

PLEASE TYPE

## LEADERSHIP REFERRAL SERVICES

Cumberland Presbyterian Church  
8207 Traditional Place  
Cordova, Tennessee 38016



### CHURCH INFORMATION FORM

Date Form Completed: 10/6/21

Form Completed by: Jackie Satterfield

#### PART I—CHURCH/COMMUNITY PROFILE

##### SNAPSHOT OF THE CHURCH

Name and Address of Church:

Welti CPC 8817 County RD. 747, Cullman, AL. 35055

Church Number: 212

Website: <https://weltichurch.com/>

Phone Number (256)737-9138

Presbytery: Hope

Year Organized: 1904

Current Active Membership:110

Active Membership 5 years ago:115

##### Contact Information

Search Committee Chairperson: Jackie Satterfield

Phone Number:256-736-4445

Email Address:jsatterfield@firstunitedfg.biz

##### Attendance/Services

Average weekly attendance for Morning Worship: 75-90 pre-covid 60-80 currently Evening Worship:

Mid-Week Service: Pre covid 50-60 Currently-30-40

Other regular services (list/describe):

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

Nursery: 2	Curriculum: Deep Blue Sea Nursery
K-5:	Curriculum: Dwell
Youth:	Curriculum: Teen Sunday School Place
Young Adults:	Curriculum: Study of Isaiah
Adult class 1:	Curriculum: Standard Publishing
Adult class 2:	Curriculum: Encounter
Adult class 3:	Curriculum: Anxious for Nothing
Total Enrolment: 50-60	

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

Sunday School, Mid-week program-Renewal, CPWM, Children's ministry, Youth ministry, Choir

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

*Income from:*

Pledges:  
Offerings/Gifts: \$201,000  
Other: Manse- \$5,500

Total Income: \$206,000

*Expenses:*

Operating Expenses:  
Debt Payment: \$0  
Benevolences:  
(OUO, Presbytery, Synod,  
Second Mile, Stott-Wallace): Haiti  
Other:\$35,800  
Total Expense:

**Approved Budget** for the Current Fiscal Year: \$206,000

\*In 2020 our income exceeded expenses by \$10,000. Our 2021 income is exceeding expenses projected by end of year, \$10,000.

**SNAPSHOT OF THE COMMUNITY**

Total population of the city, town, or rural area in which the church is located: 80,000

This church serves a community or neighborhood that encompasses an area within how many miles of the church-8

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])

Rev. Abby Prevost, Associate Pastor of Christian Education-FT

**Date position became, or will become, vacant:**

By whom was the position last filled? Rev. Jimmy Peyton    May they be contacted? Yes  
Current address and telephone: 3532 McCain's Lane Columbia, TN. 38402    (256)735-3620

**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:**

**Note:** Our approach is to offer a total dollar financial package and allow the pastor to choose how they want to allocate the package among salary, housing allowance, health insurance, etc.

**Salary:**

a. Minimum annual cash salary: \$65,000  
b. Manse-Yes, but no requirement to use it.  
It is currently rented and we use the rent to contribute to the compensation package.

If no, housing allowance:  
c. Utility allowance: See above note

d. Other benefits (explain):

**Benefits:**

a. Church's contribution to retirement fund: See above note

b. Health Insurance: See above note

c. Other benefits (explain):

**Total compensation:\$65,000**

**Professional Expense Reimbursements and Allowances**

1. Automobile Expense: Yes; we figure out how best to do that based on discussion with pastor
2. Expenses to General Assembly/Conferences: Yes

3. Continuing Education: Negotiable. We have in the past.
4. Other expenses (explain):

**Total Professional Expense Reimbursement or Allowances: Undetermined but will give upon request by Pastor and approved by the session.**

**Other Benefits:**

Length of vacation: Normally two weeks away from pulpit, and we are flexible about other duties to include office hours, etc. We recognize that pastoral demands are often heavy and may require call at different places and irregular hours. Our pastor does not “punch a time clock” and we understand that the pastor needs our prayers, compassion, understanding and support like the congregation they serve.

