

Franklin Baptist Church

Where Every Member is a Minister



Franklin Baptist Church
208 North High Street
Franklin, VA 23851

www.franklinbaptist.org

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A photograph of a red brick church with a tall steeple, overlaid with the text "Who We Are". The church has a prominent steeple with a dark roof and a white base. The main body of the church is red brick with white trim around the windows and doors. A bare tree is in the foreground, and the sky is blue with some clouds. The text "Who We Are" is written in a large, bold, brown serif font across the center of the image.

Who We Are

Overview

Franklin Baptist Church is a fellowship of Christians who are Baptist in heritage and practice, inclusive in worship and outreach, intentional in mission, moderate in theology, and progressive in spirit. Membership is open to all Christians, regardless of denominational background. Rebaptism is not required for membership.

Since 1871 Franklin Baptist Church has been located in the heart of downtown Franklin, and the congregation comes from Franklin and the surrounding area.

The church embodies the principles of soul competency, local church autonomy and voluntary connectionism. Because we believe that every individual is free and responsible for his or her relationship with God, the congregation places emphasis on lay leadership. As an autonomous church, the congregation is self-governing. We cooperate voluntarily with other churches in Franklin, Virginia and its environs, the Baptist General Association of Virginia and the Cooperative Baptist Fellowship to fulfill our calling and accomplish God's purposes.

Our mission is to provide opportunities for quality worship experiences with the living God; to nurture believers in their walk with Christ through Christian education; to encourage participation in missions through service, giving and prayer; to demonstrate the love of Christ in this community; and to carry out the mission in an environment of love, joy and Christian fellowship.

History & Heritage

The history of Franklin Baptist Church dates from 1871 when the Methodist and Baptist, who had jointly established a Union Sunday school shortly after the Civil War, elected to separate when contrary issues developed over the ordinance of Baptism. A council of the Portsmouth Baptist Association was convened to organize Franklin Baptist Church. Charter members were 16 in number, including seven men and nine women. The new congregation began meeting in the Masonic Hall located on South Main Street. The first church building was erected on the corner of Fourth Avenue and Main Street in 1872. As Franklin grew from a crossroads community on the Blackwater River into a thriving town, so did Franklin Baptist Church. The membership of the church increased to approximately 250 members by the turn of the century. To accommodate the increase in membership, the church erected a new church building on the corner of Second Avenue and High Street in 1903. In 1916, a Sunday school addition was constructed to house Sunday school attendance approaching 500, and church membership in excess of 550. During the 1940s, the church added another Sunday school building and a fellowship hall along Second Avenue. In the 1950s and 60s, the church continued to grow with membership increasing to more than 1,000 members. A new sanctuary was constructed and dedicated in 1962. The old sanctuary was remodeled and became the chapel. With the exception of the 1948 Sunday school building being replaced in 1991 by the building that is now known as the atrium, this complex of buildings continues to serve as the physical plant for Franklin Baptist.

Franklin Baptist Church, however, is more than just buildings. From its inception, the church has been mission oriented, contributing generously monetarily, as well as participating in mission projects in the local community, state and worldwide. Direct mission ministries

have included local partnering with Habitat for Humanity and the Franklin Cooperative Ministry; statewide mission ministries such as Bland County mission relief; and, nationally in programs such as disaster relief mission ministries. Franklin Baptist has had an affiliation with the Blackwater Baptist Association since the inception of the BBA. It has had from its beginning an affiliation with the Baptist General Association of Virginia. Formally, the church was affiliated with the Southern Baptist Convention. The church disassociated itself from the SBC in 2001, subsequent to the SBC's revision of the Baptist Faith and Message, containing statements of beliefs which did not align with the historical beliefs of Franklin Baptist. In 2002, the church formalized its partnership with The Cooperative Baptist Fellowship and The Cooperative Baptist Fellowship of Virginia. Ministers of the church, as well as its lay leaders, have served in leadership positions in all of the organizations with which we have been, or are currently, affiliated.

The church has been blessed with strong pastoral leadership; likewise, it has been blessed with strong lay leadership. Recognized as being a progressive and moderate church, Franklin Baptist has benefited from the active involvement of women for over a century, serving in professional staff positions as well as lay leadership positions. In 1982, the church ordained its first women deacons. Church history is replete with members, both male and female, who have been ordained and have served our church, or have gone forth to serve in other churches and mission fields.

Franklin Baptist Church has had a vibrant and proud history. Its heritage provides a solid foundation upon which to build, grow and move forward.

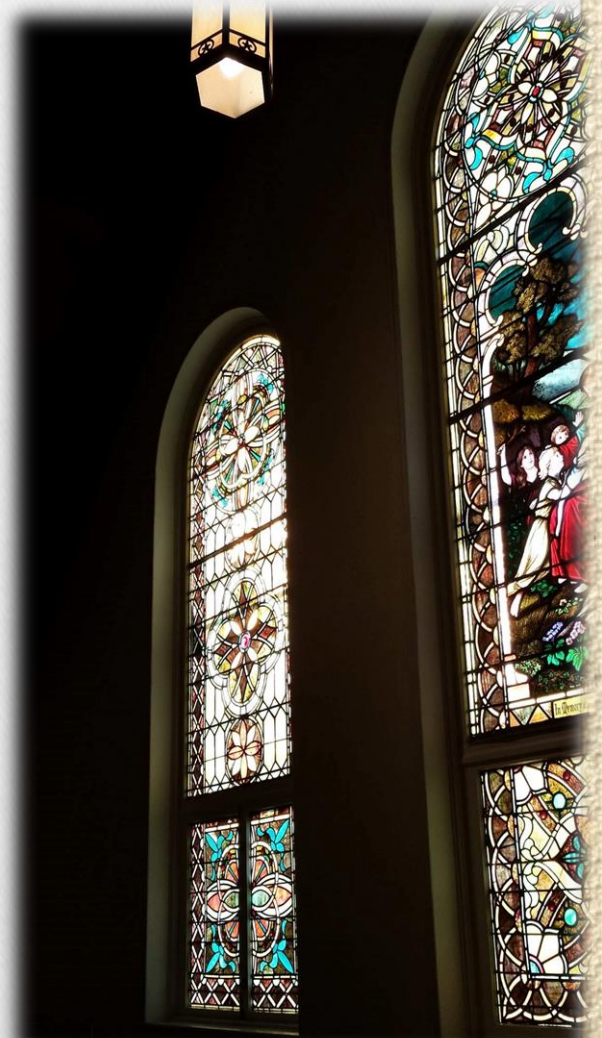
Connections

Franklin Baptist Church is an autonomous and self-governing church, but recognizes the importance of affiliating with other like minded communities of Christian believers in ministry and missions. We are denominationally affiliated with:

