



A Global Movement of Evangelical Presbyterian Churches

CHURCH INFORMATION FORM

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 pastor and the congregation, this is an opportunity for self-study and evaluation of current ministry and goals. This calls for honesty, effort, and open communication.

This Church Information Form (CIF) presents the local congregation’s history, challenges, and goals. It is our hope that this will help facilitate the search process by assisting both the church in focusing on future directions and applicants in gaining some sense of the nature and uniqueness of this congregation.

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, email info@epc.org.

Guidance for church-based human resources questions such as background checks, personnel policy manuals, and more is available at the Office of the General Assembly by contacting Marti Ratcliff at marti.ratcliff@epc.org or 407-930-4263.

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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





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Part 1: Church Information

1. Church Name Covenant Presbyterian Church

Address 15002 Blondo St

Omaha, NE 68116

Telephone (402) 498-9000 Fax (_____) _____

E-mail andrew@covenantomaha.church Website https://www.covenantomaha.church/

2. Presbytery Great Plains

Presbytery Ministerial Committee Liaison Kent Mathews

3. Search Committee Chairman Mary Hamilton & Ron Steiner

Address _____

E-mail _____

Telephone (_____) _____

4. List all paid staff positions (use additional sheet if necessary)

Senior Pastor, Andrew Myers Full time Part time

Associate Pastor, Kevin McDonald Full time Part time

Congregational Care Coordinator, Cindy Waldo Full time Part time

Director of Blended Music & Kingdom Growth, R. Kevin Boesiger Full time Part time

Contemporary Worship & A/V Team Leader, Mike Pollock Full time Part time

Children's Ministry Leader, Halee Watson Full time Part time

Youth & Young Adult Ministry Leader, Tyler Bullie Full time Part time

Business Administrator, Linda O ' Neill Full time Part time

Media Coordinator, Lanett Keller Full time Part time

Administrative Assistant, Maisy Torrano Full time Part time



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5. List all key volunteer positions

- Sunday School facilitators
- Small Group facilitators
- Womens ministry facilitators/speakers
- Men's Ministry Facilitators
- Men's Bible study facilitators
- Children's Sunday School teachers for various ages
- Children's Wednesday night teachers
- Children's Event Coordinator for VBS, fall fest, etc.
- Youth Ministry Volunteers
- Various Fellowship Ministry Volunteers
- A/V Volunteers (Sound tech, projectionist, livestream)
- Choir members
- Contemporary Service singers/musicians
- Building & Grounds Volunteers

6. List all vacant positions

Position Available Pastoral Resident Date of Vacancy 2/15/2025

Position Available _____ Date of Vacancy _____

Position Available _____ Date of Vacancy _____

7. Membership (state approximate numbers and percentages)

	Five years ago	Currently
A. Number of church members	<u>574</u>	<u>399</u>
B. Number of family units	<u>265</u>	<u>205</u>
C. Worship attendance	<u>328</u>	<u>219</u>

8. Community Growth Increasing Static Declining

9. Profile of church members

A. Age:

9 % 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
_____ % Agriculture 5 % Stay-at-Home Parent 40 % Retired
_____ % Other (Please 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 10 %
5 years or less 25 %
6-10 years 15 %
10 years or more 50 %

10. Racial/Ethnic composition of:

A. **Congregation**

2 % African-American 1 % Asian 88 % Caucasian _____ % Hispanic
9 % Other (Specify) African

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) _____

11. 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: _____



12. Worship

A. Worship Time	Average Worship Attendance	Worship Style
9am	60	Contemporary
11am	170	Blended

B. Frequency of communion celebration: 12 per year

C. How are members involved in planning and participation in the liturgy/worship?
Planning for each of these services is accomplished through the Leadership of Pastors with Worship Leaders and in coordination with the 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.

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 both the Contemporary and Blended service, we incorporate Reformed worship elements: Invocation, Confession of Faith, Prayer, Benediction.

E. Type of music used in worship (e.g., traditional, contemporary, variety)
The two services employ their distinctive worship styles (contemporary and blended) while also seeking to benefit from the variety of styles with which God's people have worshipped through the ages.

13. Ministry Programs

- A. Average attendance in Church School (under 18 years): 25
- B. Average attendance in Adult Education (Sunday): 35
- C. Average involvement in Small Groups: 100



14. Organizational Structure

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*
Worship		6	Monthly	2
Youth Ministry		4	Monthly	4
Personnel and Policy		3	Monthly	2
Adult Discipleship		7	Monthly	3
Children's Ministry		7	Monthly	4
Stephen Ministry	Congregational Care	7	Monthly	3
Communications and Media		5	Monthly	2
Covenant Connections	Welcoming Visitors/New Members	6	Monthly	4
Finance		7	Monthly	2
Kingdom Growth	Evangelism and Outreach	5	Monthly	2
Missions	Support of Mission Partners	5	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.
4. A staff person takes primary initiative and responsibility.

