



A Global Movement of Evangelical Presbyterian Churches

The Ministerial Vocation Committee and the Office of the Stated Clerk of the Evangelical Presbyterian Church are responsible for denominational vocational services. As part of the process of “matching” ministers and congregations, the Office of the Stated Clerk provides resources and advice to both pastors and congregational search committees. To that end, we ask congregations and ministers to complete information forms as an introduction to each other, and a first step in the process of calling a minister for a congregation. For both the individual pastor and the congregation, this is an opportunity for self-study and for evaluation of current ministry and goals. This calls for honesty, effort, and commitment to open communication.

The Church Information Form presents the local congregation’s history, challenges, and goals. It is our hope that this will be of help in facilitating the search process, assisting the church in focusing on future directions and pastors in gaining some sense of the nature and uniqueness of this congregation.

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Please return completed form to:

Evangelical Presbyterian Church
ATTN: OFFICE OF THE STATED CLERK
5850 T.G. Lee Blvd., Suite 510
Orlando, FL 32822

Phone: 407-930-4239
Fax: 407-930-4247
E-mail: info@epc.org



Part 1: Church Information

1. Name: Covenant (a/k/a Covenant Presbyterian Church)

Address: 15002 Blondo Street
Omaha, NE 68116

Telephone: (402) 498-9000 Fax: (402) 498-4475

E-mail: psc@covenantomaha.church Website: www.covenantomaha.church



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CHURCH INFORMATION FORM

2. Presbytery: Great Plains Presbytery
Presbytery Ministerial Committee Liaison: Ron Sterk

3. Search Committee Chairman: Andrew DeBoer
Address: 13635 Cuming Street
Omaha, NE 68154
Email: psc@covenantomaha.church
Telephone: (402) 677-6924

4. List all paid staff positions

<u>Rev. Dr. Kevin McDonald, Associate Pastor</u>	<u>x</u>	Full time	<u> </u> Part time
<u>Kevin Boesiger, Director of Blended Music/Kingdom Growth</u>	<u>x</u>	Full time	<u> </u> Part time
<u>Dan Gruber, Director of Children's Ministry</u>	<u>x</u>	Full time	<u> </u> Part time
<u>Stephanie Hawks, Business Administrator</u>	<u>x</u>	Full time	<u> </u> Part time
<u>Tom Dodd, Head Custodian</u>	<u>x</u>	Full time	<u> </u> Part time
<u>Pat Carr, Assistant Custodian</u>	<u> </u>	Full time	<u>x</u> Part time
<u>Cindy Waldo, Director of Congregational Care</u>	<u> </u>	Full time	<u>x</u> Part time
<u>Mike Pollock, Contemporary Worship Service Coord.</u>	<u> </u>	Full time	<u>x</u> Part time
<u>Barry Stackhouse, Contemporary Worship Assistant</u>	<u> </u>	Full time	<u>x</u> Part time
<u>Lindsey Tabor, Contemporary Worship Leader</u>	<u> </u>	Full time	<u>x</u> Part time
<u>Jan Braden, Pianist</u>	<u> </u>	Full time	<u>x</u> Part time
<u>Mary Norton, Organist</u>	<u> </u>	Full time	<u>x</u> Part time
<u>Lanett Keller, Administrative Assistant</u>	<u> </u>	Full time	<u>x</u> Part time
<u>Jackie Hartman, Office Assistant</u>	<u> </u>	Full time	<u>x</u> Part time
<u>Sandra Hansen, Nursery Supervisor</u>	<u> </u>	Full time	<u>x</u> Part time
<u>McKenzie Drake, Assistant Nursery</u>	<u> </u>	Full time	<u>x</u> Part time
<u>Jessica Cleveland, Assistant Nursery</u>	<u> </u>	Full time	<u>x</u> Part time

Note: In addition to the persons listed above, Covenant employs 10-12 (varies) part-time childcare workers for Wednesday evenings and Sunday mornings.



