



## Ministry General Information

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|--|---------------------------------|--|
| Ministry Name  | Presbytery                      | Synod                                    |
| Covenant<br>Presbyterian Church  | Northeast Georgia               | South Atlantic                           |
| Email<br>covenantp@covpresathens.org   | Preferred Phone<br>706-548-2756 | Website Address<br>www.covpresathens.org |
| Mailing Address<br>1065 Gaines School<br>Rd, Athens, GA<br>30605   | Alternate Phone/Email           | Community Type                           |
| Congregation or<br>Organization Size   | Curriculum                      | Average Worship<br>Attendance            |
| Church School<br>Attendance  |                                 |  |
| Intercultural Composition<br>White: 93%, Black/African American/African: 3%, Multiracial:<br>3%, Hispanic/Latinx: 1% |                                 |  |

## Information about the Position

|                              |                       |
|------------------------------|-----------------------|
| <b>Position Requirements</b> |                       |
| Position Type(s)             | Language Requirements |
| Head of Staff                | English               |

**Experience Required**

2 to 5 Years

**Statement of Faith required?**

Yes

**Employment Status**

Full-time

**Are you open to a clergy couple?**

Yes

**Training/Certificate Requirements**

Clinical Pastoral Education Training

## Ministry Requirements

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**Church Mission/Vision Statement**

Covenant Presbyterian Church is an all-inclusive family of faith whose mission is to live out Christ's example of serving others, with a focus on worship, spiritual growth, fellowship, and outreach in the Athens community and the world.

Since its formation as a mission church in 1966, Covenant has only had three called pastors serving five years, thirty-three years, and sixteen years respectively. The church has had an interim pastor since the fall of 2021 and continues to be a strong church with many opportunities for our members. On Sunday mornings, there are three adult Sunday School classes, an active nursery, a children's Sunday School class, and a worship service that is also live-streamed. Wednesday evenings include a family dinner, a Bible study class, and rehearsals for both the handbell choir and the chancel choir. Throughout the year, many activities are designed to encourage fellowship among members as well as the community. The music program is extremely diverse and energizing, engaging singers and instrumentalists in leading worship.

Covenant also has a very strong support staff composed of a mission outreach and Christian education coordinator, a music director/accompanist, a handbell choir director, a technical director, an office manager, and a bookkeeper and receipts manager.

## Tasks, expectations, duties, supervision, assignments, and responsibilities for the position

Leading worship, preaching at regular and special services, and presiding over the sacraments.

Conducting weddings and funerals as requested.

Pastoral visitation to the ill and homebound, and pastoral care of the congregation in conjunction with relevant mission teams.

Guiding church leadership and congregation in strategic planning efforts to determine current and future priorities, engage membership, and face change.

Planning and moderating Session and congregation meetings, providing staff support for successful functioning.

Assisting church officers, boards, and committees in carrying out their responsibilities, serving as an ex-officio member of boards and committees.

Serving as a resource for outreach, education, and youth programs, participating in classes and teaching as appropriate.

Working with the Session to ensure appropriate training for new and continuing officers and members.

Directing and supervising the work of staff and congregation, with primary responsibility/leadership for church administration.

Representing Covenant in its relationships with other organizations. Establish/maintain strong relationships with churches, nonprofits, and community organizations.

Modeling appropriate pastoral leadership and boundaries, including maintaining personal spiritual disciplines.

Participating in the governing body and serving when called upon in the governing bodies and entities of the denomination.

## Compensation & Housing

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Minimum Effective Salary

65000

Housing Type

Housing allowance

## MDP - Narratives

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How would you describe the congregation's/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?

Covenant Presbyterian Church is well known for our devoted community engagement and for creating a progressive safe space that calls to all of God's children. As believers in Jesus Christ, our commitment to love God and our neighbors remains constant in changing times. We are a member of Matthew 25 Ministries, providing nutritional food and humanitarian supplies to those in need within our community.

Our top priorities are to develop a strategy for reaching new people, and build a strong foundation of Christian education and spiritual formation at every age and stage of life.

Our church does an excellent job helping each member discover their calling to ministry. We provide opportunities for education and formation in a variety of ways to suit diverse lifestyles within our congregation. We plan to continue creating more opportunities for people to form meaningful relationships within a progressive ministry. We have an open and friendly atmosphere, enthusiastically adapting our worship to the needs and circumstances of our local community. The spirit in our congregation encourages people to get involved. We are forever open to additional partnerships to serve our community and world ministries.

Covenant is financially secure with strong practices of transparency and good stewardship. We continue to grow our staff and outreach within our budget.

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

Founded in 1966, Covenant Presbyterian Church is located in Athens, Georgia, home of the University of Georgia. As a university community, Athens offers many cultural, educational, sports, and entertainment opportunities. The Athens-Clarke County area is very diverse in terms of the level of education, income, ethnicity, race, and housing. It is among the poorest counties in Georgia with 28% of the population living below the poverty line. There are multiple schools near our church serving children of younger families who are moving into established single-family and newer rental neighborhoods. This provides us with an opportunity for outreach by welcoming in neighbors from our community while continuing to focus on and care for all our current members.