Amount of time allowed for preaching missions/revivals/continuing education/conferences, etc.: Nothing set in stone. Depending on circumstances, we have gone along with two, maybe three revivals, depending on the proximity to Welti and length of revival. We have permitted time away for mission trips. We would encourage continuing education or conferences, preferably to be worked in on weekdays, but we understand that sometimes it is not possible. While we are flexible for involvement in activities outside our congregation, our church has its needs as well that must be met.

**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	<b>2</b>	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	<b>2</b>	3	4
<b>Leading Worship</b> (Planning and conducting worship services.)	<b>1</b>	2	3	4
<b>Preaching</b> (Communicating the gospel through sermons and relating it to life.)	<b>1</b>	2	3	4
<b>Administration</b> (Managing the affairs of the congregation and its organizations)	1	2	<b>3</b>	4
<b>Program Development</b> (Establishing goals and organizing to create and implement programs in church and community.)	1	<b>2</b>	3	4
<b>Stewardship</b> (Leading in the development and use of individual and congregational resources.)	1	2	<b>3</b>	4
<b>Counseling</b> (In a formal setting, assisting people who face problems or decisions.)	1	<b>2</b>	3	4
<b>Visiting Homes</b> (Calling in homes on a regular basis)	1	<b>2</b>	3	4
<b>Crisis Visiting</b> (Serving people in the midst of crises, e.g., illness, death, trauma...)	<b>1</b>	2	3	4
<b>Community Leadership</b> (Organizing to meet needs such as drug problems, schools, fair housing, etc.)	1	2	3	<b>4</b>

**Inter-Church Cooperation** (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

*(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 Welti Church has been a family oriented church, although we live in a growing area and have attracted a number of families and individuals who previously had no family ties to our church. Fifty years ago, the church was dominated by farm families, although now, only few families derive their livelihood from farm related vocations. The largest block of those working outside the home are in banking, insurance, real estate, electric utility or education. We have a fairly sizeable block of retirees. For a rural church, we have a pretty high percentage of college educated members. The distinguishing characteristic of the Welti Church is that it is a caring church that freely bears each other’s burdens and ministering to those in need. The ladies of our church do a wonderful job ministering to grieving families. Our church is a giving church in many ways, whether it be sending cards to the sick and shut-ins, direct financial help to those needing assistance in difficult times, or in some service capacity such as Sunday School teacher or musician. Our church willingly participates in financially supporting organized local benevolences as well as denominational missions work. We donate 20-40% of our income to others, including foreign and domestic missions.

Our membership is scattered throughout all age groups and we are very blessed with young families who have young children.

Our church grounds include a main sanctuary that has three offices, one for the senior pastor, associate pastor, and a communal office, and a basement with three spacious classrooms and a nursery. In the fall of 2011 we added a HVAC unit that will heat/cool the senior pastor’s office without heating or cooling the entire sanctuary. Our fellowship hall is detached, connected by a short walkway awning, and downstairs has three large classrooms, food pantry room, plus a large common space. Our sanctuary will hold approximately 160-170 and we have no current plans to expand. Our manse is a 3 bedroom, 2 bath brick home built in the 1960’s that is currently rented out. Our last two pastors chose to purchase a home and accept a housing allowance. Though it is in good repair, we would need to do

some largely cosmetic renovations prior to a minister occupying the house. We have more than ample funds on hand in the building fund to get that done.

## **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 immediate setting of the Welti Church is in a rural community about 8 miles E-SE of Cullman, Alabama. The church is located at the cross roads of two county roads that are well traveled. A community cemetery is at the church site. The population is relatively dense in the immediate community for a rural setting. The city of Cullman has a population of approximately 15,000 with the county having about 80,000. There is still some farming in the Welti community, mostly poultry, cattle and a few row crops. An elementary school is about ¼ of a mile from the church. There is one Southern Baptist church in Welti. Our church and the Baptist Church partner together for the Knapsack program for the local Elementary. The area is served by a vast number of churches, protestant and Catholic. The founding of Cullman was by German settlers in the 1870's, which contributed to the Catholic heritage, with a Benedictine Catholic college operating in the area for many years until the late 1970's and is now a private middle and high school. Cullman has attracted numerous new industrial and business and has one of the top three unemployment rates in the state. Cullman was selected as one of the top 10 small cities in America in which to live and work.

Nashville, Chattanooga, Tupelo, and Montgomery are all roughly two hours away. Atlanta is 3 ½ hours away and the beach is a 5-6 hour drive.