5. List all vacant positions

Position Available: Senior Pastor (Full-time) Date of Vacancy: May 16, 2021

Position Available: Youth Leader (Part-time) Date of Vacancy: September 14, 2021

Position Available: _____ Date of Vacancy: _____

6. Membership (state approximate numbers and percentages)

	<u>Five years ago</u>	<u>Currently</u>
A. Number of church members	<u>574</u>	<u>460</u>
B. Number of family units	<u>273</u>	<u>220</u>
C. Worship attendance	<u>328</u>	<u>198</u>

7. Community Growth Increasing Static Declining

8. Profile of church members

A. Age: **51 (number not % non members) 0-11 6 % 12-18 12 % 19-24
10 % 25-34 13 % 35-49 20 % 50-64 39 % 65+

B. Occupation:

30 % Business 20 % Professional 5 % Trades
0 % Agriculture 5 % Stay-at-home parent 40 % Retired
 % Other (Specify: _____)

C. Educational level of adults

100 % some high school 95 % high school 65 % college 20 % graduate school

D. Percentage of members belonging to the congregation:

Less than one year 6 %
5 years or less 25 %
6-10 years 15 %
10 years or more 53 %



9. Racial/Ethnic composition of:

A. **Congregation**

2 % African American 1 % Asian 95 % Caucasian 2 % Hispanic
 % Other / Specify: _____

B. **Community** (within 5-mile radius of church)

1.18 % African American 5.3 % Asian 88.8 % Caucasian 3.41 % Hispanic
1.23 % Other (Specify) 2 or more races in the household

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

Location

Rural Small Town Metropolitan Suburban Inner City

Function

Industrial Agricultural Recreational Military College/University

Approximate population of community Omaha metro area is approximately 1,000,000

11. Church Programming -- Worship

A. Worship Time

Average Worship Attendance

<u>Sun, 8:30 a.m.</u>	<u>N/A at the present time; Covid impact</u>
<u>Sun., 9:45 a.m.</u>	<u>Contemporary Service (58)</u>
<u>Sun., 11:00 a.m.</u>	<u>Blended Service (140)</u>

B. Frequency of communion celebration: 14 per year

C. How are members involved in planning and participation in the liturgy/worship?

Covenant is a Session-driven congregation that includes lay leadership in all areas of the church. This involvement and leadership is valued and welcomed by all. Regarding worship at Covenant, we have two complementary worship services: Contemporary Worship Service (CWS) which takes place on Sundays at 9:45a.m. and a Blended Worship Service which is held on Sundays at 11:00 a.m.



Planning for each of these services is accomplished through the collaboration of a Worship Committee. This committee consists of Ruling Elders, Teaching Elders, Covenant music staff and other volunteer members. The planning process takes great care to include a unified biblical message for both worship services to help maintain unity and support within our congregation.

Special worship services happen during seasonal times of the year and are planned well in advance. Covenant members participate in all worship services in a variety of ways which include the administration of the Sacraments with the ordained Session Elders or Deacons distributing the elements in the case of the Sacrament of the Lord's Supper. All Covenant members and friends of Covenant are involved in actively worshipping God in all services along with their daily walk.

D. Style of liturgy used in your worship (e.g., traditional, contemporary, variety):

Covenant's liturgy is Evangelical, Reformed, Biblical and Christ-centered. Covenant members (and visitors) want to hear from God's Word and Spirit for blessing, instruction, and comfort. In our Blended Worship Service, Covenant provides a worship opportunity to interact with God through prayers, hymns and songs.

The focus of our Contemporary Worship Service is on biblical preaching and the ministry of God's love and teaching. It is a worship service that uses creative means such as modern musical styles, technology, and other creative idioms to share the word of God.

Worship at Covenant Presbyterian Church is....To know Christ and to make Him known to the glory of the living God of the Bible revealed by Jesus as Father, Son, and Holy Spirit!

E. Type of music used in worship (e.g., traditional, contemporary, variety):

Our 50-member Chancel Choir participates in our Blended Worship Service. All Covenant musicians and vocalists are welcome to join and are greatly appreciated by the entire congregation. We are a singing church! The congregation is very supportive and shows great love for the blended music style. We rely on Covenant's rich tradition but also exercise the freedom to break away and try new songs and musical display for worship.

The Contemporary Worship Band is made up of 12-15 Covenant members. This music style is more contemporary in nature and integrates with the creative means of the entire worship service.



12. Church Programming -- Sunday School

- A. Average attendance in Church School (under 18 years) _____ 69 _____
- B. Average attendance in Adult Education (Sunday) _____ 30 _____.