Covenant has addressed in the past, and will continue to address in the future, community needs through its missions, membership growth, and joint work with social service agencies and other organizations.

Community service examples include Covenant Food Pantry, Athens Free Clinic, UGA Campus Kitchen, Little Free Pantry, Family Promise, Presbyterian Student Center, Project Safe, Meals on Wheels, Our Daily Bread, Athens Area Emergency Food Bank, and The Ark. We have hosted community organizations in our meeting spaces for decades, such as Cub Scouts, Alcoholics Anonymous, Al-Anon, and Overeaters Anonymous. We are also a regular sponsor and participant in events with Athens Pride & Queer Collective.

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

Covenant's congregation underwent a significant loss of leadership just before and during Covid due to several retirements and staff members moving on to other positions. As head of staff, the new pastor will provide unifying leadership and be a mentor to a willing and talented staff. Using organizational skills, the pastor will direct and coordinate activities of staff and volunteers to achieve the church's goals, create and nurture a collegial atmosphere, and be actively engaged with the Session.

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

Our leader should exemplify Christian love as well as other fruits of the Spirit for both staff and congregation. As a teacher, the pastor should provide encouragement and wisdom in all situations, both within the congregation and beyond. The minister's sermons should challenge and inspire the congregation.

The pastor should promote outreach and community engagement and provide support and structure for volunteers to do their work. The pastor will help provide a clear inspirational vision, working to achieve our goals by creating a transformational climate conducive to church growth as well as supporting strong foundations of Christian education.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

The top three desired traits of our new pastor are preaching/teaching, pastoral care, and visionary leadership. We seek an inspiring and engaging speaker able to preach on Sundays and is willing to teach members in a variety of engagements. We pursue a leader of high energy, with a strong sense of humor and charisma.

Having lost our senior and associate pastors right before and during the COVID pandemic, we are in search of a new pastor both to lead our congregation and to eagerly engage with our community. This servant leader will support the congregation, our session, our church members, and our community.

Our pastor will develop leaders/leadership skills in others (e.g. elders, staff holding leadership roles). We need strong administrative leadership and a consensus builder, with skills like time management, organization, and personal accountability. We also need a joyful person who takes pleasure in interacting with people and brings an energetic hopeful atmosphere to the church. Our leader should become highly knowledgeable about the community in order to offer our inviting facilities and campus as a means of outreach.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

We desire a leader who is personable and accessible as a teacher, counselor and trusted change agent. Our pastor would be a champion of our congregation's practical and spiritual needs in today's complex world.

What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

We seek a warm, energetic, and skilled pastor to lead our staff, dedicated Session, committees and ministry teams, and church members in building a future for Covenant after several years of loss, challenge, and renewal. Our church is part of a diverse and rapidly changing community, and we want to reflect and meet the needs that diversity and change have brought. This will include organizing the visioning effort, promoting engagement of our members, and supporting the work of discernment, change and growth.

Our pastor will serve as a model of personal spiritual discipline and will lead our worship, including time especially for children, preside over sacraments, conduct the weddings and funerals that mark our lives, and provide care to members.

This individual will coordinate the work and training of the Session and committees that serve our church, our community, and worldwide ministries. This work will include planning and moderating Session meetings, providing needed documents and information, and serving as an ex-officio member of committees.

While being responsible for internal administration and staff supervision, our pastor also will need an outward focus. We desire someone who can be our community representative and engage in outreach, coordination, and networking with the community to enhance our mission work and effectiveness.

Our pastor will participate in the life and work of our denomination and will ensure Covenant's strong relationship with its governing bodies.

## Optional Links

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Certified PCUSA Hunger Action Congregation 2023-2025 - Covenant is active in all six areas of hunger response, and is recognized as a Certified Hunger Action Congregation. - <https://www.covpresathens.org/wp->

## References

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### Reference #1

Madison Sanders  
Executive Director,  
Family Promise of  
Athens  
770-294-9902  
director@familypromiseathens.org

### Reference #2

Marc Galvin  
Former COM liaison  
who will be serving  
as Presbytery  
moderator next year  
706-207-0669  
magalvin@uga.edu

### Reference #3

Steve Bell  
Former member of  
Covenant  
Presbyterian Church  
706-614-0436  
Dawgtvguy@gmail.com

## Self-Referral Contact Information

### COM

Jacob Douylliez

### Email Address

jacdouy@icloud.com

### Preferred Phone

912-674-6270

### EP

Hilary Shuford

### Email Address

### Preferred Phone

706-510-8045



gp@negapby.org

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**PNC**

Karen Foutz

**Preferred Phone**

706-818-1621

**Address**

1065 Gaines School Road Athens  
Georgia 30605

**Email Address**

PNC@covpresathens.org

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