

MChurch Profile

Associate Reformed Presbyterian Church

Name of Church: Maupin Avenue Presbyterian Church Date: 1-1-2026

Address 100 Maupin Avenue

City: Salisbury State: NC

Presbytery: Grace Phone: 704-633-9101

Church Contact Person: Jamie Shinn, Transition Committee Chairperson jshinn10@yahoo.com

Email: Worship@maupin.church

Address 100 Maupin Avenue Salisbury, NC 28144

Position to be filled: Pastor

Part I: The Church

A. Basic information about the church

When was the church organized? **1923**

Active Membership: **50+20=70 (The 20 are visitors that regularly attend)**

Total Membership: **74 + 25=96 Church Membership 5 Years Ago: 78 +25=103**

Annual General Budget: **approximately \$200,000**

All church facilities are debt free.

*****Source is 2021 Synod report*****

Number of New Members Last Year by:

Profession **0** Transfer **0** Reaffirmation **0**

Number of members lost last year by:

Death **3** Transfer **0** Removal from Roll **0**

Is your church part of a yoked parish? **No**

Number of members who are Adult Women: **29 + 11 regular visitors**

Adult Men: **20 + 10 regular visitors**

Youth/Children **3/2** Ethnic (Specify) **Primarily Caucasian**

Former Pastors. Please list your last three pastors, their addresses (if known) and the years they were at your church.

1. Tim Robinson 1971-1979 Burlington, NC
2. Randy Foster Current Pastor since 2003 Concord, NC

B. Narrative information about the church

On a separate sheet of paper, describe your congregation. Here are some suggestions to help you think about your congregational life.

1. Describe the physical building where your church is meeting.

The church has 3 physical buildings on the property. All 3 properties are Brick Veneer in construction. All have new asphalt/shingle roofs on them that have been replaced in the last 3 years.

Building 1 is the church Manse (currently being used for administrative needs, Sunday School classes and Pastor's office) It is approximately 1000 square feet and has a detached garage associated with this house/structure. Also has a partial basement for storage/HVAC system. The address is 112 Maupin Avenue. It was built in 1931.

Building 2 is currently being leased out to Youth Services of Rowan County for zero dollars per year. It has a new HVAC system in 2025. The address of this property is 1322 South Fulton Street. This single level house is approximately 1800 square feet. It was built in 1931 also.

Building 3 is the main structure that has the Fellowship Hall on lower level, and the Sanctuary is on the upper-level. Both levels are about 3500 square feet of space. Originally built in 1939, the upper level was upfit in 2023 and choir loft was increased and opened an additional 200 square feet in 2025. The lower-level Fellowship Hall has been updated and modernized in 2025. The kitchen in the Fellowship Hall is used for preparing meals and hosting functions. There are 3-4 classroom spaces in this building and they too have been re-vamped in the last 2 years with WiFi capabilities and SmartScreen technology.

2. Describe a typical Sabbath morning worship service.

Welcome and announcements
Responsive call to worship
Hymn of adoration/praise
Call to confession
Prayer of confession
Words of forgiveness
Profession of faith (Apostle's creed)
Choir Anthem
Passing of the peace (fellowship)
Children's program/sermon
Morning prayer/Lord's prayer
Worshipping with our Tithes and offerings
Offertory/Doxology
Scripture text
Sermon
Hymn of response
Benediction

3. How do members describe your church? Welcoming atmosphere and traditional service type. Preaching is Biblical in nature. Conservative values.

How do visitors describe your church? Accepting and friendly to outsiders and inviting all to participate in ministry, education and meals.

4. What is the social background of your church membership? What are their occupations?

Mostly middle-class retirees, business owners, teachers, nurses, administrative workers and from various industries. We have several military veterans in our congregation. Our congregation reflects the local community make-up.

5. What is the unique mission of your congregation within your community?

Support of local homeless shelter, One Church One Child, Life Choices, Capstone Women's shelter, public school support (back to school), Operation Christmas Child, Support of Western NC flood victims, Local Nursing Home Bingo Ministry support and World Witness. We also host a summer Vacation Bible School.

6. What are the ministry goals of your church?

To cultivate our members and visitors to grow stronger in their walk with Christ. Encourage all attendees to live a Christian life.