13. Church Programming – Organizations/Committees

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	Governance	14	Monthly	2
Session Teams	Adult Discipleship; Children’s Ministry; Communications & Media; Finance; Kingdom Growth; Missions & Evangelism; Nominations; Personnel & Policy; Trustees, Youth Ministry; and Worship	varies	Monthly and as needed	2
Deacons	Congregational care	17	Monthly	2
Trustees	Property care	9	Monthly	3
Small Groups (12)	Evangelism, ministry, discipleship, worship and fellowship	100	Once or twice monthly	3
Presbyterian Women’s Circle	Evangelism, ministry, discipleship, worship and fellowship	24	Monthly	3
Covenant Women in Ministry (CWIM) Special Events	Evangelism, ministry, discipleship, worship and fellowship	38	Four events per year	3
Men’s Ministry: Thurs. morning Bible Study and Breakfast	Evangelism, ministry, discipleship, worship and fellowship	15	Weekly	3
Men’s & Women’s Ministry: Wednesday Evenings	Evangelism, ministry, discipleship, worship and fellowship	12	Weekly	3
Chancel Choir	Evangelism, ministry, discipleship, worship, music and fellowship	50	Weekly (Aug. – May)	3



“Unbroken Circle Ringers” Adult Handbell Choir	Evangelism, ministry, discipleship, worship, music and fellowship	15	Weekly during fall and spring	3
Special Music	Music and Worship	80-100	Weekly through the year; number varies	3
Prayer Chain: Email	Evangelism, ministry, discipleship and worship	127 unique email addresses	Daily as needed	3
JOY (Just Older Youth, 55+)	Evangelism, ministry, discipleship and worship	13	Monthly	2
Stephen Ministry	Supervision and continuing education for lay caregivers	26	Twice Monthly	2

*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: Financial/Church Campus Information

1. Current annual budget: \$ \$1,211,817.83 Last year’s annual budget: \$ \$1,210,783.63

(Attach a copy of current budget) **See Appendix B**

2. Percentage of income received toward budget: 68.23 % (through September)

3. Amount contributed for year 2020 (most recent complete reporting year)

A. EPC Per Member Asking \$ 0

B. EPC World Outreach Global Workers \$ 0

C. EPC Special Projects \$ 0

D. Presbytery Per Member Asking \$ 0

E. Other Missions/Missionaries \$ 100,823.33



4. Property owned by church

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

The congregation of Covenant enjoys a beautiful building that is located on a hill overlooking the rapidly growing northwest area of Omaha. The physical structure was completed in 1989. The upper level is 12,663 sq. ft. and houses the sanctuary, which seats 661 worshippers. The fellowship hall, library, nursery, choir practice facilities, and the offices of the pastors and support staff are also located on the upper floor. The lower level is a total of 15,113 sq. ft. and includes 18 classrooms, kitchen, and dining hall. In 2001, a successful capital campaign allowed for the addition of the gymnasium/multipurpose room, nursery area, and small kitchen. The gymnasium is used for multiple purposes including community outreach events and annual meetings. A new parking lot was completed in 2012 and provides additional entrance/exits and much improved traffic flow. In 2019, another successful capital campaign allowed for a complete renovation of the gymnasium/multipurpose room. The gymnasium is now home to our new Contemporary Worship Service that began in 2021.

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:

Plans have been developed for future expansion of the nursery/childcare rooms and a fellowship area in the lower level when the need arises.

D. Does the church own a manse?

Yes No

Condition: Good Fair Poor Number of bedrooms: _____

Pastor's Office/Study: In Church In Manse Not provided Other: _____



6. Compensation:

A. The salary range we are prepared to offer:

Position: Senior Pastor \$ 100K-\$140K (Total package depending on experience and other criteria)

Position: Youth Leader \$ Commensurate with qualifications

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

Position: _____ \$ _____ or ____%

Position: _____ \$ _____ or ____%

C. Housing

Housing allowance

Manse only

Either of the above

D. Benefits and expenses: (Included in total package above)

\$ Incl Pension (minimum 11% gross effective salary)

\$ Incl Medical insurance

\$ Incl Life insurance

\$ Incl Social Security

\$ Incl Travel/mileage

\$ Incl Book allowance

\$ Incl Study leave allowance

_____ weeks Annual vacation

_____ TBD Number of worship services (in addition to vacation and study leave)

for which pastor is provided relief (per year)

_____ Other (Specify: _____)



Part 3: Church Characteristics

Check the box that most closely describes the current congregation characteristics and future goals

Our congregation...	Currently				Goal			
	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 checked="" type="checkbox"/> 1	<input 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 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
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 checked="" type="checkbox"/> 1	<input 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 checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
8. Cares about each other.	<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
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 checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
10. Ministers well to members who are hurting.	<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
11. Uses members' gifts in its worship.	<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
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 checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4



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

Covenant's leaders and members are actively involved in local, national, and global communities. Covenant opens its doors to allow local ministries to meet and serve specialized needs in the Omaha area. Pastors, staff, lay leaders, and small groups actively engage in efforts that are as diverse as homeless shelters, racial reconciliation initiatives, individualized jail ministries, worship services both in cell blocks at the county jail, and also services for inmates who are being re-integrated into society.

