

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

**PART I—CHURCH/COMMUNITY PROFILE**

**Date Forms Completed:** February 2, 2020

**A. THE CHURCH**

Name and Address of Church: Liberty Cumberland Presbyterian Church  
317 Liberty Lane  
McMinnville, TN 37110

Church Number: 7222

Year Organized: 1810

Phone Number: 931-473-3813

Presbytery: Murfreesboro

**Attendance/Services**

Average weekly attendance for AM worship: 65

Church School: 40

Other regular services: N/A

**Church School**

<u>Grades/Ages:</u>	<u>Enrollment</u>	<u>Resources/Curriculum Used</u>
Adult Women's	9	Magnificent Grace by Women of Faith
Adult	15	Remembering the Forgotten God by Francis Chan
Grades 7 <sup>th</sup> – 12 <sup>th</sup>	7	Feasting on the Word Youth
Grades K-6 <sup>th</sup>	7	Feasting on the Word Multi-Age
Birth-Pre K	3	Whirl Story Bible

**Financial Statement** for the last complete fiscal year: 2011

Income from:

Pledges: Operating Expenses: N/A

Offerings/Gifts: \$112,459.22

Other: N/A

Total Income: \$112,459.22

Expenses:

Debt Payment: N/A

Benevolences (OUO,  
Presbytery, Synod,  
Second Mile):

Other:

Total Expenses: \$136,419.26

**Approved Budget** for the Current Fiscal Year: \$139,899.29

**Current Active Membership:** 91

Active Membership 5 years ago: 115

**Organizations** in the church: CPW  
Youth  
Joy Group

**B. THE COMMUNITY**

Total population of the city, town, or rural area in which the church is located: McMinnville: 13,605  
Warren County: 39,839  
(2010 Census Report)

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

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**

**A. Title of Position:** Pastor

**B. Purpose/Responsibilities/Working Relationships:**

The purpose of the position of the pastor will be to lead worship by planning and conducting worship services. Worship services include but are not limited to Sunday morning worship, bible studies, fellowships, etc. The pastor will be expected to preach the gospel through sermons that are based on the Bible and relating it to life and relevant issues within the church. The pastor shall serve as a counselor by assisting people who face problems or decisions. The pastor shall be expected to call in homes and serving people in the midst of crises. The pastor shall also be responsible for providing resources and guidance for individuals that will allow for personal and spiritual development and practicing evangelism by relating the gospel to people outside the church and enabling the laity to bear personal witness. The pastor is expected to have a strong working relationship with the session and all other church employees and volunteers.

**C. List all other full or part-time staff:** Kelly Marlowe, Music Director, PT  
Sandra Green, Secretary, PT  
David Emerson, Custodian, PT

**D. Date** position became, or will become, vacant: December 1, 2019  
By whom was the position last filled? Jacqueline DeBerry  
Current address and telephone: 14197 Crane Terrace  
Clearwater, FL 33762

**E. Is this a full-time position?** YES  
If not, how much time will be required per week/month? What other employment opportunities exist for a person filling this position?

**F. Compensation**

- 1. Salary
  - a. Minimum annual cash salary: negotiable
  - b. Manse: A manse will be available. Implied income valued at (\$650/month) - \$7,800 per year
  - c. Utility allowance: (All utilities are paid for.)
- 2. Benefits
  - a. Church's contribution to minister's retirement fund: 5% with an option for 10%
  - b. Health Insurance: Full Health Insurance - \$6828 (Employee Only - \$569/month) with spouse and family packages available (values subject to change)
  - c. Other benefits:

3. **Total compensation:** negotiable

**G. Professional Expense Reimbursements and Allowances**

- 1. Automobile Expense: \$3,600

- 2. Expenses to General Assembly/Conferences: negotiable
  - 3. Continuing Education: negotiable
  - 4. Other expenses:
- Total Professional Expense Reimbursement or Allowances: \$3,600 minimum**

**H. Other Considerations**

Length of vacation: Two weeks/ten days  
 Amount of time allowed for preaching missions/revivals/continuing education/conferences, etc.: Two weeks/ten days

**PART III—SKILLS, INTERESTS, AND EXPERIENCE INVENTORY**  
 (See Instruction Guide for directions. Mistakes are often made in this section.)

