

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

Mif #: 01973.AB0

Ministry General Information

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| Ministry Number | 01973 |
| Ministry Name | Covenant Presbyterian Church |
| Mailing Address | 18630 SE Division St Gresham, OR 97030 |
| Phone | 503-665-5775 |
| Fax | |
| E-Mail | covpresby@frontier.com |
| WWW Address | www.covpresbypdx.org |
| Ministry Size | Under 100 members |
| Ethnic Composition | |
| | Asian 24% |
| | White 76% |

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| Average Worship Attendance | 40 |
| Church School Attendance | 15 |
| Curriculum | Lectionary (Sunday School) Horizons (Bible Study) |
| Yoked | False |
| Presbytery | CASCADES PRESBYTERY |
| Synod | SYNOD OF THE PACIFIC |
| Community Type | Suburban |
| Ten-year trend statistics of this church/organization Show Statistics | |

Information about the position

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| Position: | Solo Pastor |
| Experience Required: | First Ordained Call |
| Specific Title: | |
| Employment Status: | Full-time |

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| Language Requirements: | |
| | English |

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| Other Language: | |
| Statement of Faith Required: | True |
| Clergy Couples: | |

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| Training/Certificate Requirements: | |
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| Other Training: | |
| Brief Church Mission Statement: | |

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Open to wherever God, in Christ, leads us, we seek to live out our faith in community, by offering hope, and standing together for justice.

What is the congregation's or organization's vision for ministry:

We work together to serve our Triune God, love our neighbors as ourselves, and be a human example of God's Love. We are welcoming, compassionate, and highly relational. We enjoy each other's company and it is contagious. Our deacons work closely with our pastor keeping connected with members. Recent surveys show current congregation members see themselves as friendly, caring, committed, generous and financially responsible. Our building mortgage is paid off, which helps provide some budget stability.

The manner in which we live our daily lives is an act of worship. This is reflected in honoring God through inclusive worship that utilizes both traditional and innovative forms of sermons, prayers, readings and music.

We also feel strongly about mission and growing the church, including building and strengthening existing and evolving community partnerships. Covenant supports local and international mission in diverse forms. Regular Minutes for Mission highlight projects in our community and around the world that we have agreed to support. Our donations of money, volunteer time, goods, and talents reflect our commitment to mission. Covenant promotes matters of peace and social justice, and advocates for giving voice to the marginalized. Several of our members volunteer their time locally and in co-mission activities around the world.

How do you feel called to reach out to address the emerging needs of your community or constituency:

Seeking to be the hands of God in our place and time, through the power of the Holy Spirit, we draw from our strengths and historical involvement with our community.

Our neighborhood has a large mix of low-income and ethnic minority residents. We work with SnowCap, an ecumenical organization to feed and clothe those in need. Covenant helped start SnowCap 52 years ago. Our church donates funds, goods and volunteers. We also give funds to Zarephath Kitchen, an all-volunteer food pantry for low-income and homeless in the area.

We recognize that our building and land are God's gift to our community. In our building, we provide space for a Head Start preschool. Covenant is exploring ways to use our vacant back lot behind the church in partnership with a community organization. We are working with a Hispanic/Latino church to share facilities. We want to continue to expand the use of our facilities for community non-profits that match our mission vision.

In our Presbytery, church members serve on committees, regularly attend meetings, and support pastoral involvement in Presbytery.

In the world, we contribute to church-wide offerings and have had a connection with a sister church in Cuba since 2001. We offer financial support and have traveled to Guatemala with CEDEPCA, a PCUSA co-mission partner in Central America. CEDEPCA offers classes in women's ministry, disaster ministry and Biblical and theological training to promote peace and social justice.

How will this position help you to reach your vision and mission goals:

We are open to wherever God, in Christ, and through the Holy Spirit, leads us. We seek to live out our faith in community, by offering hope and standing together for justice. Our core values include connection/community, mission, families/diversity, worship and music, education, stewardship and governance.

Although we value tradition and orderliness, we know that our current status quo is not sustainable. Across America, Protestant churches like ours are facing aging populations and declining membership. We know that change is hard for us, but we know that we can either be proactive and manage change, or change will control us. We are open to new ideas and await the creativity of the Holy Spirit to move us in the right direction. Opportunities are in place for our emerging community partners to be connected with the body of Covenant. We need a leader with willingness to reach into the community and to bring the community into the church.