Blackwater Baptist Association
Baptist General Association of Virginia (BGAV)
The Cooperative Baptist Fellowship of Virginia (CBFV)
The Cooperative Baptist Fellowship (CBF)

Through our financial contributions and physical ministries and missions, some of our affiliations are:

AA and Alanons
Boy Scout Troop 17
Caregivers' Support Ministry
Costa Rica Missions (Grumbles & Clowater)
Franklin Cooperative Ministry
Franklin Habitat for Humanity ReStore
Franklin Social Services' Angel Tree
Gideon International
Grief Support Ministry
Haiti Mission
High Street Senior Citizens
Impact 757
Passport Kids
Passport Youth
Provision Asia (Kingery)
Red Cross
Slovakia Missions (Parks' Ministry)
Union Mission, Roanoke Rapids, NC
Various Disaster Relief Organizations



Every Member A Minister



Leadership

Rev. Dr. Michael J. Clingenpeel began serving as Interim Pastor of Franklin Baptist on January 1, 2016. Mike was formerly Senior Pastor of our church from 1983 to 1992. He is a graduate of the University of Richmond (B.A.), and The Southern Baptist Theological Seminary (M.Div. and PhD). He has served churches in Indiana, Michigan and Virginia, retiring in 2015 as Senior Pastor of River Road Church, Baptist in Richmond. Prior to serving River Road, Mike was Editor and Business Manager of the Religious Herald Publishing Association, Inc.



Rev. Steven R. Gibson is Associate Pastor/Music, coming to Franklin Baptist in 2005. He is a graduate of Brevard Junior College, Greensboro College (B.A. in Music Ed.) and Southern Baptist Theological Seminary (M. Church Music). Prior to coming to Franklin Baptist, Steve served churches in North Carolina and Virginia, including Ft. Trial Baptist Church, Bassett, VA; First Baptist Church, Kinston, NC; and Highland Presbyterian Church, Fayetteville, NC. Steve is not only a gifted musician, but also serves our church family in varied and numerous ways, not the least of which is maintaining contact with our members through frequent visitation.



The Rev. Sharon E. James served Franklin Baptist Church from 1984 to 2014 as Minister of Education. Upon her retirement, the church conferred upon Sharon the title of Associate Pastor/Education Emeritus in honor of her 30 years of service.



Leadership



Cody P. Billups
Pastoral Intern



Carolyn Whitley
Secretary



Jeffrey J. Zeigler
Praise Band Leader



Marilyn Payne
Child Care



Karissa Schuermann
Summer Youth Leader



Joe Benn
Maintenance
Supervisor



Melody Tayloe
Financial Secretary



Kentrell Pope
Custodian



Karen Causey
Secretary

Organization

Franklin Baptist is an autonomous church governed by “congregational polity”. All major decisions are made by the church in regular business meetings or called business meetings. Historically, the church membership has been a harmonious group, which tradition continues today. This is best evidenced by the fact that the church has only two congregational business meetings a year—in January and October, with called business meetings as needed from time to time. Because of the historical harmonious relationship of its members, the church has elected to operate without the benefit of a Constitution and By-Laws. The church relies upon professional staff and office staff to run the day to day administration and operations of the church, with input as needed from lay leaders. Church administration is led by the senior minister overseeing either directly or indirectly, other professional staff members and office staff. Church finances are overseen by the administrative council, as are the church facilities. The administrative council meets once a month, with the chair interacting with staff in the interim as needed. The deacon ministry, comprised of fifteen ordained church

members, is responsible for the spiritual growth and welfare of the church and its members. Like the administrative council, the deacons meet once a month with the deacon chair interacting with staff in the interim as needed. Members of the administrative council and the deacons are elected by the church membership, as are members of the various committees that oversee specific aspects of church missions and ministries. Also elected by the church are endowment committee members; however, the endowment fund is operated independently of church finances.

Please see Appendix 3 for the more specific information relating to church organization.

Worship in the Sanctuary



Membership



In recent congregational conversations and the subsequent survey of members, our church received high marks for being a caring, friendly, and loving church, with many

describing our church as family. This is evidenced by our deacon family ministry through which the deacons assist with pastoral care, visitation, and contact with members. Most of our members are theological moderates, and we take pride in our diversity and our respect of the views of others. We are also diverse in terms of age and longevity of membership. As in other churches, many of our members are above the age 65. Also, like many churches, our membership has decreased over the last several decades. Unlike most churches, this decrease is attributable not only to the trending decline in church attendance nationwide, but is also due to local socioeconomic conditions. Franklin's economy was drastically affected by the economic slowdown of 2008. Additionally, our local major employer, Union Camp Corporation, was merged into International Paper Company, which subsequently closed our local mill and resulted in our church losing many families. Irrespective, our church continues to have talented and experienced members offering leadership in the various facets of church life. Currently, we have 924 members with 527 resident or active members.

For more membership demographics, please see Appendix 5.



