**Cove Presbyterian Church Mission Discernment Profile March 2025**

**Covesville, Virginia**

**Church Mission/Vision Statement (*1,500-character limit which***

***includes punctuations and spaces*):**

Cove Presbyterian Church is a congregation that has been worshipping together in the countryside south of Charlottesville Virginia for over 250 years. While the historic brick structure holding the sanctuary is small, the reach of the love and care emanating from this gathering place extends to many points, both near and far. In the sincerity of our worship, in the socially conscious commitments that motivate our local and international missions, and in our cherished care for each other, we strive to be a dynamic community. Cove is not just an historic, rural church but a Spirit-filled, Spirit-seeking place poised for a gifted leader to come alongside us as we find our way toward God’s gracious future.

We pride ourselves on hospitality and, in keeping with a banner that adorned our sanctuary and faced the nearby highway several years ago, “We Choose Welcome.” In practice, this means that we strive to meet people—those whom we serve in church ministries and anyone who walks into the sanctuary on Sunday mornings—where they are and help them to build a bridge to where they need to be, whether they remain long in our company or are just passing through. Recognizing that “now we see through a glass, darkly,” we seek to live faithfully, trusting in the Providence of God and striving to build a future we cannot see.

**Tasks, expectations, duties, supervision, assignments, and**

**responsibilities for the position (*1,500-character limit which includes***

***punctuations and spaces*):**

We are issuing a call for a full-time minister who will:

* Plan and lead single worship service each week with creativity and thoughtfulness, with engaging liturgy and sermons, in coordination with music and art opportunities.
* Provide monthly Communion and other liturgical services throughout the year.
* Serve as the Head of Staff alongside Music Director, Pianist, and Cleaning and Technology staff.
* Moderate Session and encourage Session’s leadership of congregation.
* Provide for the Pastoral Care of the congregation with regular and emergency visitation.
* Envision, plan, and oversee church education programs for all ages, including children.
* Connect with both church and community leaders and deepen the congregation’s ties to God’s work in the region.
* Encourage the Session and membership in effective use of the church building for faithful ministry and outreach.
* Oversee the church’s use of technology for outreach and continued livestreaming of worship.

**A range for the Effective salary is needed for matching purposes. The**

**maximum effective salary is not published anywhere. Effective salary is cash**

**salary plus housing allowance or manse value and other compensations. See**

**Effective Salary Definition at Board of Pensions of the PC(U.S.A.).**

**Minimum Effective Salary:** $75K

**Maximum Effective Salary:** $95K

**Housing Type (*select all that apply*):**

Manse\_\_\_\_

Housing Allowance \_X\_

Open to either\_\_\_\_

N/A\_\_\_\_

**MDP Narratives. Please fill out the following narrative questions about your**

**congregation (*1,500-character limit per question, including punctuations and***

***spaces*):**

**1. 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?**

Perched between a railway stretching from New Orleans to Boston and a busy federal highway that bisects the village of Covesville, Cove Presbyterian Church has stood as a house of worship for 256 years. We cherish the hope that it will remain a place of sacred solace and dynamic ministry to a world inclined to hurry past, offering welcome, peace, belonging, and opportunities for service long after we are gone. Our congregation seeks a full-time minister to nurture its vibrant community of faith and to help us to position ourselves for outreach, impact, and relevance as we approach our third century.

Cove’s 80 members are mainly older adults and a few young families. We give our time and talents to Charlottesville Habitat for Humanity, Kindness Café, the International Rescue Committee, The Innocence Project, and organizations serving area senior citizens and families seeking medical care at University of Virginia Hospital. Internationally, we are long-time supporters of the GuateMaya Alliance in Guatemala, La Gonave Partners in Haiti, and Faith Ministry in Mexico. The pastor we call will work beside us in all those ministries, but we also need a leader who can help us build stronger local connections in the nearby rural areas of Albemarle and Nelson Counties. We recognize that our neighbors may view Christianity with skepticism or hesitation, a fact that inspires us to be a community of worship, service, hospitality, and hope, offering refuge and purpose in perplexing times.

**2. 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?**

Cove Church sits 20 miles south of Charlottesville, home of Thomas Jefferson’s Monticello and the University of Virginia. Historic Covesville is hardly a town now, with a post office and country store-turned-antique-shop. Our church’s musical and artistic traditions and its setting in a mountain community near a center of learning evoke a strong sense of place that both delights and challenges its members. We enjoy ice skating parties, sharing fresh produce from our gardens, and adorning our sanctuary with live Christmas greens. The choir’s repertoire ranges from Appalachian shape-note hymns to Bach cantatas, commingling global melodies and Geneva Psalter stalwarts, and congregants recently restored an 1826 Tracker pipe organ to complement our grand piano. Music is essential to our mission, and we host many special concerts. Respect for knowledge combined with care for the environment—to the point of powering the sanctuary with rooftop solar—is a defining value.

We struggle, however, with the longstanding racial and economic divides in our community. As we call our next minister, we hope to develop more healing ministries (grief, addiction, divorce, job loss, aging, dementia, etc.) to serve our immediate neighbors. A childcare center housed in the fellowship hall met a critical need for local families for years but was forced to close in 2024. Cove Church members are freshly motivated to discern how we are called anew to use our talents and our facilities for the glory of God.

**3. 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?**

The minister will lead the administrative work of the church, collaborating with the Session and four part-time employees—the choral director, pianist, treasurer, and technology specialist—to lead and livestream weekly worship services. Our Worship Team includes these employees and two of the six Session members and meets weekly to plan and organize services. This team prepares the Sunday service, organizes volunteers, welcomes new guests, and coordinates fellowship meals and events that align with the church calendar throughout the year. The Music Director works with the pastor to select appropriate music for the choir and congregation. The technology specialist and a team of volunteers livestream the worship service.

