

PLEASE TYPE

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Cumberland Presbyterian Church
8207 Traditional Place
Cordova, Tennessee 38016



CHURCH INFORMATION FORM

Date Form Completed: March 22, 2020
Chair

Form Completed by: Amanda Oakes, Search Committee

PART I—CHURCH/COMMUNITY PROFILE

SNAPSHOT OF THE CHURCH

Name and Address of Church:
Tusculum Cumberland Presbyterian Church
477 McMurray Drive
Nashville, TN 37211

Church Number: TNNA #7333

Website: www.tusculumchurch.com

Phone Number: 615-833-0742

Presbytery: Nashville Presbytery

Year Organized: 1852

Current Active Membership: 142

Active Membership 5 years ago: 216

Contact Information

Search Committee Chairperson: Terri Hosale
Phone Number: 615-578-3647
Email Address: thosale@gmail.com

Attendance/Services

Average weekly attendance for Morning Worship: 115
Mid-Week Service: See Wednesday Night Studies/Groups Below
Other regular services (list/describe): N/A

Evening Worship: N/A

Church School (number in attendance)

Sunday Morning

- **Children**
 - **Infant Nursery:** Average Attendance – 3
 - Curriculum: None
 - **Toddlers (2 and 3 Years):** Average Attendance – 3
 - Curriculum: Various age appropriate books and curriculum
 - **Bible Discovery Zone (4 years through 4th Grade):** Average Attendance – 10
 - Curriculum: Dig In
- **Youth**
 - **Middle School Youth (5th-8th Grade):** Average Attendance – 7
 - Curriculum: Various Resources
 - **High School Youth (9th-12th Grade):** Average Attendance – 5
 - Curriculum: No set curriculum
- **Adult**
 - **Friends and Followers:** Average Attendance – 5
 - Curriculum: Various Studies
 - **Truth Seekers:** Average Attendance – 11
 - Curriculum: Various Studies, Currently: "The New Testament You Never Knew" by N.T. Wright & Michael F. Bird
 - **Bessie Harris Class:** Average Attendance – 10
 - Curriculum: Encounter Quarterly, published by the Cumberland Presbyterian Board of Christian Education, Memphis, TN

- **The Stewardship Class:** Average Attendance – 7
 - Curriculum: Encounter Quarterly, published by the Cumberland Presbyterian Board of Christian Education, Memphis, TN
- **The Outreach Class:** Average Attendance – 18-23
 - Curriculum: Various Studies, Currently: “Esther: A woman of strength & dignity” by Chuck Swindoll; Upcoming: “Job: A man of heroic endurance” by Chuck Swindoll

Wednesday Evening

- **Nursery**
 - Average Attendance – 3
- **Children:** Adventure Club
 - Average Attendance – 10
 - Curriculum: Various age-appropriate studies incorporating learning, play, art, and service
- **Youth:** REV (Middle & High School)
 - Average Attendance – 13
 - Curriculum: Various resources and studies
- **Adult:** Wednesday Night Study Group
 - Average Attendance – 15
 - Curriculum: Various resources and studies. Recent Studies have included: “Fight Back with Joy” by Margaret Feinberg, “A Simple Guide to Prayer for Normal People” by Pete Greig, “Letters to the Church” by Francis Chan

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

CPWM (Cumberland Presbyterian Women’s Ministry)

- Ministries include support of CP Children’s Home, Sacred Sparks (a ministry to the homeless community), card shower ministry

Men’s Fellowship

- Ministries include fruit baskets for the shut-ins at Christmas, providing funding for camps and mission trips, and oversight of the annual Fish Fry

Vacation Bible School

- Classes for ages 2 through 6th grade

Choir

- Provides special music during service, assists with praise music, and presents a Christmas Cantata

TCPC Youth (Middle and High School)

- Sunday school programs and weekly REV meetings
- Community Service including meal preparation and other service for the Nashville Ronald McDonald House, Nashville Diaper Bank, and annual participation in World Vision’s 30 Hour Famine
- Other activities include denomination camps and retreats and summer mission trips

Tusculum Child Care Center

- Three-star, state certified child care center serving children 6 weeks through 5 years old