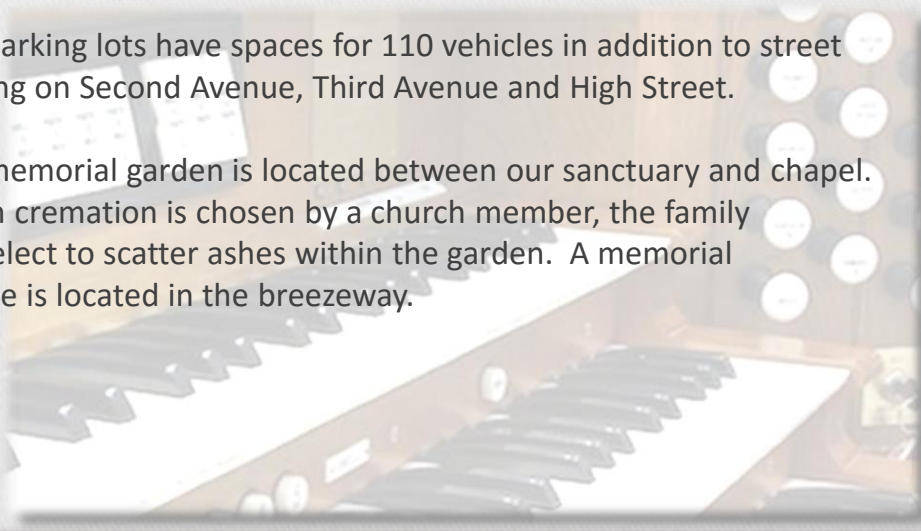
Our Members



Buildings & Grounds

Franklin Baptist Church is located in the heart of downtown Franklin, adjoining the city's Main Street business district. The physical facilities of the church consist of four interconnected buildings comprising approximately 68,000 square feet. The church facility has the following features:

- Sanctuary:** Our sanctuary seats approximately 575 with 125 of those seats located in the balcony. An additional 44 seats are located in the choir loft.
- Chapel:** Our chapel, the original sanctuary, seats approximately 200.
- Garden Chapel:** Our Garden Chapel will accommodate 12 people.
- Fellowship Hall:** Our fellowship hall can accommodate approximately 250 people seated at tables. It can accommodate 400 people when chairs are arranged as an auditorium.
- Atrium:** Our Atrium can accommodate 100 + people for special occasions or events.
- Classrooms/Offices:** We have approximately 20 rooms available for regular classroom use; a choir room that will accommodate 50 people; a conference room that will accommodate 20. We utilize seven rooms for ministerial staff and office staff. Additionally, our community room holds 100+/- people.
- Parking:** Our parking lots have spaces for 110 vehicles in addition to street parking on Second Avenue, Third Avenue and High Street.
- Memorial Garden:** Our memorial garden is located between our sanctuary and chapel. When cremation is chosen by a church member, the family may elect to scatter ashes within the garden. A memorial plaque is located in the breezeway.



Financial Status

Franklin Baptist Church has a tradition of faithful and generous stewardship. Thanks to the generosity of our current members, and those who have come before us, our church is blessed with resources that allow us to continue the ministries and missions that have historically been associated with our church, as well as new ministries and missions. While we have not had a formal stewardship campaign in the last few years, our members, and friends of the church, have been most generous with their resources. Our annual projected budget in recent years averages approximately \$500,000. Our average annual receipts allow us to meet our budgetary expectations, while contributing approximately 10% of our receipts to various local, state and international mission programs. The generosity of our members, supported by our endowment, allows us to accomplish our ministries and missions without the burden of debt. Our endowment fund, begun in 1969, assists the church in maintaining its facilities as well as supporting the ministries and missions of the church. Thus, our church has needed to resort to capital campaigns in recent history only in times of major renovations (the building of the atrium and the renovation of our entire plant in 1992), natural disasters (the flood of 1999), and the need for extraordinary repairs, updates, and improvements (2014). Our endowment is currently valued in excess of \$4,500,000, which includes a scholarship fund of approximately \$400,000.



What We Believe

Core Values



For any church to carry out its mission and remain a viable body to share the gospel with others, there must be core values engrained in the fiber of the church body. We feel the following core values embody our beliefs and propel us toward our vision and mission for Christ:

- **Worship** – The contemporary and traditional Sunday morning services are very important to our members and radio listeners. The Sunday services and special services throughout the year are our most opportune time for visitors to worship with us – they are the main door to our church.
- **Spiritual Growth and Maturity** – We value our time together and our ability to learn and share Christian experiences with one another. We grow together in Christ.
- **Prayer** – Prayer undergirds our church. We pray together while in church, through our prayer chain, and as individuals. We understand the power of prayer and cherish our ability to pray freely to our God and for the benefit of others.
- **Christian Education** – The Sunday school and children's programs are very important parts of our church life, and they continue to be anchors in our Christian education. We also use small Bible study groups, leadership training, and in-depth sessions dealing with various topics to improve our understanding of the Bible and our faith journey.
- **Missions** – The church helps support numerous missionaries throughout the world and close to home through the sending of resources or personal involvement. We have been very supportive of our members who are called to engage in mission programs, whether they are local, state, or worldwide.
- **Music** – We have been blessed over the years with a wonderful music program that is an important part of our worship services and ministry to others. Our adult and children's choirs, the hand-bell choir, and special concerts are valuable assets to the church.
- **Stewardship** – Giving of our resources, time, and abilities is encouraged in our church.
- **Fellowship** – We are a family that cares for one another in times of joy and sorrow. The support we receive from one another, the affirming of one another, and the relationships we develop are all parts of our church life.
- **Church in the Community** – We are an integral part of Franklin and the surrounding community. Our doors are open to many organizations and Individuals. We are a beacon to others and a light that continues to shine.



Vision & Mission

Our Vision

“Every Member a Minister”

- Christ-like to one another
- Christ-like in the community
- Christ-like to the world



Our Mission

Franklin Baptist Church is to:

- Provide opportunities for quality worship experiences.
- Nurture believers in their walk with Christ through Christian education.
- Encourage participation in missions.
- Demonstrate Christ's love in our community.
- Live our mission in an environment of love, joy, and Christian fellowship.



