

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

**Mif #: 09381.AG0**

**Ministry General Information**

<b>Ministry Number</b>	09381
<b>Ministry Name</b>	Covenant Presbyterian Church
<b>Mailing Address</b>	326 S. Segoe Road Madison, WI 53705
<b>Phone</b>	(608) 233-6297
<b>Fax</b>	(608) 233-6489
<b>E-Mail</b>	info@covenantmadison.org
<b>WWW Address</b>	https://covenantmadison.org
<b>Ministry Size</b>	651 - 1000 members

<b>Ethnic Composition</b>	
	Asian 1%
	Black or African American (African Native, Caribbean) 1%
	Hispanic Latino/Latina, Spanish 1%
	White 96%
	Other 1%

<b>Average Worship Attendance</b>	186
<b>Church School Attendance</b>	17
<b>Curriculum</b>	Growing in Grace & Gratitude (1-5); Reformed (6-8) (PCUSA)
<b>Yoked</b>	False
<b>Presbytery</b>	JOHN KNOX PRESBYTERY
<b>Synod</b>	SYNOD OF LAKES AND PRAIRIES
<b>Community Type</b>	Urban

Ten-year trend statistics of this church/organization [Show Statistics](#)

**Information about the position**

<b>Position:</b>	Associate Pastor (Other)
<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>	

<b>Training/Certificate Requirements:</b>	
<b>Other Training:</b>	

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### **Brief Church Mission Statement:**

Claimed and humbled by God's grace, we are disciples journeying in covenant with God and one another. Our disciple-forming community is called to worship and pray together; to cultivate deep and nurturing reciprocal relationships; to minister faithfully in our daily lives; and to warmly welcome all into our fellowship as we seek a Christ-centered life. We cannot journey alone; we need one another. Together, with hearts, minds, and arms wide open, we reach out to others in love.

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

We are a Matthew 25 community, learning God's love and living God's love. Through these mutually fortifying efforts, we seek to discover Jesus' will and ways.

We learn. We are nurtured and energized by provocative sermon series that inform and inspire us to live out God's enveloping love. Music from handbells and children's and adult choirs enrich our weekly worship. We explore Jesus' lived example through children's educational programs, youth group meetings, small-group Bible study, and creative adult education classes. We learn with purpose so that we can better live into Jesus' example.

We live. Guided by our connection to Christ, we serve our local, national and global neighbors. We are ready to go further into our Matthew 25 calling with our new Associate Pastor's help. We welcome all God's children, no matter their age, gender, race, prior religious experience, sexual orientation, or resource level. We sponsored PCUSA's first openly gay pastor in 2011. Among many mission ventures, we actively participate in anti-racism education and efforts, provide snacks and pen pals to local elementary schoolers, host blood drives and AA meetings, and participate in the Boys and Girls Club Bike-a-Thon. We nurture our 20-year relationship with a community in Guatemala to help them access clean water, afford education, and obtain healthcare. We strive to be a disciple-forming community. This service compels us to continue learning to deepen our understanding of Christ's radical love.

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

Covenant has a progressive history of heeding Christ's call to respond to social issues. Our congregation both roots itself in established missions and acknowledges our need for growth. The Matthew 25 goals guide us. In Madison, only a portion of our community enjoys the amenities and accepting environment for which the city is known.

We work to end poverty. Covenant children and youth lead an annual Heifer International mini market and volunteer at food pantries. We stock a Free Little Pantry, provide winter gear and sleeping mats to people in need, and participate in Feed My Starving Children. We partner with local agencies like The Road Home to alleviate homelessness, and DAIS to help victims of domestic violence.

We challenge endemic racism and bigotry. We engage in intentional active learning about racism via participation in the Black History for a New Day class. Our Racists Anonymous Fellowship (modeled on AA) allows us to examine our beliefs about race. We provide adult education about sexual orientation and gender identity. We aim to grow this knowledge into bold action.

We nurture our congregation's vitality. Small group Bible studies encourage friendships as we deepen our faith together. We sponsor social opportunities like Spiritual Strolls, Thanksgiving Dinner, and Wednesday classes during Lent. Adult education classes tie Jesus' teachings to our everyday lives. Community outreach, such as sponsoring scouting and music groups allows us to welcome our neighbors.

