

PLEASE TYPE

**LEADERSHIP REFERRAL SERVICES**  
Cumberland Presbyterian Church  
8207 Traditional Place  
Cordova, Tennessee 38016



**CHURCH INFORMATION FORM**

Date Form Completed: February 15, 2022

Form Completed by: Search Committee

**PART I—CHURCH/COMMUNITY PROFILE**

**SNAPSHOT OF THE CHURCH**

Name and Address of Church:  
Greeneville CP Church  
201 North Main Street  
Greeneville, TN, 37745

Church Number: 2206

Website: [www.gcpchurch.org](http://www.gcpchurch.org)

Phone Number: 423-638-4119

Presbytery: East Tennessee

Year Organized: 1841

Current Active Membership: 250

Active Membership 5 years ago: 300

**Contact Information**

Search Committee Chairperson: Michael Ritter  
Phone Number: 423-737-5611  
Email Address: [m.l.ritter@icloud.com](mailto:m.l.ritter@icloud.com)

**Attendance/Services**

Average weekly attendance for Morning Worship: 80 in person; 80 households online  
We have two Sunday morning services, the second is livestreamed and recorded  
Other regular services (list/describe): Special services during Lent/Easter and Advent/Christmas

**Church School (these are pre-COVID numbers. We haven't resumed Sunday School yet.)**

Nursery: 7	Curriculum:
K-6: 3	Curriculum:
Youth: 3	Curriculum: Wired Word
Adults: 42	Curriculum: Wired Word, Encounter, Special Studies

Total Enrolment: 96

**Organizations/Meetings in the church (Bible Study, CPWM, Youth, Men's Fellowship, etc.):**

Youth Group on Wednesdays  
CPWM the 1<sup>st</sup> Wednesday of the month  
Yoga on Mondays  
Fourth Friday Fun Night for seniors  
Bridge Group on Tuesdays  
Book Club on 2<sup>nd</sup> Tuesday of the month  
Exchange Club on Tuesdays  
Alcoholics Anonymous on Sundays, Mondays and Thursdays  
Al-Anon on Tuesdays  
Youth Builders, Retired Teachers and Christian Women, all meet monthly  
Periodic small group studies, quarterly

**Financial Statement** for the last complete fiscal year (*give year*):

*Income from:* 2021  
Pledges: 389,188  
Offerings/Gifts: 22,065  
Other: 68,132  
  
Total Income: \$480,485

*Expenses:*  
Operating Expenses: 403,083  
Debt Payment: -0-  
Benevolences: 72,451  
(OUO, Presbytery, Synod,  
Second Mile, Stott-Wallace):  
Other: see note below (\*) 64,935  
Total Expenses: \$540,469

\* \$40,000 from designated reserves supports ministries to meet basic human needs in the area. The pastor's discretionary fund, which is supported by individual gifts and a budget line item, helped 107 households in 2021 with rent, utilities and food for a total of \$24,935.

**Approved Budget** for the Current Fiscal Year: \$490,000

**SNAPSHOT OF THE COMMUNITY**

Total population of the city, town, or rural area in which the church is located: 15,500

This church serves a community or neighborhood that encompasses an area within how many miles of the church?  
20

Indicate the kind of service area by checking any of the following that apply.

Inner City     Urban (Downtown)     Urban (Residential)     Suburban     Town  
 Rural     College     Retirement     Recreational/Resort     Agricultural

The city/town/rural area in which the church is located is (*check one*):

Growing     Declining     Static

The immediate community/neighborhood/parish served by the church is (*check one*):

Growing     Declining     Static

**PART II—POSITION DESCRIPTION**

**Title of Position:**     Senior Pastor     Pastor     Associate Pastor  
 Youth Minister     Children's Minister     Music Minister     Other: AP for families, youth, children

**Synopsis of Job Description and Expectations:** the person filling this position will work with the congregation to reach out to families, youth and children within and outside the congregation so that they may come to know the love of God, be nurtured in the faith and empowered to live as disciples of Jesus Christ. The person is expected to work with existing groups and ministry teams so that the whole church is engaged in this outreach effort. Also, the person is expected to be comfortable with using social media to connect with others and promote ministry.