**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	2	3	4
<b>Personal and Spiritual Development</b> (Providing resources and guidance for individuals in their devotional life and for prayer groups, retreats, and other small group experiences.)	1	2	3	4
<b>Leading Worship</b> (Planning and conducting worship services.)	1	2	3	4
<b>Preaching</b> (Communicating the gospel through sermons and relating it to life.)	1	2	3	4
<b>Administration</b> (Managing the affairs of the congregation and its organizations)	1	2	3	4
<b>Program Development</b> (Establishing goals and organizing to create and implement programs in church and community.)	1	2	3	4
<b>Stewardship</b> (Leading in the development and use of individual and congregational resources.)	1	2	3	4
<b>Counseling</b> (In a formal setting, assisting people who face problems or decisions.)	1	2	3	4
<b>Visiting Homes</b> (Calling in homes on a regular basis)	1	2	3	4
<b>Crisis Visiting</b> (Serving people in the midst of crises, e.g., illness, death, trauma...)	1	2	3	4
<b>Community Leadership</b> (Organizing to meet needs such as drug problems, schools, fair housing, etc.)	1	2	3	4
<b>Inter-Church Cooperation</b> (Working in interdenominational programs or activities.)	1	2	3	4
<b>Denominational Service</b> (Serving in the work and on the committees of the church outside the local congregation.)	1	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	2	<b>3</b>	4
<b>Recreation</b> (Leading the congregation in a creative use of leisure time.)	1	2	3	<b>4</b>

**PART IV—NARRATIVE INFORMATION**

**A. THE CHURCH AND COMMUNITY**

**1. The Church**

Liberty Cumberland Presbyterian Church rests in a quiet and peaceful community inside the city limits of McMinnville. When one first sees the church house with their own eyes, they are captured by the aesthetic appeal of the building in its country setting with trees that stand around it dating over one hundred years old. However, until one steps inside its doors are they able to fully realize how remarkable it really is. The welcoming sanctuary is highlighted with tall blue stained glass windows down either side and up front where a rugged cross hangs that was cut from an old chestnut tree that once stood where the church house now sets. The sanctuary is very accommodating with pews that have the capacity to seat approximately 250 people, including the area to the left of the pulpit where the choir’s beautiful chorus can be heard. In addition to the voices of the choir and congregation singing beautiful hymns, is the sound of an organ and piano played in harmony. Outside the sanctuary is the fellowship hall where people greet and enjoy fellowship with one another either before or after Sunday morning worship. The fellowship hall is also used along with a full working kitchen in the event of a special occasion to serve a fellowship meal. The fellowship hall partially doubles as Sunday school rooms with its ability to be partitioned. Including the rooms down the side wing of the church, the total number of Sunday school rooms is seven in addition to a nursery, library, and office suite. The building is also designed for expansion should the need arise. Liberty’s simple yet elegant style makes for a special place to worship on Sunday morning. However, the building itself is only a small part of what makes Liberty such a special church. The congregation of Liberty is a tight-knit group that may be most well known for the level of caring throughout its people. Not only does it care for its own, but it also strives to reach out through the community to offer support for those in need and provide a place to come to know and worship the Lord. These people come in a variety of personalities and occupations. The hard-working members of Liberty are comprised of nurses, teachers, bankers, farmers, nurserymen and skilled laborers along with a growing number of retirees, just to name a few. Liberty’s members strive to have a strong communication outlet to keep everyone informed and involved with the church’s events and needs. To accomplish this, the congregation is broken down into “shepherd groups”, with each group being led by an active elder on the session. Each elder leading his/her particular shepherd group is charged with communicating the happenings of the church and providing an outlet for any concerns that may need addressing.

**2. The Community**

The community in which Liberty serves is a small, southern, country town in the truest sense of the idea, especially in its ideals and beliefs. Recognized as “The nursery capital of the world” and most recently made the top ten list published by Jetsetter for the coolest southern towns, the area provides a unique scenery of trees, farmland, and mountain views. In fact, near the foot of the mountains rests a well known tourist attraction in Cumberland Caverns. Everything a person could possibly need is well accommodated for immediately or in close proximity. The area has an adequate number of schools spaced throughout the county to provide for the education of its young people, many of which are either new or have been built in the last two decades. In addition to the county school system is a branch of the Tennessee Technology Center, and a satellite campus of Motlow State Community College. The downtown McMinnville area has recently been renovated and been added to the list of historic districts in Tennessee. McMinnville provides its own medical care with River Park Hospital and recreational options with the McMinnville Civic Center. The area is served by five other Cumberland Presbyterian churches that often have parish events to come

together as one. The community is also served by several other churches that include numerous denominations. With the current economic situation of our community and the country, Liberty has tried to reach out to the community and provide support either in monetary form or with the food pantry that is stocked by donations from the congregation.