Metro Nashville Public Schools

- Pencil Partner to Tusculum Elementary; also working to provide assistance to teachers at Cole Elementary

Zumba Classes

- Positive, uplifting and fun exercise classes meeting three times each week led by church member, Jennifer Langley, and open to the community

Connect Special Needs Ministry

- Ministry focused on serving families with children with special needs to promote inclusion in curriculum and VBS through training volunteers and making modifications as needed; maintain a sensory break room in the church throughout the year

**See Narrative Below for additional missions and ministries*

TCPC Boards:

Board of Ministries:

- Provides oversight of the various educational activities of the church including children, youth, and adult Sunday school; Wednesday evening classes; nursery; Building Blocks; and Vacation Bible School
- Guides internal and external mission efforts including, but not limited to, the Prison Ministry Angel Tree program, Sacred Sparks ministry, Back to School Bash to provide school supplies to Pre-K-12 students, quarterly pot-luck lunches, community-wide Easter Egg Hunt and Trunk or Treat events

Stewardship and Administration:

- Responsible for the administrative activities of the church including budgeting, salaries, and building and grounds

Facilities Board:

- Oversight of building and grounds

Childcare Board:

- Oversight of Tusculum Child Care Center

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

Income from:

Pledges: N/A

Offerings/Gifts: \$280,453

Other: \$67,602 *

Total Income: \$348,055 *

Expenses:

Operating Expenses: \$334,429

Debt Payment: N/A

Benevolences:
(OUO, Presbytery, Synod
Second Mile, Stott-Wallace): \$14,342 *

Other:

Total Expenses: \$348,771 *

* These figures include \$14,000 of income and expenditure support from the special fund created with proceeds received from Metropolitan Government of Nashville for the Tusculum Road sidewalk project.

Approved Budget for the Current Fiscal Year: 2020

Total Income: \$354,275 Total Expenses: \$354,275

SNAPSHOT OF THE COMMUNITY

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

- City of Nashville: 1,249,000

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

Title of Position: Senior Pastor **Pastor** Associate Pastor

Youth Minister Children’s Minister Music Minister Other:

Synopsis of Job Description and Expectations:

See included job description; please note the current description is under review by the TCPC Session, subject to changes and will be reviewed thoroughly with potential candidates during the interview process.

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

- Tyler Spradling, Youth Minister (FT)
- Bryan Harden, Music Director (PT)
- Jennifer Brown, Office Administrator (PT)
- Lola Oredugba, Director of Sports Ministries (PT)

Date position became, or will become, vacant: December 31, 2019

By whom was the position last filled? **Rev. Clifton Barna**

May they be contacted? **yes**

Current address and telephone: **(352) 598-3246** (address not provided)

Expectations of Work Week:

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

Compensation

Salary: NEGOTIATED

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

Benefits:

- a. Church’s contribution to retirement fund: Match employee contribution, up to 3% of salary, capped at \$1,800 annually.
- b. Health Insurance. Reimburse individual coverage medical insurance premium for policy selected by Pastor, up to \$375/month
- 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 paid leave annually

Amount of time allowed for preaching missions/revivals/continuing education/conferences, etc. There is no time amount set for these items. Each is approved on an individual basis by the Session.

** Included in “Salary” negotiation

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
Evangelism (Relating the gospel to people outside the church and enabling the laity to bear personal witness.)	1	
Personal and Spiritual Development (Providing resources and guidance for individuals in his or her devotional life and for prayer groups, retreats, and other small group experiences.)	1	
Leading Worship (Planning and conducting worship services.)	1	
Preaching (Communicating the gospel through sermons and relating it to life.)	1	
Administration (Managing the affairs of the congregation and its organizations)		

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

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.

