The Ministerial Vocation Committee and the Office of the Stated Clerk of the Evangelical Presbyterian Church are responsible for denominational vocational services. As part of the process of “matching” ministers and congregations, the Office of the Stated Clerk provides resources and advice to both pastors and congregational search committees. To that end, we ask congregations and ministers to complete information forms as an introduction to each other, and a first step in the process of calling a minister for a congregation. For both the individual pastor and the congregation, this is an opportunity for self-study and for evaluation of current ministry and goals. This calls for honesty, effort, and commitment to open communication.

The Church Information Form presents the local congregation's history, challenges, and goals. It is our hope that this will be of help in facilitating the search process, assisting the church in focusing on future directions and pastors in gaining some sense of the nature and uniqueness of this congregation.

Contents

Part 1: Church Information
Part 2: Financial/Church Campus Information
Part 3: Church Characteristics
Part 4: Leadership Expectations
Part 5: Church History
Part 6: Other Information

Please return completed form to:

Evangelical Presbyterian Church
ATTN: OFFICE OF THE STATED CLERK
5850 T.G. Lee Blvd., Suite 510
Orlando, FL 32822

Phone: 407-930-4239
Fax: 407-930-4247
E-mail: info@epc.org
Part 1: Church Information

1. Church Name  Bethany Presbyterian Church
   Address  5825 Ft. Henry Drive, Kingsport, TN  37663
   *WEBSITE:  bethanypresbyterianchurchkpt.com
   Telephone (423) 239-7721          Fax (_____)
   E-mail  bethanypres.epc2014@yahoo.com  Website  *See Above

2. Presbytery:  Presbytery of the Southeast
   Presbytery Ministerial Committee Liaison  Rev. Margaret Ferguson

3. Search Committee Chairman  Lynn Hammons/Ellen Polk (Co-Chairs)
   Address  (Lynn Hammons) 38 Autumn Dr., Gray, TN  37615
   Cell Phone:  (423) 335-1230
   E-mail  mamasuehammons@aol.com
   Telephone (423) 477-3092

4. List all paid staff positions (use additional sheet if necessary)
   Organist/Pianist
   Youth Director/Administrative Assistant

<table>
<thead>
<tr>
<th>Full time</th>
<th>Part time</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>
5. List all vacant positions

Position Available: Minister Date of Vacancy: 06/01/2019

Position Available: ___________________________ Date of Vacancy: __________

Position Available: ___________________________ Date of Vacancy: __________

6. Membership (state approximate numbers and percentages)

<table>
<thead>
<tr>
<th>Five years ago</th>
<th>Currently</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Number of church members</td>
<td>104 (Active/Inactive)</td>
</tr>
<tr>
<td>B. Number of family units</td>
<td>46</td>
</tr>
<tr>
<td>C. Worship attendance</td>
<td>78</td>
</tr>
</tbody>
</table>

7. Community Growth

☑ Increasing □ Static □ Declining

8. Profile of church members

A. Age:

1 % 0-11
8 % 12-18
8 % 19-24
2 % 25-34
8 % 35-49
8 % 50-64
72 % 65+

B. Occupation:

12 % Business
12 % Professional
9 % Trades
0 % Agriculture
1 % Stay-at-Home Parent
78 % Retired

□□□% Other (Please Specify)

C. Educational level of adults

□□□ % some high school
63 % high school
26 % college
11 % graduate school

D. Percentage of members belonging to the congregation

Less than one year 0 %
5 years or less 8 %
6-10 years 22 %
10 years or more 70 %
9. Racial/Ethnic composition of:

   A. **Congregation**
      
      \[
      \begin{align*}
      &0.5\% \text{ African-American} & 0.5\% \text{ Asian} & 99\% \text{ Caucasian} & 2\% \text{ Hispanic} \\
      &\quad\% \text{ Other (Specify)}
      \end{align*}
      \]

   B. **Community** (within 5-mile radius of church)
      
      \[
      \begin{align*}
      &2\% \text{ African-American} & 1\% \text{ Asian} & 95\% \text{ Caucasian} & 2\% \text{ Hispanic} \\
      &\quad\% \text{ Other (Specify)}
      \end{align*}
      \]

10. Community Setting (check as many as apply):

   Location
   
   ✔ Rural   ✔ Small Town   ❌ Metropolitan   ❌ Suburban   ❌ Inner City

   Function
   
   ✔ Industrial   ✔ Agricultural   ✔ Recreational   ✔ Military   ✔ College/University

   Approximate population of community \(149,000\)

11. Church Programming—Worship

   A. **Worship Time**
      
      11:00

   B. **Average Worship Attendance**
      
      45

   C. **Frequency of communion celebration**
      
      14

   D. **How are members involved in planning and participation in the liturgy/worship?**
      
      Choir, media, admin. functions, children sermons, greeting/ushers, acolytes
D. Style of liturgy used in your worship (e.g., traditional, contemporary, variety)

Traditional

E. Type of music used in worship (e.g., traditional, contemporary, variety)

Traditional (some contemporary)

12. Church Programming—Sunday School
   A. Average attendance in Church School (under 18 years) 3
   B. Average attendance in Adult Education (Sunday) 20

13. Church Programming—Organizations/Committees
   List major boards, committees, and organizations that are part of your church and frequency of meetings (monthly, weekly, etc.)

