



Covenant Presbyterian is a dynamic Christian community that gladly invites all people into a transformational experience of faith; boldly proclaims the gospel; bravely works toward a whole and just world; and passionately nurtures discipleship.

Our location, on the edge of downtown and embedded in a historic neighborhood, provides ample opportunity to serve people from many walks of life. Our steeple graces the skyline of Charlotte, reminding us and our neighbors we are loved by God and called to share that love. Our main entrance, open to all, bears the words, "To the Greater Glory of God" reminding us why we are here.

The breadth and scope of our church can be seen on our website, which includes newsletters, sermons, bulletins, the operating budget, and program information.

Covenant's call to follow Christ and engage the world as Christ directs is the foundation for a number of outstanding church programs:

### **Worship**

Prior to the Covid-19 pandemic Covenant hosted four Sunday services: 11:00 traditional in the Sanctuary; 11:00 contemporary in the Fellowship Hall; 9:30 contemporary in the Sanctuary and 8:45 traditional in the Chapel. We livestream services in the Sanctuary which enables us to reach those who desire to experience worship but are unable to do so. The 11:00 service in the Fellowship Hall had multiple opportunities for congregational interaction and response. During the Covid-19 pandemic we live stream one pre-recorded service from the sanctuary on Sundays at 9:30 and 11:00. We alternate weekly between traditional and contemporary worship. We expect to return to our weekly four worship services schedule by fall of 2021.

### **Engagement**

Engagement helps our members discern their spiritual gifts and equips them to use their gifts in God's service. Engagement offers training and development for lay leaders and staff, creates a welcoming environment while seeking to engage visitors and prospective members.

### **Congregational Care**

Congregational Care reaches out to people in times of loss and visits homebound members monthly. They support a Prayer Shawl Ministry, Stephen Ministry, Bloodmobile and age-specific fellowship opportunities including Prime Timers/90+ and Travel-Learn-Connect/55+. In addition, various support and fellowship groups are offered on an as-needed basis. Congregational Care oversees a Wednesday night dinner and program during the school year.

## **Mission**

We are committed to both local and global relationships and mission work for all ages. Locally we minister to the hungry, the homeless, and others in poverty. Mission emphasizes education/awareness about poverty and homelessness. We facilitate mission trips to Appalachia, Mexico, the Holy Land, and Africa.

There is a special spirit at Covenant that welcomes and unites those of diverse backgrounds. We share a passion and deep commitment to our faith and to the mission of the church. We have an active lay leadership led by a strong core of elders. We also have a dynamic and engaged educational staff.

We see ourselves as servants of Christ and are inspired to do God's will in the midst of our congregation, our community and the world. A deep mission focus is embedded in the fabric of our church across the generations. There is a strong sense of responsibility to minister to the hungry, the homeless, the elderly and children in need. Covenant is committed to mission partnerships in our city, nation and world; and shares the love of God through generous financial support, hands on service, and personal relationship with those in need. Our recent capital campaign has invested heavily in an affordable housing initiative as well as an intentionally multi-economic child development center on our campus. These initiatives will shape our work for years to come.

Covenant also nurtures relationships amongst its members. We have a vibrant preschool, overflowing toddler room, large confirmation classes, and thriving youth programs. We take care of our college students with a secret saint program, college visitation and intergenerational mission trips. We also have a thriving Presbyterian Women's program.

Covenant enjoys a multifaceted relationship with Union Presbyterian Seminary at Charlotte. We cultivate education opportunities together, bringing in exceptional Sunday school teachers and other noted speakers to benefit our congregation and community.

As Christians, the members of Covenant Presbyterian Church together confess the Lordship of Jesus Christ over all creation. As citizens of the world within which we work, love and live, however, we contend with the fact that this affirmation in many ways stands in direct contrast to the worldview of many of the people with whom we interact on a daily basis. As modern society continues to focus upon the centrality of "self," the challenge to Christian communities grows. How can we most effectively proclaim the gospel to those for whom it seems to appeal less and less? How can we live out the imperative to "make disciples of all nations" and still "be in the world, but not of it"?