**List all other full or part-time staff:** (Name, title, full-time [FT] or part-time [PT])

Rev. James W. Lively, Pastor, FT  
Office Administrator (2) PT  
Steve Craig, Custodian, FT  
Jeff Farr, Choir Director, PT  
Whitney Ball, Organist/Pianist, PT  
Savannah Duff, Nursery Worker, PT  
Charley Kate Flaglor, Nursery Worker, PT

**Date position became, or will become, vacant:** December 31, 2021

By whom was the position last filled? Rev. Andrew Blackwelder    May they be contacted? Yes  
Current address and telephone: 43 East Ridgefield Court, Greeneville, TN, 37745 423-525-3818

**Expectations of Work Week:**

Full-time (30 hours or more)  
 Tent-Maker (Another job/ministry is expected and acceptable)

Part-Time (Less than 30 hours)  
 Other (please explain):

**Compensation**

**Salary:**

a. Minimum annual cash salary and housing: \$40,000  
(adjustable based on education and experience)

**Benefits:**

- a. Church's contribution to retirement fund: matching up to 5% (\$2,000)
- b. Health Insurance: up to family coverage with denominational plan (\$13,000 - \$19,000)
- c. Long term disability insurance with denominational plan (\$300)

**Total compensation: \$55,300 – \$61,300**

**Professional Expense Reimbursements and Allowances**

- 1. Automobile Expense: strict mileage reimbursement at IRS rate
  - 2. Expenses to General Assembly/Conferences: -0-
  - 3. Continuing Education \$600
  - 4. Professional Expenses \$600
- Other expenses (explain):

**Total Professional Expense Reimbursement or Allowances: \$1200 plus mileage**

**Other Benefits:**

Length of vacation: 2 weeks, but negotiable based on experience  
Amount of time allowed for preaching missions/revivals/continuing education/conferences, etc.:

**PART III—SKILLS, INTERESTS, AND EXPERIENCE INVENTORY**

**A. PASTORAL SKILLS.** It is assumed all skills listed below are used by every pastor. However, each person has certain special gifts and particular interests. The ministry of this position in our congregation would be most satisfying if pastoral activities are emphasized as follows: *(When your selections are completed, you should have **ONLY EIGHT** items circled "1" (highest emphasis) with remaining activities circled either 2, 3, or 4).* Please use black ink.

	HIGH			LOW
<b>Evangelism</b> (Relating the gospel to people outside the church and enabling the laity to bear personal witness.)	1	<b>2</b>	3	4
<b>Personal and Spiritual Development</b> (Providing resources and guidance for individuals in his or her devotional life and for prayer groups, retreats, and other small group experiences.)	<b>1</b>	2	3	4
<b>Leading Worship</b> (Planning and conducting worship services.)	1	2	<b>3</b>	4
<b>Preaching</b> (Communicating the gospel through sermons and relating it to life.)	1	2	<b>3</b>	4
<b>Administration</b> (Managing the affairs of the congregation and its organizations)	1	<b>2</b>	3	4
<b>Program Development</b> (Establishing goals and organizing to create and implement programs in church and community.)	<b>1</b>	2	3	4
<b>Stewardship</b> (Leading in the development and use of individual and congregational resources.)	1	2	3	<b>4</b>

<b>Counseling</b> (In a formal setting, assisting people who face problems or decisions.)	1	2	<b>3</b>	4
<b>Visiting Homes</b> (Calling in homes on a regular basis)	1	<b>2</b>	3	4
<b>Crisis Visiting</b> (Serving people in the midst of crises, e.g., illness, death, trauma...)	1	2	<b>3</b>	4
<b>Community Leadership</b> (Organizing to meet needs such as drug problems, schools, fair housing, etc.)	1	2	<b>3</b>	4
<b>Inter-Church Cooperation</b> (Working in interdenominational programs or activities.)	1	2	<b>3</b>	4
<b>Denominational Service</b> (Serving in the work and on the committees of the church outside the local congregation.)	<b>1</b>	2	3	4
<b>Christian Education</b> (Leading the congregation in its ministry of Christian education.)	<b>1</b>	2	3	4
<b>Youth Ministry</b> (Developing and leading a program of education with youth.)	<b>1</b>	2	3	4
<b>Music and the Arts</b> (Using the arts as a resource in worship and ministry.)	1	<b>2</b>	3	4
<b>Recreation</b> (Leading the congregation in a creative use of leisure time.)	1	<b>2</b>	3	4

