



New Covenant
church on the lake

Dear Applicants,

May 10, 2018

New Covenant Church on the Lake, in Pompano Beach, Florida, is a Christ-centered, multi-cultural congregation of 176 members. We are an Evangelical Presbyterian Church.

At NCC we exist to live in love and grace through the gospel of Jesus Christ in our families, neighborhoods, work places and communities. We are seeking a Lead pastor who will clearly communicate with both seekers and seasoned Christians, therefore helping us to enhance that vision.

We believe that the Bible is the infallible word of God and is a necessary resource for growth. We seek a pastor who is committed to teaching the message of the Bible.

We also believe that personal relationships are fundamental to shepherding God's flock. Therefore, we seek a pastor who will join the congregation in developing intentional relationships and support outreach efforts with our neighbors and community.

If you sense God's calling and are interested in this position, please submit a PIF with a cover letter via email to Tom Dinan at thomasdinan56@gmail.com.

Warmest Regards,

The Search Committee

Part 1: Church Information

1. Name: New Covenant Church

Address: 1101 NW 33rd St., Pompano Beach, Florida 33064

Telephone: (954) 781-3170 Fax: (954) 781-8382

E-mail: newcovenant@newcovenantfl. Website: www.newcovenantfl.org

2. Presbytery: Florida

Presbytery Ministerial Committee Liaison: Rick Gernhardt

3. Search Committee Chairman: Tom Dinan

Address: 1101 NW 33rd St., Pompano Beach, Florida 33064

Telephone: (954) 790-3391 E-mail: Contact: thomasdinan56@gmail.com

4. List all paid staff positions

- | | | |
|-------------------------------------|---|---|
| <u>Children's Ministry Director</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Maintenance</u> | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| <u>Bookkeeper</u> | <input type="checkbox"/> Full time | <input checked="" type="checkbox"/> Part time |
| _____ | <input type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| _____ | <input type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| _____ | <input type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| _____ | <input type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| _____ | <input type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| _____ | <input type="checkbox"/> Full time | <input type="checkbox"/> Part time |

Position Available: Lead Pastor Date of Vacancy: May 2018

Position Available: _____ Date of Vacancy: _____

5. Membership (please state approximate numbers and percentages)

	<u>Five years ago</u>	<u>Currently</u>
A. Number of church members	<u>412</u>	<u>176</u>
B. Number of family units	<u>100</u>	<u>50</u>
C. Worship attendance	<u>225</u>	<u>90-100</u>
D. Profile of church members		

(1) Age:

0% 0-11 0% 12-18 10% 19-24 10% 25-34 25% 35-49
35% 50-64 20% 65+

(2) Occupation:

10% Business 10% Professional 20% Trades 10% Stay-at-home parent
0% Agriculture 40% Retired 10% Other (Specify: Labor)

(3) Educational level of adults

10% some high school 60% high school 25% college 5% graduate school

(4) Percentage of members belonging to the congregation:

Less than one year 10%
5 years or less 20%
6-10 years 40%
10 years or more 30%

(5) Racial/Ethnic composition of congregation

1% Asian 35% Hispanic 20% African American 40% Caucasian
4% Other / Specify: Carribbean

6. Worship

A.	Time	Average Attendance
	<u>10:30</u>	<u>90-100</u>
	_____	_____
	_____	_____
	_____	_____
	_____	_____

B. Frequency of communion celebration: 14 per year

C. How are members involved in planning and participation in the liturgy/worship?
Lead Pastor and Music Leader plan order of worship. Sometimes we have dancers and children participate.

D. Style of liturgy used in your worship (e.g., traditional, contemporary, variety):
Live praise band in worship, topical and expository preaching, service contains contemporary and traditional elements, closing benediction.

E. Type of music used in worship (e.g., traditional, contemporary, variety):
Variety: Current as well as traditional songs and hymns.

