

Covenant Grace Church

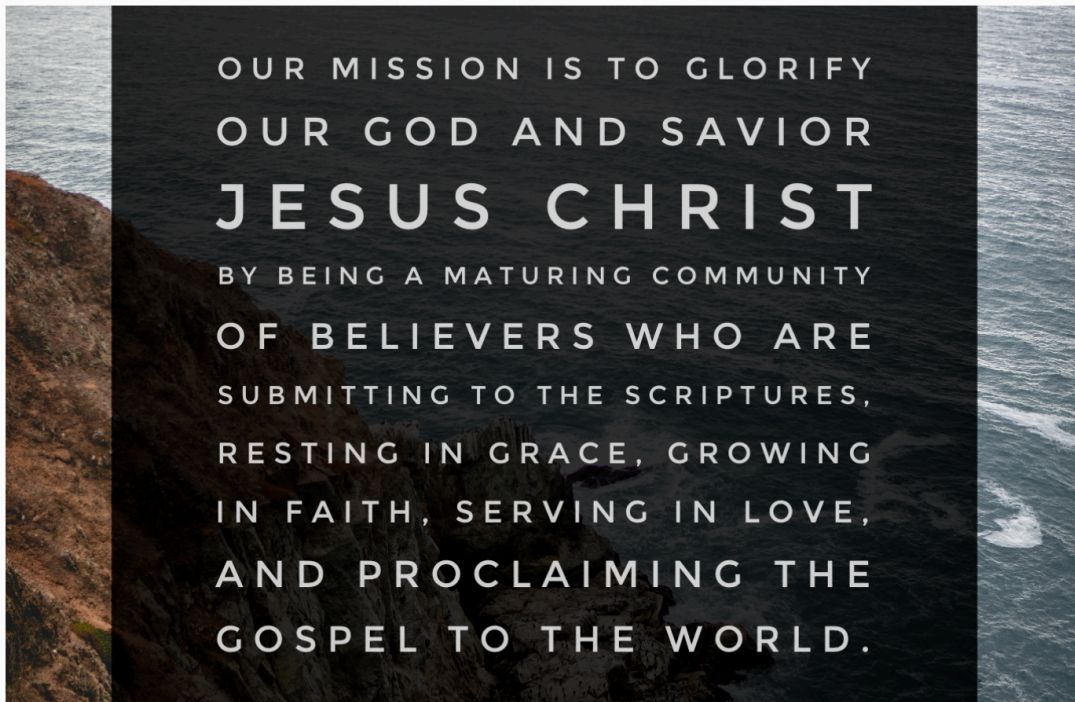
CovenantGraceGSO.com | Greensboro, NC

“Christ for us, Christ in us, Christ through us”

Position:
Associate Pastor



Our Mission



OUR MISSION IS TO GLORIFY
OUR GOD AND SAVIOR
JESUS CHRIST
BY BEING A MATURING COMMUNITY
OF BELIEVERS WHO ARE
SUBMITTING TO THE SCRIPTURES,
RESTING IN GRACE, GROWING
IN FAITH, SERVING IN LOVE,
AND PROCLAIMING THE
GOSPEL TO THE WORLD.

Dear Prospective Ministry Partner,

We are excited that you are interested in this opportunity! However, before you get to the specifics of the “*job description*” we want to share a brief snapshot of who we are as a local church. It is important to us that the right candidate not only be able to meet our practical needs in his role of ministry, but also that he and his family will be able to spiritually and relationally flourish within our congregation. It is our earnest desire that the man who is called to this role will not only be a blessing to us, but that we also may be a rich blessing to him and to each member of his family.