Mission



A photograph of a brick church with a tall steeple, overlaid with the text "What We Do". The church is made of red brick with white trim around the windows and doors. The steeple is white with a dark roof. The church is set on a green lawn with some bushes and a tree in front. The sky is blue with some clouds. The text "What We Do" is written in a large, bold, brown serif font across the middle of the image.

What We Do



Worship

Historically, Franklin Baptist Church has had a traditional worship service at 11:00 a.m. on Sunday mornings with music led by the Chancel Choir, a service which continues to be attended by the majority of our members. To broaden our appeal to a diverse congregation, an 8:45 a.m. contemporary worship service was added in 2012 with music led by a praise band.



On the first Sunday of each month, Communion is served. We follow the liturgical calendar including the season of Lent, during which we celebrate the Seder Meal and a Tenebrae Service, and the season of Advent, concluding with a Christmas Eve candlelight service.

Sunday Bible Study is offered from 9:45 a.m. to 10:45 a.m., with a variety of classes for all ages. In addition to the Sunday classes, there is a Wednesday morning Bible study for adults, as well as Wednesday evening Bible study. These are offered from September through May.



Ministries

Franklin Baptist engages in many ministries to meet the various needs of our church family:

The Music Ministry at FBC includes the praise band, Fueled by Faith, as well as the Chancel Choir, leading the congregation in worship through music. The JuBELLation Ringers is composed of bell ringers ranging in age from teenage years to adulthood. The children's choirs include Music Friends for pre-k and kindergarten, and the Children's Choir for first grade and older. The Children's Chimes Choir teaches the

basics of ringing chimes and reading music.

The Congregational Care ministry includes the Deacon Ministry, comprised of lay leaders who serve others by assisting in pastoral care, visitation, and contact of church family members. There is also a Prayer Team, whose members pray for specific needs within our congregation and community. The Grief Support Group and the Caregivers' Support Group meet regularly to support these important needs.

Adult and Senior Ministries include many different options for study and fellowship, including morning and evening Bible study, WMU groups, and senior fellowship groups.

Our Youth Ministry, sixth through twelfth grades, meets on Sunday nights for a fun-filled time with Bible study, games, and food. Students also have the opportunity to participate in Passport camp, consisting of a six-day summer camp with youth from all over the country. IMPACT 757 (Impacting Many People Alongside Christ in the 757 area code) is a local mission day with other churches in the area for youth to share the joy that comes with serving Christ.

The Children's Ministry includes a variety of opportunities for the children of Franklin Baptist Church. Child care is provided for all services.

Children's Discipleship classes are offered for children to learn about salvation and Baptism. Multiple music opportunities, including choirs and chimes, are offered. Children's missions offer the opportunity to learn about CBF missionaries and their work around the globe. Summer opportunities include Passport Kids, Music Camp and Vacation Bible School.



Ministries



Missions



Whether it's collecting a noisy offering to send to missionary friends here and abroad or working with disaster relief efforts nationally, Franklin Baptist Church's membership is mission oriented. Our mission efforts range from collecting rags as a money raiser for our CBF missionaries at Union Mission in Roanoke Rapids, NC, collecting eye glasses and hearing aids for reuse, recycling plastic bags at the local Walmart, donating new and gently used clothing to our local Cooperative Ministries to going on mission trips to Slovakia, Romania, and Costa Rica. Our church always has a mission activity in the works. Through missions we show our love for others and help by providing needed resources. At the end of each year we review how our church has responded in the mission field. We are always pleased that our time, talents and resources have gone to help spread Christianity to others.



A photograph of a red brick church with a tall steeple, overlaid with the text "Where We Live". The church has a prominent steeple with a dark roof and a white belfry. The main body of the church is made of red brick with white trim around the windows and roofline. The text "Where We Live" is written in a large, bold, brown serif font across the center of the image. The background is a clear blue sky with some light clouds. The entire image is framed by a light beige textured border with four silver-colored circular fasteners at the corners.

Where We Live

Community Characteristics



Nestled in the Coastal Plains of southeastern Virginia, at the head of the navigable portion of the Blackwater River, the City of Franklin offers the charm and hospitality of small town life at its best, but with facilities generally not found in a community its size. Our city has a modern hospital, state of the art YMCA, a public/private country club with an 18 hole golf course, and a preeminent retirement community available to its residents. City amenities are but a few minutes away. Approximately fifty miles to the east are Norfolk and Virginia Beach with their beaches, water sports, historical attractions, world-class museums, delicious restaurants and unique shops. Within an hour's drive northwest are the historical attraction of Richmond and Petersburg. Two hours to the south are the fishing and bathing resort areas on the Outer Banks of North Carolina. To the north is the famous restored Colonial Williamsburg. But while these areas are great to visit, the residents of Franklin cherish returning to their small town with its attractive business

district, low cost of living, tree lined streets, affordable housing and relatively slow paced lifestyle.

First incorporated as a town in March of 1876, the first official census of 1880 indicated a population of 447 inhabitants. The population today is approximately 8,400 people. Franklin's climate is mild with an average annual precipitation of 47 to 48 inches and a temperature average of about 40 degrees in January and 77 degrees in July.

Franklin is a great place to visit, but an even greater place to live.



Community Challenges

As stated, Franklin is a great place to live, but it is not without challenges. In May of 1999, Union Camp Corporation, a local lumber and paper company founded in 1887 by the Camp family, which had grown into a Fortune 500 company, was sold to the conglomerate International Paper Company. Virtually all of the executives were transferred. Gone were many community leaders that were volunteers in community, civic and church activities. Hundreds of students were pulled from our award winning schools, leaving our school system populated with a high percentage of students from low income families. The full impact of the loss of Union Camp had not been fully realized when the community was hit with another disaster. In September of 1999, Hurricane Floyd's torrential rains drove the Blackwater River out of its banks flooding the downtown business district. There were 182 businesses that were inundated with flood waters as high as 16 feet. Many of these businesses did not return. Another blow came in 2003 when cuts in federal crop subsidies resulted in a loss of 80% of the peanut acreage. And yet another community tragedy occurred in 2010 when International Paper Company shuttered the mill at a cost of in excess of 1,500 jobs causing another exodus of local families. While the company did repurpose the mill in 2011, the net loss of jobs exceeded 1,200.

