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## LEADERSHIP REFERRAL SERVICES

Cumberland Presbyterian Church  
8207 Traditional Place  
Cordova, Tennessee 38016



## CHURCH INFORMATION FORM

Date Form Completed:  
February 13, 2020

Form Completed by:  
Herman Waddell

### PART I—CHURCH/COMMUNITY PROFILE



Church Number: 2316

Virtue Cumberland Presbyterian Church  
725 Virtue Rd  
Knoxville, Tennessee 37934

Website: [virtuecpchurch.com](http://virtuecpchurch.com)

Phone Number: 865-966-1491

Presbytery: Presbytery of East Tennessee

Year Organized: 1887

Current Active Membership: 44

Active Membership 5 years ago: 79

#### **Contact Information**

Search Committee Chairperson:  
Herman Waddell  
865-776-9578  
[hermanwaddell@gmail.com](mailto:hermanwaddell@gmail.com)

#### **Attendance/Services**

Average weekly attendance for Morning Worship: 50

Evening Worship: 15

Mid-Week Service: 5

Other regular services (list/describe):

#### **Church School (number in attendance)**

Nursery: 0	Curriculum:	
K-6: 2	Curriculum:	
Youth: 8	Curriculum:	(etc)
Adults: 16	Curriculum:	D Cook

Total Enrolment: 26

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

**CP Men**

**CPYF**

**Sunshine Club (Senior Citizens)**

**Adult Choir**  
**Boy Scouts, Troop 15**  
**Girl Scouts**  
**Grandparents as Parents**

**Financial Statement** for the last complete fiscal year (2019):

<i>Income from:</i>		<i>Expenses:</i>	
Pledges: Operating Expenses:		Debt Payment:	0
Offerings/Gifts: 114,375		Benevolences:	
Other: 16,350		(OUO, Presbytery, Synod	
Total Income: 130,725		Second Mile, Stott-Wallace)	10,150
		Other (Operating)	131,600
		Total Expenses:	141,750

**Approved Budget** for the Current Fiscal Year: 154,515

**SNAPSHOT OF THE COMMUNITY**

Total population of the city, town, or rural area in which the church is located: 22,282

This church serves a community or neighborhood that encompasses an area within 10 miles of the church?

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:

**Synopsis of Job Description and Expectations:**

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

All are part time:  
Cindy Winchester- Administrative Assistant  
Patrick Minton- Music Director  
Barbara Hall- Accompanist  
Diane Keaton- Nursery Supervisor  
Lisa Harmon- Custodian  
Ray Linginfelter- Grounds Keeper

**Date position became, or will become, vacant: January 20, 2020**

By whom was the position last filled?  
May they be contacted?

Rev. Steve Graham  
804 Sky Blue Blue Dr  
Knoxville, TN 37923  
865-206-0012

Current address and telephone:

**Expectations of Work Week: -Negotiable-**

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 - Negotiable-**

**Salary:**

- a. Minimum annual cash salary:
- b. Manse?  
If no, housing allowance:
- c. Utility allowance:
- d. Other benefits (explain):

**Benefits:**

- a. Church's contribution to retirement fund:
- b. Health Insurance
- c. Other benefits (explain):

**Total compensation:**

**Professional Expense Reimbursements and Allowances**

- 1. Automobile Expense:
- 2. Expenses to General Assembly/Conferences:
- 3. Continuing Education
- 4. Other expenses (explain):

**Total Professional Expense Reimbursement or Allowances:**

**Other Benefits:**

Length of vacation:  
2 weeks per calendar year

Amount of time allowed for preaching missions/revivals/continuing education/conferences, etc.:  
2 weeks.

**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 *	2	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.)	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.)	1 *	2	3	4
<b>Youth Ministry</b> (Developing and leading a program of education with youth.)	1 *	2	3	4
<b>Music and the Arts</b> (Using the arts as a resource in worship and ministry.)	1	2 *	3	4
<b>Recreation</b> (Leading the congregation in a creative use of leisure time.)	1	2 *	3	4

#### PART IV-NARRATIVE INFORMATION

##### A. THE CHURCH AND COMMUNITY

###### 1. The Church

Virtue Church has continuously served the local community since its founding In 1887. It has historically been a rural church serving a farming community: however. in recent years the community has rapidly taken on more suburban characteristics. A broad mix of occupations is represented in the membership, with only a few still being associated with agriculture. There is currently no minority representation.

The present church was built in 1963, and an expansion of the fellowship hall was completed in the early 1980's. The church owns 12 acres of land surrounding the sanctuary site, part of which is used by the membership and other community groups for various forms of recreation. It contains a fenced softball field and a covered pavilion for outside services.

A Family Life Center was built in 1991. at a cost of \$350,000. It contains six Sunday School classrooms, three offices used by the pastor and church staff, a kitchen, restrooms and a multipurpose fellowship hall/auditorium/gymnasium. This act of faith was accomplished through gifts, pledges, and a \$150,000 denominational loan. This loan was paid off in the year 2000, and another loan of \$1 00,000 was secured for sanctuary renovation, which was completed in 2003. The church is currently debt-free.

Our congregation is characterized by strong fellowship with interpersonal relationships developed in activities of the church beyond regular worship services. We have a well- qualified part-time music director and sponsor monthly gospel music programs that are well attended by the community.

###### 2. The Community

The church is located approximately 15 miles west from downtown Knoxville. Since the Knox County portion of our community was incorporated as the Town of Farragut in 1980, residential development has accelerated to the point that the public school system is continually facing the need for expansion of facilities. Most of the residential development is catering to upper middle class families. Several new churches of various denominations have been established and others are underway. Two other Cumberland Presbyterian churches located within 5 miles serve a portion of the community. Our situation provides excellent growth potential along with the usual problems of rapid suburban expansion.

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

Members of our 5-member session serve 3-year terms. There are currently four operating committees: Building and grounds, Christian education, Missions and evangelism and Music and worship. Various mission programs are actively supported by both our Day Circle and Night Circle of CP Women. The emphasis of our Men's Fellowship is more toward meeting local needs. Our Sunshine group of seniors makes monthly trips to regional areas of interest.

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

At Virtue Church, We are serving God by creating disciples, through biblical teaching and loving fellowship in order to have an impact on our community.