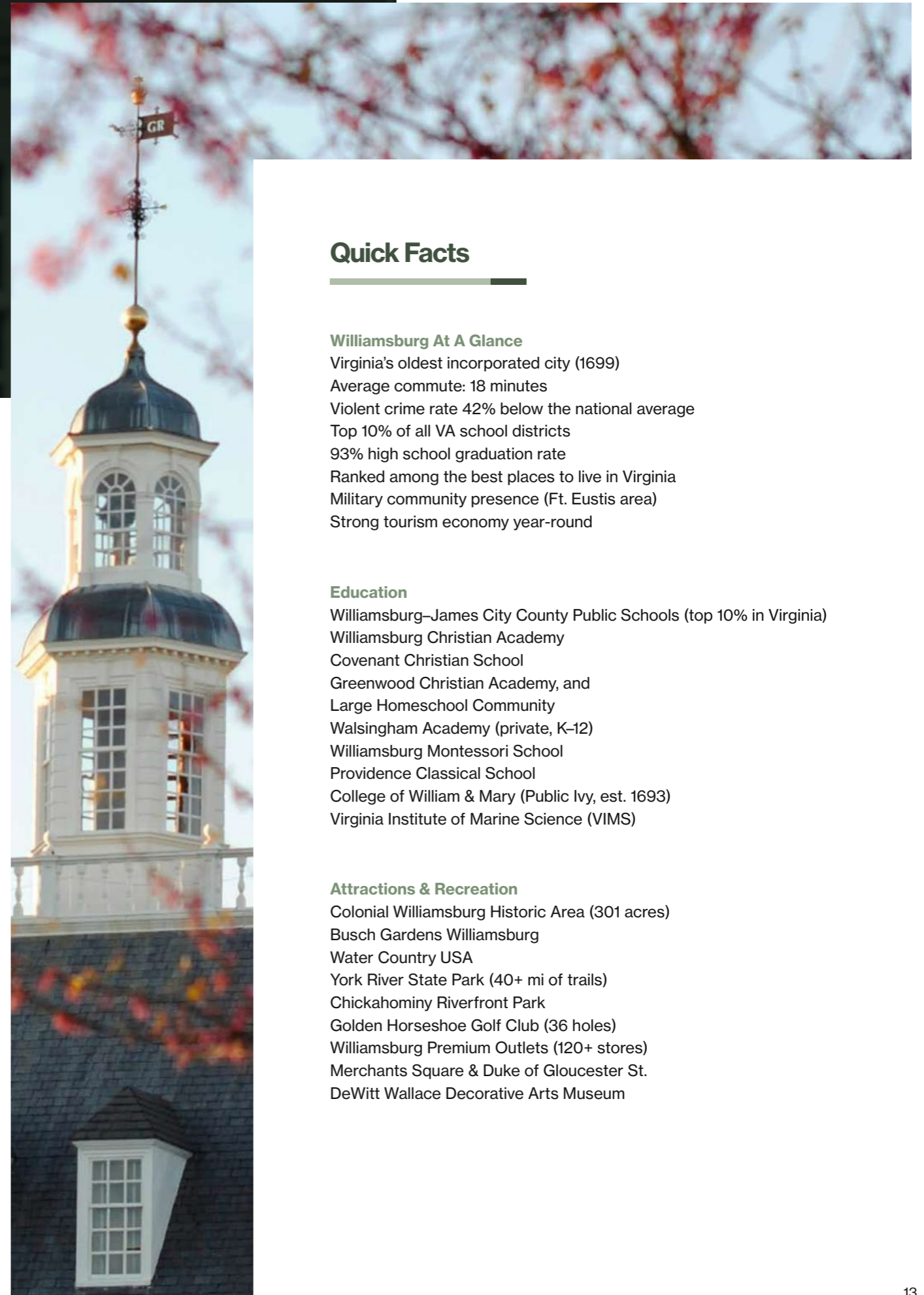
**42%**

Below National Avg. Violent Crime Rate

Founded in 1632 and established as Virginia's colonial capital in 1699, Williamsburg carries more than three centuries of American history within its city limits. The 301-acre Colonial Williamsburg Historic Area, with its immaculately preserved 18th-century buildings, costumed interpreters, and living history programming, draws over four million visitors each year and gives residents a rare sense of living alongside something genuinely significant. Yet Williamsburg is far more than a museum town. It is an intellectually vibrant, family-friendly community shaped by the presence of the College of William & Mary. The college infuses the city with an academic energy, a steady stream of students and faculty from around the world, and a culture of curiosity that enriches daily life.