The number of mission partners, below, confirms Covenant's identity as a missional church:

Local Mission Partners:

- Avery Presbyterian Church – Hispanic Ministry
- FreshStart (<http://freshstartforallnations.org>)
- Chariots 4 Hope—Omaha, NE
- Christ for the City International – Omaha, NE
- Cross Training Center for Former Inmates (<http://www.crosstc.com/>)
- Crossroads Connection Jail Ministry – Meals & Worship Services (www.crossroadsconnectionne.org)
- ENOA Eastern Nebraska Office on Aging – Omaha, NE
- Good News Jail & Prison Ministry - Douglas County Jail Housing Unit #13 (<http://local.goodnewsjail.org/omaha>)
- Hope of Glory Church – Omaha, NE
- KCRO Radio live broadcast of weekly Sunday worship services
- Missionary, Todd Johnson, Campus Crusade for Christ
- Nebraska Fellowship of Christian Athletes – Junior High, High School, College (<http://nebraskafca.org>)
- One Child, Inc. – Omaha, NE
- Open Door Mission (<http://www.opendoormission.org>)
- Sterling College -- Scholarship
- The Hope Center for Kids (www.hopecenterforkids.com)
- TOPIC – Elkhorn, NE

National and Global Mission Partners:

- Bob & Noemi Caiazzo (Nicaragua)
- Craig & Gerldine Schinck (India, Nicaragua)
- Jesus Film Project, Lee & Chelsea Bickerstaff – Kissimmee, FL



National and Global Mission Partners (cont.):

- John Bueno (Covenant Missionary in Residence, EPC Homeland Missionary, Great Plains Presbytery)
- Healing Kadi Foundation – Hope and Healing for South Sudan – Kajo Keji, South Sudan (<http://healingkadi.org/>)
- Missionaries, Matt & Bekah Meyer Inter-Varsity Christian Fellowship (Global)
- United World Mission – Charlotte, NC

16. Describe the strengths of your congregation:

The strengths of the congregation at Covenant are demonstrated by each individual members walk with Christ, by the collective work that the congregation carries out and by the genuine care that each member shows one another.

Covenant members are very dedicated and giving people. They take their membership vows and the church mission "To know Christ and make Him known" seriously. This mission is carried out through each individual's caring, faithfulness, love, forgiveness and evangelism. There are many examples of this walk.

- Covenant members willingly participate by serving on numerous leadership teams, leading Sunday school classes, jail ministry, leading men's and women's groups and children's church and youth programs. They share these gifts not only in church, but through their service to the community which extend from Omaha, Nebraska, to mission stations around the world. Several members are on a very active Stephen Ministers team and do God's work through the Gideons.
- Covenant focuses on inter-generational praise of our Lord. Covenant values the various ranges in ages of its members. Wednesday night is Faith and Family Night at Covenant when members of all ages come to participate in various Bible studies, men's and women's groups, youth group, choir rehearsal and contemporary music practice sessions. Covenant members express their strength through leading these activities and leaning on solid Bible centered messages of truth and grace.
- Covenant's music ministry is just one way many of our congregants share and express their love for our Savior. Covenant has a 50-person chancel choir that performs God-glorifying music regularly during the Blended Worship Service. Several of these congregants also perform solos. Many congregants display their talents by participating in the handbell choir or share their musical talents playing instruments during the contemporary service.



- During the height of the Covid pandemic, Covenant members shined and rose to the occasion by creating and developing new ways to bring Christ to its members when coming to Covenant was not a possibility. They demonstrated their love for the Lord and each other by their tireless efforts put forth to "re-wire" the entire church to make service and meetings virtual.
- Covenant's members deeply care for and are fiercely loyal to Covenant and one another.
- Covenant has a wonderful 128-year tradition, but its congregation continues to keep their eye on the future. Its prime location, beautiful worship venues, and its willingness to adapt to new methods without compromising its unending commitment to Holy Scripture as God's Word, have positioned the congregation for success.

17. List specific problems with which your congregation struggles:

Covenant Church stands apart from others in being a loving and welcoming church. With that being said, there are a few noted items where we often struggle. Our church is doing a better job of identifying issues and addressing them together. The Session puts priority on addressing matters in supportive ways to help our congregation.