As a result of these unfortunate economic and natural disasters, Franklin changed significantly in the last two decades. These events created many challenges for our community; however, challenges create unique opportunities for success. Community leaders feel confident that the city is moving in a positive direction.



A photograph of a red brick church with a tall steeple, overlaid with the text "Where We Are Going". The church has a prominent steeple with a dark roof and a white base. The main body of the church is made of red brick with white trim around the windows and roofline. The sky is blue with some light clouds. The text is in a large, bold, brown serif font with a slight shadow effect.

Where We Are Going

As we look to the future of Franklin Baptist Church, we have given thoughtful consideration to the strengths of our church, as well as the opportunities for growth. Our impressions reflect not only the opinions of the pastor search committee, but those of the membership gathered from congregational discussions and survey responses. While this list is by no means inclusive of all thoughts presented, it reveals the prevalent opinions of many of our members:

Strengths

- A rich history upon which we can continue to build
- A warm, welcoming and friendly church family
- Lay leadership that is strong and functions well through the work of deacons, administrative council and church committees
- An excellent staff
- Members who are generous with their time and talents
- Strong financial resources
- Excellent facilities



Opportunities

- Develop a strategic, long-term master plan for our church through visioning.
- Review our youth ministry and consider again the employment of a minister for our children and youth.
- Continue to improve our communication with our members and prospective members.
- Examine our finances as they relate to staffing and ministries.
- Address issues of our aging congregation.
- Explore programs that would attract younger members and their families.
- Review our various mission programs, especially regarding local missions.
- Determine how to best relate to and serve our community.

While we feel the need to address our organizational and ministerial challenges, we take pride in our church, and have confidence that our members will take advantage of our opportunities for growth. We are excited about the future of Franklin Baptist Church.

Who Will Lead Us

Franklin Baptist Church seeks a pastor who:



- Is an articulate preacher/speaker who conveys the relevance of scripture to daily life
- Is a good leader who is compassionate, caring and sensitive to the needs of others
- Is experienced in discipleship and spiritual disciplines and has the ability to assist members with their spiritual growth
- Is a strong administrator who works well with lay leaders
- Is successful in working with all age groups, especially youth
- Is mature and emotionally secure
- Will visit members, especially those in the hospital, nursing homes and homebound
- Will have the flexibility to lead both traditional and contemporary worship services
- Will become knowledgeable regarding our heritage and Baptist identity in order to understand, respect and share our values
- Will become actively involved in our local community

In summary, we are seeking a leader who, from the pulpit and working with our staff and congregation, can help reenergize our existing membership and appeal to new members; one who will seek God's will and discernment in leading Franklin Baptist Church toward the fulfillment of God's mission for our church.



Comments from the Pastor Search Committee

In September of 2015, Brent Kimlick resigned as Senior Pastor of Franklin Baptist Church after serving in this position for five years. The church elected an ad hoc committee to make recommendations of members to serve on an interim pastor search committee and the pastor search committee. The interim committee subsequently recommended to the church The Rev. Dr. Michael Clingenpeel to serve as our interim minister. Mike began his duties in January, 2016.

The pastor search committee began meeting in October of 2015, and one of its first actions was to engage the services of The Rev. Dr. William Wilson of The Center for Healthy Churches to serve as our consultant. The committee's relationship with Bill began in a daylong retreat he conducted, during which he outlined the process involved in seeking a new minister - a process he defines as spiritual discernment. He indicated that the committee needed to develop a church profile, and in doing so, it necessarily required the input of the congregation. To that end, three congregational meetings were scheduled during which the membership discussed Franklin Baptist's past, present, and future. From the congregational input obtained, our church profile was created.

The committee is grateful to our congregation for its excellent participation and contributions in developing our profile. We are also grateful for the assistance given by Bill and Mike. The committee believes that the church profile accurately represents our church, and sets forth the desired attributes of our next senior pastor. The members of our committee look forward to continuing this journey of spiritual discernment as we seek the person whom God calls to lead Franklin Baptist Church.

Pastor Search Committee Members

Chair: Peggy Morgan
P.O. Box 775
Franklin, VA 23851
757-562-3345
PSC@franklinbaptist.org

Vice Chair: Jim Rainey

Secretary: Dawna Walton

Committee Members:
David Benton
Dan Fowler
Billie Turner
Lisa Turner



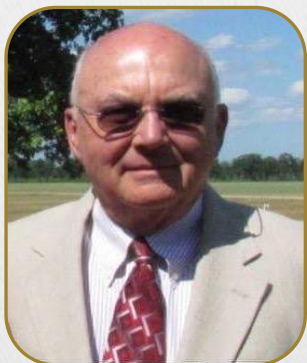
Acknowledgements



Rev. Dr. Michael J. Clingenpeel, recently retired Senior Minister of River Road Church, Baptist in Richmond and a former minister of Franklin Baptist Church, is serving our church as Interim Pastor during the transition period. Between serving as Senior Minister of Franklin Baptist and River Road, Mike served as Editor and Business Manager of the Religious Herald. Mike's knowledge of our church and community has allowed us to move forward into our transition period in a seamless manner. His assistance to the pastor search committee has been invaluable.