<table>
<thead>
<tr>
<th>Name</th>
<th>Purpose of Group</th>
<th>Number of members</th>
<th>Frequency of meetings</th>
<th>Leadership Role*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Presbyterian Women</td>
<td>Bible Study/Fellowship</td>
<td>22</td>
<td>Monthly</td>
<td>3</td>
</tr>
<tr>
<td>Men’s Prayer Breakfast</td>
<td>Fellowship/Prayer</td>
<td>12</td>
<td>Monthly</td>
<td>3</td>
</tr>
<tr>
<td>Weekly Prayer Group</td>
<td>Prayer</td>
<td>10</td>
<td>Weekly</td>
<td>3</td>
</tr>
<tr>
<td>Bible Study Group</td>
<td>Study the Word of God</td>
<td>18</td>
<td>Weekly</td>
<td>2</td>
</tr>
<tr>
<td>Choir</td>
<td>Prep for services</td>
<td>13</td>
<td>Weekly</td>
<td>3</td>
</tr>
<tr>
<td>Quilts of Love</td>
<td>Make quilts for Missions</td>
<td>6</td>
<td>Bi-Weekly</td>
<td>3</td>
</tr>
<tr>
<td>Meals on Wheels</td>
<td>Community Outreach</td>
<td>15</td>
<td>M-F</td>
<td>3</td>
</tr>
<tr>
<td>Youth Group</td>
<td>Fellowship/Bible Study</td>
<td>4</td>
<td>Weekly</td>
<td>3</td>
</tr>
</tbody>
</table>

*Indicate leadership role expected by using the number below:
1. Pastor takes primary initiative and responsibility.
2. Pastor and laity share responsibility.
3. Laity takes primary initiative and responsibility.
Part 2: Financial/Church Campus Information

   (Attach a copy of current budget)

2. Percentage of income received toward budget: 100%  

3. Amount contributed for year 2019 (most recent complete reporting year)
   A. EPC Per Member Asking  $23/Member
   B. EPC World Outreach Global Workers  $1,200.00
   C. EPC Special Projects  $0
   D. Presbytery Per Member Asking  $0
   E. Other Missions/Missionaries  $2,333.38

4. Property owned by church
   A. Describe buildings and property (other than manse).
      Multiple buildings built by members. Sanctuary, Fellowship Hall, Educational Wing --
      About 9000 SF. Buildings are sitting on approximately 2 acres that also contains a
      picnic shelter.
   B. Are your buildings adequate for your present program?  Yes  No
      If no, please explain:

   C. Is a building program projected?  Yes  No
      If yes, describe what, when, and projected cost

   D. Does the church own a manse?  Yes  No
      Condition:  Good  Fair  Poor  # of Bedrooms
      Pastor's Office/Study:  In Church  In Manse  Not Provided  Other
6. Compensation:
   A. The salary range we are prepared to offer:
      Position: Minister - Full time or Part time $ TBD - Based on terms of call
      Position: _____________________________ $ _____________________________
      Position: _____________________________ $ _____________________________
      Position: _____________________________ $ _____________________________
   
   B. The average annual increase over the past three years is:
      Position: Bonuses were given based on $ ____________ or ____ %
      Position: surplus of budgets $ ____________ or ____ %
      Position: _____________________________ $ ____________ or ____ %
      Position: _____________________________ $ ____________ or ____ %
   
   C. Housing
      □ Housing Allowance
      □ Manse Only
      □ Either of the Above
   
   D. Benefits and expenses
      □ TBD Pension (minimum 10% gross effective salary)
      □ TBD Medical insurance
      □ TBD Life insurance
      □ TBD Social Security
      □ TBD Travel/mileage
      □ TBD Book allowance
      □ TBD Study leave allowance (minimum 2 weeks)
      □ TBD Annual vacation days (minimum 4 weeks)
      □ TBD Number of worship services per year for which pastor is provided relief
         (in addition to vacation and study leave)
      □ TBD Other (Specify:_________________________________________________________ )
### Part 3: Church Characteristics

*Check the box that most closely describes the current congregation characteristics and future goals*

<table>
<thead>
<tr>
<th>Our congregation...</th>
<th>Currently Agree</th>
<th>Currently Disagree</th>
<th>Goal Agree</th>
<th>Goal Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Supports the pastor.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Readily shares their gifts with the rest of the congregation.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Places a high priority on sound biblical preaching.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Gladly welcomes visitors and new members.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Is involved in local evangelistic ministries.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Is often found living their faith in their communities.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Has a spirit of unity.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Cares about each other.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. Looks to its Session for leadership.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. Ministers well to members who are hurting.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11. Uses members’ gifts in its worship.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12. Contains people willing and able to lead the congregation.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13. Is capable of change when and where appropriate.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
15. In what ways does your church participate in ecumenical activities?

