



**508 Harvey St
Winston-Salem, NC 27103**

**Mailing Address:
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covenantofgracews.org





Full-Time, Salaried Senior Pastor Position

Qualifications Based on Chapter 9 of the ARP FoG

A. **Spiritual Maturity.** A minister must be mature in his faith, with absolute certainty of his own saving relationship with the Lord Jesus Christ.

B. **Belief.** A minister must accept the doctrines, government, and worship of the Associate Reformed Presbyterian Church as agreeable to and founded upon the Word of God.

C. **Knowledge.** A minister must give evidence of his knowledge of the Holy Scriptures, the doctrines, government, and worship of our ARPC, and the duties of a minister.

D. **Compassion.** A minister must serve as Jesus Christ, who came “not to be ministered unto, but to minister.”

E. **Personality.** A minister must be one who will attract persons to Christ and His Church.

F. **Intelligence.** A minister must be capable of meeting the education requirements essential for ordination.



G. **Education.** A minister must present evidence of having obtained the following: **1.** A baccalaureate degree, or its equivalent, from an accredited four-year college or university; **2.** A master of divinity degree (or its equivalent) from an accredited seminary approved by the Presbytery; **3.** Biblical language studies (Hebrew and Greek). (Synod 2021)

Responsibilities

- Faithfully preaching of God's Holy Word.
- Training of new officers in accordance with ARP standards.
- Overseeing Sunday school program / able to teach classes.
- Shepherding, counseling, and visiting the congregation.
- Pray with and for the congregation and lead weekly prayer meetings.
- Leading and driving community outreach efforts.
- Demonstrating and encouraging evangelism.
- Willing to visit the hospitals and elderly.

Desired Qualities and Strengths

- We are looking for a pastor who is mature in faith, biblically grounded, with experience.
- Must have a vision for growth as we seek to fulfill Covenant of Grace's mission.
- A heart for promoting the gospel as a way of life.
- Strong knowledge of scripture and the ability to teach, preach, encourage, and exhort the congregation.

Benefits

- Salary based on experience/education
- Housing allotment
- Health Care through Synod's insurance program
- ARP Retirement
- Vacation and study break as required by ARPC





Covenant of Grace Vision Statement

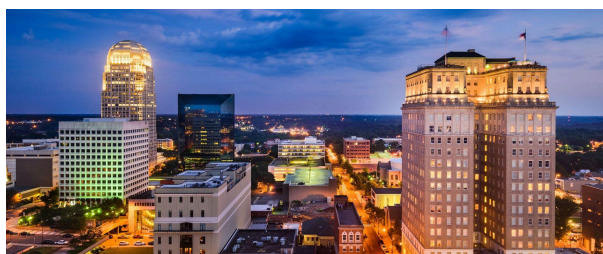
Covenant of Grace is a loving church family that equips people to know God and His Word through serious, joyful, Christ-centered worship and service, in reliance upon the Holy Spirit.

Covenant of Grace Bible Verse

“You shall love the Lord your God with all your heart and with all your soul and with all your mind. This is the great and first commandment. And a second is like it: You shall love your neighbor as yourself.” (Matthew 22: 37-39)

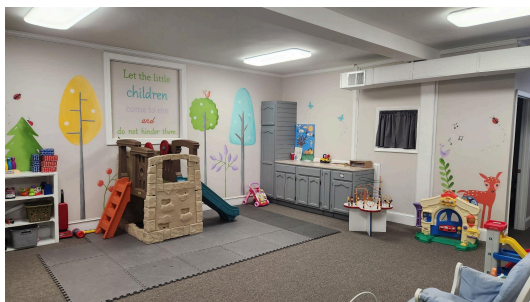
The Church

Covenant of Grace began as a mission church plant through the Associate Reformed Presbyterian Church in 2005 for Winston-Salem, NC. We were particularized as an organized church on August 26, 2006, under the pastoral leadership of Rev. Roger Wiles. Today we have 61 active members, with a total membership of 81. Our members live an average of 15 to 30 miles from the church. Our congregation is composed of families with children, middle-aged adults, and some retired members. While mostly caucasian we do have an African-American member and others that visit.



Our church is located at 508 Harvey Street in Winston-Salem, NC. The location is ideal for growth with many communities and neighborhoods all around our campus. Winston-Salem has a population of approximately 400,000 citizens of many different ethnicities and backgrounds.