While the arts have some local energy, Birmingham and Huntsville provide venues and opportunities for national tours for symphony and off-Broadway. Water activities are readily available with Smith Lake 15 miles to the west and the Tennessee River 35 miles to the north and northeast. There are three local golf courses, with many others within very easy driving distance, including the acclaimed Robert Trent Jones golf trail that is owned by the Retirement Systems of Alabama.

Birmingham lies about 50 miles to the south and Huntsville about the same distance to the north, less than an hour's drive to each. The area served by 8 public high schools, with seven schools in the county system and one in the City of Cullman system. Wallace State Community College, primarily a junior college and technical school that has a very large student body, is in Hanceville, less than ten miles away. A number of colleges and universities are within an hour's drive in Huntsville, Birmingham, and Gadsden.

The area is served by a county-owned hospital that has facilities less than 20 years old. Cullman Regional Medical Center is a great asset to our community and it serves surrounding counties as well as Cullman County. We are fortunate in that this facility and the surrounding counties can support general practitioners, as well as several specialists, including cardiology, pulmonary, urology, dermatology, ophthalmology, orthopedic, podiatry, cancer, and ENT. CRMC recently completed a large renovation and enlargement of its emergency room facilities that increases capacity and improves efficiency.

The local area is in pretty good shape. Devastating tornados hit the City of Cullman and the surrounding area in April 2011. The area is recovering nicely and, as a favorable side effect, the recovery efforts have been a boost to the struggling construction industry and labor markets. Cullman is blessed with a diverse base of light industry, some of which revolves around major auto manufacturing plants that have located in Alabama. As is the case in many places, drug abuse has been a major problem, particularly for teens and young adults. Our church members have been affected by it on a couple of occasions.

## **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.?

We have not been of a programs-oriented church in terms of missions and evangelism. Our worship style has been strictly traditional and it will stay that way, although I believe we could be open to try some new things. A couple have been suggested recently. Church worship and Sunday school are well attended. Historically, we have had pretty active youth programs at the church, although that is an area that needs some emphasis going forward, particularly is a group that is sizeable and presents one of our church's greatest opportunities to grow and prosper. We have organized mission trips for the participation of our members and have made mission trips to Guatemala for a week with a team to support Anay Ortega; our church has supported her financially. We have also made mission trips to Haiti. Our former Pastor and Associate Pastor have helped start 6 Cumberland Presbyterian churches and have

pledged 5,000 per year for 3 years to support one of the congregations.  
The congregation seems to derive great blessing from our adult choir.

We have a worship , Christian Education, finance, and building and grounds committees.

### **C. WORSHIP PREFERENCES**

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

Informal:

**Traditional: X**

Blended:

Contemporary:

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? We would need more information before making that decision.

### **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).

We went through an informal and unstructured process about five years ago as something of a strategic planning exercise. As all churches do, there is always a generational turnover that presents its challenges. We have noted that the cultural influences in our society and locale will create increasing pressure on our church—the future members of Welti church will have a different background and frame of reference than does our current congregation. We need to be able as a church to anticipate that change and respond appropriately and effectively as a local community of believers. As a business needs to adapt constantly to a changing market place and environment, so a church needs to be able to embrace change—although with the caveat that we be exceedingly careful to preserve timeless message of the gospel and an enduring exaltation and reverence by our congregation of the one true living God. We need to be conscious of and responsive to, that change.

While there are certainly a number of concerns we have for the aging portions of our congregation, the lifeblood of our church resides with the young families. We must do a better job of ministering to those young families in our congregation and reaching out to other young families to become a part of our congregation. In the effort we have employed an associate pastor to work with the youth and children's ministries.

**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.

Denominational stewardship 15%  
(OUO, Presbytery, Synod, MTS, Bethel, Children's home)

Offerings/gifts: \$201,000	Debt:0
Other(manse rental): \$5,500	Denominational Stewardship (OUO, Presbytery, Synod): 23,100
	Denomination Missions, Second Mile): 6,700
	Other local/direct benevolences: 12,700

Total income:

Includes direct family assistance, a local charitable health clinic, a children's food bank, a local coalition of churches that provide direct family assistance that is coordinated and monitored for abuse, some school/school civic club support and some mission work not related to our denomination (a couple of our high school members went on mission trips with other churches and we helped support their trip. We had about \$13,000 budgeted for these items, and we will spend that much, if not more.

