

PLEASE TYPE

## LEADERSHIP REFERRAL SERVICES

Cumberland Presbyterian Church  
8207 Traditional Place  
Cordova, Tennessee 38016



### CHURCH INFORMATION FORM

Date Form Completed: 04/25/22

Form Completed by: Beth Spin (Treasurer)

#### PART I—CHURCH/COMMUNITY PROFILE

##### SNAPSHOT OF THE CHURCH

Name and Address of Church:  
Gurley Cumberland Presbyterian Church  
223 Section Line Rd  
Gurley, AL 35748

Church Number: #0804

Website:

Phone Number: (256)776-2331

Presbytery: Robert Donnell Presbytery

Year Organized: 1892

Current Active Membership: 25

Active Membership 5 years ago: 25

##### Contact Information

Search Committee Chairperson: Bill Rawlins  
Phone Number: (256) 759-3792  
Email Address: bill.rawlins@comcast.net

##### Attendance/Services

Average weekly attendance for Morning Worship: 25  
Mid-Week Service: 15  
Other regular services (list/describe): Sunday School: 15

Evening Worship: N/A

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

Nursery:	Curriculum:
K-6:	Curriculum:
Youth:	Curriculum:
Adults:	Curriculum: 15

Total Enrolment: 15

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

Mid-Week Activities (Wednesday Meal/Activities), Sunday School Classes, Presbyterial Meetings, Community Meetings (Lions Club)

##### Financial Statement for the last complete fiscal year (give year): 2021

Income from:

Pledges:  
Offerings/Gifts:  
Other:

Total Income: \$110,156

Expenses:

Operating Expenses:  
Debt Payment:  
Benevolences:  
(OUO, Presbytery, Synod,  
Second Mile, Stott-Wallace):

Other:

Total Expenses: \$107,884

Approved Budget for the Current Fiscal Year:

**SNAPSHOT OF THE COMMUNITY:** [Town Informational Brochure - Town of Gurley AL](#)

Total population of the city, town, or rural area in which the church is located:  
*As of the 2020 census, the population of the town of Gurley was 816.*

This church serves a community or neighborhood that encompasses an area within how many miles of the church?  
*The Gurley community is approximately 4 square miles, but the congregation consists of individuals who live in Gurley as well as in surrounding communities including Huntsville, Hampton Cove, Owens Cross Roads, and on Monte Sano and Keel mountains.*

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

Inner City     Urban (Downtown)     Urban (Residential)     Suburban     Town (Small)  
 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:**

*Job description attached*

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

*None, pastor is the only staff of the church*

**Date position became, or will become, vacant:** *Our current pastor will retire after 22 years of service on 06/26/22*

By whom was the position last filled? *Rev. Toy E. Brindley*    May they be contacted? *No*

Current address and telephone:

**Expectations of Work Week:**

Full-time (30 hours or more)     Part-Time (Less than 30 hours)  
 Tent-Maker (Another job/ministry is acceptable)     Other (please explain):

**Compensation**

**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:**

*All compensation and benefits are negotiable based on work week. The anticipated total annual compensation for this position will be between \$24,000 - \$42,000. We do not offer a manse.*

**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: TBD**

**Other Benefits: TBD**

Length of vacation:

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	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				○

## 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

Write a brief statement describing the way your members view your church, including any special “flavor” or hallmarks you can identify that would help a stranger to understand the kind of congregation you have. It would be helpful to state something about the membership of your church in terms of occupations, educational levels, racial mix, etc. Note any plans for extensive remodeling of the church’s facilities or any plans for future construction on either the church facilities or the manse. Describe the church’s property—not only in terms of buildings but also in terms of the total church site, indicating any special use of the property by the church or community, e.g., recreational uses.

*The Gurley Cumberland Presbyterian Church was one of the three original churches established in Gurley, Alabama in 1892. Our church has played an integral role in the religious and educational development of the Gurley community. Demographically the congregation is white, 62% retired/non working vs. 38% working, 51% male vs 48% female, 59% over 60 vs. 41% under 60. The age range for the congregation is 30 – 100. The present sanctuary was built in 1912 and is registered as an historic site. In addition to the church sanctuary, present facilities include an annex consisting of a kitchen and dining area, areas for Sunday school classes, a nursery, the pastor’s office, and a playground and parking area. There are no current plans for new construction or major renovation.*

#### 2. The Community

Describe the community in which the church is located in such a way that a stranger could visualize the kind of community it is. What educational, cultural, and medical facilities are available, either in the community or nearby? What other churches serve the same community? Are there special, or major, issues confronting the community and, if so, how is the church responding to them?