We seek a pastor who will partner with us to fulfill our mission, assist us in finding the best ways to use our talents and resources, and broaden our outreach in our community. Covenant is looking for someone who will build leadership among members, help us to make needed changes, and assist Covenant to become a vital presence in Gresham.

Provide a description of the characteristics needed by the person who is open to being called to this congregation and or organization:

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Although we are willing to call a newly-ordained pastor, we seek one who has background or life experience in mission, beyond—or in addition to—seminary training. Spiritual maturity and a strong prayer life are essential. Because we are a music-oriented church, a pastor should support our music program.

Characteristics include:

- Communicate a clear, consistent, inspiring message in preaching and worship leadership.
- Inspire hope for the future of our church, even as we recognize our future role may not resemble our past.
- Give effective oral & written presentations to church & community partners. Be an active listener.
- Actively participate in church website & social media platforms. Computer literacy is very important.
- Lead us through the change we seek, keeping that change anchored in our mission vision.
- As a small church, we need to be connected to the larger whole. Actively participate at Presbytery level & keep current with church polity.
- Keep us focused on the larger picture and be future-oriented.
- Be willing to reach into community and have a heart for mission. Help guide different stakeholders to collaborate effectively.
- Build trust and respect in relationships with community organizations, energize groups to develop goals and use negotiation skills and adaptability to create successful partnerships.
- Help individuals discover & apply their gifts. Stimulate growth of lay leadership.

What specific tasks, assignments, and program areas will this person have responsibility?

- Pray for the congregation and encourage our spiritual growth.
- Lead in worship, including thought-provoking preaching and teaching the Word.
- Reach out to the members with loving pastoral care through home, hospital, and nursing home visitations.
- Act as official liaison between church and community organizations, developing and maintaining relationships to better utilize our facilities and meet our mission goals of serving our neighbors.
- Meet with potential new members and teach new member classes.
- Serve as head of staff, performing administrative duties as needed, including:
 - Participating in staff reviews and serving on personnel committee
 - Providing effective leadership in Session meetings
 - Overseeing work of Deacons in congregational care
 - Exercising appropriate financial management and promoting good stewardship of resources
 - Participating in committees and meetings, including helping select Christian Education curriculum
 - Moderating congregational meetings
- Officiate at weddings, baptisms, memorial services and funerals as requested.
- Actively participate in Presbytery, staying connected with the larger church.
- Develop new leaders within the congregation.
- Participate in the church's mission projects, both locally and internationally.

Optional Links:

www.facebook.com/covenantpresbyteriangresham/
www.snowcap.org
www.cedepca.us
www.presbyterianmission.org/ministries/global/cuba/

Leadership Competencies:

Hopeful

Preaching and Worship Leadership

Communicator

Technologically Savvy

Change Agent

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| Externally Aware |
| Strategy and Vision |
| Collaboration |
| Interpersonal Engagement |
| Motivator |

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| Compensation and Housing: <u>Cost of Living Calculator</u> |
| Minimum Effective Salary: \$49,794 |
| Housing Type: Housing Allowance |

| References: | | | | |
|-----------------------|---|----------------------|----------------------------------|------------------------|
| Name | Address | Phone Numbers | Relation | Email |
| Rev. Pat Berger, HR | 459 NE 3rd Ave. Hillsboro, OR 97124 | 503-648-3445 | former pastor of Covenant | pfb1202@yahoo.com |
| Rev. Barbara Campbell | 727 SE Rhone Street, Portland, OR 97202 | 503-504-3340 | current interim pastor | bjcam33@gmail.com |
| Rev. Ann Richards, HR | 1545 SE 223rd Ave., Apt. 305, Gresham, OR 97030 | 503-491-8986 | -serving as our Parish Assistant | sannrichards@gmail.com |

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| Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard? |
| Yes |
| Version Track Info: This MIF was last updated on 04/02/2019 |

Self-referral Contact Information

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| EP: Hugh Anderson | Address 0245 SW BANCROFT STREET, SUITE D, PORTLAND OR 97239-4258 |
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