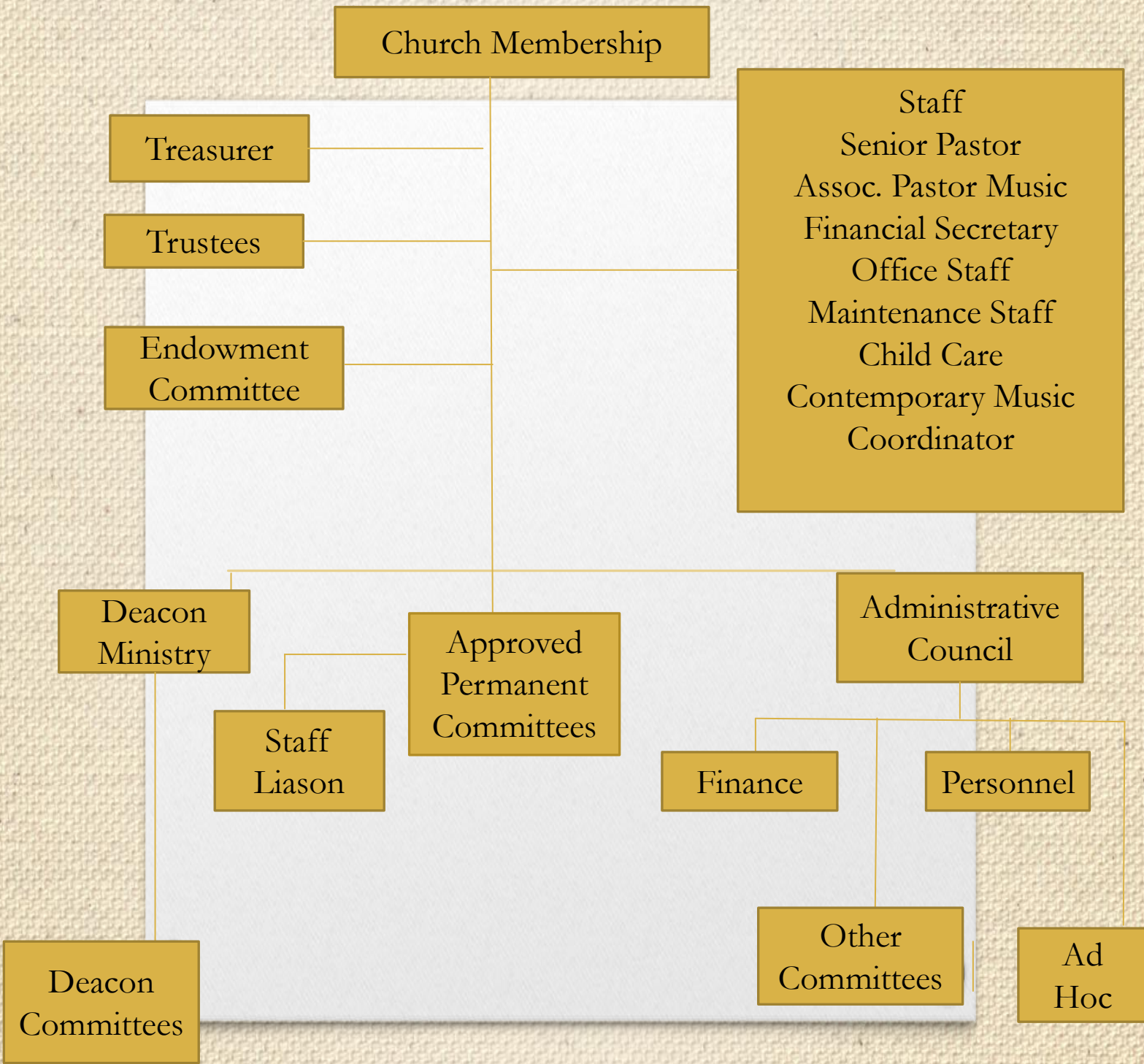
Rev. Dr. William Wilson, CEO of The Center for Healthy Churches, assists the pastor search committee by serving as our coach/consultant. Bill has given the search committee outstanding guidance and direction, leading us through the progression of bonding as a committee, obtaining congregational input, developing our church profile, and developing our pastor profile. We look forward to working with Bill as we continue to follow his positive directions in seeking our next senior pastor. Our committee is most grateful for Bill's friendship and contributions to our process.



William H. Howell, III serves as our internal consultant. Bill is perhaps the most knowledgeable member of our church regarding its history, theology, organization and how it functions on a day to day basis. Bill has served on prior pastor search committees, as well as having served our church in perhaps every lay leadership position available to our members, currently serving as chair of our administrative council. Our committee appreciates Bill's guidance and being able to draw upon his experience.

Appendix # 3

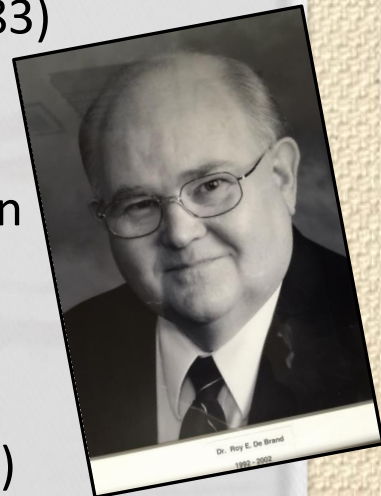
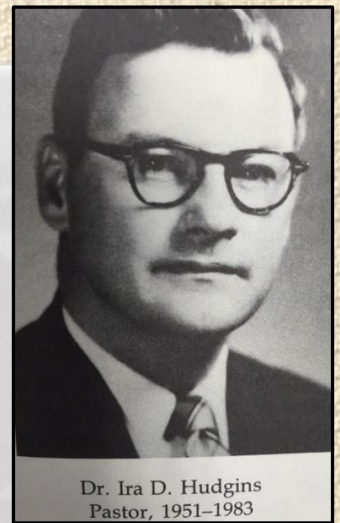
Franklin Baptist Church Organization Chart