7. Church/Sunday School

A. Average attendance in Church School (under 18 years) 10-15

B. Average attendance in Adult Education (Sunday) 5-8

8. Community Setting (check as many as apply):

- | <u>Location</u> | <u>Function</u> | <u>Growth</u> |
|--|--|--|
| <input type="checkbox"/> Rural | <input checked="" type="checkbox"/> Industrial | <input type="checkbox"/> Growing |
| <input type="checkbox"/> Small town | <input type="checkbox"/> College/University | <input checked="" type="checkbox"/> Static |
| <input checked="" type="checkbox"/> Metropolitan | <input type="checkbox"/> Agricultural | <input type="checkbox"/> Declining |
| <input checked="" type="checkbox"/> Suburban | <input checked="" type="checkbox"/> Recreational | |
| <input type="checkbox"/> Inner City | <input type="checkbox"/> Military | |

Approximate population of community 150,000

Racial/Ethnic composition of community:

0% Asian 30% Hispanic 20% African American 40% Caucasian

10% Other (Specify: Caribbean)

9. Program Information: List major boards, committees and organizations that are part of your church and frequency of meetings (monthly, weekly, etc.):

Name	Purpose of Group	Number of members	Frequency of meetings	*Leadership role
Session	Spiritual and buisness	6	1x per month	2
Staff	Administration and Duties	4	1x per week	2
Financial	Review Finances	3	1x per week	3
Deacons	Care of Sanctuary	5	2x's per year	2
Grounds and Facility	Care of Grounds	4	1x per week	3

*Indicate leadership role expected by using the number below:

1. Pastor takes primary initiative and responsibility.
2. Pastor and laity share responsibility.
3. Laity takes primary initiative and responsibility.

Part 2: Building/Financial Information

1. Current annual budget: \$ 551,870 Last year's annual budget: \$ 661,583

(Please attach a copy of current budget)

2. Percentage of income received toward budget: 0 %

3. Amount contributed for (last complete reporting year: 0 - 2017):

A. EPC per member contribution \$ 0

B. EPC World Outreach Missionaries \$ 0

C. EPC Benevolence Askings \$ 0

D. Presbytery giving \$ 0

E. Other Missions/Missionaries \$ 10,000

4. Property owned by church

A. Describe buildings and property (other than manse).

11 acres of land with 22 acre lake. 33,000 square foot main building with attached school currently rented to a Charter School. Recently remodeled sanctuary with large stage. Spacious office area. Annex of 1600 square feet rented to Brazilian Church

B. Are your buildings adequate for your present program?

Yes No If no, please explain:

C. Is a building program projected?

Yes No If yes, describe what and when and projected cost:

D. Does the church own a manse?

Yes No

Condition: Good Fair Poor Number of bedrooms: _____

Office/study: In Church In Manse Not provided Other: _____

6. Compensation:

A. The salary range we are prepared to offer:

Position: Lead Pastor \$ 70,000 Includes Housing

Position: \$ Negotiable

B. The average annual increase over the past three years is:

Position: All \$ 0 or reduction or %

Position: \$ or %

C. Housing

Housing allowance

Manse only

Either of the above

D. Benefits and expenses:

yes Pension (minimum 10% gross effective salary)

yes Medical insurance

Life insurance

yes Social Security

IRS mileage rate Travel/mileage

\$400.00 Book allowance

2 weeks Study leave allowance

4 weeks Annual vacation

2 (flexible) Number of worship services (in addition to vacation and study leave)
for which pastor is provided relief (per year)

to be determined Other (Specify: general ministry expenses)

Part III: Church Characteristics

Circle the number that most closely describes the current congregation characteristics and future goals:

Our congregation...	<u>Currently</u>				<u>Goal</u>			
	Agree		Disagree		Agree		Disagree	
1. Supports the pastor.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
2. Readily shares their gifts with the rest of the congregation.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
3. Places a high priority on sound biblical preaching.	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
4. Gladly welcomes visitors and new members.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
5. Is involved in local evangelistic ministries.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input checked="" type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input checked="" type="checkbox"/> 3	<input type="checkbox"/> 4
6. Is often found living their faith in their communities.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
7. Has a spirit of unity.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
8. Cares about each other.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
9. Looks to its Session for leadership.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
10. Ministers well to members who are hurting.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
11. Uses members' gifts in its worship.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input checked="" type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
12. Contains people willing and able to lead the congregation.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
13. Is capable of change when and where appropriate.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
14. Is spiritually alive.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

15. In what ways does your church participate in ecumenical activities?

- One non-active elder preaches at other churches
- One active elder preaches at other churches
- Elder attendance at Presbytery
- One elder enrolled at Knox Theological Seminary

16. Describe the strengths of your congregation:

- Accept and love our diverse multi ethnic congregation
- Hospitality occurs at all church events
- Summer outreach for youth/children (summer camp)
- Freedom in worship
- Fellowship in homes for home groups and Bible Studies
- Believe in Holy Spirit, Spiritual Gifts and healing

17. List specific problems with which your congregation struggles:

- Reaching the community
- Visitor follow up
- Inconsistent tithing
- Inconsistent church attendance
- Lack of attendance in Bible Study
- Lack of Youth
- Personal/organized evangelism

18. List major goals that this congregation has set for itself:

- Reach community
- Evangelize
- Improve cash flow
- Create closer relationships
- Increase attendance
- Increase home based fellowships

19. Has there ever been disciplinary action taken against a pastor of your congregation?

Yes No

20. Has there ever been any disciplinary action against an elder or deacon of your congregation?

Yes No

If you answered "Yes" to either 19 or 20, please explain:

Dismissal of Board of Elders in 1998 due to their plans to lead the church out of the EPC

21. Have you completed a mission statement, vision statement and/or a strategic plan for your congregation?

Yes Date: May 2018 No

If yes, please attach copies.

Part 4: Leadership Expectations

22. What five key characteristics/gifts/skills should a person bring to the position?

Strong moral character

Be called and spirit filled

Effective theologically based preaching with relevant application for everyday life

Debt free management style

Experienced in outreach

Part 5: Church History

- 1 What do you consider to be the three most important events in the history of your church?

Establishment of the church in 1977
Pro-Life Stance and subsequent litigation
Hurricane Wilma construction and rebuild

2. What do you consider to be the most interesting and challenging event in the life of your church in the last three years?

Establishing and growing Life Group Ministries
Community Outreach
Church attendance and growth
Re-establishing strong adult Bible study (Sunday school and Wednesday night)

Part 6: Other Information

1. List the last three persons in this position: Position: Pastor

<u>Name</u>	<u>Dates of Service</u>
<u>Dr. George Callahan</u>	<u>1977</u> to <u>1997</u>
<u>Rev. James Letizia</u>	<u>1998</u> to <u>2017</u>
<u>Rev. Nader Awad</u>	<u>2017</u> to <u>2018</u>

2. Other significant factors about our church not covered in previous questions:

Members are warm, welcoming, committed Christians who love Jesus
Most core members do not live in the community immediately around the church

Charles Ruelke

Clerk of Session

Date: May 2018

Tom Dinan

Chair, Search Committee

Date: May 2018

We encourage churches to list their openings on the EPC Ministry Staff Opportunities List (www.epc.org/mso). For more information or to send your posting e-mail epchurch@epc.org.