A Snapshot of Covenant Grace

Covenant Grace Church is a Christ-centered, confessionally warm, deeply relational, and fervently evangelistic congregation of the Presbyterian Church in America (PCA). We endeavor to base our faith and practices entirely upon the whole counsel of God’s holy and inerrant Word. We joyfully embrace the theology of the Protestant Reformation as expressed in the Westminster Standards. The worship of God’s holy name is the highest priority and privilege of our body. The order and elements of our public worship services are reverently chosen according to the Regulative Principle. Our congregational singing is rich with the voices of the saints, minimally led by acoustic guitar and/or piano, and includes mostly hymns, psalms, and some carefully selected modern songs. Above all, we desire that everything we do would begin and end with the motivation of sincere love for the God who has first loved us through his Son, Jesus Christ.

We are located in the beautiful state of North Carolina on the north side of the sprawling city of Greensboro. We are blessed to own a spacious 4.5 acre property with a lovely building containing multiple office spaces, classrooms, and a reverently designed sanctuary which can also be utilized as a fellowship hall. We currently have just over 100 church members with a consistent trend of new visitors and stable growth.

As for our personnel, we have one Ruling Elder active on our Session, two part-time staff, and a full-time Senior Pastor who was called to our church at the end of 2019. As for the demographics of our congregation, our church body is comprised of a wonderful diversity of believers ranging from young singles to senior saints, as well as a large number of young families with multiple school-age children—*(including several who homeschool)*. In addition to this, we are also blessed to be in a gospel-partnership with two exceptional international church planters who are serving the LORD faithfully in Switzerland and Taiwan.

It is true that we may be a bit biased in our perspective, but we heartily believe that the opportunity which is now before you will be an incredible blessing for any qualified man seeking to enter or continue in gospel ministry. Our church is healthy, vibrant, and eager to grow. Our Session is unified, devoted, and courageous in the care of the flock entrusted to us. We all believe that the future of Covenant Grace is bright and full of tremendous purpose for the glory of our God.

If this sounds like a congregation that you would enjoy being a part of, we invite you to keep reading in order to find out more about who we are asking God to provide as our next Associate Pastor.

Find out more online at CovenantGraceGSO.com

Job Description: Associate Pastor

Primary Areas of Responsibility

- **Share the Teaching Responsibilities of Discipleship Ministries With the Senior Pastor**
 - Provide Weekly Teaching For Lord's Day Discipleship (*Sunday Mornings Before Worship*)
 - Provide Weekly or Bi-Weekly Teaching For Men's Bible Study (*Wednesday Mornings*)
**Specific rhythms of teaching responsibilities will be determined upon hire based on the candidate's experience/gifts.*
 - **Regularly Assist in Public Worship Services**
 - Such As: *Confession of Sin, Scripture Reading, Administration of Sacraments, Funerals, Weddings, etc.*
 - Preaching Approximately 10-12 Times Each Year
 - **Shepherd the Flock with Loving Pastoral Care**
 - **Hospitality:** Host Members/Visitors In Your Home (*At Least Once Per Week*)
 - **Shepherding Meetings:** Schedule Meetings With Members/Visitors (*At Least Twice Per Week*)
 - **Shepherding Calls:** Make Pastoral Calls To Members (*At Least Three Times Per Week*)
 - **Shepherding Group:** Provide Care For the Particular Church Members Assigned To You
 - **Oversee Our Part-time Youth Coordinator & Children's Coordinator**
 - Provide Leadership, Support, and Guidance For Our Children's and Youth Ministries
 - Plan & Lead Annual Youth Winter Retreat & Summer Trip
 - **Oversee the Planning & Execution of Church Events**
 - Ensure the Church's Events Are Well Planned, Advertised (*Website & Bulletin*), & Executed
 - Recruit Members To Assist/Work With Existing Team Leaders
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Necessary Gifts & Graces

Requirements of Spiritual Maturity & Christlike Character:

- The candidate for this role must be a mature Christian man who abundantly demonstrates the qualifications required for the office of Elder as described in I Timothy 3:1-7 & Titus 1:5-9.

