A global movement of evangelistic presbyterians

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.epconnect.org/mso*. For more information or to send your posting, email *mso@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 New Covenant Church

   Address 1101 NW 33RD Street

   Pompano Beach, FL 33064

   Telephone (754) 781-3170 Fax (_____) _____

   E-mail Pastorsearch@newcov.church Website newcov.church

2. Presbytery Florida and the Carribean

   Presbytery Ministerial Committee Liaison Lou Kaloger

3. Search Committee Chairman Jonathan Dominguez

   Address 1101 NW 33RD Street Pompano Beach, FL 33064

   _____

   E-mail pastorsearch@newcov.church

   Telephone (757) 581-6737

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

Worship Director	☐ Full time	■ Part time
Youth Director	■ Full time	☐ Part time
Childrens Director	☐ Full time	■ Part time
Executive Pastor	■ Full time	☐ Part time
Outreach Director	☐ Full time	■ Part time
Hospitality Director	☐ Full time	■ Part time
Communications Director	☐ Full time	■ Part time
Tech Lead	☐ Full time	■ Part time
Lead Vocalist	☐ Full time	■ Part time
Bookeeper	☐ Full time	■ Part time

5. List all key volunteer positions

Worship Team Members
Tech Team Members
Deacons
Ruling Elders
Childrens Ministry Workers
Small Group Leaders
Cafe Volunteers

6. List all vacant positions

Position Available Lead Pastor Date of Vacancy 05/2026

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	176	346
B. Number of family units	30	60
C. Worship attendance	125	225

8. Community Growth ☐ Increasing ☐ Static ☐ Declining

9. Profile of church members

A. Age:

20 % 0-11 10 % 12-18 10 % 19-24 20 % 25-34

20 % 35-49 10 % 50-64 10 % 65+

B. Occupation:

20 % Business 10 % Professional 10 % Trades

0 % Agriculture 20 % Stay-at-Home Parent 20 % Retired

_____% Other (Please Specify) _____

C. Educational level of adults

30 % some high school 30 % high school 30 % college 10 % graduate school

D. Percentage of members belonging to the congregation

Less than one year 20 %

5 years or less 40 %

6-10 years 20 %

10 years or more 20 %

10. Racial/Ethnic composition of:

A. **Congregation**

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

10 % Other (Specify) Caribbean

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

30 % African-American 0 % Asian 40 % Caucasian 25 % Hispanic

10 % Other (Specify) Caribbean

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: Pompano Beach 114,000-118,000

12. Worship

A. Worship Time	Average Worship Attendance	Worship Style
10:30 - 12:00	150-200 + Youtube Cast	Variety

B. Frequency of communion celebration: 12 per year

C. How are members involved in planning and participation in the liturgy/worship?
Lead Pastor, Executive Pastor and Worship leader plan order of Worship. Members at times will be invited to perform during special events ie. childrens ministry, youth ministry etc.

D. Style of liturgy used in your worship (e.g., traditional, contemporary, variety)
Variety: First live praise and worship band, second sound biblical preaching, then closing benediction with and prayer teams,

E. Type of music used in worship (e.g., traditional, contemporary, variety)
Variety: A mix of current praise and worship songs with traditional worship such as hymns is incoproated throughout the worship service

13. Ministry Programs

A. Average attendance in Church School (under 18 years): 70

B. Average attendance in Adult Education (Sunday): 160

C. Average involvement in Small Groups: 30-50

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*
Session	Church Administration	8	Monthly	2
Staff	Staff Oversight	6	Weekly	1
Finance Commitee	Monitor Finance	5	Monthly	3
Deacons	Ministry Assistance	15	Quarterly	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.
4. A staff person takes primary initiative and responsibility.

Part 2: Financial/Church Campus Information

1. Current annual budget: $ 1,134,700.00 Last year's annual budget: $ 1,021,230.00
   (Attach a copy of current budget)

2. Percentage of income received toward budget: 100 %

3. Amount contributed for year (most recent complete reporting year)
   A. EPC Percentage of Income $ 0
   B. EPC World Outreach Global Workers $ 0
   C. EPC Special Projects $ 0
   D. Presbytery Per Member Asking/Percentage of Income $ 6000 or 0.6%
   E. Other Missions/Missionaries $ 0

4. Property owned by church
   A. Describe buildings and property (other than manse), including condition.

11 acres of land w/ 22 acre lake. 33,000sqft building with attached school. Building contains sancuatry, cafe, childrens ministry, youth ministry, offices space and Every Mothers Advocate (EMA) offsite along with an attached school. Annex of 1600sqft is rented to a Brazilian Church.