Covenant is a place to voice these questions and explore the answers. Our struggle to respond faithfully to God within the context of modern society requires engagement with the world around us. From within our walls, members live out their faith in community and fellowship; social justice is pursued with integrity, saints are equipped for work in the church and community, and an ever-renewed dedication to God is fostered through prayer, study of scripture, and commitment to the Reformed Tradition.

## **Pastoral Residency – Education Ministry**

This two-year residency program was established for seminary graduates who hold particular promise as pastors and wish to develop their ministerial skills in the context of a supportive multi-staff environment. The resident will work collaboratively with the Associate Minister for Education to accomplish the ministry goals of the Education Committee, with a three-fold emphasis: educational, pastoral, and vocational work:

### **Educational:**

The purpose of the Education Residency is to give the resident significant responsibility and opportunity with 60-70% of his/her time spent here. Responsibilities include:

- Support, equip and resource all young adult ministry efforts (examples include engaging newcomers and their friends: cultivating ministry leadership; Sunday School class(es) and Small Groups; fellowship, service, and recreation events; retreats and mission trips, etc.).
- Support, equip and resource all adult education efforts (examples include supporting Sunday School classes and Small Groups; curating seasonal devotions and curriculum; recruiting and equipping guest speakers and occasional teachers; and inviting members of the congregation to engage such offering).
- Serve as a member of the Education staff team and Ministry of Education, providing routine Sunday morning support and occasional additional support for broader ministry efforts (examples include teaching confirmation, serving in Vacation Bible School, community support during the 9:30 Sunday School hour, etc.). Adjustments have been made in light of the Covid-19 pandemic.

The resident should have a heart for education, a passion to equip lay people in service to the vulnerable of our world, and a desire to understand the intersection of the church's ministry within the complex matrix of services in an urban environment. Additionally, the Resident should have proven organizational, project/program management, and Microsoft Office skills.

### **Pastoral:**

Occupying 20-30% of the time, the pastoral emphasis of this residency focuses on the various areas of ministry and the leadership skills essential to effective ordained ministry. This includes functions typically associated with pastoral ministry: weekly worship planning meetings and leadership, Session meetings, occasional preaching, and general pastoral care.

All sermons, worship leadership, and hospital visits (as appropriate) will be discussed in a carefully cultivated reflection time with the Senior Minister and other residents. The purpose of this reflection exercise is to deepen understanding of pastoral tasks both by the resident and the Senior Minister.

### **Vocational:**

One great challenge in the early years of ministry is vocational clarity, discerning how one's particular set of gifts can be used faithfully in the context of parish ministry. This is best explored in a context of trustful conversation, reflection, and prayer. Accounting for approximately 10% of the time, this residency will provide multiple opportunities to explore vocation, including:

- Providing staff support for our college summer interns and People in Mission which provides local college students summer employment at Covenant and other missional agencies while providing weekly reflection, retreats, and study. This program will probably be suspended for 2021 and re-constitute in future years.
- Participating in annual spiritual development retreats and continuing education opportunities with other staff, including leadership development retreats, local speakers, and interaction with guest speakers.
- Interacting and service within the Presbytery of Charlotte and other governing bodies of the PCUSA (when applicable).

The Pastoral Resident will be selected from a diverse group of candidates for Teaching Elder in the Presbyterian Church (USA) or related Reformed traditions who demonstrate high promise for leadership and who are graduating from ATS-accredited seminaries. This residency is a validated ministry of the Charlotte Presbytery, called by the Session upon recommendation from the Personnel Committee and (when appropriate) with approval of the Committee on Ministry of the Presbytery of Charlotte since it is our expectation that the resident will be ordained, or be in process of being ordained, when s/he begins the residency. It is also our expectation that the resident will approach his/her ministry at Covenant with an openness to learn and grow in the practical arts and reflective dimensions of ministry at a level appropriate to seminary-educated persons engaging in their first two years of ordained ministerial service.

The program dates are somewhat flexible beginning near June 1, 2021 and lasting until near June 1, 2023. Preference will be given to recent seminary graduates, applicants on track for ordination in the Presbyterian Church (USA) and who hold the MDiv degree.