7. What are the greatest challenges confronting your church in the coming year?

An ongoing challenge has been to attract young couples with children and to improve our children and youth ministry. An additional challenge is to increase the budget which will enable us to grow ministry opportunities

8. What special joys, opportunities, or challenges await a pastor in your congregation?

In the past 3 years, there has been a focus on modernizing the church both inside and outside. We offer facilities that are both modern and have architectural elements that provide a unique character. For opportunity, many people in the congregation are willing to support and participate in the worship services thereby relieving the total responsibility from the Pastor. Our greatest challenge overall is that the congregation is aging and needs an infusion of younger couples and families with children.

Part II: The Neighborhood

Check any terms which might apply to your neighborhood:

Inner City _____ Downtown _____ Urban Residential X Suburb _____ Rural _____ Small Town _____ College _____ Retirement _____ Resort _____ Agricultural _____

The total population of the town, community, or rural area within which the church is located is approximately 36,800

What would you say is the average distance your members drive to and from work each day? 15 miles

Narrative about the Neighborhood (on a separate sheet)

1. Describe the community in which your church ministers (occupations, recreational pastimes, social and ethnic makeup, etc.).

The Fulton Heights Historic District in Salisbury is an intact representation of a middle and upper-middle class residential neighborhood that developed in the early twentieth century.

2. What changes is your community undergoing, and how is it affecting your church?

The local community of Fulton Heights has proven to be difficult to witness to or garner interest in our church. This leaves opportunities for local evangelism. While we do have a few members from the neighborhood, nearly all our members drive to church within a 15-mile radius.

3. What does your church do to serve the local community? What does your church do to reach out to your neighbors?

The church hosts The Fulton Heights Neighborhood Association meetings and is the district voting precinct. We regularly print the neighborhood newsletter. Youth Services uses our second house for free for their office space. Teen Court is sometimes held in the church. The neighborhood is invited annually to VBS and the Easter Eggstravaganza. The neighborhood hosts Christmas caroling each year, which starts and ends at the church where finger foods and hot beverages are served.

Part III: Activities

- A. **Session.** How many members are on your Session? 7 Are they rotating or permanent? Permanent

- B. **Diaconate.** How many members are on your diaconate? 4 Are they rotating or permanent? Permanent Do you have women on the diaconate? Not currently, but they can serve.

- C. **Youth.** How many youths do you have in Junior High? 0 Senior High? 2 Combined? 2 College groups? 0

Do you have any special programs other than Sabbath School and youth groups for your youth? (For example, youth choir, drama group, sports programs, etc.)? Nothing specifically for youth, but youth can join bell choir.

- D. **Children.** How many elementary school children do you have? 5 Pre-School children? 3

Do you have a children's church? Yes What ages? Pre-school and K – 6th grade

What other special youth events/activities do you have? Monthly youth group with quarterly outings. Scholarship for summer camp. VBS, Extravaganza, Trunk or Treat.

E Women's Societies. Do you have an active ARPWM group? Yes How many regular participators? 22 How many circles do you have? 1 What special events does your ARPWM sponsor annually? Annual Christmas Party, Annual Yard Sale, Annual Bakeless Bake Sale, Angel Tree/Fundraiser, One Church One Child Christmas Stars, Funeral Meals, Cooking for Kindness, VBS, Women's Seminar, Rowan Helping Ministries meals, Capstone Fundraiser, Trunk or Treat, Easter Eggstravaganza, Christmas Caroling with refreshments, School Supply Drive.

F. Outreach Ministries. List any special service or outreach ministries you have, describe them, and list how many people participate. One Church One Child (food, clothes, and volunteers- about 4 ppl), Capstone (Women's Domestic Violence Shelter, provide material goods, fundraisers, and mentors- churchwide), Rowan Helping Ministries (Gods Table Meal-4x a year and food donations- about 10 people), Samaritians Purse Operation Christmas Child (shoebbox outreach -entire church), Good News Club (weekly afterschool Christian program- about 5 ppl), Monthly Nursing Home Devotions (Maupin Joy Team- about 5 ppl), Life Choices (a pro-life ministry that supports pregnant mothers; We participate in an annual baby bottle fundraiser), Missionary Support (financial support for 4 missionary families- whole church), Watchman Radio Ministries/Nepal (financial support-entire church), World Witness (financial support-entire church), Find Your Way Church (Mission team members), Annual Missions Sunday (entire church), Annual Live Nativity, French Camp, Bonclarken Camp Scholarships