Tusculum Cumberland Presbyterian Church (TCPC), which dates back to 1852, has a long history in Nashville. TCPC was originally located on Nolensville Road near Tusculum Road. In 1986, the church swapped properties with an independent Baptist Church and relocated to the present address on McMurray Drive. In September 2010, TCPC and another Nashville CP church, Woodbine Cumberland Presbyterian Church, reorganized through a merger. Woodbine Cumberland Presbyterian Church was originally called

Grandview Cumberland Presbyterian Church; in 1948, Grandview Cumberland Presbyterian Church reorganized and changed its name to Woodbine Cumberland Presbyterian Church. The TCPC and Woodbine merged congregation retained the name Tusculum Cumberland Presbyterian Church. This action had led to expanded ministry opportunities and new life in the church. The congregation approved the sale of the property on which the Woodbine Cumberland Presbyterian Church was located prior to the merger, and with a portion of the proceeds from the sale, an extensive remodel of the sanctuary of TCPC was completed in December 2016. Our facilities are available for use through many community programs which will grow with the addition of our newest staff member, Lola Oredugba, Director of Sports Ministries. Our Fellowship Hall space is utilized weekly for Zumba classes by the community. It is frequently used as a community space for members of our church celebrating birthdays and showers. Additionally, the space is used by a local non-profit, Talk With Me Tennessee, for fundraising events and other mission events through our church (see below). We also partner with public and private schools to provide a space for meeting and performing arts programs.

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?

The church, as far back as 1852, has been ministering to this community. As urban sprawl moved south in the mid-1950's, this once country church grew from a congregation of fifty to over one hundred quickly. Today, the neighborhood surrounding the church exists with a rich cultural, religious, and ethnic diversity. At one time, church members lived within walking distance or only a few miles from the church. Today, even though many active church members live fifteen or more miles from the church our mission programs work hard to serve our nearest neighbors.

Within our current community, our church building space is located just across the street from a public elementary and middle school. The populations of these schools are very diverse with many languages and cultures present. There are also many opportunities to serve immigrant families and families with socio-economic challenges. We partner closely with Tusculum Elementary to provide supplies for students, their families, and their teaching staff.

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.?

At TCPC, we believe missions is a way of life. We do not see our missions as a program of the church, rather a way of being the church. Our Board of Ministries works tirelessly to show compassion to our community and gain an understanding of how and where we can serve our neighbors. They then take these needs and create mission and outreach opportunities for our church. These missions are active, fluid, and continuously evolving as the needs of the community grow and change. One example of this important outreach work includes serving as the Pencil Partner for Tusculum Elementary School. Through this program, we provide supplies to teachers at the beginning and middle of the school year. We frequently provide clothing, shoes, and other needed items to students. We also have the opportunity to build relationships with students and their families by volunteering time at school events and programs. Another important ministry of our church is our involvement with the Prison Fellowship Angel Ministry. Through this program, members of our church purchase Christmas gifts on behalf of men and women who are incarcerated and deliver these gifts directly to their children. We have a Christmas party for these children and their caregivers each year where we spread the love of Christ through gifts, food, and fun. A third strong mission of our church is through our prayer blanket ministry. A group of loving members hand craft blankets for individuals both within and outside of our church who are experiencing illness, tragedy, or other difficulties. Members of the congregation tie knots on the blankets and pray over the individual. The blankets are then delivered to the individual to provide comfort and surround them with prayer in a time of need.

TCPC is currently investing time and funds in our growing sports ministry. We have very recently hired a part time staff member, Lola Oredugba, to serve as Director of Sports Ministry. Ms. Oredugba is working to develop short- and long-term goals for this ministry and has surveyed other churches in our area to identify current programs and areas of need. While these ideas focus on developing a sports ministry to lovingly serve our community, additional ideas for

service include tutoring, food prep, budgeting, well care and wellness, and good health. For many years TCPC had a co-ed softball team, and we are reinstating the team with play beginning this spring. Additionally, we are working to identify ways to open our gym to various populations (i.e. seniors, students, and children with special needs). For the past two summers we have hosted L.E.T.S. PLAY soccer involving over 60 community children who do not attend our church but are within walking distance. This organization uses soccer to teach English. Lola will work closely with this program to expand opportunities for the children attending.

TCPC is extremely proud of our church music ministry. TCPC has a part time staff member, Bryan Harden, who serves as Music Director. The adult music ministry involves between twenty-five and thirty members of the congregation. This group presents approximately fifty choir special songs each year; additionally, the choir presents special presentations at Christmas and Easter. In the past few years, the choir organized and presented community music events. The proceeds from these events have benefited projects in the church and the global community. The Spring 2016 event raised \$5,000 which was presented to the organization Living Water to build a well to provide clean water to a community in a third world country.