*Gurley, Alabama is a small town located in a beautiful fertile valley sixteen miles east of Huntsville, Alabama. Situated between two rivers and two mountains, the city covers approximately four square miles with a population of around 816. As an incorporated town, Gurley has its own police and fire departments. Education in Gurley is run by the Madison County School System. Only one K-8 school (Madison County Elementary) operates within the city limits. A new Madison County High School was built a few miles west of the town on US 72 in 1999. Offering all the advantages of small town living, Gurley’s proximity to Huntsville also provides access to all the amenities of a major city. The Gurley Cumberland Presbyterian church is one of six churches within the Gurley city limits. Huntsville boasts an abundance of medical facilities as well as offers an abundance of cultural activities within an easy commute from the Gurley community.*

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

Comment on such program areas as worship, fellowship, Christian education, evangelism, stewardship, missions (both local and beyond the congregation). Describe some programs or involvements by the church that have been most meaningful in your church’s life and ministry. What kind of structure is used to plan and implement programs in your church, e.g., committee structure, what committees are functioning, how often do they meet, etc.?

*In addition to Sunday morning worship, we also conduct Sunday school classes. Although we do not conduct Sunday evening services, we do have a vibrant Wednesday night program that consists of a meal and study activities. Fellowship is important to the congregation and may also take the form of game nights, movie events, and pot-luck dinners. Music is also an important part of our worship experience, and half the active members sings in the choir. In addition to monthly mission emphasis activities that frequently involve outreach to local organizations, we also partner with other local churches for community-wide services during Holy Week, Thanksgiving and Christmas, and are involved in community-wide events like Trunk or Treat, the annual Christmas Parade, the local Christmas Tree Trail, Live Nativity programs, and Independence Day Fireworks in the local park. The pastor is integral in implementing our*

*participation in all these events, but members of congregation also will volunteer to lead and participate in specific efforts.*

### **C. WORSHIP PREFERENCES**

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

*We currently offer only one Sunday morning service (9:00 am), and it reflects a traditional worship experience.*

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).

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?

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

What goals/objectives have been established by your church for its life and ministry? Comment on your understanding of some major issues that your church will be facing in the coming few years (five to ten years).

### **E. BENEVOLENCE SUPPORT**

What percentage of your church's annual total offerings is given to benevolent causes? Use the last complete fiscal year to figure the percentage and note if there are plans to increase or decrease the benevolent support in the current fiscal year. In figuring the total benevolent support, include such items as Our United Outreach (OUO), presbyterial and synodical causes, Second Mile Giving that is directed to programs outside your local congregation, and local benevolences outside your congregation but in the community, e.g., aid for the needy, etc.

List the non-denominational causes, if any, to which benevolence/mission support is given, along with an approximate annual amount, e.g., World Vision (other than what is channeled through the denominational program that is linked with World Vision).

*For 2021, 14% of our total income was dedicated to benevolent causes/outreach activities. This does not include donations made directly by congregation members to various causes/activities. It also does not include the value of items collected and donated to various causes/activities. Each month we try to have a monthly mission emphasis that requires the congregation to reach outside the walls of the church. In the past our efforts have benefited the Cumberland Presbyterian Children's Home, the Crisis Center, local food pantries, the Gurley Senior Center, the Crisis Pregnancy Center, local schools, the Gurley Police Department, local charities (Graces of Gurley), as well as individual local families (Christmas gifts, paying for prescriptions, etc.).*

## **JOB DESCRIPTION – PASTOR**

**Principal Function:** The pastor is responsible to the church for proclaiming the gospel of Jesus Christ, for using their skills in administrative leadership, for engaging in pastoral care ministries to meet the needs of the congregation and individuals in the community, and to serve as the chief administrator of the church.

### **Responsibilities:**

- To love the Lord, be sound in the faith, exemplary in conduct, and to witness to the gospel in both word and deed.
- Serve as leader in seeking to win the unsaved and in leading the congregation to do the same.
- Provide administrative leadership for the total church.
- Prepare for and conduct worship services.
- Read and teach the scriptures, proclaim the word of God, administer the sacraments, and lead the church in proclaiming the gospel to the church and community.
- Visit church members and prospects and encourage the congregation to do the same.
- Conduct premarital, family bereavement, and other counseling sessions as needed, and to advise of other professional assistance when necessary.
- Perform wedding ceremonies and conduct funeral services.
- Be available for and lead in training when needed.
- Cooperate with associational and denominational leaders. Keep the church informed of developments within the presbytery and denomination.
- Serve as a representative of the church in civic matters.
- Serve as a leader in planning, organizing, directing, coordinating, and evaluating all church ministries and activities.
- Function as moderator for the church session.