Dear Pastoral Applicants and Prospects,

Thank you for your willingness to consider God’s leading regarding the role of Senior Pastor of Grace Presbyterian Church in Starkville, Mississippi. The members of the search committee have compiled the following information packet to provide you with more details about the church. We hope that this information is helpful to you as you prayerfully consider the Lord’s leading.

The packet outlines some facts about the church, its membership, the community of Starkville, and the unique ministry opportunities and priorities of the church. In sum, the congregation’s highest ministerial priorities are the following:

- Proclamation of the Word of God through strong, expository preaching;
- Leading of the congregation in focused, Christ-centered worship on a weekly basis;
- Leadership in teaching;
- Spiritual development of the body through preaching and teaching;
- Evangelism through preaching and teaching;
- Administrative leadership to help coordinate the various ministries of the church.

While it is our belief that God’s man for this church will be a theologian/pastor/teacher who is afforded ample time to study, meditate on God’s Word, and pray for his flock, there are other responsibilities that we hold to be vital. As one of the shepherds of our church, we also anticipate the need for him to spend a portion of his time comforting, counseling, and encouraging members of the congregation on occasion as needs arise in the lives of individuals and families. Through God’s gracious provision of gifts, Grace Presbyterian Church is currently gifted in congregational fellowship, education, and diaconal ministry and maintains a strong, member-led framework in these areas.

The presence of the state of Mississippi’s largest university, Mississippi State University, along with a strong RUF college ministry, has greatly contributed to a vibrant congregation that has a unique opportunity to disciple students and other short-term residents of Starkville during their time here. Grace Presbyterian Church embraces this capacity for discipleship while maintaining a permanent membership focused on growing in the Lord Jesus Christ and ministering to both the Starkville community and its university population.
If, after prayerful consideration of our Senior Pastor position, you would like to apply, please prepare and submit the following documents:

- Ministerial Data Form (available from the PCA)
- Current résumé
- Narrative of your personal testimony and philosophy of ministry

These may be electronically submitted to Pulpit Committee Chairman David Nolen at search@pcagrace.org. Alternatively, print copies may be mailed to 525 Academy Road, Starkville, MS 39759. We prefer electronic submission.

With love in Christ,

David S. Nolen
Chair, Pastoral Search Committee
Grace Presbyterian Church
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## Reformed University Fellowship
at Mississippi State University

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## Our Community

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Grace Presbyterian Church
As the Pastoral Search Committee at Grace Presbyterian Church, we encourage you to explore the following pages and learn about the church of Jesus Christ on Academy Road in Starkville, Mississippi.

Our Statement of Purpose

Grace Presbyterian Church purposes to be a family of believers growing together in the grace and knowledge of our Lord and Savior Jesus Christ in order to be a biblical, reformed witness in the Starkville/University community and the world.

Our Mission

The Lord himself succinctly states the mission of the church in Matthew 28:18-20:

"Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."

Christ, who was sent into the world by the Father to accomplish the plan of redemption, now sends his redeemed people into the world to make disciples.

At Grace Presbyterian Church in Starkville, Mississippi, we want to be about proclaiming the Gospel and making disciples. In God's providence, we are a small church in a small town that is also home to a large university. We place high emphasis on ministering to the longer-term members of our church, but the context of our community also means that we have a unique opportunity to be a special type of "sending church": we have the chance to disciple students and other short-term residents of our community while they are among us and then see God send them out from us to other communities around the state, the nation, and the world. We seek to embrace the reality of the transient nature of the community around us and engage people who visit and regularly attend Grace while we can, even though we know that their time in Starkville may be short. We prioritize the preaching of God's Word in worship; the teaching of God's Word in Sunday School; and the fellowship, teaching, and discipleship that occur in smaller groups, such as men's and women's Bible studies, youth group, and our small-group ministry.
What We Believe

The Bible
Scripture is God's inerrant Word, relevant for all of life. God's Word establishes the principles for all we do. God's Word reveals the nature of the covenants He establishes with humanity. God's Word is the source of all we teach and affirm.