- Dealing with change can always be difficult, and we have experienced some large changes at our church in the past and recent year. At times, some individuals within our congregation resist change and find it difficult to trust decisions made by Session. In some of the situations where information had to be kept confidential, it was even more difficult for some to deal with the change. We have learned from each experience. We have been continuously looking for ways to improve our communication methods, anticipate needs and plan to help members deal with change in their own manner. We have also found by being more proactive in ways where change is happening we can help prevent gossip and untrue information from being shared.
- While we have also improved greatly around communication within our church, we still have work to do, and this is something that our teams within Session feel is very important to keep in focus. We are working closely within teams and office staff to promote open lines of communication. We have also explored the use of resources to help with understanding of roles and responsibilities, dealing with different communication styles and teamwork.

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

Strategic planning conducted by Session in 2017 led to the formation of the Kingdom-Church Growth Committee in 2018. This committee, now called Kingdom Growth,



proposed a set of action plans structured around the concepts of “Extending our reach upward, inward, outward, and onward.” A Session retreat in two workshops in late 2019 focused on next steps in “extending our reach outward,” or engaging the community situated near Covenant in outreach efforts, though these steps were put on hold when the COVID-19 pandemic began. Strategic planning was resumed in 2020 and 2021. A special Session meeting was held on January 9, 2021, to re-establish vision in the 1-, 3- and 5-year time frames, and to create some action steps. One result was a vision for a newly designed organizational chart for the future staffing of Covenant to carry out future goals. This new model assigned lead roles to identified staff, creates teams for carrying out essential ministry tasks, and retains the efficient and currently existing committee structure of church leadership (see **Appendix A**).

“To know Christ and to make Him known” is currently driven by three major goals:

- (a) leading attendees at the revived contemporary worship service into meaningful worship, and growing attendance and involvement;
- (b) creating opportunities for more members and friends of Covenant to deepen their knowledge of Christ and of one another through discipleship and small group ministries; and
- (c) following the lead of the Kingdom Growth Committee as they work with Session to organize, publicize, and implement regularly scheduled outreach events.

The goal of the Contemporary Worship Service has always been not only to lead people in worship with the standards of excellence that Covenant has always held for its blended service, but also to provide a vehicle for outreach to the unchurched in our community. Covenant Session shaped the design of the service so that it retains our evangelical and Reformed identity; is led with high standards in music, worship, and preaching; and appeals to those in the 20- to 45-year-old demographic.

Discipleship has always been important at Covenant, yet ebbs and flows in participation by members have led Covenant leaders to set the goal to expand this participation through a new family-model design for discipleship opportunities.

In response to Jesus’ Great Commission (Matthew 28:18-20) Covenant leadership has set the goals to create opportunities for connections between the seed of the Gospel of Christ, and those in need of a knowledge of Christ and His salvation in our community. Our goal is to give space, creativity, and leadership to the Kingdom Growth Committee, who under the authority of Session will be planning and engaging Covenant members to seize new opportunities through music, educational offerings within our community, and events encouraging community connections.



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:

21. Have you completed a mission statement, vision statement and/or a strategic plan for your congregation? Yes No

If yes, Date completed 1972

If yes, attach copies of each statement or strategic plan the church has completed.

The **mission** of Covenant is:

"To know Christ and to make Him known".

Part 4: Leadership Expectations

The Senior Pastor to be called at this time will be instrumental in further development of all ministries to ensure our endeavors honor and glorify our Lord and Savior. Covenant is blessed with dynamic music ministries, two unique Sunday worship services - one blended and one contemporary, an extensive missions program, a creative Children's Ministry, plus exceptional lay leadership. Congregational involvement in strategic planning guides us to a whole family centered ministry which builds on our thriving Children's Ministry. A key goal is fostering a culture of family events and toward an energized Kingdom Growth plan to help fulfill our mission "To know Christ and to make Him known."

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

1. Spirit-Filled Disciple of Christ: a genuine follower of Jesus, who eagerly shares the Gospel with others, loves God, submits to the Holy Spirit's guidance and correction, and lives out true faith in Jesus by demonstrating sensitivity and compassion for others. The Senior Pastor will share the true love of God to all church members, staff, and visitors, and build peace, harmony, and unity.



2. Authentic Character: an optimistic, humble person with established moral integrity and honesty; a deep, genuine desire to know God through God's Word, to please God, and to do God's work, and to hold others accountable to do the same with understanding and encouragement; a self-disciplined individual who approaches all personal interactions with kindness and consideration.

3. Preacher & Communicator: a genuine communicator who truly believes what is shared from the pulpit and in the classroom, and within personal conversations; someone who presents biblically sound, motivating sermons with relevant applications; someone with demonstrated skills in conveying truth clearly and with discretion.