Welti Cumberland Presbyterian Church

October 3<sup>rd</sup>, 2021

10:00 AM

Prelude

Musicians

Welcome, Announcements, and Waving

\*Choir Call #176 CP vv1 & 2      “According to Thy Gracious Word”

\*The Light of Christ Enters

\*Invocation and the Lord’s Prayer

\*Hymn #493

“Glory to His Name”

Children’s Message

Rev. Abby

Prayers of the People

Hymn #319

“Near the Cross”

Worship with Tithes and Offerings

Luke 6:38

\*Prayer of Dedication & Doxology

Music Special #107 Broadman

“The Upper Room”

Celebration of the Lord’s Supper

Matthew 26:26 - 29

Scripture

Matthew 18:6 - 9

Message

“Appearance Before God”

\*Invitation #563

“Open My Eyes That I May See”

\*Benediction

\*Choral Response

\*The Light of Christ Goes Forth

\*Postlude

Depart to Serve the Lord

\*Congregation please stand



- We will celebrate Communion during today's service.
- All security and greeter people will meet following this service.
- Wednesday- Renewal- Meal at 6:00 & classes at 6:45
- Wednesday- Adult Bible study at 7:00
- There will be a fellowship meal following the morning worship service on Oct. 17.
- If you would like to help in the nursery during worship, see Abby.
- A dumpster has been delivered for future clean-up days.

“My foot stands in an even place;  
in the congregations I will bless the LORD.”  
Psalm 26:12

Sermon Notes-

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Prayer Thought-

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## Prayer Concerns

Robin Acre Claire Allen Clark Allen Harold Allen Curtis Barnes  
Tate Basinger Jeanie Baughman Vick Baughman Brandon Berry  
Susan Berryhill Junior Boatright Stella Bozeman Barbara & Marshall  
Brannan Carolyn Burnham Leigh Ann & Rigsby Brashier Connie Brown  
Gavin Burtis Hilda Calvert Betty Coe Caiden Collins June Conn  
Leon Creel Scott Creel Kaeden Dawson Roger Edge Dessie Fallin  
Tammy Faust Donnie & Polly Ford Doug Gaines Corinne Glasscock  
Chris Godfrey Harry Green Joan Grimes M V Hall Laura Hallmark  
Preston Hardin Laurie Harris Madene Harris Maggie Hay Sherman Hill  
Larry & Anda Holcomb Ridge Hopper Michael Howard Van Hughes  
Syanley Jenkins Pam Jones Tim Kimbrough Jennifer Laney  
Brenda Livingston Martha Loggins Chris Lott Bobby Lovell  
Cheryl Martin Steve Martin Rodney Massey Nina Mathis Ray & Gail  
McCain Boston McDonald Geoff McGukin Lisa McWhorter  
Penny Meigs Noah Monk Bobby Moore Lamar Morris Tyler Mosteller  
Christy Murray Gail & Wayne Neal Richard Nguyen Eva & Bella Norris  
Ed Oaks Nikki Oglesby Kaitlyn Palys Melba Palys Jennifer Parrish  
Jake Poore Virginia Prichard Jackson Ray Mary Claire Ray Peggy Ray  
John Redding Graf Reid Joyce Reid Jodie Rush Sammy Schafer  
Darren Sears Brody Simpson Katrina Smith Kyle Smith Patsy Smith  
Robert Sparks David & Tonia Swafford Steve Thomas Bonita Thompson  
Mary Ann Thornton April Travis Wells Turner Casey Underwood  
Cathy Voit Frances Waldrop Lee Weathersby Bruce Welch Katie Wesley  
JoAnn Wheeler Brenda White Jackie Willoughby Andrew Winfrey  
Jacob Wyatt Jeff Yarbrough Jan Zuckerman Haiti National Leaders  
Unspokens Schools Afghanistan Military Hurricane Victims

## Families

Cooper Family Dyer Family Billy Joe Hall Family Hamilton Family  
Hays Family Love Family Maddox Family Pactor Family Parks Family  
Rhonda Swann Family Walker Family Walker Family Weeks Family

Welti Cumberland Presbyterian Church  
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