



## **Church Profile and Information Packet**

2023

Established in 1985, Covenant has a rich history of deep, Biblical, expository teaching from the pulpit. The teaching has penetrated the hearts of the people and contributed to a highly relational and mission-minded church with ministries that span all ages and walks of life.

As a large church, we emphasize the importance of connecting members through Bible study, men's and women's programs and small groups; investing in ministry to our youth and children; and offering care and counseling ministries.

Surrounded by four colleges, we have many students who call Covenant home. Their enthusiasm and experience bring vitality and unique perspectives to our congregation as we seek to disciple and prepare them for a lifetime of ministry wherever God calls them.

As God has brought the nations to Harrisonburg, the body at Covenant has sought to bring them into the Kingdom of God through ESL classes; our after school program; Kids' Bible Clubs; Sunday school classes offered with interpreters; and Alianza, our Spanish speaking congregation.

We are looking for an experienced leader and shepherd to join our pastoral team and help us lead our Spanish-language worship service as well as provide oversight for our other cross-cultural ministries.

The ideal candidate for this position is fluent in English and Spanish and has experience working with or developing successful teams, training leaders, and equipping members in evangelism, discipleship, and ministry.

We are looking for someone who can look at the richness of the resources within our body, the potential of the community in which we live, and get excited about what God is doing here.

Please send cover letter, resume, and your ministry data form electronically to [tim@cov-pres.org](mailto:tim@cov-pres.org).

Please submit all documents digitally with your last name and first name as the first two words of the file name (Example: Smith Joe Resume.pdf).

## 1. Congregation profile

**Members:** 800

**Average Sunday Attendance:** 750

English Services: 700

Spanish Service: 50

**Children and Students**

Children: 200-250

Youth: 100

College Students: 40

## 2. Brief church history

June 1984	Sunday morning services begin
June 1985	Covenant is particularized
February 2001	Covenant moves into its current building
March 2002	Covenant plants Tabernacle Presbyterian Church
December 2004	Alianza Spanish-language service begins
January 2009	Covenant plants Christ Presbyterian Church
December 2010	Covenant completes children wing expansion
August 2014	Covenant helps start RUF at James Madison University

## 3. Community profile

Harrisonburg is a city in the beautiful Shenandoah Valley region of Virginia with a population around 50,000 within the city limits and an additional 75,000 in the surrounding area.

Over the past thirty years, the Valley has seen an influx of immigrants from Latin America, Africa, the Middle East, and Eastern Europe. In addition, Harrisonburg has become a refugee relocation city with its own refugee resettlement office. All of this adds to creating a diverse mix of people groups that call Harrisonburg and its surrounding areas home.

There are four colleges/universities in the area: James Madison University, Eastern Mennonite University, Bridgewater College, and Blue Ridge Community College.

There are a wide variety of jobs in the area ranging from agriculture to high tech companies.

#### 4. Mission, Vision, and Values

**MISSION:** “Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age” (Matthew 28:19-20).

The eternal goal of the church, like everything else in all creation, is to glorify God and enjoy him forever. In this life, Christians are to apply love for God and neighbor in many and varied ways for the sake of Christ. But in considering the earthly mission of the church the focus is more specific. As one theologian put it, “If everything is mission, then nothing is mission.” Jesus’ final words to the apostles tell us that the mission of the church is to make disciples from among all the nations of the earth. The making of disciples of Jesus is to be accomplished chiefly by initiation into the church through baptism and the comprehensive instruction of the Word of God. (Matthew 28:19-20; Mark 16:15; Luke 24:47; John 20:21).

**VISION:** “To welcome and worship in the Name of Christ”

Psalms 67 opens with a plea for God to bless his people:

“May God be gracious to us and bless us  
and make his face to shine upon us...”

Immediately following is the specific purpose to be found in that blessed state:

“that your way may be known on earth,  
your saving power among all nations.  
Let the peoples praise you, O God;  
let all the peoples praise you!”

The great goal of the temple had always been that the nations would enter in and worship the Lord. That vision remains essentially unchanged as Jesus has commissioned his church to make disciples from among all the nations. The vision of Covenant Presbyterian Church is summed up in the words “Welcome” and “Worship” because that is what a people blessed by God do. We will proclaim the good news of Jesus Christ with the hope of welcoming our neighbors into the worship of the Lord God.

**VALUES:**

##### **Biblical Fidelity & Expository Preaching**

An unyielding commitment to the inspiration, inerrancy, authority, sufficiency, and efficacy of Scripture for worship, faith and practice, and an unbending dedication to expository preaching that by the Holy Spirit informs the mind, transforms the heart, and

stirs the affections (Isa. 55:10-11; 2 Tim. 3:16-17; Titus 1:9; 2 Pet. 1:21; Rom. 10:17; Acts 2:14-36, 42; 20:27; Rom. 10:14-15; Heb. 4:12; 2 Tim. 4:1-5; see also: WCF I; WLC Q. 3-6; 35; 155-160).