Authentic Relationships
We are called to authentic, covenant relationships with both Jesus Christ and those who are part of Grace Church's community. A relationship with God through Christ is the basis for wholeness in all other relationships. Relationships with one another that provide community and accountability are meant to build the church and each other.

Outreach
We accept and engage people where they are with grace and truth, as a loving witness to Christ. Each person we encounter is made in the image of God and thus has eternal value. But due to the reality of our universal brokenness, he or she needs the restoration found only in the Gospel. The Gospel has the power to transform each of us into what God intends us to become.

Mercy Ministry
We desire to be helpful neighbors to people in need, beginning with those around Starkville and the MSU Community. We are called to willing, sacrificial service to and giving for the needs of others because of Christ’s mercy to us. We aim to meet the needs of hurting, downtrodden, or forgotten people through word-and-deed ministry.

Prayer / Worship
We demonstrate our dependence upon God by personal and corporate prayer and worship. All of life is to be lived in worship to God. We also are called to special times of corporate worship on the Lord's day. Every ministry should be established and continued with prayer.

Discipleship / Leadership
Building people is more important than building the program. We are dedicated to developing every believer as a minister led by the Holy Spirit to follow Jesus. Many of these followers of Jesus will be developed as servant-leaders who will develop others.

Kingdom Focus
We have a wide view of the Kingdom of God in all of its diversity in that we maintain an outward focus on building the kingdom, not just our church or denomination. We are called to engage our culture to work for the advance of the Kingdom of God and the fulfillment of the Great Commission. We recognize that encouraging and assisting the work of the Gospel worldwide is a part of our responsibility.
As a member of the Presbyterian Church in America, Grace Church upholds the key values of the PCA:

1. The Bible is the inspired and inerrant Word of God, the only infallible rule of faith and practice.
2. There is one God, eternal and self-existing in three persons (Father, Son and Holy Spirit) who are to be equally loved, honored, and adored.
3. All mankind participated in Adam’s fall from his original sinless state and is thus lost in sin and totally helpless.
4. The Sovereign God, for no other reason than His own unfathomable love and mercy, has chosen lost sinners from every nation to be redeemed by the quickening power of the Holy Spirit and through the atoning death and resurrection of His son, Jesus Christ.
5. Those sinners whom the Spirit quickens come to believe in Christ as Savior by the Word of God, are born again, become sons of God, and will persevere to the end.
6. Justification is by faith, and through it the undeserving sinner is clothed with the righteousness of Christ.
7. The goal of God’s salvation in the life of the Christian is holiness, good works, and service for the glory of God.
8. At death, the Christian’s soul passes immediately into the glorious, comfortable, and favorable presence of God, and the unbeliever’s soul passes into hell.
9. Baptism is a sign of God’s covenant and is properly administered to children of believers in their infancy, as well as to those who come as adults to trust in Christ.
10. Jesus Christ will return to earth, visibly and bodily, at a time when He is not expected, to consummate history and the eternal plan of God.
11. The Gospel of God’s salvation in Jesus Christ must be published to all the world as a witness before Jesus Christ returns.
History

Telling the history of Grace Presbyterian Church in Starkville, Mississippi means telling a story of God's faithfulness to His church in this community. Grace has its origins in the ministry of Reformed University Fellowship (RUF) at Mississippi State University (MSU). In the late 1970s, Ford Williams was sent to MSU to be the RUF campus minister. During that time period, God had already been at work leading men and women to consider planting a PCA church in this community. As the ministry of RUF grew on the campus, the effort to plant a PCA church in Starkville gained momentum. On April 8, 1978, a few families and several college students met in the Bonanza Restaurant for the first worship service.

By April 1979, that group received approval from Covenant Presbytery to formally be called Starkville PCA Chapel. George Coxhead, Jr., a recent graduate of Reformed Theological Seminary, was sent as the evangelist to the congregation. The Lord continued to add college students and several new families as He built up that body.

In October, 1980, the members petitioned the presbytery to become a church. On November 16, 1980, Grace Presbyterian Church was formally organized with 26 members, two ruling elders, and George Coxhead as pastor. That same year, the Lord provided a beautiful piece of property for a future home.