The surrounding region offers something for every season and stage of life. Busch Gardens Williamsburg, voted the world's most beautiful theme park for over 30 consecutive years, is minutes away, alongside Water Country USA, the Williamsburg Premium Outlets, and miles of trails along the York and James Rivers. York River State Park offers more than 40 miles of hiking and biking trails through pristine marshland. Virginia Beach is just 58 miles away, Richmond is 44 miles, and Norfolk is 42 miles, giving residents easy access to major urban amenities without sacrificing the peace of a smaller community. Kiwanis Park, Golden Horseshoe Golf Club, Freedom Park, and Chickahominy Riverfront Park ensure that outdoor life is woven into the rhythm of every week.

Williamsburg is consistently recognized as one of the best places to live in Virginia, ranked among the top cities in the state for amenities, education, safety, and community. Its public schools, served by the Williamsburg-James City County district, rank in the top 10% of all Virginia school systems, with students achieving an average SAT score far above the state average and a graduation rate of 93%. Families also have access to excellent private, classical, and Montessori options. The city is safe, with a walkable downtown, and deeply community-minded, the kind of place where neighbors still wave from front porches and a pastor's family can genuinely plant roots that last a generation.



## Quick Facts

### Williamsburg At A Glance

- Virginia's oldest incorporated city (1699)
- Average commute: 18 minutes
- Violent crime rate 42% below the national average
- Top 10% of all VA school districts
- 93% high school graduation rate
- Ranked among the best places to live in Virginia
- Military community presence (Ft. Eustis area)
- Strong tourism economy year-round

### Education

- Williamsburg-James City County Public Schools (top 10% in Virginia)
- Williamsburg Christian Academy
- Covenant Christian School
- Greenwood Christian Academy, and
- Large Homeschool Community
- Walsingham Academy (private, K-12)
- Williamsburg Montessori School
- Providence Classical School
- College of William & Mary (Public Ivy, est. 1693)
- Virginia Institute of Marine Science (VIMS)

### Attractions & Recreation

- Colonial Williamsburg Historic Area (301 acres)
- Busch Gardens Williamsburg
- Water Country USA
- York River State Park (40+ mi of trails)
- Chickahominy Riverfront Park
- Golden Horseshoe Golf Club (36 holes)
- Williamsburg Premium Outlets (120+ stores)
- Merchants Square & Duke of Gloucester St.
- DeWitt Wallace Decorative Arts Museum

# Candidate Profile

## Preferred Qualifications

A **high-EQ leader** who is relationally engaged, approachable, and genuinely people-oriented, someone whose presence puts others at ease and whose care for individuals is felt across every dimension of congregational life.

A **visionary** who brings both calm and energy to a church navigating transition, capable of active listening and trust-building in the near term, while casting a clear, compelling vision that moves the congregation from reorganization toward vibrant, lasting growth.

A **seasoned minister with 10–15 years of pastoral experience**, with a demonstrated track record of building and equipping leaders, ministries, and organizational systems in a church context.

A **gospel-centered preacher** whose sermons are biblically faithful, Christ-centered, and rich in practical, everyday application, bridging Reformed theological depth with congregational accessibility.

An **equipping leader** with a builder mindset who recruits and develops leaders at every level, elders, deacons, home group leaders, and ministry volunteers, and entrusts others with meaningful responsibility rather than centralizing authority.

An **intergenerational bridge-builder** who can engage families with young children, college students, military families, empty nesters, and retirees with equal warmth and investment, someone who values multigenerational community as a distinctive mark of church health.

**Emotionally** and **spiritually self-aware**, confident but not domineering, humble and encouraging, with the resilience to navigate unresolved conflict and past organizational pain with grace, patience, and a non-anxious presence.

A **community-focused**, non-political leader whose heart is for building a healthy, communal mission rather than a personal platform, someone more interested in the flourishing of the congregation than in individual recognition or ecclesiastical advancement.

## Qualifications

A **theology and values fit**, Reformed in conviction (WCF, good-faith subscription), grace-oriented, and gospel-centered, with a posture that welcomes both lifelong Presbyterians and those from more congregational backgrounds.

An **experienced relational shepherd** who is extroverted, enjoys people, and engages the congregation individually through listening, one-on-ones, and consistent personal care, including a valuation of CCEF-style counseling and the empowerment of pastoral care ministries.

A **developer** who strengthens discipleship and leadership through increased training, coaching, and mentoring.

An **ordained minister in the PCA** (or eligible for ordination in the Tidewater Presbytery) with complementarian convictions that value and empower female leadership in non-officer roles.

A **self-differentiated leader** who is comfortable leading diverse demographics, including college students, military families, young professionals, and affluent or highly educated congregants.



# Pray for the new Senior Pastor

With prayerful hearts, we rely fully on His guidance, His peace, and His sovereign care over Grace Covenant.

## Prayer

This prayer reflects the deep hopes and longings of the Grace Covenant family for our next Senior Pastor, shaped by the voices of our congregation through interviews, focus groups, and the prayerful discernment of our leadership.