   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 _____

5. Compensation:

A. The salary range we are prepared to offer:

Position: Lead Pastor $ $135,000

Position: _____ $ _____

Position: _____ $ _____

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

Position: Lead Pastor $ Cost of Living or 5 %

Position: _____ $ _____ or _____ %

Position: _____ $ _____ or _____ %

Position: _____ $ _____ or _____ %

C. Housing

- [x] 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)

unk Life insurance

Yes Social Security

Yes Travel/mileage

Yes Book allowance

Yes Study leave allowance (minimum 2 weeks)

Yes Annual vacation days (minimum 4 weeks)

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

Yes Sabbatical frequency and length Once every seven years

Yes Other (Specify: Paid sick leave)

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

F. The church participates in the EPC's retirement plan [x] 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	☐ 1	■ 2	☐ 3	☐ 4
2. Demonstrates love for the pastor and his/her family	☐ 1	■ 2	☐ 3	☐ 4
3. Readily shares their gifts with the rest of the congregation	☐ 1	■ 2	☐ 3	☐ 4
4. Places a high priority on sound biblical preaching	☐ 1	■ 2	☐ 3	☐ 4
5. Effectively integrates newcomers	☐ 1	■ 2	☐ 3	☐ 4
6. Is engaged in evangelism	☐ 1	■ 2	☐ 3	☐ 4
7. Is often found living their faith in their communities	☐ 1	■ 2	☐ 3	☐ 4
8. Has a spirit of unity	☐ 1	■ 2	☐ 3	☐ 4
9. Cares about each other	☐ 1	■ 2	☐ 3	☐ 4
10. Is supportive of the Session and pastoral leadership	☐ 1	■ 2	☐ 3	☐ 4
11. Ministers well to members that are hurting	☐ 1	■ 2	☐ 3	☐ 4
12. Uses members' gifts in worship	☐ 1	■ 2	☐ 3	☐ 4
13. Contains people willing and able to lead the congregation	☐ 1	■ 2	☐ 3	☐ 4
14. Is capable of change when and where appropriate	☐ 1	■ 2	☐ 3	☐ 4
15. Is connected to and prayerful about what God is doing in the global church	☐ 1	■ 2	☐ 3	☐ 4

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

Elders and Deacons are trianed by Teaching Elders. Ruling Elder participate in a 7 week course provided by the Session on the duties, Responsibilities and expectactions of Elders.

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

Our discipleship practices for Elders and Deacons are developing but are not yet fully formalized or consistent. Recently, a new group of Ruling Elders completed an approximately eight-week training course developed by New Covenant Church, while Deacons have received biblical and practical training focused on their biblical roles and responsibilities. Other practices have included Bible studies during leadership meetings, assigned reading, and intentional relationship-building. However, ongoing discipleship lacks consistency, creating an opportunity to establish a more intentional and sustainable process of spiritual formation, theological development, accountability, and leadership development.

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

Our congregation is invloved with Church United, a cohort of local pastors crated to support each other in times of need and to provide overall community support. Teaching Elders preach at other EPC affilaited churches and provide modiraotr sevrcies when requested by other churches in the area. Our congregation rents an annex to a local Brazilian church and partner with them during key events throughout the year. We also currently host Every Mothers Advocate (EMA) an advocacy 501c3 program for new mothers in need of spiritual, financial, physical and mental support and we regulary participate in outreach to our communities.

19. Describe the strengths of your congregation.

Our congregation's greatest strength is a sincere love and concern for one another and a desire to cultivate meaningful Christian community and fellowship. We are diverse in background, age, experience, and theological understanding, yet there is a strong desire to grow together in Christ. Our members are helpful, loyal, friendly, talented, and willing to serve, with a genuine thirst for God and His Word. This is evident in their participation in church activities, service opportunities, and relationships with one another. We also have a strong desire to bring the gospel and the wholeness of Christ to our South Florida community and to serve people across demographic, socioeconomic, and generational boundaries.