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

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Covenant is poised to expand its impact. The skills and ideas our new Associate Pastor (AP) contributes will amplify existing efforts and create new ways for us to grow in Christ. Our new AP's contributions will focus on the following collaborative efforts:

- Provide vision to our children's and youth programming. Covenant has a history of well-developed programming with strong congregational support. After the recent retirement of two long-serving staff members, Covenant is hiring a new Children's and Youth Ministries Coordinator. The AP will work with this new hire and volunteers to ground our programming in Christian faith. The AP will infuse children's and youth programming with fresh ideas, new connections, mission activities, and improved vitality.
- Boldly lead mission efforts. Covenant is ready to make the boundaries between our church and community more porous. We are ready to live the Matthew 25 goals more deeply. Our new AP will help us engage with the community beyond Covenant in creative, impactful ways.
- Inspire continued learning. Covenant values Christian education. We seek new approaches to children's and adult education that challenge participants. Jesus models radical love of our neighbors. We seek support to push through discomfort to know God more deeply.
- Care for congregants. The AP will provide compassionate Christ-centered pastoral care.
- Expand our reach. Adding another connector and collaborator to our staff will add capacity to our growing church.

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

Covenant has innovative leadership and an invested congregation. We seek an Associate Pastor (AP) who will add capacity and contribute energy, ideas, and a collaborative spirit. A successful candidate will have the following characteristics:

- Organizational agility and the ability to collaborate. We use both formal and informal processes to live God's love. We seek a team-oriented AP to partner with staff, lay leaders, congregants, and community partners.
- Motivational skills and initiative. We seek one who will bring energy and take initiative to offer new ways of connecting to Christ. The ability to hold oneself accountable to outcomes is important. The AP should motivate congregants to invest in spiritual growth.
- Warm compassion and strong interpersonal engagement skills. Compassionate pastoral care and inclusive engagement with youth, adult learners, and the community are central to this position. We seek an AP who will connect authentically with congregants of all ages, races, sexual orientations, and gender identities.
- Enthusiasm for leading worship and thought-provoking preaching ability. We hope to receive spiritual inspiration from our new AP. Strong preaching and worship leadership skills are critical.
- Spiritual maturity and a passion for life-long learning. We are excited to participate in our AP's continued growth and development. Our AP should have a well-developed spiritual core, and be a curious learner.

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

The Associate Pastor (AP) will have primary job duties to lead, inspire, and supervise our teams involved with Christian education and spiritual formation. This position supervises the Children's & Youth Ministries Coordinator and Nursery staff, and contributes ideas for the programming that they implement. The AP will facilitate collaboration between mission and the youths' spiritual formation. This position also serves as the staff resource for the Adult Education Committee.

The AP will be a regular part of Sunday services, preaching approximately once per month and serving as liturgist approximately twice per month. This position will work closely with the Senior Pastor and Worship Committee to plan sermon series.

Mission is an important focus for this position. The AP will serve as the staff resource to the Mission Committee and provide support for Covenant's long-term ministry partnership in Guatemala. We will look to the AP for strategy, motivation, and support to move our church forward in the spirit of Jesus' social justice. The AP is expected to engage in some community outreach, the John Knox Presbytery, and PCUSA.

The AP will help care for the spiritual well being of the congregation. The AP will be part of the pastoral care team, serve as a staff resource to the Deacons, and will collaborate with the Senior Pastor and Care Team.

Continued learning and spiritual growth is an important function of this position, including through sabbaticals

### **Optional Links:**

<https://www.covenantmadison.org>

<https://www.covenantmadison.org/employment>

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<b>Leadership Competencies:</b>
Compassionate
Preaching and Worship Leadership
Spiritual Maturity
Lifelong Learner
Teacher
Organizational Agility
Collaboration
Interpersonal Engagement
Motivator
Initiative

<b>Compensation and Housing: <u>Cost of Living Calculator</u></b>
<b>Minimum Effective Salary:</b> \$68,000
<b>Housing Type:</b> Housing Allowance

<b>References:</b>				
<b>Name</b>	<b>Address</b>	<b>Phone Numbers</b>	<b>Relation</b>	<b>Email</b>
Rev. Scott Anderson	4100 Nakoma Road, Madison, WI, 53711	608-238-2131	Ministerial colleague; member of John Knox Presbyt	scott@westminstermadison.o rg
Rev. Erica Liu	731 State Street, Madison, WI 53703	608-257-1030 ext. 103	Occasional guest preacher; children 'grew up' at C	erica@preshouse.org
Rev. Clara Thompson	2868 Lakeside Street, Madison, WI 53711	608-698-1172	Former Parish Associate at Covenant	claradthompson@gmail.com

<b>Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?</b>
Yes
<b>Version Track Info: This MIF was last updated on 04/19/2023</b>

<b>Self-referral Contact Information</b>	
<b>PNC:</b> Brad Brown / Brenda Moten (Co-Chairs)	<b>Address</b> 101 Everglade Drive, Madison, WI 53717 / 9061 Paddington Pkwy, Verona, WI 53593
<b>Daytime Phone</b> 608-215-7883 (Brad)	<b>Office Phone</b> 309-258-4188 (Brenda)
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