Find out more online at CovenantGraceGSO.com

Requirements of Particular Personal Convictions & Practices:

- The candidate must have personally read and subsequently affirmed the Westminster Standards as a faithful representation of biblical doctrine. (**If the candidate holds any stated differences to the teaching of the Westminster Standards, those differences are to be made known to the Session during the interview process.*)
- The candidate must firmly believe that the faithful application of church discipline is part of God's loving care for and defense of, his beloved Bride.
- The candidate must understand, approve of, and commit to the practice of the Presbyterian form of Church Government.

Requirements of Family Dynamics:

- We believe that a man's first shepherding responsibility as a Christian is to his own wife and children. Therefore, we will not proceed with a candidate who is slack or neglectful of the needs of his family while pursuing ministry. It is our firm conviction that proceeding along this path would be severely detrimental to that man and his precious family.
- We also believe that in order for this position to be proper for a man, it must also be a good fit for his wife and children. That is to say, we want each member of the family to feel warmly welcomed, deeply connected, joyfully invested, and spiritually thriving in our midst. Therefore, we will not proceed with a candidate if we perceive that our church may not be the best fit for the needs of his whole family, regardless of the gifts and talents of the man himself.

Requirements of Personality:

- **Humility** | *The candidate must demonstrate a low view of self and a high view of God and others.*
- **Faithful** | *The candidate must be dependable and a man of his word.*
- **Teachable** | *The candidate must be willing to listen and learn from the wisdom and experience of others.*
- **Devoted** | *The man must not view his role as a "job" to be clocked in and out of, but as a life to be lived for God.*
- **Communication** | *The man must be effective in understanding others as well as being understood by them.*
- **Joyful** | *The joy of the Lord should be evident in the man's life through his attitude of thanksgiving.*
- **Fearful** | *The man must fear the Lord his God above the disapproval or rejection of men.*
- **Courageous** | *The man must be willing to do the hard and unpopular things if and when necessary.*

Requirements of Education:

- The candidate must be a seminary graduate with a Master of Divinity (or equivalent) from an accredited institution.
- The candidate must be ordained or qualified to be ordained in the Presbyterian Church in America.

Find out more online at CovenantGraceGSO.com

General Weekly Schedule

- Office Hours: Tuesday-Friday (Flexible)
 - Saturdays are often a lighter day for this role, though they are technically a work day as necessary.
 - Mondays are our regular day off.
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Compensation

Total Financial Package: \$70,000 - \$80,000 Annually

Vacation Time: Four Weeks PTO Annually

The Commitment of Our Session to You

As a beloved Christian brother, you and your family are more important to us than any service you can provide or work you can perform. Our priority is always going to be to care for your soul and to seek what is in your best interests. We expect hard work as unto the Lord, and faithfulness in the responsibilities of the role, but we also promise to be gracious, thoughtful, and sacrificial in how we lead and in how we care for you. It is our sincere prayer that you will not only be a blessing to our congregation, but that we will also be a blessing to you and that your relationship with the Lord will be enriched through this role of service.



***Does Covenant Grace
sound like a good fit for you
and your family?***

If so, your next steps are below.

Find out more online at CovenantGraceGSO.com

How To Apply

We recognize that this is just a starting place. Almost every item listed within this job description provokes many more questions and is worthy of thoughtful conversations. We want you to know that we are excited to engage in those conversations with you. If you believe this opening sounds like a good fit for you and your family here are your next steps:

In an email addressed to info@covenantgracegso.com please send us the following:

- A brief introduction to you and your family (including a picture).
- Some basic information about where you are presently serving the Lord and why you desire to pursue this opportunity.
- An updated resumé including references.
- A link to at least one recorded sermon which you have delivered within the last year.

Once these items are received, our search committee will prayerfully review your submission and follow up with those candidates who we believe may be the right fit for our church. Thank you for your interest in our opening. May the Lord richly bless your endeavors to be a faithful servant for his glory!

In the service of Christ our King,

The Associate Pastor Search Committee of Covenant Grace Church