G. Missions. Describe how your church promotes World Missions and Local Missions.

Missions Committee; Annual Missions Sunday; dedicated bulletin board; financial support of World Witness missionaries, inviting them to speak when in town, and sending them cards for encouragement; benevolence committee; visitation committee; opportunities to volunteer are shared during announcements and listed within bulletin; fundraiser/school supply/food/bingo prizes drives; involvement in neighborhood events; no cost use of property for Youth Services; neighborhood meetings; Maupin Men's Ministry (MMM); Maupin Women's Ministry (MWM); dedicated prayer time for missionaries during monthly prayer breakfast; Quarterly Cooking for Kindness meals for donations that go toward local ministries.

What local missions do you support?

Rowan Helping Ministries, One Church One Child, Life Choices pregnancy support center,

Capstone Recovery Center, Good News Club, Find Your Way Church.

H. Social Events. What other on-going fellowship activities does your church have? Monthly prayer breakfast/MWM/MMM meetings, Weekly Bible Study, Pot-luck meals for special occasions, Bell and Vocal Choirs, Quarterly Meals, MMM grilled pork loins at Christmastime, MMM Souper-Bowl soup fundraiser, MWM Annual Yard Sale, Live Nativity, VBS, Trunk or Treat, Eggstravaganza, Thanksgiving Holiday Meal.

What special events occur annually in the life of your church that bring all your people together?

Thanksgiving Meal, Christmas Party, Caroling, Christmas Eve Service, Christmas and Easter Cantatas, Easter Service, Mother's and Father's Day Services, Annual Yard Sale, Veteran's Day Service, Pastor Appreciation Sunday

Worship. When are your worship services?

Sunday School 9:45, Sunday Worship 11am, Wednesday Bible Study 6:30.

What special worship events happen annually throughout the year?

Christmas Eve Service, Advent Wreath, Ash Wednesday, Maundy Thursday, Easter Sunrise Service, Missions Sunday

J. Stewardship. Describe how your church encourages stewardship every year.

Our deacons endeavor carefully to stay within our operating budget and have kept maintenance of the property a priority. We also give within our means and pay debts and other bills fully and on time.

From the pulpit, there has not concentrated or dedicated focus on the topic of giving in recent history. The session generally keeps the congregation up to date on expenditures that are not routine.

Does your church have a pledge system as part of your budget process?

We have never used a pledge system and have not seen a need for this practice.

If so, how does it work? *N/A*

K. Staff. Please list the full or part-time staff of your church.

Paid staff includes the Pastor, the church secretary, and the children's ministry coordinator who also directs the choir and plays the piano.

L. Christian Education. What is the average attendance in your Sabbath School? **15**

What other educational/discipleship programs do you have? Wednesday night Bible Study, Monthly Prayer Breakfast, Jews for Jesus annual visit, Gideons International annual visit and World Witness annual visit, Watchman Radio annual visit.

Does your church have regular new members' class? As Needed Officer training? No, we are currently working on better process.

M. **Music.** What on-going music ministries do you have in your church? Vocal Choir, Bell Choir, Audio/Video.

Part IV: Expectations of a Pastor

Describe the characteristics and qualifications needed in a person who would fill this position.

Please see the attached Job Description

What sort of ongoing evaluation will be offered by the church? Who will do the evaluation?

We are currently in the process of implementing an evaluation plan.

What style of leadership will the church expect of its new pastor?

Organized, structured and well planned with the ability to coordinate new processes as needed.

Preferred experience: Not necessary ___ 1-2 years ___ 2-5 years X 5-10 years ___ 10 years or above ___

What other expectations do you have for a pastor? (Such as doctrinal beliefs, values, lifestyle, etc.)?

Please see the attached Job Description

B. Pastoral Activities

Listed below are 20 activities of a pastor in a church. Please determine a priority rating of these activities for the minister. Please limit your #1 categories to 6, and same for #2s.