## PART IV—NARRATIVE INFORMATION

*(Attach your narrative information, using the outline below. If your church or committee has recently done a Mission Study and/or written a Mission Design with goals and objectives, you may use information from that in place of sections B and C below. Do not use more than five (5) pages of narrative information. The statements/questions in the outline below are only suggestive of the kinds of information you might wish to include in this narrative section.)*

### A. THE CHURCH AND COMMUNITY

#### 1. The Church

The Greeneville Cumberland Presbyterian Church sits at the corner of North Main and Church Street in historic Greeneville, Tennessee. The church is known by many locals as the “cannonball church” due to the Civil War era cannonball located in the front façade of the church building. Founded in 1841, the Greeneville Cumberland Presbyterian Church has served Greeneville for over one hundred and fifty years.

The Rev. John P. Holsinger erected the first part of the Greeneville Cumberland Presbyterian Church in 1860, on land that the church purchased from then Senator Andrew Johnson. Since 1860, the church has undergone at least two major renovations. First, adding an education wing in the 1960s to add more space for classrooms and church offices. Then an additional renovation in the early 1990s when the current fellowship hall, nursery, and community outreach room were added. No major renovations to the current building are being planned, however, there are plans to renovate the playground and greenspace outside to allow the church more connection with the community.

Our membership is currently around two hundred and fifty active members. We are a congregation striving to respond to God’s grace in loving obedience. We are professionals and students, retirees, and entrepreneurs. We are traditional, but not stuffy, open but not pushy. None of us are perfect but we are all loved and claimed by God.

The active membership represents a wide variety of professions and backgrounds. Here you will find teachers, doctors, lawyers, bankers, and a host of other entrepreneurs. Most of the membership of the Greeneville Cumberland Presbyterian Church are college educated. Many members are active in the community serving on various boards around town.

#### 2. The Community

Greeneville, Tennessee is nestled in the foothills of the Appalachian Mountains in beautiful Northeast Tennessee. The town is home to approximately fifteen thousand residents and is mostly rural in nature. Census data

shows that the town of Greeneville is eighty-three percent white, five percent Black, and seven percent Hispanic, and other races or mixed race making up around five percent. Greeneville serves as the county seat for Greene County which is home to approximately sixty-five thousand people. The closest cities are Johnson City which is approximately a thirty-mile drive to the northeast and Knoxville which lies about seventy miles west.

Educational opportunities in Greeneville include the nearby Tusculum University, a four-year private college, and the Greeneville campus of Walters State Community College, a two-year community college. The Greeneville City School system has one high school serving grades 9-12, a middle school serving grades 6-8, and four elementary schools serving grades kindergarten thru fifth grade. Greeneville City Schools consistently rank among the best in Tennessee academically.

Despite being a rural small-town Greeneville hosts several cultural and recreational venues. The Niswonger Performing Arts Center routinely host nationally touring bands, comedians, and ballets. The Capitol Theater located on main street hosts musical acts, plays, and reruns of classic movies. The town is also home to several restaurants and shopping centers. Recreation opportunities abound with access to hiking, parks, golf, and fishing areas all within a short drive from anywhere in Greeneville.

Greeneville is a wonderful small town and a great place to live, work, play, and worship. The Greeneville Cumberland Presbyterian Church has been a cornerstone of the community for over 150 years. Hopefully, that will continue for at least another 150 years.

## **B. PROGRAM AREAS IN THE LIFE OF THE CHURCH**

Worship is central to the life of the church. Greeneville CP Church invests much time and energy in services that engage the heart and mind in the worship of God. Our services encourage congregational participation. We are liturgically informed, but not hidebound to a particular order. The church offers two services each Sunday morning, and special services throughout the year that complement the church year.

Sunday school classes are currently in flux due to the pandemic, and we anticipate that new forms of Christian formation will be needed in the future. Currently, the congregation offers periodic, short term courses and small group studies for adults. Once youth reach 6<sup>th</sup> grade, they are eligible for confirmation. Our process relies heavily on mentors to guide these young people toward their public profession of faith.

The church holds an annual stewardship campaign and sees giving to God as an essential component of Christian discipleship. While we have no intentional evangelism program, the church is faithful to follow up on worship visitors. Senior ministries allow for fellowship among older members and include game nights, eating out, a bridge group, a visitation team and a monthly book club. Missions activities are listed under "Benevolence" below. The bereavement ministry provides meals to families when loved ones are lost to death.