2018 Proposed Income and Expenses

Income

Unrestricted Income	\$ 296,000.00
Rental Income	
Somerset	\$ 126,000.00
Assembly of God	\$ 57,600.00
Other	\$ 2,500.00
Children's Ministry Income	\$ 200.00
Summer Camp/VBS Income	
Camp Income	\$ 58,000.00
Sponsorship Income	\$ 2,000.00
Family Ministry Income	\$ 4,000.00
Mission Income	\$ 1,000.00
Reach Ministry Income	\$ 1,000.00
Student Ministry Income	\$ 500.00
Operations - Utility Income	
Electric	\$ 36,000.00
Water	\$ 3,500.00
Waste	\$ 12,000.00

Total Income **\$ 600,300.00**

Expenses

Administration	
Bank charges	\$ 250.00
Copier/Printer	\$ 10,800.00
EPC Dues	\$ 2,500.00
Insurance/Commercial	\$ 24,000.00
License, Permits, Fees	\$ 2,000.00
Ministry	\$ 2,500.00
Mortgage Interest	\$ 40,971.24
Mortgage Principal	\$ 36,675.42
Presbytery	\$ 1,000.00
General Assembly	\$ 1,000.00
Postage	\$ 1,500.00
Supplies	\$ 3,000.00
Admin Reserve	\$ 2,500.00
<u>Total</u>	<u>\$ 128,696.66</u>

Curriculum	\$	2,500.00
Supplies	\$	2,000.00
Children Reserve	\$	1,000.00
<u>Total</u>	\$	<u>5,500.00</u>
Summer Camp/VBS		
Supplies	\$	3,500.00
On Campus Activity	\$	3,500.00
Off Campus Activity	\$	5,000.00
<u>Total</u>	\$	<u>12,000.00</u>
Family Ministry		
Life/Group Food	\$	6,500.00
Special Events	\$	3,500.00
<u>Total</u>	\$	<u>10,000.00</u>
Kitchen		
Supplies	\$	<u>1,500.00</u>
<u>Total</u>		<u>\$1,500.00</u>
Mission		
????	\$	10,000.00
<u>Total</u>	\$	<u>10,000.00</u>
Reach		
Benevolence	\$	6,000.00
Thanksgiving	\$	500.00
Christmas	\$	1,000.00
<u>Total</u>	\$	<u>7,500.00</u>
Student		
General	\$	1,000.00
<u>Total</u>	\$	<u>1,000.00</u>

Music/Media	
Honorarium	\$4,500.00
<u>Total</u>	<u>\$4,500.00</u>

Operations	
Landscaping	\$ 27,600.00
Lake Maintenance	\$ 3,500.00
General Repairs	\$ 10,000.00
Fire/Security	\$ 3,500.00
Storage	\$ 2,000.00
Operations Reserve	\$ 24,000.00
Utility	\$ 66,400.00
<u>Total</u>	<u>\$ 137,000.00</u>

Payroll	
Pastor	\$ 59,318.12
Pension	\$ 5,681.88
Gerardo	\$ 35,300.00
Health Ins	\$ 5,916.00
Sherrie	\$ 30,000.00
Pam	\$ 29,900.00
Paulo	\$ 5,500.00
Jamey H.	\$ 3,640.00
Summer Camp	\$ 22,000.00
Misc. Contract Labor	\$ 5,000.00
Employer Tax Liability	\$ 12,000.00
Work Comp Ins.	\$ 2,500.00
Eoy Staff Bonus	\$ 600.00
Jim Letizia Pension	\$ 16,817.84
<u>Total</u>	<u>\$ 234,173.84</u>

Total Expenses **\$ 551,870.50**

Net Income **\$ 48,429.50**

Identity

Our church is a Reformed multicultural, bible believing church that seeks to make fully devoted followers of the Lord Jesus Christ. We believe in healing and the Gifts of the Holy Spirit.

Vision

Our church sees Christ as our absolute entirety. We seek to see 'souls saved' for Christ sake, and share the 'good news' of Him to the great and small, those who are hurting, broken, confused and lonely. Bringing His word of promise to those who would repent and follow Jesus, makes us gratified and blessed.

Mission

Our church seeks to love, accept, encourage, guide and make disciples of all who want to partake. We want individuals to find a place in the 'body of Christ' and use their time, talents and treasures to spiritually mature unto the greater reflection/character of Christ.