Part 2: Financial/Church Campus Information

1. Current annual budget: \$ 1,200,000 Last year's annual budget: \$ 1,259,000
(Attach a copy of current budget)
2. Percentage of income received toward budget: 81.00 %



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

- A. EPC Percentage of Income \$ 9,000
- B. EPC World Outreach Global Workers \$ _____
- C. EPC Special Projects \$ _____
- D. Presbytery Per Member Asking/Percentage of Income \$ 9,000
- E. Other Missions/Missionaries \$ 80,000

4. Property owned by church

A. Describe buildings and property (other than manse), including condition.

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 500 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 for our Contemporary Worship service, for community outreach events, and for annual meetings.

- B. Are your buildings adequate for your present program? Yes No
If no, please explain:

- C. Is a building program or capital project projected? Yes No
If yes, describe what, when, and projected cost

- D. Does the church own a manse? Yes No

Condition: Good Fair Poor # of Bedrooms

Pastor's Office/Study: In Church In Manse Not Provided

Other _____



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5. Compensation:

A. The salary range we are prepared to offer:

Position: Pastoral Resident \$ 45,000 plus benefits

Position: _____ \$ _____

Position: _____ \$ _____

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

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

C. Housing

Housing Allowance

Manse Only

Either of the Above

D. Benefits and expenses

Yes Retirement Plan (minimum 10% gross effective salary)

Yes Medical insurance (EPC medical coverage required for full-time TEs)

Yes Life insurance

Yes Social Security

Yes Travel/mileage

Yes Book allowance

TBD Study leave allowance (minimum 2 weeks)

TBD Annual vacation days (minimum 4 weeks)

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

NA Sabbatical frequency and length _____

_____ Other (Specify: _____)

E. The church participates in the EPC's medical benefits plan Yes No

F. The church participates in the EPC's retirement plan Yes No



Part 3: Church Characteristics

Check the box that most closely describes the current characteristics of the congregation.

Our congregation...	Agree		Disagree	
1. Is spiritually vibrant	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
2. Demonstrates love for the pastor and his/her family	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
3. 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
4. Places a high priority on sound biblical preaching	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
5. Effectively integrates newcomers	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
6. Is engaged in evangelism	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
7. 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
8. Has a spirit of unity	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
9. Cares about each other	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
10. Is supportive of the Session and pastoral leadership	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
11. Ministers well to members that are hurting	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
12. Uses members' gifts in worship	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
13. 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
14. 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
15. Is connected to and prayerful about what God is doing in the global church	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

16. How are elders and deacons initially trained and equipped for ministry?

Officer Training Class currently under development as high-priority strategic goal. Ten-week class will conclude with session certification of individuals identified as called and gifted for ordained office.



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17. What is the Session's current practice regarding the ongoing discipleship of elders and deacons?

Elders and deacons are to attend quarterly meetings for ongoing leadership development focused on relevant ministry topics.

18. 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 diverse ministries evident among Covenant's local mission partners: Avery Hispanic Presbyterian Church, Camp Rivercrest, Chariots 4 Hope, Cross Training Center, Fellowship of Christian Athletes, Good News Jail & Prison Ministry, Guiding Grace, Hope Center for Kids, Hope of Glory Church, Missionary, Todd Johnson (Campus Crusade for Christ), Omaha Bridges Out of Poverty, Open Door Mission.

19. Describe the strengths of your congregation.

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.

- Covenant members willingly participate by serving on numerous ministry teams.
- Covenant focuses on inter-generational praise of our Lord. Covenant values the various ranges in ages of its members.
- Covenant's music ministry is just one way many of our congregants share and express their love for our Savior.
- Covenant's members care deeply for one another.



20. 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 Covenant has experienced some large changes at our church in recent years. At times, some individuals within our congregation resist change and find it difficult to trust decisions made by Session.
- In previous years, the leadership development provided for elders and deacons has been sometimes lacking such that candidates were not adequately prepared for office leading to leadership challenges in the church.
- Discipleship has always been important at Covenant, yet ebbs and flows in participation by members. This has led Covenant leaders to set the goal to expand this participation.

