

**Part 1: Church Information**

1. Name: FIRST PRESBYTERIAN CHURCH  
 Address: 503 S. HIGH STREET  
TRENTON, TN 38382  
 Telephone: ( 731 ) 855-2736 Fax: ( 731 ) 855-1668  
 E-mail: trentonfirstpres@gmail.com Website: trentonfirstpres.org

2. Presbytery: CENTRAL SOUTH  
 Presbytery Ministerial Committee Liaison: SCOTT SEALY

3. Search Committee Chairman: SCARLETT SMITH  
 Address: 84 EDISON-FROG JUMP RD.  
TRENTON, TN 38382  
 Telephone: ( 731 ) 414-9594 E-mail: scarlett.smith.mkmi@statefarm.com

4. List all paid staff positions
- |                                   |   |   |
|-----------------------------------|---|---|
| <u>CHURCH TREASURER/SECRETARY</u> | <input type="checkbox"/> Full time            | <input checked="" type="checkbox"/> Part time |
| <u>CHURCH SECRETARY</u>           | <input type="checkbox"/> Full time            | <input checked="" type="checkbox"/> Part time |
| <u>SEXTON</u>                     | <input type="checkbox"/> Full time            | <input checked="" type="checkbox"/> Part time |
| <u>CHOIR (MUSIC) DIRECTOR</u>     | <input type="checkbox"/> Full time            | <input checked="" type="checkbox"/> Part time |
| <u>ORGANIST/PIANIST</u>           | <input type="checkbox"/> Full time            | <input checked="" type="checkbox"/> Part time |
| <u>NURSERY WORKERS</u>            | <input type="checkbox"/> Full time            | <input checked="" type="checkbox"/> Part time |
| <u>PASTOR</u>                     | <input checked="" type="checkbox"/> Full time | <input type="checkbox"/> Part time            |
| _____                             | <input type="checkbox"/> Full time            | <input type="checkbox"/> Part time            |
| _____                             | <input type="checkbox"/> Full time            | <input type="checkbox"/> Part time            |

Position Available: PASTOR Date of Vacancy: 08/15/18  
 Position Available: \_\_\_\_\_ Date of Vacancy: \_\_\_\_\_

5. Membership (please state approximate numbers and percentages)

	<u>Five years ago</u>	<u>Currently</u>
A. Number of church members	<u>211</u>	<u>208</u>
B. Number of family units	<u>120</u>	<u>111</u>
C. Worship attendance	<u>120</u>	<u>120</u>

D. Profile of church members

(1) Age:  
11% 0-11   10% 12-18   5% 19-24   10% 25-34   16% 35-49  
21% 50-64   27% 65+

(2) Occupation:

2% Business    31% Professional    20% Trades    1% Stay-at-home parent  
8% Agriculture    37% Retired    1% Other (Specify: DISABLED)

(3) Educational level of adults

0% some high school    44% high school    42% college    14% graduate school

(4) Percentage of members belonging to the congregation:

Less than one year 1%  
5 years or less 10%  
6-10 years 20%  
10 years or more 69%

(5) Racial/Ethnic composition of congregation

0% Asian    0% Hispanic    0% African American    100% Caucasian  
0% Other / Specify: \_\_\_\_\_

6. Worship

A.	Time	Average Attendance
	<u>11:00</u>	<u>125</u>
	_____	_____
	_____	_____
	_____	_____
	_____	_____
	_____	_____

B. Frequency of communion celebration: 15 per year

C. How are members involved in planning and participation in the liturgy/worship?  
Worship & Communion Committee  
(number of members varies)

D. Style of liturgy used in your worship (e.g., traditional, contemporary, variety):  
Mainly traditional, but every 4th and 5th Sunday we meet in our Fellowship Hall in which we sing praise songs with our praise band, and this service is more relaxed.

E. Type of music used in worship (e.g., traditional, contemporary, variety):  
Mainly traditional, but we incorporate classical, traditional, contemporary Christian, and once in a while gospel music--something for everyone!

7. Church/Sunday School

A. Average attendance in Church School (under 18 years) 28

B. Average attendance in Adult Education (Sunday) 90-100

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

- | <u>Location</u>                                | <u>Function</u>                             | <u>Growth</u>                      |
|--|---|------------------------------------|
| <input checked="" type="checkbox"/> Rural      | <input type="checkbox"/> Industrial         | <input type="checkbox"/> Growing   |
| <input checked="" type="checkbox"/> Small town | <input type="checkbox"/> College/University | <input type="checkbox"/> Static    |
| <input type="checkbox"/> Metropolitan          | <input type="checkbox"/> Agricultural       | <input type="checkbox"/> Declining |
| <input type="checkbox"/> Suburban              | <input type="checkbox"/> Recreational       |                                    |
| <input type="checkbox"/> Inner City            | <input type="checkbox"/> Military           |                                    |

Approximate population of community 4,300 (50K cou)

