



e p i p h a n y

"We cannot stop telling about
everything we have seen and heard " Acts 4:20

Dear Applicant,

Epiphany Baptist Church is seeking a man of God who can serve the church as the Lead Pastoring Elder in a bi-vocational role. The vision of Epiphany is to be an elder-led church whose local missional focus is to minister to families that:

- Build strong Christian marriages
- Raise strong Christian children
- Engage our community
- Show the love of Christ through not only our words but in our actions.

As the Lead Pastoring Elder, you will be the Lead Minister to marriages, discipleship and outreach. You will be part of a four-person elder team that serves the church.

In the following documents you will find information about Epiphany, further details on the position, and information about the Springfield, TN area.

If you have any questions, please respond to the posting or email clintwells@epiphanybaptist.com.

Sincerely,

Epiphany Baptist



Epiphany Baptist Church Profile

211 1st Ave. W.

Springfield, TN 37172

Founded in 2001

Part of the Robertson County Baptist Association

Average Attendance in 2018: 71 (Peak of 154 in 2013)

Average of 8 baptisms in the past 2 years

Membership: 52

Kids Sunday School

42 Average Attendance

Annual Budget

\$106,155

Debt on property

\$279,000

Discipleship Training \ Small Group

36 - Average Adult Attendance

Annual Missions Giving

\$5,000

Epiphany Baptist Church was founded in 2001 to fill a gap of a non-traditional contemporary style church that focuses on discipleship, servant evangelism and solid doctrine. We attest to the Baptist Faith & Message and believe that Arminian and Reformed viewpoints can exist in the same body if we are primarily focused on serving the church body and community. Epiphany is an elder-led church in which people are placed in ministries that they are gifted and compelled to serve. The average age at Epiphany is in the 30s and consists of young families. Our facility is located on the edge of the Springfield historic housing district.



JOB DESCRIPTION

Pastoring Elder

Primary function: Serve Epiphany as Lead Pastoring Elder in which you will be the primary preacher and lead the Discipleship and Outreach teams.

RESPONSIBILITIES

Elder

As Elder, you will serve as part of the Elder team directing the business of the Church, will ensure that the church's vision is being followed, and will protect the church body.

Pastor

As Pastor, you will be the primary person to lead preaching during each Sunday morning service. You will also be the primary person for shepherding the body.

Discipleship

In addition to being the lead preacher, you will also have the responsibility of directing Epiphany's discipleship efforts by selecting small group study material and mentoring small group leaders.

Outreach

The Lead Pastoring Elder will lead and direct the Outreach Team in serving and reaching our community and beyond.

Administration

The Lead Pastoring Elder will assist in keeping all the functions of the church going by connecting with ministry leaders, keeping those leaders organized and in tune with the church vision, and will fill in any gaps as needed.



Lead Pastoring Elder: Financial & Time Arrangement

Bi-Vocational Annual Salary: \$25,000

The salary will be paid monthly and can be awarded in multiple checks, if desired, to assist with tax accounting purposes or maximize any tax benefits available. Previously, we have written separate checks for housing allowance, expenses, cell phone, retirement, and salary. You will determine how your salary is to be paid by declaring at the beginning of the tax year the portions that are paid in each category. It is your responsibility to be accountable to the IRS for the portions in which you claim for each section, as the church cannot be held responsible for justifying your expenditures. A W2 or a 1099 MISC will be provided. One source of additional tax information can be found at:

<http://www.guidestone.org/LearningCenter/Ministry/MinistersTaxGuide.aspx>.

Work Week

The work week would consist of an average of twenty (20) hours per week of serving the church. Our only corporate worship time is Sunday mornings and we do not meet corporately on Sunday nights or Wednesday nights. There are various Elder, small groups or ministry meetings that do occur during the week. The expected time for the pastor to be in office would be 4-8 hours per week. The weekly hours available are to be communicated to the church, including office hours and time available for visitation and/or counseling services. These hours can flex as needed to accommodate work schedule with other employers or your personal schedule.