Given the active nature of the congregation and the broad connections to other churches and organizations, the administrative responsibilities of the pastor, staff, and Session are considerable. Cove's Session is small, comprising six members, a moderator, and a clerk. Nearly three quarters of its members have served as elders. Session members are appointed to serve staggered three-year terms, and they routinely solicit volunteers from the congregation to assist with the church’s ministries, service, and outreach activities. Cove is exploring hiring a part-time Administrative Assistant, and it is hoped that this individual could contribute to updating the church’s website and social media presence to make it more accessible to first-time visitors.

**4. 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.**

Cove must always be a place of learning, fellowship, and love, a welcoming community of believers whose faithful discovery of God’s plan in all its variety and potential includes room for doubt. Our congregation has thrived most under a flexible, adaptable style of leadership, associated with strong listening skills, creativity, and a high level of scholarship in teaching and sermons. A theology that emphasizes social justice, care for the less fortunate, environmental stewardship, and a willingness to question church tradition are also well-aligned with the values of the congregants. Finally, a pastor with the managerial skills to oversee the church’s operations and a gift for ministering to the elderly and the hospitalized, and welcoming guests and new members, is required.

We seek a minister who can lead the Worship Team to craft a worship experience rooted in congregational tradition and Cove’s rural sense of place, yet expansive in geographical and historical perspective. Many of us are steeped in artistic, musical, and literary endeavors that inform our faith, and a pastor with a thoughtful aesthetic of his or her own and openness to other traditions is essential. Historically, the congregation has been most inspired by a preaching style in which the pastor holds the Bible in one hand and the newspaper or an artifact of culture in the other, juxtaposing the world we inhabit with God’s eternal justice, mercy, and love, the saving grace of Jesus, and the hope of eternity.

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

As the sole pastor to a vibrant rural congregation, the role requires someone who can wear many hats. Core responsibilities are weekly preaching, oversight of the Worship Team and the church’s live streamed services, administration of the sacraments, coordination a small staff of part-time employees, moderation of the Session, visitation of sick, hospitalized, or shut-in congregants, care for the spiritual wellbeing of congregants and community members, and leadership as the church seeks to find new ways to serve and engage its community. For the first time in several years, the church also has an active contingent of kids, so revitalizing Sunday School or youth group activities is also a priority.

While Cove, like many churches, faces many societal and cultural challenges, it is a congregation full of committed people ready and willing to serve God. The pastor will find within the congregation deep fellowship, able servants, and faithful partners for the joys and tasks of ministry. We are a unique and thoughtful community, with energy and devotion, a combination of current and retired farmers and professors, leaders of community organizations, artists and authors, medical professionals, and other vocations. We are passionate about worship and music, and it is especially important that the pastor we call have a strong scholarly foundation and active curiosity about the history and historical context of the Bible and its interpretation.

**List any links that support the answers to your narratives or**

**highlights ministries within your church/organization. (Up to 10 links)**

<https://www.covepresbyterianchurch.com/>

<https://www.facebook.com/CovePC>

**(DONE ONLINE) Equal Employment Opportunity:** The unity of believers in Christ

is reflected in the rich diversity of the Church's membership. In Christ, by the power

of the Spirit, God unites persons through baptism regardless of race, ethnicity, age,

sex, disability, geography, or theological conviction. There is therefore no place in the

life of the Church for discrimination against any person. The Presbyterian Church

(U.S.A.) shall guarantee full participation and representation in its worship,

governance, and emerging life to all persons or groups within its membership. No

member shall be denied participation or representation for any reason other than

stated in this Constitution. (F-1.0403) Each Pastor Nominating Committee and

Search committee is expected to undertake its search for a Teaching Elder in a

manner consistent with the good news that in the Church '...as many of you as were

baptized into Christ have put on Christ. There is neither Jew nor Greek, there is

neither slave nor free, there is neither male nor female; for you are all one in Christ

Jesus.

**Please accept the following:** The Pastor Nominating Committee and Search

The committee has affirmed its intention to follow the Form of Government in this regard.

**References - Could Session be responsible for this**

(*Please enter at least three references of individuals who have had connections with the*

*congregation and are not currently involved in the congregation*):

**Reference #1**

Name:\_Jay Sanderford\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Relationship:\_\_Former interim pastor\_\_\_\_\_\_\_\_

Phone:\_\_(4340 466-1306\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Email:[\_\_Jsanderford7@gmail.com](mailto:__Jsanderford7@gmail.com)\_\_ \_\_\_\_\_\_\_

**Reference #2**

Name:\_Josh Andrzejewski\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Relationship:\_Former interim pastor\_\_\_\_\_\_\_\_

Phone:\_\_(804)397-5491\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Email:\_\_jandrzejewski@fpcrichmond.org\_\_\_\_\_

**Reference #3**

Name:\_Jill Duffield\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Relationship:\_Former church member\_\_\_\_\_\_\_\_

Phone:\_\_(803)493-1744\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Email: \_\_jduffield@fpcgreensboro.org\_\_\_\_\_\_\_\_

**Assign a PNC Chair Contact. Fill out the contact information for the individual that will**

**serve as the Pastor Nominating/Search Committee Chairperson/Mid-council Search**

**Committee Chairperson for this MDP:**

Name: Adam Neff\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Preferred Phone:\_717-471-5724 (cell)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Alternate Phone or Email: abneff@gmail.com\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Email Address: covepnc2025@googlegroups.com

Address 1:\_108 Starvale Lane

City: \_Shipman\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

State: \_\_Virginia\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Zip Code: \_22971\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_