With humility, we bring these requests before the Lord, trusting in His faithful provision and abundant grace, knowing that the Spirit intercedes on our behalf, even when we do not know what to ask.

Guide us, O' Lord.

**Bring the right Leader and Shepherd.**



Lord, You are the Good Shepherd who tends Your flock with wisdom, patience, and unfailing love. You know every name in this congregation, every grief carried quietly, every hope held close, every prayer offered in the pews and in the homes of Your people at Grace Covenant. We thank You for the more than fifty years You have guided this church, through its founding, through seasons of building and planting and waiting, through storms both literal and spiritual, and through the quiet, steady evidence of Your grace in every chapter. You have been faithful, and we trust You completely in this new season.

As we walk through this time of pastoral transition, we come to You with open hands and expectant hearts. We believe You are already preparing the man who will serve as our next Senior Pastor, a shepherd after Your own heart. We ask that You would make the way clear and guide our search committee with discernment, unity, and peace. May he be a man who walks closely with You, who preaches Your Word with faithfulness and grace, and who reflects Christ in his character, his leadership, and his daily life.

We pray for a pastor who is both a leader and a visionary, someone who brings calm to wounds not yet fully healed, who listens before he speaks, and who builds trust before he builds systems and programs. Give us a relational leader with high emotional wisdom and a genuine warmth for people, who sees the faces behind the roles and loves this congregation as individuals, not just as a church. Give him the humility to acknowledge what he does not know, the courage to speak truth with grace, and the resilience to lead through complexity without growing weary.

Lord, we pray for a man who equips and empowers, who raises up elders, deacons, home group leaders, and ministry workers, and who finds his joy in the flourishing of others rather than in his own recognition. Give us a pastor who bridges generations with ease, who is as comfortable sitting with a college student and a military family as he is with a retired professor or a young mother. May he see the whole of this diverse, family-oriented congregation and love all of it well.

We entrust this entire process to You. You are building Your Church, and not one brick of it rests on our wisdom alone. We ask all of this in the name of Jesus, our Savior, our Good Shepherd, and our King.

**Amen.**

# Our Process

## Application Process

To refer a candidate, please email Rev. Dr. Jeff Lee or fill out our Candidate Profile.

**Rev. Dr. Jeff Lee | Bridg Consulting Firm LLC**

jeff@bridgconsultingfirm.com

(703) 727-2744

**Candidate Profile:** [bridgconsultingfirm.com/leadership-profile](http://bridgconsultingfirm.com/leadership-profile)

## To Apply

Applicants, please fill out our Candidate Profile at [bridgconsultingfirm.com/leadership-profile](http://bridgconsultingfirm.com/leadership-profile)

Expect to provide Biographical Information as well the information below:

- 1 Page Cover Letter
- Resume/CV
- 1-2 Page Testimony
- Links to 2 Sermons
- 3 References and Contact Information

## Have a Specific Question?

Feel free to email Rev. Dr. Jeff Lee: [jeff@bridgconsultingfirm.com](mailto:jeff@bridgconsultingfirm.com)

## Frequently Asked Questions

### 1. What are the unspoken expectations for the pastor's wife?

The role of the Senior Pastor's wife is not defined by specific expectations, but by the same invitation extended to every member of Grace Covenant Presbyterian Church, to be a faithful, engaged part of the body. We desire to see her love God's church and support her husband as the Senior Pastor, while feeling the freedom to participate in the life of the church as the Lord leads. We deeply value the unique gifts the Holy Spirit has given her and desire to see her flourish in whatever way God calls her to serve.

### 2. Is the church meeting its budget?

Yes. We have been blessed with great stewards who have built up our financial reserves as well.

### 3. What is the compensation package for the Senior Pastor position?

Our congregation is pleased to offer a total compensation package of \$130,000–\$155,000, reflecting our deep commitment to honoring the calling and contribution of our next Senior Pastor. We recognize that every minister's family situation is unique, so we invite candidates to work collaboratively with our leadership to allocate this compensation across salary, housing allowance, retirement contributions, and other benefits in a way that best fits their personal and family needs. It is our desire that you and your family thrive here financially, socially, spiritually, emotionally, and relationally. We see this flexibility as one meaningful way we can support you from day one.

### 4. Is there a Sabbatical policy?

Yes. We follow Tidewater Presbytery's recommendation for Teaching Elders. We offer a 3-month sabbatical for every 7 years of service. We desire to see our elders refreshed and not burned out by faithful service.

### 5. Has there been an Interim Pastor at Grace Covenant?

Yes. We had the privilege of having Rev. Mike Sharrett be our Interim Pastor after Rev. Griffith's transition. We currently do not have an Interim Pastor leading Grace Covenant, but we have regular pulpit supply by RUF Campus Ministers and local pastors.



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