

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

**Mif #: 22969.ADO**

**Ministry General Information**

<b>Ministry Number</b>	22969
<b>Ministry Name</b>	First Presbyterian Church
<b>Mailing Address</b>	185 North Maple Avenue Covington, VA 24426 Covington, VA 24426
<b>Phone</b>	540-962-2195
<b>Fax</b>	540-962-2196
<b>E-Mail</b>	firstpresbyterian1819@gmail.com
<b>WWW Address</b>	http://firstprescovingtonva.org/
<b>Ministry Size</b>	Under 100 members
<b>Ethnic Composition</b>	
	Asian 1%
	Hispanic Latino/Latina, Spanish 1%
	White 97%
	Other 1%

<b>Average Worship Attendance</b>	30
<b>Church School Attendance</b>	17
<b>Curriculum</b>	The Present Word
<b>Yoked</b>	False
<b>Presbytery</b>	PEAKS PRESBYTERY
<b>Synod</b>	SYNOD OF MID-ATLANTIC
<b>Community Type</b>	Small City
Ten-year trend statistics of this church/organization <a href="#">Show Statistics</a>	

**Information about the position**

<b>Position:</b>	Pastor (for a designated term)
<b>Experience Required:</b>	No Experience
<b>Specific Title:</b>	
<b>Employment Status:</b>	Full-time

<b>Language Requirements:</b>	
	English

<b>Other Language:</b>	
<b>Statement of Faith Required:</b>	True
<b>Clergy Couples:</b>	True

<b>Training/Certificate Requirements:</b>	
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<b>Other Training:</b>	
<b>Brief Church Mission Statement:</b>	

# Church Leadership Connection

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

Our mission is to live as a welcoming community of faith following Jesus Christ, seeking purpose, wholeness, and meaning in God through inspiring worship and music, humble prayerfulness, energizing fellowship, thoughtful stewardship, caring service, missional outreach, and compassionate regard for all people.

We are a church Growing in Faith, Living in Love, Serving ALL.

*Additional information about us and how we approach this Mission:*

### **Strengths:**

Our small but devoted church family

Our music director and ministries

- Our chancel and bell choirs
- Our organ
- Our local musical reputation; leadership in providing community outreach "Music on the Corner" programs, bringing in guest musicians, etc.

Our innovative preschool

- Incorporates hands-on learning and utilizes the University of Virginia's [STREAMin3 Curriculum](#), based on the latest developmental and early education research

Our heritage

- Many years of collaboration with other PC(USA) churches, other churches and charities
- FPC, established in 1819, founded four other local PCs in the 1900's
- Generous endowment

Our strong support for local, regional, and global ministries

### **Weaknesses:**

Currently lacking a called pastor

An aging congregation, declining in number

Very few young members

### **Some current actions:**

Weekly online worship service and church school

Daily online devotional

Four lay volunteers contact every member, weekly concerning their needs

Sunday after Church Luncheon - Invite a Guest; held quarterly

Actively working to call a pastor

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

# Church Leadership Connection

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

We are a small congregation of active, dedicated members. Despite declining numbers, we strive to continue our traditions of ministry and missions.

Rooted in worship, we are the body of Christ, telling and living the story of Jesus.

We aspire to:

- ensure that we, through careful study of the scriptures, through daily devotions, and with the guidance of an educated clergy, discern and maintain the truth of God's message to us and God's will for us;
- spread the good news of the Gospel to our community;
- join in communion together and praise our Lord God and Savior through regular worship services;
- provide for the physical, emotional and spiritual needs of our church family;
- take action against the problems of poverty, and care for the needs of the vulnerable and downtrodden in our community and around the world; and
- by our actions and our lives, demonstrate to the world what God means to us and to all of humanity.

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

We have a long tradition of being a caring and giving church, and support many missions locally, regionally, and globally. Our members and committees actively engage with community leaders and other churches to understand and address evolving needs. We listen to those we help and learn from it. We also collaborate with others in the community, and on a larger scale, in our "doing." The area has experienced a decline in population as some of the local manufacturers have scaled back or automated operations, or shut down, over the years; community needs have changed as a result.

Here are some examples of our current ministries and missions:

- **Education and worship**

[FPC Weekday Preschool](#)

Daily [online Bible reading and prayer](#)

Weekly [online worship service](#)

Adult Sunday School

Weekday Religious Education

[Bridges Out of Poverty](#) educational program

- **Hunger Relief**

Certified [Hunger Action Congregation](#)

McAllister PC Food Pantry (C.O.P.E.)

South Covington (UMC) Care Pantry

2-Cents-a-Meal Program / Cents-ability

Meals on Wheels

Fair Trade Market

- **Community Assistance**

Annual Christmas Mother Program

Men of Mission

[Safehome Systems of Covington, Inc.](#)

- **Cultural Enrichment**

Historically strong music ministries - choirs and community concert series

Our church also supports such regional missions as the Montreat and Massanetta Conference Centers, Children's Home of the Highlands, Union Presbyterian Seminary, PC(USA) YAVs, and missions in Brazil, Ukraine, Greece, Guatemala, Africa and East Asia.