Appendix # 4

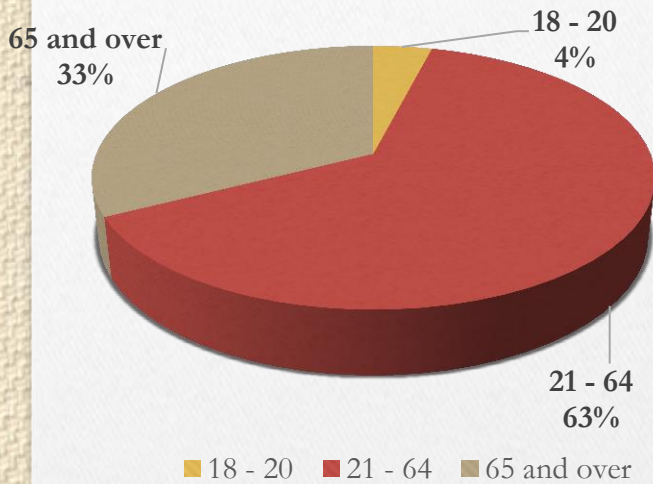
Former Ministers

- First Minister--A. Paul Repiton (1871-1872)
- Second Minister--Thomas G. Wood (1873-1881)
- Third Minister--Oscar F. Flippo (1881)
- Fourth Minister--James E. Jones (1881)
- Fifth Minister--Chastine Valentine Waugh (1881-1883)
- Sixth Minister—Miles E. Read (1883-1889)
- Seventh Minister—J. J. Hall (1889)
- Eighth and Eleventh Minister John Laws McCutcheon (1890-1896); (1906-1918)
- Ninth Minister—Gilbert Dobbs (1896-1899)
- Tenth Minister—John Leland Lawless (1899-1906)
- Twelfth Minister—Malcolm A. MacLean (1919-1922)
- Thirteenth Minister—Robert D. Stephenson (1922-1945)
- Fourteenth Minister—Randolph L. Gregory (1946-1951)
- Fifteenth Minister—Ira D. Hudgins (1951-1983)
- Sixteenth Minister—Michael J. Clingenpeel (1983-1992)
- Seventeenth Minister—Roy De Brand (1992-2002)
- Eighteenth Minister—A. Richard Childress (2003-2009)
- Nineteenth Minister—Brent Kimlick (2010-2015)

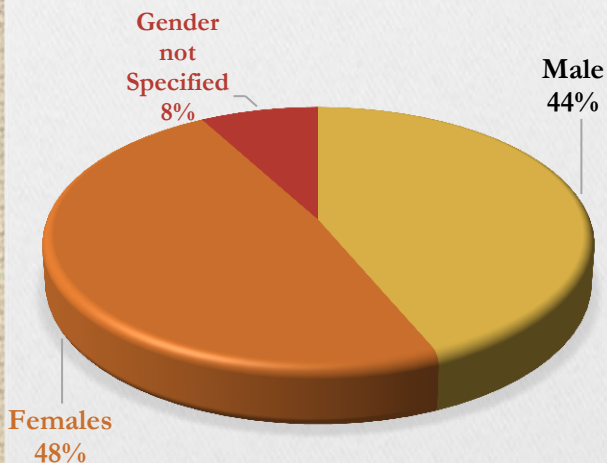
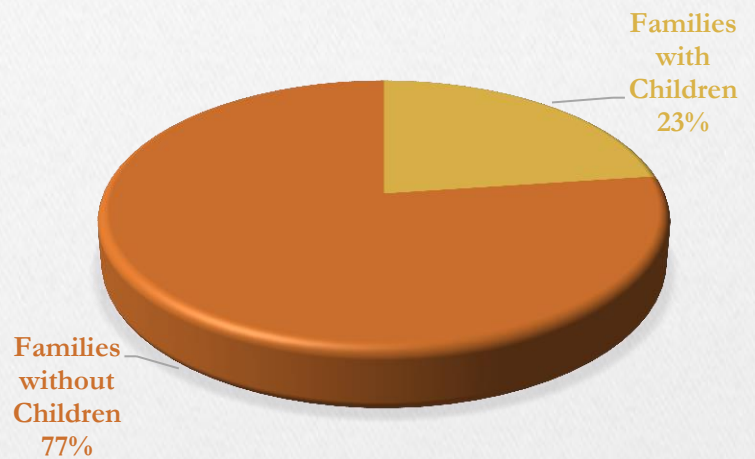