Strongly involved in Samaritan’s Purse, have participated in Habitat for Humanity, Second Harvest Food Bank, deliveries for Meals on Wheels, and Oasis Women’s Shelter & Laundry Service

16. Describe the strengths of your congregation.

Loving & caring for each other and the community with strong faith & determination.

17. List specific problems with which your congregation struggles.

Property dispute; financing capital projects; multigenerational growth.

18. List major goals that the congregation has set for itself.

Resolution of property issues; multi-generational growth.
19. Has there ever been disciplinary action taken against a pastor of your congregation?
   □ Yes  □ No

20. Has there ever been any disciplinary action against an elder or deacon of your congregation?
   □ Yes  □ No

If you answered “Yes” to either 19 or 20, please explain.

19. One minister was involved in a misdemeanor and Presbytery dismissed him. Another minister was counseled for poor job performance and ultimately resigned.

20. An elder professed a non-Biblical lifestyle choice and publicly resigned from church participation. The Session took action and removed him from the church roll.

21. Have you completed a mission statement, vision statement, and/or a strategic plan for your congregation?
   □ Yes  □ No

   If yes, Date completed ________________________________ 2014

   If yes, attach copies of each statement or strategic plan the church has completed.
Part 4: Leadership Expectations

1. What five key characteristics, gifts, and/or skills should a person bring to the position?

1) Someone who believes the Bible is the infallible word of God.

2) A pastor whose enthusiasm for Christ is contagious.

3) An energetic minister who can assist us in developing multi-generational growth (especially young adults and youth).

4) A minister who will help us to develop a blending of a traditional and contemporary worship of God.

5) A versatile leader who is willing to engage in every aspect of our church life, from administrative and pastoral care duties to preaching and teaching.
Part 5: Church History

1. What do you consider to be the three most important events in the history of your church?

1A -- From the donation of the land, construction of original structure, building of the Fellowship Hall, and joining all the structures together, our congregation has been a “hands-on” team from the ground up.

1B -- Our strong Youth Groups and Women’s Groups have created energy and growth in our congregation and provided outreach to our local community from our inception through today.

1C -- Stepping out in faith in 2014, we unanimously decided to leave the PCUSA in defense of our Biblical beliefs. We were released from the PCUSA in July, 2014 and received into the EPC in September, 2014.

2. What do you consider to be the most interesting and challenging event in the life of your church in the last three years?

In the face of the loss of key leadership in our congregation, we continue to exhibit a spirit of faith, perseverance, and enthusiasm to serve our Savior Jesus Christ and the world.
### Part 6: Other Information

1. List the last three individuals who held the position of Minister:

<table>
<thead>
<tr>
<th>Name</th>
<th>Dates of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charles Echols</td>
<td>2005 to 2019</td>
</tr>
<tr>
<td>Jim Gray</td>
<td>2000 to 2003</td>
</tr>
<tr>
<td>Glenn Scruggs</td>
<td>1991 to 1999</td>
</tr>
</tbody>
</table>

2. Describe any significant factors about the church not covered in previous questions.

Bethany is a community of believers; the church was organized 75 years ago. The first members of the church met under a tree until the original sanctuary was built. Many members donated land and supplies to make sure that happened. Through the years, many of those same families and other community members have supported this mission. Bethany offers a unique opportunity to its family of faith in that we are a family of believers. There are many strong organizations within the Bethany family. We have a very active Women’s Group, Choir, Bible Study, Men’s Fellowship Breakfast, and Youth Group.

Protracted negotiations with Holston Presbytery PCUSA regarding our property and buildings. Holston Presbytery has filed a lawsuit in Civil court, but we do not have a court date as of September, 2019. Holston Presbytery has refused to negotiate in good faith on the actual value of the church building, failed to consider a tithe of the value of the church in exchange for the deed, and chose to file a lawsuit insisting on possessing a building they have absolutely no equity in.

Clerk of Session: Mark Witherspoon
Date: 09/08/2019

Search Committee Chair: Lynn Hammons/Ellen Polk
Date: 09/08/2019

We encourage churches to list their vacancies on the Ministry Staff Opportunities webpage at www.epc.org/mso. For more information or to send your posting, email info@epc.org