The session is composed of 15 members. Elders chair and co-chair committees, which along with staff, provide the planning and support for various ministries. Committees are called ministry teams and consist of Christian Education, Congregational Events, Fellowship and Service, Outreach and Missions, Properties, Stewardship and Finance, Worship and Youth, along with a Staff/Parish committee. Most of these teams meet on an as needed basis.

## **C. WORSHIP PREFERENCES**

Please describe the worship style of your church as it is now.

Informal:

Traditional: All of our worship services are traditional, drawing on the long history of Reformed worship and borrowing from other more liturgically oriented denominations.

Blended:

Contemporary:

If your church does not include a blended or contemporary style of worship, please state whether your church would be open to changing the present style of worship. If so, how? (Include a current Worship Bulletin).

While the worship order may vary some from week to week, we are not pursuing a contemporary style of worship.

If your church worship style does not include blended or contemporary elements of worship would you be open to changes within worship, or to the addition of worship services to include these kinds of worship?

Perhaps, but not likely.

## **D. GOALS, OBJECTIVES, VIEWPOINTS**

The guiding motto for the church over the past several years has been, "Feeding the Community, Body and Soul." That motto has inspired many of the ministries which the church has undertaken both to care for members and

to support the local community. We aim to address basic human needs, both spiritual and physical. Examples would include the Greene County Wood Ministry, which provides fuel free of charge for those who heat with wood and Mobile Meals, which provides a weekly meal for homebound and recovering members of the church. The congregation believes that God wants to care for the immediate community through us. Following Jesus, in our estimation, means caring for your neighbors, especially those in great need.

The leadership and membership are beginning to come to terms with the new cultural situation in which we find ourselves. We understand that former ways of doing ministry may not work as well as they did decades ago. The recent pandemic has accelerated that awareness. Recently, we have upgraded our livestream capabilities, knowing that many people will choose to worship without being present. We also understand that we need to connect with those beyond the church where they are. We're hoping the person filling this position can help us do so.

Like many churches in our area, we recognize the need to connect especially with families, children and youth. We're not sure what form this outreach will take, but we are eager to work with the person filling this position to make this effort.

#### **E. BENEVOLENCE SUPPORT**

15% of the church's budget last year was given to benevolent causes. Denominational support included OOU, Presbyterian Shares, Bethel University, Memphis Theological Seminary and the Missions Ministry Team. Local ministries included Safe Harbor, the local Food Bank, Camp John Speer, Greene County Baccalaureate Service, the Cedar Hill CP Church Thanksgiving Meal and Gifts for Kids. We also collected two special offerings. During Lent, we collected resources to pay rent for struggling households, and during Advent, we supported the Gift to the King offering that supported scholarships for Colombian Colegios. Small groups within the church also collect special offerings. For example, Circle #1 supports the Coalition for Appalachian Ministry Craft Cabin in Townsend, TN.

As noted above, the congregation gave \$24,000 above budget to the Pastor's Discretionary Fund, which provides food, utilities and rent for those in the local area who find themselves strapped for resources. We also set aside \$40,000. A list of ministries supported by those resources is listed below.

Gift to Food Bank for Staples (\$500 per month)	\$3,000
Greeneville City Schools Family Resources (electricity)	\$4,000
Food Boxes for Families with Chronic Hunger (\$600 per month)	\$7,200
Mobile Meals	\$2,000
Snackpacks for Kids	\$2,000
Voices of Care	\$2,000
Tabernacle Soup Kitchen (\$500 per month)	\$6,000
Greene County Wood Ministry	\$10,600
Recovery Court Ministry	\$700
Single Gift to County High Schools for Basic Needs of Students	<u>\$2,500</u>
<b>TOTAL</b>	<b>\$40,000</b>

Several of these ministries use a significant number of volunteers from the congregation.

Prior to the pandemic, youth groups took trips to serve the needs of their neighbors in places like Asheville, North Carolina, and Blacksburg, VA. The congregation supported them through the budget and fundraisers.

These ministries are important to the congregation. Leaders are committed to continuing their support for these efforts to improve the lives of others in the Spirit of Jesus Christ.