Church Membership Demographics

Age of Membership

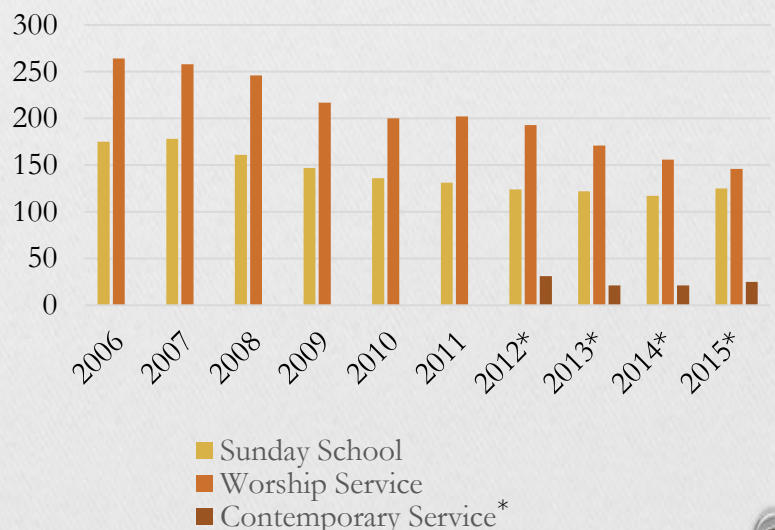


Families with Children



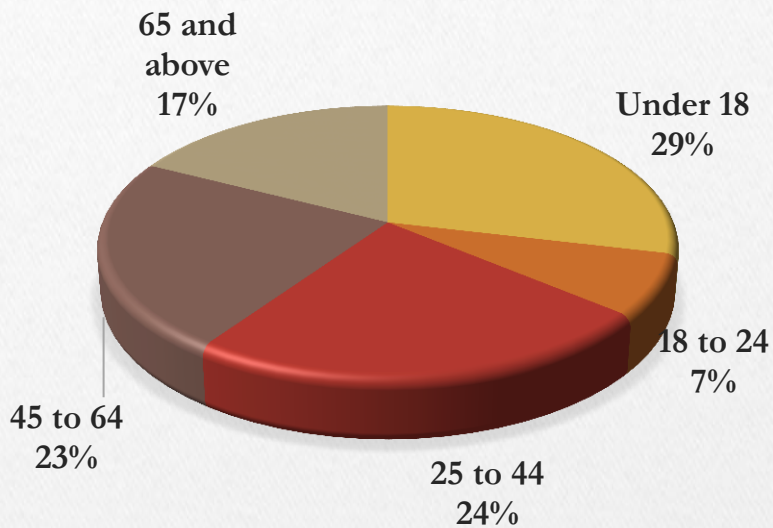
Gender of Membership

Attendance Statistics

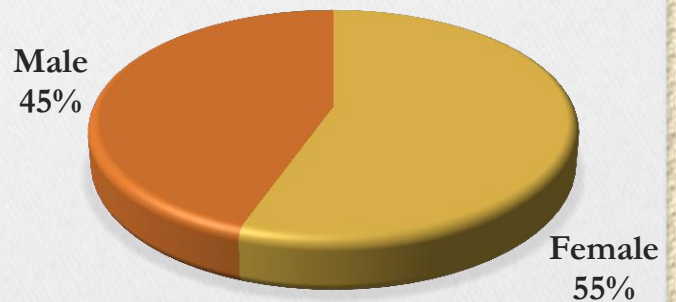


City of Franklin Demographics

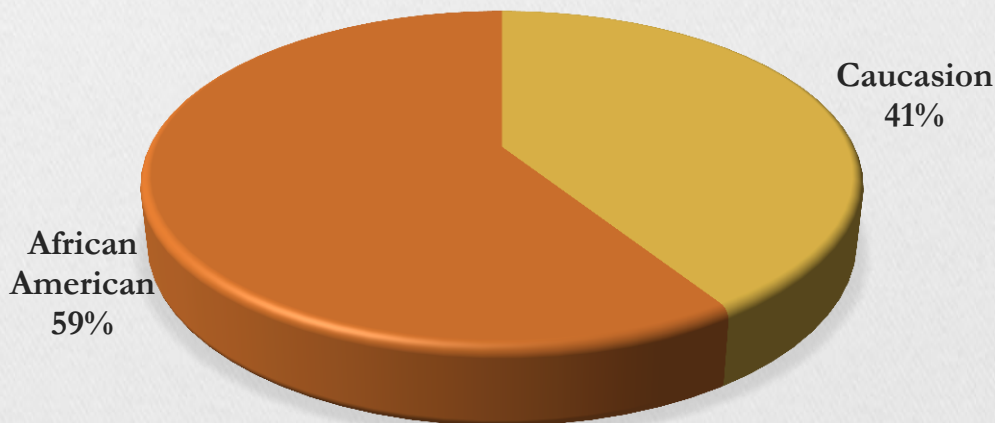
RESIDENT AGE



GENDER



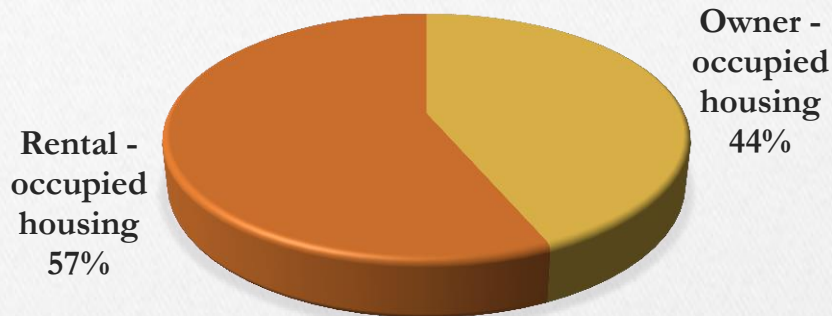
RACE



City of Franklin

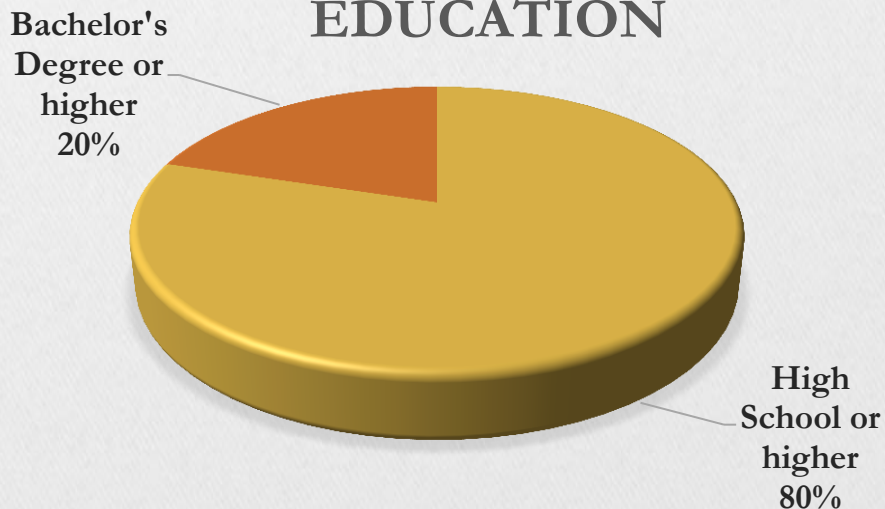
Demographics – *cont.*

HOUSING



Median Value of owner-occupied housing - \$170,900.00.

EDUCATION



Median Household income (in 2014 dollars) - \$33,133.00

Persons in Poverty, percent – 25.8%