



Ministry General Information

Ministry Name	Presbytery	Synod
Covenant Presbyterian Church	John Knox	Lakes & Prairies
Email	Preferred Phone	Website Address
info@covenantmadison.org	608-233-6297	www.covenantmadison.org
Mailing Address	Alternate Phone/Email	Community Type
326 S Segoe Rd, Madison, WI 53705	608-244-8208	Urban
Congregation or Organization Size	Curriculum	Average Worship Attendance
651-1000 members	Growing in Grace & Gratitude (1-5); Reformed (6-8) (PCUSA)	185
Church School Attendance		
17		
Intercultural Composition		

Information about the Position

Position Requirements

Position Type(s)	Language Requirements
Associate Pastor (Other)	English

Experience Required

No Experience/First Ordained Call

Statement of Faith required?

Yes

Specify Title / PT Work Hours (if applicable)

Associate Pastor for Mission,
Spiritual Growth, & Care

Are you open to a clergy couple?

No

Employment Status

Full-time

Ministry Requirements

Church Mission/Vision 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.

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

The Associate Pastor's (AP)

primary duties are to lead and inspire teams involved in mission, adult Christian education and spiritual formation, and pastoral care. The AP will collaborate with the Senior Pastor, AP-CYF, and our staff to facilitate interconnections among their respective areas of responsibility. Mission is an important focus for this position. The AP will be staff resource to the Mission Committee, support Covenant's long-term ministry partnership in Guatemala, and offer strategy, motivation, and support the church's social justice initiatives. Some community outreach and involvement in the presbytery and PCUSA are expected. The AP will provide spiritual guidance and ideas for learning opportunities to deepen adult congregants' knowledge about Christianity and connection within our church community. This involves innovative adult CE classes, small group opportunities, and other spiritual formation activities. Under the AP's guidance, our Adult Education Committee will assist with securing speakers and hosting classes. As part of the pastoral care team, the AP will help care for the congregation's spiritual well-being. The AP will serve as staff resource to the Deacons. The AP will be a regular part of Sunday services, preaching about 10 times/year and serving as liturgist

about twice a month. The AP will work with the Senior Pastor, AP-CYF, and Worship Committee to plan sermon series. Continued learning and spiritual growth are important in this position.

MDP - Narratives

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 is poised to expand its impact. We added an Associate Pastor for Children, Youth, & Families (AP-CYF) to our staff in July 2023. Our Associate Pastor for Mission, Spiritual Growth, & Care (AP) will complete our ordained pastoral team. The skills and ideas the 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:

- 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. The AP will help us engage with the community beyond Covenant in creative, impactful ways. The AP will work with our AP-CYF to incorporate children and youth into mission efforts.
- Inspire continued learning. Covenant values Christian education. We seek new approaches to adult education and small group learning 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 to congregants of all ages.
- Expand our reach. Together with our AP-CYF, our new AP will be an important connector and collaborator to add capacity to our growing church.

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?

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.

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?

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

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?

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.

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.

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-

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.

developed spiritual core and be a curious learner.

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

The Associate Pastor's (AP) primary duties are to lead and inspire teams involved in mission, adult Christian education and spiritual formation, and pastoral care. The AP will collaborate with the Senior Pastor, AP-CYF, and our staff to facilitate interconnections among their respective areas of responsibility. Mission is an important focus for this position. The AP will be staff resource to the Mission Committee, support Covenant's long-term ministry partnership in Guatemala, and offer strategy, motivation, and support the church's social justice initiatives. Some community outreach and involvement in the presbytery and PCUSA are expected. The AP will provide spiritual guidance and ideas for learning opportunities to deepen adult congregants' knowledge about Christianity and connection within our church community. This involves innovative adult CE classes, small group opportunities, and other spiritual formation activities. Under the AP's guidance, our Adult Education Committee will assist with securing speakers and hosting classes. As part of the pastoral care team, the AP will help care for the congregation's spiritual well-being. The AP will serve as staff resource to the Deacons. The AP will be a regular part of Sunday services, preaching about 10 times/year and serving as liturgist about twice a month. The AP will work with the Senior Pastor, AP-CYF, and Worship Committee to plan sermon series. Continued learning and spiritual growth are important in this position.

Compensation & Housing

Minimum Effective Salary

68000

Housing Type

Housing allowance

References

Reference #1

Rev. Clara
Thompson, retired
Former Paraish
Associate at
Covenant
608-698-1172
claradthompson@gmail.com

Reference #2

Rev. Erica Liu, Co-
Pastor, Pres House
Campus Ministry
Occasional guest
preacher; children
attended our
children's/youth
programs
608-257-1030
erica@preshouse.org

Reference #3

Rev. Scott Anderson,
PHOS Westminster
PC
Ministerial colleague,
member of John
Knox Presbytery
608-238-3121
scott@westminstermadison.org

Self-Referral Contact Information

COM

The John Knox Presbytery

Email Address

jkp@jknox.org

EP

Jeffrey Japinga

Email Address

ep@jknox.org

PNC

B. Bradford Brown

Address

101 Everglade Drive Madison WI
53717

Preferred Phone

608-215-7883

Alternate Phone or Email

608-833-0710

Email Address

bbradb49@gmail.com

[Privacy Policy](#) | [Terms of Use](#) | [CLC Manual and Forms](#)

Copyright © 2023 Presbyterian Church (USA)