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

The committee structure of Liberty includes the following committees: Worship, Stewardship, Christian Education, Building and Grounds, and Missions. Each committee is equally important to the function of Liberty and its purpose. The volunteers that make up each committee are the backbone of the church and without them many things would not be possible. The worship committee provides for several different things that take place during worship including decorating the altar with flowers and changing of the pulpit banners, providing special bulletins on various holidays, providing elements for communion during worship, etc. The stewardship committee is in charge of overseeing the budget and various bank accounts the church has. The Christian education committee oversees the numerous Sunday school classes, mission trips, organizing youth retreats, youth Christmas programs, and various other items. Building and grounds makes sure the building stayed in good working condition. The missions committee oversees the support that is given out through the church funds to numerous different causes, many of which are listed under benevolent support. Each committee is comprised of anywhere from 7 to 15 volunteers within the congregation and meet once a month, on the second Wednesday of the month, to conduct business.

## **C. GOALS, OBJECTIVES, VIEWPOINTS**

Liberty Cumberland Presbyterian Church has been in existence and in its current location for over 200 years. Above all, the current members of its congregation want to make sure it is around for at least that much longer to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and knowledge of Jesus Christ. In order to do this, we are striving everyday to grow our church by reaching out to the community and bringing people closer to Jesus Christ. However, it has been said that the future of any church lies in its young people or youth, as with anything. This is one area that Liberty would like to focus more attention. While we have a strong Christian education program, there is always room for growth and development. Liberty feels having a strong Christian education program that helps people, young and old, learn about God and his teachings is vital to the future of any church. This is where the majority of our focus lies. With that being said, our main goal is to provide a place for any individual to come and enjoy and be taught the Word of God. One method we feel is important to achieve this goal is to have a pastor that is equally determined in working towards this goal. By achieving this goal, we feel that this will help to grow our congregation and enable us to reach out even farther in the future, be it with teaching the gospel or benevolence support. We also feel that another way to grow our church is to offer it as a place for the community to coordinate events. We are blessed at Liberty with a beautiful church that can be so much more than just a place of worship and we would like to offer that to the community. Another goal of the church is to have more involvement in all activities associated with the church. Our committee members do an excellent job of keeping the church running, but more people provide more ideas and improve the quality of what we are trying to accomplish. Therefore, having more people involved with committees, youth groups, fellowships, etc. not only provides a greater bond within the church, but provides a greater experience for all involved. One event that the church has found to involve nearly the entire congregation is through what we call community meals. For the last four years, once a quarter the church takes a Saturday to prepare food for nothing else than to give it away. Anyone is invited to either dine-in at the church or have a hot meal delivered to them. This outreach has proven to be a blessing not only to a hungry individual but to the many workers within and outside of the church.

## **D. BENEVOLENCE SUPPORT**

For the last complete fiscal year, which was 2015, Liberty Cumberland Presbyterian Church give a total of \$ 31,542.33 to benevolent causes, which is around a third of its total offerings. Of that amount, \$12,939.16 was given to support Our United Outreach, presbyterial and synodical causes, 2<sup>nd</sup> Mile, etc. The remaining \$ 18,603.17 was given to local benevolent causes that include but are not limited to: educational assistance ( 7 students), youth mission trip, Bethel Youth weekend trip, Camp Fees and Youth retreat, MS Society, American Cancer Society, Love offering to individual families, Sunrise breakfast, Habitat meals, Samaritan Purse, Nursing Home Christmas, Foster children's Christmas, Angel tree, Gift to the King, Loaves and Fishes, Lenten offerings and food pantry. Through local benevolence, the church was also able to help 34 different families of 54 different occasions, 17 families of which were referred to by UCHRA, Caney Fork

Electric, and SparGas. Liberty is always looking for any opportunity to lend a hand, whether it be on a large scale across the world or through the people of its church and its community. Our hope is that we are able to continue to lend support where it is needed and reach out to even more people in the future.