At TCPC, we are fortunate to have a generationally diverse congregation. We are invested in insuring all of our members find a place to build meaningful connections with other members and discover opportunities for growth in their walk with Christ through discipleship efforts. In addition to our Sunday morning classes, TCPC offers many opportunities throughout the month and week to target growth and develop relationships for individuals of all ages. TCPC has a program called Speeders that focuses on serving members who are aged 55 and up. This group meets together regularly for lunch and programs that are of specific interest to them. We have a Wednesday night children's program called Adventure Club/Building Blocks for children ages four through fourth grade. We have multi-age adult Wednesday night Bible Study program that sparks challenging discussions on a variety of faith topics. There is a Monday night ladies Bible study group that meets in the spring and fall for four- to six-week studies. We have both an active Men's Fellowship group and a TCP Women's Ministry that focus on supporting our congregation as well as denominational ministries. We also have a very strong youth program for middle and high school students.

C. WORSHIP PREFERENCES

Worship at TCPC takes elements from traditional, informal, and contemporary worship and blends them into a meaningful worship experience. A worship service could include hymns written in the early 1800's as well as songs that are playing on Christian radio today. Lyrics are presented on screens mounted in the sanctuary; hymnals are not used. Responsive readings, also presented on screens, are often a part of the worship service. A children's message is a part of each Sunday morning worship service. The children's message can include puppets/muppets, video presentations, and discussions with the children. Communion is observed monthly, generally on the first Sunday of the month, and most often observed by passing the elements to individuals while they are seated rather than by individuals coming to the table. Children are always welcome to remain in the Sanctuary to worship with their families; however, we do provide nursery care option for children ages 6 weeks through Kindergarten.

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).

In 2019, TCPC implemented an initiative called "Twelve Stones." This goal of this initiative is growth; not just growth of TCPC's congregation, but growth of the universal Church. This initiative has three pillars: a sports ministry, an increased presence and partnership with Tusculum Child Care Center, and a welcome ministry.

The sports ministry has been described in Section B, Program Areas in the Life of The Church.

TCPC has a partnership with Tusculum Child Care Center (TCCC). TCCC shares building space with TCPC. TCCC is a three-star child care center serving children from age six months to kindergarten. For several years, our Youth Minister has led chapel services at TCCC. TCPC provides space for TCCC's Christmas program and graduation as well as for on-going training events for TCCC staff. The focus of our Twelve Stones initiative relative to TCCC is to increase our visibility and support to their programs and the families that they serve. The goal of this is to bring the TCCC families and staff into a deep and growing relationship with Jesus Christ.

TCPC has always been a friendly and welcoming church. As a part of the Twelve Stones initiative, we have a more intentional focus on being welcoming. We have a Welcome Committee in place that provides coffee, snacks, and fellowship each Sunday between Sunday School and worship. We have a dedicated group of individuals who serve as greeters and ushers. This initiative will be working closely with the sports ministry as well as with other groups who are using our facility to provide individuals to be the face of TCPC as they welcome individuals as they come to

our facility whether for worship, TCPC sponsored events, or events held by other groups at our facility.

The leadership at TCPC does not focus on challenge; instead, our leadership views what others may recognize as challenges to be opportunities for growth and to serve as the hands and feet of Jesus.

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).

The foundation of the church's ministry in this community is giving beyond the church. The church gives 3% of its budget to Our United Outreach which supports the Children's Home, Bethel University, and many other ministries around the world. The specific amount is listed above with budget information. As stated above, the church membership including our youth group is deeply committed to providing support and resources to neighborhood efforts such as our partnership with Tusculum Elementary and the CPWM's support of Sacred Sparks and other nonprofit ministries. Additionally, we hold a Mission Sunday each year in which the congregation hears from local nonprofit partners and are encouraged to give to these organizations.

Our youth group is very involved in community outreach and fundraising. They participate annually in World Vision's 30 Hour Famine. In their thirty hours of fasting they complete community service projects such as volunteering at the Nashville Diaper Bank, Second Harvest Food Bank, local nursing homes and hospitals, Sacred Sparks Ministry and GiGi's Playhouse. In 2019, they raised \$12,534 and this year they raised a record breaking \$18,417 to be donated to World Vision.