Category	High			Low
1. Corporate worship and sacraments (Pastor works with congregation to develop a rich, meaningful worship experience)	1	2	3	4
2. Proclamation of the Word. (The Word of God is preached with urgency and conviction. High priority on sermon preparation)	1	2	3	4
3. Spiritual development of members (Pastor facilitates spiritual growth through individual training, counseling, and small groups)	1	2	3	4
4. Evangelism of the lost outside the church (Pastor facilitates programs that train laypersons in sharing Jesus Christ with others)	1	2	3	4
5. Church growth and church planting (Pastor places strong emphasis on increasing church size and/or starting a new church)	1	2	3	4
6. Support and encouragement of missions (Pastor facilitates support and awareness of home and foreign missions)	1	2	3	4
7. Home Visitation of the members (Pastor places high priority on visiting people in their homes regularly)	1	2	3	4
8. Hospital or emergency visitation (Pastor willing to take time anytime to visit during sickness or emergencies)	1	2	3	4
9. Support of Christian education program (Pastor encourages education for all ages consistent with mission of church)	1	2	3	4
10. Counseling and referral (Pastor places high priority on developing counseling and referral programs)	1	2	3	4
11. Congregational fellowship (Pastor places strong emphasis on developing congregational community of mutual love and support)	1	2	3	4
12. Administrative leadership in the church (Pastor is comfortable with accepting administrative responsibility, delegation, and training of leadership)	1	2	3	4
13. Stewardship and commitment programs (Pastor works with church to develop a stewardship program of time and talent.)	1	2	3	4
14. Encouraging the ministry of the laity (Pastor encourages spiritual gifts of members, sharing opportunities for planning and participation)	1	2	3	4
15. Responsibility for teaching within the church (Pastor places emphasis on his own personal role of teacher)	1	2	3	4
16. Denomination and Presbytery service (Pastor is involved in and encourages participation on Presbytery and Synod level)	1	2	3	4
17. Social and political witness within and without the church (Pastor emphasizes Biblical witness in politics and society)	1	2	3	4
18. Social service (Pastor places emphasis on the ministry of social assistance in the community)	1	2	3	4
19. Development of congregation prayer (Pastor places strong emphasis on the ministry of prayers, offers prayer opportunities)	1	2	3	4
20. The development of youth and/or children's ministries (Pastor encourages programs to reach youth and children)	1	2	3	4

Part V: Compensation

Please state the compensation your church provided for your last pastor:

Salary (Income) _____ \$27,098.00

Manse Allowance (if any) _____ \$39,882.00

Other Allowances (Housing) _____ \$19,175.00

What other forms of compensation does your church provide? Retirement (12% of income/housing = \$8,038), Auto Expense Reimbursement (up to \$5,040), Mobile Phone Reimbursement (\$900), Continuing Education (\$250).

What is the annual vacation period? _____ 4 Weeks

What time is allotted for study leave? _____ 1 Week

Did your church pay insurance*? Yes No _____ Social Security? Yes _____ No
*Medicare HRA Medical, Dental, B Supplement, Vision, Life, AD, LTD (\$4,947)

Does your church provide a manse? Yes _____ No If you do, please describe it.

The Manse is currently not used by the Pastor as a living space.

It is approximately 1000 square feet and has a detached garage associated with this house/structure. Also has a partial basement for storage/HVAC system.

It was built in 1931 originally and has brick. It has 3 bedrooms and 1 bathroom and includes a closed in porch area. It has original hardwood floors.

Has your church provided utilities for the manse? Yes _____ No _____ NA

If you have a manse, have you provided an equity allowance? Yes _____ No _____ NA

Are you willing to make changes in the compensation package for the next pastor? Yes No _____ including use of Manse as living space for new Pastor.

Total Call Current Pastor: \$86,155

Part VI: References

Please list at least three people outside the church including at least one former pastor, who the candidate could contact to find out more about your church.

Rob Roy McGregor 704-578-0350

Rev Ross Durham 919-598-2169

Rev Kyle Sims 803-804-4344

Rev Bryan Crotts 336-944-2892