21. List major goals that the congregation has set for itself.

Goal 1: Leadership Development

Year 1: Identify those ministry leaders who should be receiving regular training and determine a structure to empower those leaders, including the development of a leadership curriculum.

Year 3: That regular leadership training would be implemented across our ministries.

Year 7: That Covenant would be increasing its qualified leadership (i.e. individuals who have completed a leadership development track and been certified by session) for church office (Elder and Deacon) by 4-5 individuals each year.

Goal 2: Worship

Year 1: That from a biblical and Reformed vision for worship, we study the strengths and weaknesses of our current worship services, developing a report with recommendations for goals or changes in future years.

Goal 3: Discipleship

Year 1: Develop clear discipleship pathways at Covenant, setting a vision for each person ' s growth in head, heart, and hands.

Year 3: Have implemented coordinated discipleship pathways for all ages, including children, youth, young adults.

Year 7: Have a mobilized membership equipped to serve in the church and in the community, with ministry opportunities matched to the gifts and availability of the membership.

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

- Yes No

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

- Yes No



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If you answered “Yes” to either 22 or 23, please explain.

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

Yes No

If yes, Date completed _____

If yes, enter each statement or strategic plan (or attach copies if space below is limited).

See above, Q. 21.



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Part 4: Leadership Expectations

1. What are some key character strengths a person should bring to this position?

- A strong and growing relationship with Jesus Christ
- Character in accord with the biblical qualifications of one who aspires to the office of teaching elder (e.g. 1 Tim 3:1-7)
- A passion for people with an evident concern for congregational care
- A missional heart with a desire to share the gospel in daily life so that the church would reach new individuals and communities

2. What are five key gifts/skills/abilities a person should bring to this position?

- Proven experience demonstrating an evident call to pastoral ministry
- Experience engaging the unchurched with the gospel in multiple cultural environments
- A relational and outgoing communicator who is able to interact positively with a wide variety of personalities
- A gifted teacher who is able to communicate biblical truth for the purposes of discipleship and leadership development
- A demonstrated history in recruiting, leading, equipping, and supporting volunteers in the work of ministry, and especially outreach

3. What are the primary pastoral duties for the position? (Attach a position description)

See Job Description



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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 disassociate 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 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.

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

With most churches, the time of COVID-19 was the most significant challenge in the life of Covenant in recent history. In addition to navigating the common challenges of the pandemic, the previous Senior Pastor of Covenant departed in April of 2020. A gap of nearly two years followed before Pastor Andrew Myers was hired as the new Senior Pastor (March 2022).



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Part 6: Other Information

1. List the last three individuals who held this position

Name

Dates of Service

N/A

_____	_____ to _____
_____	_____ to _____
_____	_____ to _____

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



Statement of Acknowledgment

The EPC believes that honesty and a commitment to open communication are critical to building the body of Christ. In that spirit, please confirm your agreement to the following statements by your signatures below.

1. We attest that the information contained in this Church Information Form is true and complete to the best of our knowledge.
2. We authorize applicants for the position(s) listed herein to make inquiries regarding all statements contained in this Church Information Form.
3. We authorize the Office of the Stated Clerk to circulate, distribute, and otherwise share this Church Information Form with potential candidates for the position(s) listed herein.
4. We acknowledge the Medical Plan and Retirement Plan services offered by the EPC’s Benefit Resources, Inc., exist to serve EPC churches and their staff members. We also acknowledge the EPC’s Book of Order requirement that EPC churches provide medical insurance to ordained staff members through BRI as mandated by the following Acts of the General Assembly:
 - 81-04 Terms of call for any minister of member churches shall provide for participation in the denominational hospitalization and disabilities programs. *(Minutes of the 1st General Assembly, 1-32)*
 - 81-06 The denominational group insurance plan providing health, disability, and life coverage shall be mandatory for all ministers within member churches. *(Minutes of the 1st General Assembly, 1-36)*
 - 88-08 Assembly amends participatory requirements for group health insurance plan by requiring participation of all ministers on the rolls of presbyteries with the exception of:
 1. Missionaries laboring in cooperative agreements with mission agencies;
 2. Ministers laboring in institutional agencies providing their own group insurance plan;
 3. Ministers afforded group insurance coverage as part of retirement benefits from a previous employer;
 4. Ministers without call, and ministers laboring less than 20 hours in a place of ministry. *(Minutes of the 8th General Assembly, 8-24)*

For information about EPC benefits through BRI, see www.epc.org/benefits, email benefits@epc.org, or call 407-930-4267.

Clerk of Session _____ Date _____

Search Committee Chair _____ Date _____