Racial/Ethnic composition of community:

.5% Asian      4% Hispanic      30.5% African American      62.5% Caucasian

2.5% Other (Specify: Native American, 2 or more races)

9. Program Information: List major boards, committees and organizations that are part of your church and frequency of meetings (monthly, weekly, etc.):

Name	Purpose of Group	Number of members	Frequency of meetings	*Leadership role
Session	also meet prior to worship for	12	monthly	1
Diaconate	prayer Sunday mornings	12	monthly	1
Christian Education Com.	Classes, Curric., Programs	11	1+ monthly	2
P-3 (Pizza, Praise, & Prayer)	All church mid-week		Wed-Fall/Spr	2
Adult Choir		15-20	weekly	3
Presbyterian Women	study/service	12-15	monthly	3
Property	repairs/maint	5-7	as needed	2
Finance	Budgetary review	10	monthly	3

\*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: Building/Financial Information**

1. Current annual budget: \$301,257 Last year's annual budget: \$330,063 (inc. a you

*(Please attach a copy of current budget)*

2. Percentage of income received toward budget: 100 %

3. Amount contributed for (last complete reporting year: 2017):

A. EPC per member contribution \$4,715

B. EPC World Outreach Missionaries \$0.00

C. EPC Benevolence Askings \$3,096

D. Presbytery giving \$2,870

E. Other Missions/Missionaries \$7,510

4. Property owned by church

A. Describe buildings and property (other than manse).

1) Sanctuary (circa 1892), seats approx 225

2) Chistian Ed. Building (circa 1981) 2 story building with classrooms, nursery, awesome youth room)

3) Fellowship Hall (circa 2012)-large Fellowship Hall with stage/sound/lighting/projectors/commercaill kitchen,church office, classrooms

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 and when and projected cost:

We are in the preliminary phase of making repairs/improvements/ upgrades to our sanctaury. i.e. replacing wiring, heating and cooling units, security enhancements, and potential structural changes

D. Does the church own a manse?

Yes  No

Condition:  Good  Fair  Poor  Number of bedrooms: \_\_\_\_\_

Office/study:  In Church  In Manse  Not provided  Other: \_\_\_\_\_

6. Compensation:

A. The salary range we are prepared to offer:

Position: Pastor \$ negotiable based on qualif/expe

Position: \_\_\_\_\_ \$ \_\_\_\_\_

B. The average annual increase over the past three years is:

Position: Pastor \$ 1,515.00 or 2 %

Position: \_\_\_\_\_ \$ \_\_\_\_\_ or \_\_\_\_\_ %

C. Housing

Housing allowance

Manse only

Either of the above

D. Benefits and expenses:

yes Pension (minimum 10% gross effective salary)

yes Medical insurance

yes Life insurance

yes Social Security

yes Travel/mileage

yes Book allowance

yes Study leave allowance

yes Annual vacation

negotiable Number of worship services (in addition to vacation and study leave)  
for which pastor is provided relief (per year)

negotiable Other (Specify: \_\_\_\_\_)

**Part III: Church Characteristics**

*Circle the number that most closely describes the current congregation characteristics and future goals:*

Our congregation...	<u>Currently</u>				<u>Goal</u>			
	Agree		Disagree		Agree		Disagree	
1. Supports the pastor.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
2. Readily shares their gifts with the rest of the congregation.	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
3. Places a high priority on sound biblical preaching.	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
4. Gladly welcomes visitors and new members.	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
5. Is involved in local evangelistic ministries.	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
6. Is often found living their faith in their communities.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
7. Has a spirit of unity.	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
8. Cares about each other.	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
9. Looks to its Session for leadership.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
10. Ministers well to members who are hurting.	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
11. Uses members' gifts in its worship.	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
12. Contains people willing and able to lead the congregation.	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
13. Is capable of change when and where appropriate.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
14. Is spiritually alive.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

15. In what ways does your church participate in ecumenical activities?

We support EPC through "per member asking" to GA as well as Central South Presbytery. We also take part in EPC special offerings such as Thanksgiving and Gratitude offerings and relief offerings; We do our best to attend all meetings of the Presbytery and General Assembly; We have one member currently serving on the Pastoral and Congregational Care Committee of the Central South Presbytery.

16. Describe the strengths of your congregation:

- We are a loving congregation of imperfect souls! Our members are very active in community organizations, events, and charitable causes--both individually as well as collectively.
- Our buildings are "ground zero" for many community and school events and causes that we strive to serve
- We have been described as "The Church of the Last Resort", meaning "When you have been kicked out of all the other churches, we will accept you here!"
- Our spirit of fellowship and hospitality are second to none! We love any activities that have to do with food and fun--and BOY CAN WE COOK!
- FPC has held our own "Family Camp" for the past 41 consecutive years! This takes place one weekend in July at NaCoMe Camp & Conference Center near Centerville, TN, and is the heart and soul of our church family. (We had 150+ folks in attendance in 2018!) See attached photo.
- We have a culture of not wanting to hurt people's feelings (Which sometimes may not be a good thing.)