Benefits

There are no medical benefits that will be provided or supplemented by Epiphany at this time. We are evaluating future options through GuideStone, which is a diversified Christian financial services provider, offering [retirement, insurance, investment management, property and casualty coverage](#), and executive planning products and services to the Southern Baptist and wider evangelical Christian community.

Vacation & Holidays

Fifteen (15) days per year, in which less than five (5) of those days can be Sundays. Each of the ten (10) Federal holidays can be taken as paid time off. See list at

http://www.usa.gov/citizens/holidays.shtml#Federal_Holidays.

Sick Days/Sick Leave

Five (5) days per year and additional arrangements can be made in special situations.



Springfield, TN Area Demographics

Introduction to the Springfield area:

Springfield, Tennessee is located in upper Middle Tennessee, and if you do not know much about Tennessee, there is a reason we have three stars on our flag, one for each of the grand divisions of Tennessee. Middle Tennessee is the prettiest star on the map, so whichever one you like, that one is ours. In all seriousness, Middle Tennessee has been known in recent years as a great place to live and Nashville, which is in the county south east of Robertson County is one of the fastest growing in the nation. Due to that, Robertson County is growing as well, as more people are spreading outside of Davidson County. We are about a 25-minute drive to downtown Nashville and about 40 minutes from the international airport.

That is where Robertson County is now, on the cusp of growth. However, in the past Robertson County was largely an agricultural center and is still a large producer of tobacco, corn, and soybean. Springfield, the capitol of Robertson County has a more suburban/urban feel then most of the other towns in Robertson County. Springfield is also more culturally diverse then some of the other smaller towns in Robertson County and that is reflected in the statistics below. This provides the opportunity to reach a lot of people for Christ and create dynamic outreach opportunities.

Accessing Demographic Information

There are a number of resources that are available to the local church including:

1. **Robertson County Baptist Association**
Phone: 615-384-8197
2. **Tennessee Baptist Convention**
Administrative Services Group
Phone: 1-800-558-2090 or 373-2255

Demographics Information

1. Population Makeup

Robertson County, TN (as a whole):

Population Now 70,177

Ethnic breakdown by % of total population

White Alone 84%

Black or African American 7.6%

American Indian .5%

Asian Alone .6%

Native Hawaiian/Other Pacific Islander .1%

Two or more Races Present 1.5%

Hispanic or Latino 6.5%

Primary age groups by % of total population

Under 5 years: 6.4%



Under 18 years 24.5%

Persons 65 and over 14.2%

Breakdown by Sex

Male: 49.2%

Female: 50.8%

Springfield (City) TN

Population 16,838

Ethnic breakdown by % of total population

White Alone 72.9%

Black or African American 21%

American Indian .7%

Asian Alone .5%

Native Hawaiian/Other Pacific Islander .1%

Two or more Races Present .8%

Hispanic or Latino 14.4%

Primary age groups by % of total population

Under 5 years: 6.9%

Under 18 years 25.8%

Persons 65 and over 13.2%

Breakdown by Sex

Male: 47.7%

Female: 52.3%

2. Socio-Economic Factors

Robertson County as whole is fairly rural and is a large producer of farm commodities, but in recent years it has increasingly become a place where people commute to Nashville to work. There are also several factories in the area. While there are plenty of restaurants to eat in the area, most retail is limited to Springfield and White House, TN. In Springfield there is a Walmart, Kroger, Belk, Big Lots, Lowes, Tractor Supply, and some other small specialty shops (such as an Athletic Shoe Store, a women's clothing store, etc. White House has similar offerings.)

3. Housing

Number of housing units 27,267

Owner-Occupied housing unit rate 75.2%

Median Value of Owner-Occupied \$158,800

4. Economics

Median Household Income: \$56,331

Per-Capita Income in the past 12 months: \$25,534

Persons in Poverty: 10.3%