4. Leadership & Experience: a visionary shepherd who leads by example; a relational and collaborative builder of healthy teams who is able to implement the church's vision in a setting in which the EPC polity is the standard; a person whose own pastoral skills and practices are grounded in the reformed, evangelical tradition of the church, and extend to community leadership.

5. Personal & Servant-Hearted: a hospitable, energetic, caring, empathetic person whose experience in service, leadership, and interpersonal interactions reveals an ability to relate well across all generations and to be sensitive to individual needs; an active listener who promotes the peace, purity, and unity of the church.

Part 5: Church History

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

Covenant has a rich history that began in 1893. Its congregation has met for worship at four locations since its inception. Three events in the life of the church within living memory stand out as significant to the church's current identity and its current goals for the future: (a) the theologically-based decision to dissociate from the PC(USA) and to associate with the EPC in 2007; (b) the strategic and missional creation of a contemporary worship service alternative in 2006 within a church environment known for its long and enduring history of excellence in traditional/blended worship style; and (c) the choices and actions of Covenant leaders and members in response to the COVID-19 pandemic in 2020 that mark its commitment to providing regular worship and ministry opportunities amidst a season of losses, uncertainty, and change.

- a) In 2007, Covenant voted almost unanimously to disassociate with PC(USA) and seek affiliation with EPC. By midyear, Covenant joined the EPC and was made part of the Presbytery of the West. After some time in the Presbytery of the West, Covenant became one of the founding churches in the newly formed Great Plains Presbytery in 2014. The purpose behind the move to the EPC was to be involved in a church affiliation that held Christ as Lord and the only way to salvation, held the Bible as God's revealed Word, and held God's people to a holy standard in all aspects of life. The affiliation with EPC has promoted and furthered the mission of Covenant: "To know Christ and to make Him known."



- b) Covenant has earned a reputation in the Omaha community for the high value that is placed on excellence in blended worship, which continues to be a draw for new members. In 2006, with the goal to maintain an excellent blended worship service, to provide an alternative style for worshipers and to reach out to the community, Covenant inaugurated a contemporary worship service. Though suspended for a time beginning in 2014 when the Senior Pastor sensed a call away from Covenant, the contemporary worship service was revived again in March 2021. Covenant's newest service offers a contemporary set of music with a praise band and small group of vocalists. This newly revived service meets in the church gymnasium for a more relaxed setting. Food and beverages are provided to further impress a relaxed feeling to members and visitors alike. Lighting and technology are utilized to enhance the experience.

Covenant's other service continues to be well staffed and well attended; it uses a blended style of music with traditional roots. Services are held in the sanctuary. Traditional hymns are sung as a congregation during every service. An organ as well as a piano are utilized during services. Covenant has been blessed with many talented members that contribute to the musicality in services regularly. A large chancel choir sings a variety of choral music nearly every Sunday throughout the year. A hand bell ensemble participates in service several times each year. Numerous instruments and instrumental ensembles are used on occasion including various woodwinds and brass, strings, percussion, and a marimba. Vocal music ensembles and soloists covering a variety of musical styles are often in services. This service truly is a unique experience in the area.

As a result of keeping excellence in music a priority and remaining open to stylistic differences, Covenant benefits from being able to minister to people who prefer two very different worship styles. These two Christ-centered services offer differing styles of music. The same biblically based message is delivered in each of these different worship experiences. Covenant greatly values these two very different styles of worship to appeal to more people.

- c) In 2020, Covenant demonstrated its values and its resilience in the responses of Session, the Worship Committee, and members to the COVID-19 pandemic: not only its threats and risks, but also the opportunities it presented. In contrast to many local churches, Covenant determined to continue within legal limits to hold worship services, to adapt and stretch in new online forms of worship and ministry, and to seize new opportunities for ministry. Local laws and state health regulations caused churches all over the city to close their doors midweek with very little time to prepare for contingency plans. Lay leaders, pastors, and staff at Covenant sprang into action, however, and services continued to be broadcast over the radio without missing a Sunday. Within two weeks prerecorded services became available on Sunday mornings. These soon turned into live broadcasts of services online for members and non-members alike to have



Sunday morning church services. Further steps were taken to keep members engaged when they could not come to church, such as staff interviews that felt like mini sermons and email updates to members. The church building reopened for in-person worship after two months. Many measures were taken to keep the sanctuary open, keep worshipers safe, and stay within the local laws. Communion was converted to individual sealed cups with wafers inside. Services were live simulcast in the gymnasium to allow for more members to worship in person. Special masks were bought for the choir to return to worship safely. Children's Church became available through video conferencing technology to allow for children at home and all over the country to participate and grow in their faith. Vacation Bible School was conducted online in 2020, which brought in children from all over the country to participate. In 2021, the online option was still available to allow for more children all across the country to participate again.