In 1983 twenty-two people became new church members and the congregation earnestly sought God's will for a building program. In 1984, Pastor Coxhead left to follow God's leading to go to Greenwood, MS. Soon thereafter, God called Ford Williams back to Starkville as the second pastor of Grace Presbyterian Church. By 1986, the body of believers at Grace moved out of the storefront where they had been worshipping and into a building on the current site.

In 1988, God led Pastor Williams to another work, and by March of 1991, God brought Brad Stewart to serve as pastor. During his tenure here, God blessed the church with Assistant Pastors like Charles Godwin and Jon Anderson, and God worked in the lives of many through all their ministries. Pastor Stewart served here until his resignation in December of 2005. The resignation of Pastor Stewart ushered in a period of uncertainty in the life of the church, yet God was still faithful to His church.

In 2006, God called Jason Edwards to be the fourth pastor of Grace. Through his shepherding care, God began the healing process for the congregation. In the summer of 2011, Pastor Edwards stepped down to explore other ministry opportunities. As Pastor Edwards assisted the Session in the transition period between the announcement of his resignation and his leaving, God providentially provided for the church through interim pastor Dr. Bernie Kuiper and stated supply Dr. Guy Richardson.

In October 2012, the Lord called Bill Heard to be the pastor of Grace. Pastor Heard brought a vision for the church that included expanding the church staff to include several part-time staff members to oversee the various, ongoing ministry areas. Pastor Heard's tenure at Grace can be characterized as a time of peace in the life of the church. In January 2019, Pastor Heard announced that the Lord was calling him to a new ministry opportunity in his home state of Georgia. Although the congregation was sad to see Pastor Heard and his family leave, we are thankful for the years that they so faithfully ministered among us.

Although this is another time of transition in the life this church, we recognize that Christ is truly the Head of the Church and this period will be used for His glory. We are thankful for God's faithfulness to His church over many years and for the providential ministry opportunities He has placed around us. We firmly believe that God has already chosen our next pastor and that it is our responsibility to seek him faithfully. We are praying for that man and what God will do for the advancement of His kingdom here in Starkville.
Our week at Grace begins on Sunday mornings with Sunday School at 9:45. A nursery is provided for our youngest members. We are blessed to have several paid nursery workers on staff as well as many volunteers, all of whom undergo a background check in accordance with our Child Protection Policy.

Children, ages Pre-K2 to sixth grade, begin together with a time of singing and catechism, then proceed to classroom time. Their classes are taught using Great Commission Publications’ “Show Me Jesus” curriculum. Our youth, grades seventh through twelfth, meet together for a time of fellowship and Bible study, led by youth leaders and interns.

College students and adults of all ages meet together in one Sunday School class where we examine the scriptures through expository teaching and discussion. On Fifth Sundays, we enjoy a time of breakfast and fellowship during the Sunday School hour.

Our corporate worship service begins at 10:50 in the morning with an order of worship that includes scripture readings, prayer, music, a confession of faith, responsive readings, tithes and offerings, and the preaching of God’s Word. Also, as part of our morning corporate worship service, the Lord’s Supper is celebrated on the second Sunday of each month; when there are new members, they are welcomed; and the sacrament of baptism is administered to infants and new believers. At Grace, we worship the Lord through music using traditional hymns from the Trinity Hymnal with piano and organ accompaniment as well as modern hymns with contemporary arrangements. Many Sundays we are blessed to have musicians from Mississippi State’s RUF who lead us in our musical worship with RUF hymns accompanied by percussion, wind, and string instruments. Our Director of Music leads our corporate singing time as well as our choir. While we encourage parents and children to worship together, during the sermon we offer Children’s Church for preschool-aged children where they continue worshipping through singing, Bible stories, and other activities.

Sunday nights at Grace alternate between an evening worship service and small-group meetings. On the first and third Sundays of each month, the pastor leads us in a study of God’s Word in an informal setting. On the second and fourth Sundays, small groups meet in members’ homes for a meal and group study. When there is a Fifth Sunday, the congregation comes together for an hour of prayer.