17. List specific problems with which your congregation struggles:

- As a congregation, we struggle with change, and many times don't have the best attitude when it changes "the way I it" or "the way we've always done it"--be it style of worship, different programming, music, the color of the paint on the walls, or whether the pastor wears a robe or not! We are better than we used to be, however!
- A chief challenge is dealing with the lack of willingness of individuals to "take the lead" in areas--especially when it involves teaching or leading a group study or activity
- We are also challenged in "speaking the truth in love"---We aren't very good at that!

18. List major goals that this congregation has set for itself:

- Evangelism/Bringing the un-churched to our family of believers
- Being a RELEVANT church to our members as well as to our community
- Building our youth ministry
- Meeting our goal of retiring our New Building debt by 2020--which we are currently on schedule to do!



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:

21. Have you completed a mission statement, vision statement and/or a strategic plan for your congregation?

Yes    Date: In process of updating     No

If yes, please attach copies.

#### **Part 4: Leadership Expectations**

22. What five key characteristics/gifts/skills should a person bring to the position?

- 1) Effective and dynamic BIBLICAL teacher
- 2) Leads our congregation with love
- 3) Strong desire and passion for Youth Ministry
- 4) Pastoral care of the congregation
- 5) Visible and active in the Trenton community
- 6) SENSE OF HUMOR

## Part 5: Church History

1. What do you consider to be the three most important events in the history of your church?
  - 1) Moving from PCUSA to EPC in January of 2011
  - 2) Building the new Fellowship Building
  - 3) How we came together as a church and actually GREW in membership following the retirement of our beloved pastor--Walter Lockhart retired--after serving as pastor for 32 years
  - 4) Our 41 years of summer family camp weekend that restores, refreshes and reconnects us with one another, our world, and our Lord.
  
2. What do you consider to be the most interesting and challenging event in the life of your church in the last three years?
  - We experienced many changes in our Youth Ministry due to losing a much-loved leader who had been here for about one and a half years. The main reason for his leaving could be summed up as a mutual set of unmet expectations
  - We have continuously been challenged as to the style preferences and format of Worship as well as an additional mid-week study/activity such as:
    - a more contemporary/relaxed style of worship in the Fellowship Hall vs. Sanctuary
    - to serve supper or not to serve supper and to whom?
    - to serve kid-friendly foods on Wednesday evenings or more adult-oriented food? Currently we are serving pizza on Wednesday evenings...but are open to volunteers preparing simple meals such as burgers, spaghetti, etc.

Most of our challenges are rooted from an attitude of "ME and Mine" vs. "WE and Ours" when it comes to our MIND, our DIME, and our TIME.

**Part 6: Other Information**

1. List the last three persons in this position: Position: PASTOR

<u>Name</u>	<u>Dates of Service</u>
<u>Rev. Walter N. Lockhart (ret. 2006)</u>	_____ to <u>32 years</u>
<u>Rev. Paul B. Tucker</u>	<u>2009</u> to <u>2018</u>
_____	_____ to _____

2. Other significant factors about our church not covered in previous questions:

We are a steady and stable group of sinners who represent a melting pot of our community. We LOVE our town of Trenton, and take great pride and interest in our schools, our local government, and the events that go on within them. First Presbyterian Church of Trenton, TN was organized on October 20, 1833, and has been located on High Street ever since. We are the first church to be formed in Trenton.

This congregation has always been a very GENEROUS church. We are a part of the Trenton Ministerial Alliance which is made up of ministers of various faiths. Together, they plan community services during Thanksgiving, Holy Week, and "Teapot Time"! Offerings collected at these services go to help local benevolences--mainly assistance with utility bills. Our church is the keeper/administrator of these funds. We place great emphasis on supporting our local Food Pantry throughout the year. Our Deacons host a "Crappie Tournament" each spring that is folowed a few weeks later with a "Fish Fry" that has become very popular. Donations raised from this goes into their "Local Benevolence Fund". Our Women's Ministry supports various needs and causes as they arise, be it the "Backpack Program" at school, providing snacks and goodies for the families of Critical are patients at local hospitals and nursing homes, and individual, personal gifts for those in group homes or specific families in need at the holidays. When needs arise, be it within or outside of our congregation, there are those who make themselves and/or their pocket books available to help.

We believe in the power of prayer. Special prayer services have been held not only for ones suffering, but also for a specific event or happening.

Lorrie Barton  
Clerk of Session

Date: 08/30/18

Scarlett Smith  
Chair, Search Committee

Date: 08/30/18

We encourage churches to list their openings on the EPC Ministry Staff Opportunities List ([www.epc.org/mso](http://www.epc.org/mso)). For more information or to send your posting e-mail [epchurch@epc.org](mailto:epchurch@epc.org).