The pandemic stressed the church in many ways. Many congregants stayed away from in-person events for many months; several Covenant members contracted the virus, which took the lives of some. The departure of some staff from Covenant in 2020 and 2021 can partly be attributed to pandemic-related stress and conflict. Many believed that the church was stifled in its outreach and other ministries. Yet Covenant remains strong today, has received many new members during the pandemic, and has resumed action on its strategic plans. In many ways, the pandemic gave an opportunity for Covenant to put its priorities and resilience on display.

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

Like most of America, and the entire world, dealing with COVID-19 has been, and continues to be, the most interesting and challenging event in the life of Covenant over the last three years. COVID-19 impacted the life of Covenant like nothing else we have ever experienced. For the first time ever, we closed our doors to our congregation and community in compliance with local laws and national health and government agency directives. We had no in-person worship from Sunday, March 15, 2020, until we reopened our in-person worship on May 24, 2020. Our congregation to date has still not fully returned to pre-COVID-19 attendance levels, but we are slowly seeing those numbers improve as vaccines have become available.

Prior to COVID-19, we had an 8:30 a.m. and 11:00 a.m. Blended Worship Service weekly, and we had plans for launching a Contemporary Worship Service (CWS) on Easter Sunday 2020. Today we have an 11:00 a.m. in-person Blended Worship Service; we launched our in-person 9:45 CWS on Easter Sunday, April 4, 2021, nearly a year later than originally planned.



During the pandemic our Director of Music Ministries resigned; we closed our preschool after our preschool director resigned; and our Senior Pastor resigned in April 2021. Despite all these challenges, our Session has remained united, prayerfully focused on discerning the direction of the Holy Spirit, and committed to their role as servant leaders of Covenant.

Out of this global pandemic came many challenges, but also many opportunities for Covenant to continue in the work of our mission: “To know Christ and to make Him known.” Our staff, our Elders, and many volunteers banded together to create and develop new ways to deliver HIS word out to our congregation members, and to the virtual world as a whole. Together as one, we created and launched virtual worship options through our YouTube, Facebook, and Spotify channels. We have updated and equipped most of our facilities with technology that allows us to connect as a congregation virtually. Our virtual VBS was being watched by not only the children of our congregation, but also by those in many locations throughout the United States as well! We achieved our goal to launch our Contemporary Worship Service and have stayed committed to the action steps in our short-term and long-term strategic planning. In August of 2021, we hired a new Director of Blended Music/Kingdom Growth to facilitate our focus on Kingdom Growth initiatives.

Part 6: Other Information

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

Name	Dates of Service
<u>Rev. Tim Janiszewski</u>	<u>2017</u> to <u>2021</u>
<u>Rev. John Quigley (Interim)</u>	<u>2015</u> to <u>2017</u>
<u>Rev. Jeff Ryan</u>	<u>2013</u> to <u>2014</u>