### **Gospel Driven & Christ Exalting Ministry**

A sincere passion to proclaim the gospel of grace in all we do, always with the aim of exalting Christ in the hearts, minds, and affections of God's people (1 Cor. 1:23; 2:2; 15:3-4; Eph. 3:8; John 21:15-19; Phil. 1:21; 3:8; see also: WCF VII; VIII; WLC Q. 32; 36; 42-56).

### **Earnest Prayer & Godly Leadership**

A fervent resolve to practice personal and corporate prayer, which undergirds all that we do and is the foundation for godly leadership in the home and in the church (Matt. 6:5-13; 1 Thess. 5:17; Acts 2:42; Eph. 1:15-23; Acts 12:5; Acts 20:28; 1 Tim. 3:1-13; 4:12; 1 Pet. 5:1-4; see also: WCF XIV; XVI; XXI; XXVI; WLC Q. 178-196).

### **Confessional Integrity & Presbyterian Polity**

A resolute and joyful adherence to the Westminster Standards coupled with a strong commitment to biblical Presbyterianism (Jude 3; Heb. 10:23; 1 Pet. 5:1-4; Acts 15:1-21; 2 Thess. 2:15; 1 Tim. 3:1-7; Titus 1:5-9; 2:1; see also: WCF XXXI).

### **Reformed Worship & Vibrant Community**

A joyful commitment to, and humble confidence in, the ordinary means of grace and the elements given to us in Scripture for Lord's Day worship, in concert with welcoming, nurturing, and loving Christian fellowship (Ex. 20:1-11; Deut. 4:2; Ps. 100; Acts 2:42-47; 20:7; Rom. 12:10; 1 Cor. 11:17-34; 12:12-31; John 13:34; see also: WCF XXI; WLC Q. 153-196).

### **Intentional Evangelism & Personal Discipleship**

A purposeful commitment to bold evangelism, coupled with a dedication to serious, deliberate, faith-maturing discipleship (Luke 9:1-6; Acts 7:1-60; 8:26-40; 2 Tim. 2:2; 4:5; Matt. 28:19; Luke 9:23-24; Col. 1:28-29; see also: WCF III; VIII; X; XII; XIV; XV; XVI; XIX; XXVI; WLC Q.30; 67; 72-76; 91; 97-149).

### **Missional Clarity & Church Multiplication**

A fervent and undistracted commitment to make disciples of all nations through the preaching of the gospel and the planting and strengthening of biblical churches (Matt. 28:16-20; Acts 14:7, 21-23; 15:35; Rom. 10:14-17; Titus 1:5-9; see also: WCF XXV; XXXIII).

### **Cross-Generational & Cross-Cultural Engagement**

A deep commitment to welcoming and engaging all generations from varied cultural, ethnic, and linguistic backgrounds that reflects the heavenly, eternal worship of the church (Deut. 7:9; Ps. 45:17; 71:17-18; 78:1-8; 89:1; 145:4; Gen. 12:3; Ps. 67; Rev. 7:9-10; 22:1-5; see also: WCF VII; XXV; XXVI).

## 5. Worship services

Covenant has two worship services in English and one in Spanish.

Both the English and Spanish services are a blend of contemporary music and historical hymns. The atmosphere is casual and appeals to the diverse population that calls Covenant home.

The English services are at 8:30 a.m. and 11:15 a.m.

The Spanish service is at 11:15 a.m.

Sunday School hour is from 10:00-11:00 a.m. for all age groups. There are typically between five and eight classes offered for adults including a class for those who speak Spanish and an "All Nations" class for others for whom English is not their first language. The classes range from studies on books of the Bible, systematic theology, practical theology, and a variety of "felt need" topics.

## 6. Session and Diaconate profiles

**Session:** The session is made up of the five Teaching Elders and eleven Ruling Elders.

**Diaconate:** The diaconate is made up of sixteen Deacons.

**Sabbatical:** The elders and deacons serve for three years and then take a one year sabbatical. At the end of the sabbatical year the officers are interviewed by the session and voted on by the congregation before they return to active duty.

## 7. Explanation of current job vacancy

The previous pastor was deposed of his credentials due to sexual misconduct with a member of the church which has created a great need for shepherding and healing among the congregation. The ideal candidate for this position would have experience in helping a congregation heal and grow in the wake of a difficult ministry season.

## 8. List of Ministry Staff

### **Pastors:**

Todd Pruitt – Lead Pastor  
Tim Frost – Executive Pastor  
John Kidd – Pastor of Youth Ministries  
Burress McCombe – Pastor of Worship  
Aaron Roberts – Pastor of Adult Discipleship

### **Directors:**

Greg Becker – Director of Congregational Care and Small Groups  
Kendal Butler – Director of Administration  
Lisa Updike – Director of Children's Ministries

### **Associate Directors:**

Colleen Ernst – Associate Director of Youth Ministries  
Sarah DeBoer – Associate Director of Women's Ministry  
Sarah Plonsky – Associate Director of Welcome and Assimilation  
John Stephens – Associate Director of Alianza Worship

### **MNA Partnership:**

Sarah Kalichman - MNA Refugee and Immigrant Ministries



## Staff Organization Chart