20. List specific problems with which your congregation struggles.

Our congregation represents a wide range of church backgrounds, and some members have experienced incomplete or confusing biblical teaching or unhealthy church environments. As a result, there are varying levels of familiarity with Reformed theology, Presbyterian polity, and foundational doctrine, and some members can be sensitive to leadership decisions or theological disagreements. We can also struggle to navigate differences of opinion with charity, while the Presbyterian decision-making process may feel unfamiliar or slow to some. Evangelism has not yet become a consistent responsibility of every member, and we continue to face challenges with visitor retention and regular attendance. Other areas for growth include financial giving, small-group and ministry-team participation, and greater unity and clarity during difficult theological or leadership issues.

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

Our primary goals are to faithfully preach and teach God's Word, care for those in need, reach the lost with the gospel, and bring the wholeness of Christ to our South Florida community. We especially desire to make evangelism a normal responsibility of every member rather than primarily a leadership function. We also want to grow in attendance, baptisms, giving, small-group participation, ministry involvement, and spiritual maturity, developing a culture in which people are not simply attending church but becoming mature disciples of Jesus who are connected to one another and actively serving others.

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

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).

SLOGAN: Connect, Cultivate, Create

Truth Matters, People Matter

MISSION: We exist to bring Wholeness to South Florida through the Gospel.

Part 4: Leadership Expectations

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

The next Lead Pastor should be a man of genuine Christian character and spiritual maturity—a man after God's own heart. He should demonstrate humility, integrity, faithfulness, meekness, self-control, courage, spiritual discipline, love for the church, passion for Christ and His Word, and strong interpersonal skills. He must be able to navigate conflict with grace and wisdom and lead with both conviction and humility, standing firmly on biblical truth while loving those who disagree. He should be approachable, relational, trustworthy, and lead by example.

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

The next Lead Pastor should bring theological depth, strong preaching and communication skills, visionary and unifying leadership, relational and conflict-resolution skills, and organizational competence. He should have a strong grasp of Scripture and Reformed theology, communicate God's Word clearly and compellingly, establish and lead toward a clear biblical vision, navigate disagreements with wisdom and grace, and effectively prioritize, delegate, develop leaders, and bring clarity to the church's ministry. Flexibility, multicultural sensitivity, spiritual discipline, and the ability to develop the gifts of others are also important.

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

Position description attached.

Part 5: Church History

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

Three major developments have shaped New Covenant Church: first, our transition from non-denominational/Pentecostal roots into Presbyterianism and ultimately the Evangelical Presbyterian Church, which significantly shaped our theological and ecclesiastical identity; second, the leadership of Adam and Nikki Greenfield, including Adam's illness and eventual decision to step down as Lead Pastor; and third, significant seasons of crisis, loss, and theological clarification, including Hurricane Wilma and its aftermath, the deaths of our Children's Director, Sasha, and her daughter, Zoe, and the church's experiences surrounding questions of same-sex attraction, church leadership, and biblical qualifications for church officers. Other important developments include Discover Track and the intentional use of our property and community events to reach South Florida.

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

The past three years have included several significant and difficult events. The deaths of Sasha and her daughter, Zoe, were profound losses, while Adam Greenfield's illness and departure as Lead Pastor created another major transition. The church also experienced difficult staffing and leadership transitions, including the hiring and subsequent termination of our Director of Music related to questions of same-sex attraction, identity in Christ, and biblical standards for church leadership. The departure of our youth director following moral failings and subsequent legal issues added further difficulty and grief. Together, these experiences have challenged the congregation while also prompting greater clarity regarding our theological convictions, leadership structures, and the kind of church we desire to become. The current pastoral search is therefore both a significant challenge and an opportunity to move forward with greater clarity, unity, maturity, and faithfulness to Christ.

Part 6: Other Information

1. List the last three individuals who held this position

Name	Dates of Service		
George Callahan	1977	to	1997
James Letizia	1998	to	2017
Adam Greenfield	2016	to	2026

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

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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.epconnect.org/benefits, email benefits@epc.org, or call 407-930-4267.

Clerk of Session Ray Skinner Date 10/18/2026

Search Committee Chair Jonathan Dominguez Date 10/18/2026