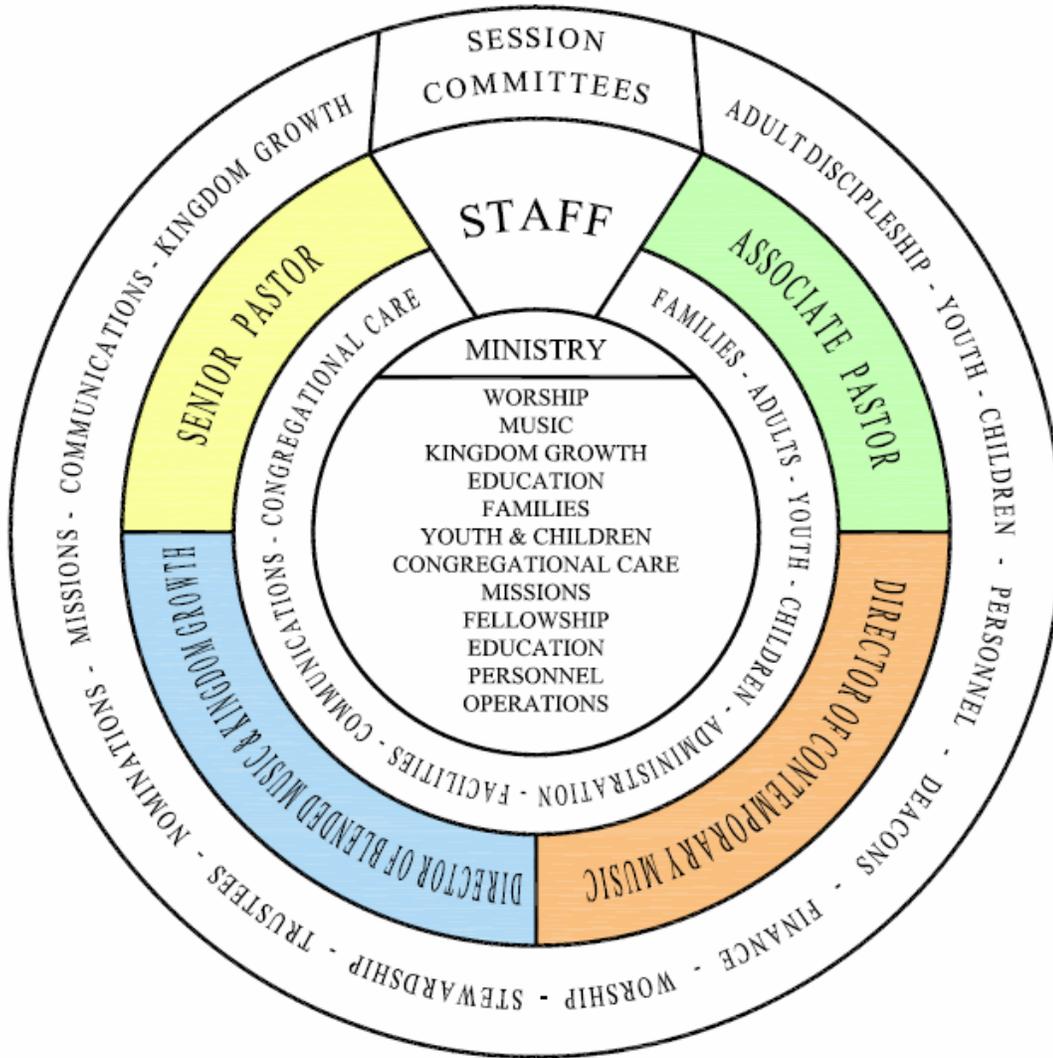
2. Describe any significant factors about the church not covered in previous questions:

Clerk of Session _____ Date _____

Search Committee Chair _____ Date _____

We encourage churches to list their vacancies on the Ministry Staff Opportunities webpage at www.epc.org/mso. For more information or to send your posting, e-mail info@epc.org.

APPENDIX A
COVENANT ORGANIZATIONAL CHART





APPENDIX B 2021 ANNUAL BUDGET

Covenant

Year Ending December 31, 2020

	YTD Actual Totals for 2019	Annual Budget 2020	YTD Actual Totals for 2020	Annual Budget 2021
<u>Income</u>				
Contributions	\$1,164,898.87	\$1,167,376.31	\$1,154,224.85	\$1,053,000.00
Other revenue	\$72,143.82	\$83,055.00	\$40,943.95	\$48,525.00
Total Income	<u>\$1,237,042.69</u>	<u>\$1,250,431.31</u>	<u>\$1,195,168.80</u>	<u>\$1,101,525.00</u>
<u>Expenses</u>				
Personnel	\$708,885.54	\$736,230.31	\$688,849.92	\$709,543.29
Adult Discipleship	\$4,105.31	\$14,264.00	\$1,745.50	\$9,692.50
Youth Discipleship	\$38,351.31	\$24,525.00	\$9,197.87	\$24,525.00
Children Discipleship	\$25,291.80	\$28,500.00	\$19,631.79	\$25,350.00
Missions/Evangelism	\$85,713.31	\$86,900.00	\$100,823.33	\$79,800.00
Trustees Ministry	\$213,641.21	\$187,256.00	\$203,137.56	\$221,240.00
Worship Ministry	\$20,291.75	\$19,081.00	\$14,290.85	\$22,900.00
Music Ministry	\$39,489.70	\$47,350.00	\$34,675.36	\$28,304.84
Deacons	\$1,758.59	\$2,500.00	\$841.01	\$2,500.00
Fellowship	\$15,347.70	\$18,500.00	\$3,448.57	\$13,000.00
Administration	\$72,011.55	\$85,325.00	\$51,922.37	\$73,928.00
Total Expenses	<u>\$1,224,887.77</u>	<u>\$1,250,431.31</u>	<u>\$1,128,564.13</u>	<u>\$1,210,783.63</u>
Net Change to Operating Activities	\$12,154.92	\$0.00	\$66,604.67	-\$109,258.63