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

## **Church Leadership Connection**

### **The Call System for the Presbyterian Church (U.S.A.)**

We seek a pastor who will consider a call to a Designated Term of three years. In collaboration with the Session, Elders, members and staff of the church, we are seeking a leader who will:

Reinforce and encourage ongoing spiritual development of our congregation through faithful worship, inspiring preaching, devoted prayer, thoughtful Christian education, and compassionate counseling, and assist us in ministering to the ill and grieving among us;

Assist the church in continually seeking to discern God's will for us; provide guidance and leadership for aligning ourselves to better assure success in following God's mission for us; serve as a compass to guide us through God's ongoing changes in our ministry and assist us in developing a 3-5 year long range plan;

Help us to continue to foster our sense of community and fellowship among ourselves and with our brothers and sisters in the community around us; lead us in furthering our connectional nature with our fellow Presbyterian churches in our neighborhood and throughout our Presbytery;

Provide assistance to us as we move forward with our newly-developing online ministry, so that we can continue to bring the Good News more effectively to the homebound among us and to the larger community.

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

Important characteristics of the pastor we seek include the following:

- Committed to the Christian faith and spiritual growth of our church, and shares our mission;
- Capable of preparing and delivering inspired, scripture-based sermons, is academically strong and has good listening skills;
- Caring, nurturing, possessing a sense of humor, and relates well with all ages;
- Creative, willing to challenge us, but also mindful of the traditions of First Presbyterian Church;
- Willing to reinforce and enhance a sense of community within ourselves and among the Presbyterian churches in our area;
- Rather than specifying our new pastor's years of experience, we prefer to trust in God to lead us to the right individual with the above characteristics.

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

The pastor will have responsibilities in the following areas, in collaboration with our Session, Elders, staff, and members:

- Preaching and worship leadership, in-person and online;
  - Sunday 11 am worship, special services (e.g. Christmas Eve, Ash Wednesday, Good Friday Tenebrae, Easter Sunrise, community Thanksgiving)
  - Overseeing existing program of online daily Bible readings and prayer (shared with lay leadership)
- Providing pastoral care, with assistance from session/congregation;
- Teaching adult Sunday School;
- Moderating Session and Congregational meetings;
- Counseling with Session, assisting in long-range planning;
- Serving as the lead administrator for church staff; organizing and chairing regular staff meetings;
- Assisting with organizing committee structure and responsibilities;
- Attending committee meetings, as appropriate, including e.g. Worship and Music, [Mission and Service](#), Fellowship and Care, Finance and Stewardship, Building and Property, Christian Education, Preschool;
- Attending quarterly stated and other special meetings of Presbytery of the Peaks;
- Joining in fellowship activities;
- Contributing to the church newsletter, website, Facebook page, etc.;
- Participating in the local ministerial association.

#### **Optional Links:**

# Church Leadership Connection

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

### Our Church

[First Presbyterian Church](#)  
[FPC YouTube channel](#)  
[FPC Facebook link](#)  
[FPC Monthly Newsletter](#)

### Educational

[Covington City Public Schools](#)  
[Allegheny County Public Schools](#)  
[Jackson River Technical Center](#)  
[Dabney S. Lancaster Community College](#)  
[Clifton Forge School of the Arts](#)

### Performing Arts

[Historic Masonic Theatre](#)  
[Garth Newel Music Center](#)  
[Allegheny Highlands Arts Council](#)

### Recreational

[Douthat State Park](#)  
[Allegheny Highlands Chamber of Commerce and Tourism](#)  
[Allegheny Highlands YMCA](#)  
[City of Covington - Parks and Recreation](#)  
[Allegheny County - Parks and Recreation](#)  
[Jackson River Scenic Trail](#)  
[Allegheny Highlands Trails](#)

### Business & misc

[Allegheny Highlands Arts and Crafts Center](#)  
[WestRock - Paperboard Manufacturing Facility](#)  
[LewisGale Hospital Allegheny](#)  
[The Omni Homestead Resort](#)  
[The Greenbrier, America's Resort](#)  
[Hampton Inn Covington](#)  
[The Inn at Gristmill Square](#)  
[Hillcrest Mansion Inn](#)  
[The Red Lantern Inn](#)

### Leadership Competencies:

Preaching and Worship Leadership

Spiritual Maturity

Communicator

Technologically Savvy

Advisor

Change Agent

Collaboration

Interpersonal Engagement

Motivator

Initiative

### Compensation and Housing: Cost of Living Calculator

**Minimum Effective Salary:** \$46,000

**Housing Type:** Housing Allowance

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<b>References:</b>				
<b>Name</b>	<b>Address</b>	<b>Phone Numbers</b>	<b>Relation</b>	<b>Email</b>
Bos and Gwen Gorham	950 Tamiami Trail South, #403, Venice, FL 34285	540-969-6344, 941-303-640	Long time church members, recently relocated to FL	ebgorham@aol.com
Gary and Lisa Marshall	3018 Mallow Road, Covington, VA 24426	540-962-4154	Ministers for Mallow and Low Moor PCs	mlambgarden@aol.com
Don and Mary Baker	1591 River Bend Blvd, Fort Mill, SC 29707	803-396-0161	Long time church members, recently relocated to SC	bmary420@aol.com

**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 05/19/2020**

**Self-referral Contact Information**

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