The church campus consists of three buildings where we meet to worship, teach Sunday school classes, as well as fellowship. The buildings consist of the main sanctuary, educational building, and fellowship hall. Our sanctuary has a lower-level seating capacity of approximately 120 -130 people, while the upper-level balcony seats approximately 25-35 people. The educational building is a 2-story structure. The ground level contains six larger rooms and five small rooms. The second story has seven larger rooms and five smaller rooms. Finally, the fellowship hall building has a kitchen and a large area for meals, meetings, and community gatherings. In the past few years, we have remodeled and refurbished a large part of our buildings and grounds, including installing new heating and air, security, parking lot, and many other upgrades. We maintain an account in our budget that is designed to have the necessary funds to continue upgrading as needed. The five deacons keep our property in good condition both inside and outside. The property is valued at \$1,300,000 with a \$90,000 loan debt. Our annual budget (as of 2024) is \$213,000.



A Typical Sabbath Morning Worship Service

We have Sunday school classes for children according to age groups and an adult Sunday school class. All Sunday school classes start at 9:15 am. At 10:30 am, we begin our Corporate Worship Service according to the ordinary means of grace. Each Sunday, we have communion following Worship. On the first Sunday of the month, we hold a church fellowship meal after church. We have a nursery available during SS classes but during worship, we come together, as a family, to worship our King, the Lord Jesus Christ. We all help to support our families to worship together each Sunday.



(See recent order of worship below)

How do members/visitors describe your church?

Covenant of Grace is a biblically, Christ-centered, covenantal, family-driven church. Young children attend worship with their families and this aspect is fully embraced by our members. The nursery is available during the service should the parents need it for any reason. The church is small enough to know most every member personally while at the same time desiring to see the church grow organically according to the work of the Holy Spirit.



Visitors describe Covenant of Grace as a very friendly church with solid, biblically focused, confessional, reformed doctrine while enjoying our traditional worship with congregational singing.



What are the social backgrounds and occupations of your church members?

Our members come from a range of social and professional backgrounds. Their occupations are a mixture of professions including medical doctors, as well as other medical professionals, teachers, bankers, mechanics, IT technicians, financial, and residential builders as well as a few that are retired.





What is the unique mission of your congregation within your community?

Winston-Salem is a prosperous city that is home to research universities, two major health systems, multiple financial services companies and is the home of Texas Pete Hot Sauce and Krispy Kreme Doughnuts, but there are few solid reformed churches. There is an obvious need for great teaching in the context of biblical worship and joyful family and community life built on the foundation of the Word of God. We desire to grow and become a church known to provide this to the glory of God.

What are the ministry goals of your church?

Covenant of Grace aims to present the Gospel of Christ in a loving, biblically correct effort, seeing unchurched people, lost in sin, be converted to Jesus Christ by the preaching of biblical truth.

What are the greatest challenges confronting your church in the coming year?

Due to differences in the vision and direction of the church, we have recently and abruptly lost both our senior and associate pastors.

We currently have approximately 60 members committed to worshipping each Sunday morning.

We are looking forward to restarting Sunday evening services and Wednesday prayer meetings.

It is our prayer that this congregation grows and that God will increase our ministry in Winston-Salem so that we see many people saved.

What special joys, opportunities, or challenges await a pastor in your congregation?

We are a church body that loves God's Word, is family driven, and is invested in seeing the city of Winston-Salem learn how proper biblical, reformed worship can open up our worshiping abilities thus drawing us each individually, closer to the Father. We enjoy



each other socially and worshipfully. Our people love our triune God and each other, and we pray for opportunities to present Christ to those around us. We work hard and live loud to the Glory of Christ.

The Winston-Salem area is without many strong reformed, covenantal churches, despite there being a great need for this, and many are hungry for it.

Missions

We support World Missions financially and through the participation of members directly serving on various Mission Boards and Presbytery Boards. We currently support the French Camp Orphanage and School efforts in Mississippi, World Missions efforts in Lithuania, and the Malawi Reformation Network. We have a strong desire to develop local outreach.



Social Events

- Psalm / Hymn sings
- Church wide picnic / cookout at a local park several times through the summer
- Monthly fellowship meal

Current Church Staffing

- No paid staff at present
- Administrative duties handled by volunteers
- Annual review of treasurer/accounting is performed by an outside accountant





HOW TO APPLY:

Please acquire a copy of the Ministerial Data Form from the Associate Reformed Presbyterian Church website at: <https://arpchurch.org/career-opportunities/>

Completed forms and questions can be addressed to the Pastoral Search Committee at covgracearp@gmail.com. We look forward to speaking with you.

ORDER OF MORNING WORSHIP

CALL TO WORSHIP

PSALM

PRAYER OF INVOCATION AND LORD'S PRAYER

HYMN

READING OF LAW

CONFESSION OF SIN

ASSURANCE OF PARDON

HYMN

SCRIPTURE LESSON



GREAT PRAYER
COLLECTION OF TITHES AND OFFERINGS
DOXOLOGY
SERMON
PSALM
INVITATION TO THE LORD'S TABLE
CONFESSION OF FAITH
THE WORDS OF INSTITUTION
SHARING OF THE LORD'S SUPPER & PRAYER
BENEDICTION
GLORIA PATRI