Small groups at Grace are shepherded by a team of officers. We encourage whole families to participate together in order to grow in relationship and fellowship together. We share a meal and have a short lesson and prayer time, but our emphasis is on growing our community in these groups.

The ladies have the opportunity to participate in a Bible Study in either the morning or evening. These studies are semester based and meet in homes for a sweet time of fellowship, study, and prayer. Our men’s Bible Study meets once a week for breakfast, fellowship, and study. On Wednesday nights, a small, faithful group of members meets to pray for our church and its members.
Grace Presbyterian Church has a number of ongoing ministries that are coordinated by part-time staff and volunteers or committees:

**Children’s Ministry**
Our Children’s Ministry is led by a part-time director and assistant. Rachel Wall, our director, has a background in Child Life and Development, along with a degree in Occupational Therapy (OT). She is a mom of three children that has been volunteering in children's ministry in various churches over the years. She became our Children's Ministry Director in the summer of 2018. Rachel's assistant, Eryn Sanders, is a college student that loves children and plans to go to OT school, with an emphasis in special needs. Rachel and Eryn work side by side coordinating Sunday School, nursery volunteers, and special events for our covenant children. Angelica Vaughan manages our infant and toddler nursery. Angelica has one daughter and holds a degree in Human Science with an emphasis on preschool. She also works as school secretary at West Lowndes Elementary.

**Youth Ministry**
Our Youth Group is led by Jason and Jennifer Krutz, the parents of five children, two of whom are youth-aged. Jason is the Director of the Mississippi Water Resource Research Institute at Mississippi State, and Jennifer is a stay-at-home mom. They are assisted by two college-aged interns, Abigail Holman and Caleb Franklin. Youth group consists of youth Sunday school, Bible studies, organized fellowships, service events, and conferences. Jason and Jennifer encourage the involvement of the youth families as a whole in order to assist parents in their role.

**Music Ministry**
Dr. Clifton Taylor began duties as part-time Director of Music in January 2015. Cliff is employed full time as Associate Director of Bands at Mississippi State University, where he holds the rank of Associate Professor. Among his other duties, he co-directs the athletic bands, and there are occasional Sundays when he is away from Grace due to his travel with the band to perform at MSU games. Cliff helps coordinate our RUF student musicians in addition to our choir and other musicians. Accompanying the choir is Gwen Elizabeth Sutphin, a student at MSU who grew up in Starkville. Carolyn Rodgers has been the organist and pianist for 27 years at Grace. She studied piano and music education and teaches lessons in several schools in the area.
Christian Education
The Christian Education Committee is made up of our Children's Ministry Director and volunteers. This committee makes recommendations to the Session regarding the curriculum and schedule for our small groups and for Sunday School at all levels. This committee also helps identify and engage gifted teachers in carrying out the teaching and discipling mission of the church.

The Library Committee has worked over the years to establish a core collection of commentaries and other Christian reading resources for Sunday School teachers and members of the congregation to draw from in our church library. They organize and maintain our current resources and are on the lookout for material that can be added to the collection.

Fellowship
The Fellowship Committee works to coordinate regular fellowship events such as Fifth Sunday Fellowships during the Sunday School hour, the Great College Comeback luncheon in the Fall, and the Great College Send-off Breakfast in the Spring. They also work with the Session to plan and execute other fellowship events during the year.

Congregational Care
Our Care Ministry is led by Jeannie Turnage. Jeannie works with a group of volunteers to coordinate mercy ministry to our own church members. Meals, care packages, notes of encouragement, and visits are all a part of this ministry to our sick or homebound.

Logistics and Administration
Our church administrator is Lisa Vaughan, who serves as a contact hub for our congregation. Lisa works part-time in the office to help with the day-to-day and week-to-week logistics of keeping things moving smoothly and helping our pastor to make sure information about church ministries gets to the right people.
Outreach and Missions
We are blessed to be able to support a growing number of ministries and missionaries involved in local, national, and international missions. Many of the missionaries we now support have at one time been an active part of our local body. The Outreach Committee keeps up with these needs spanning from our local community to the broader world, allowing many opportunities for giving and service.

Local Missions
While our community has many amenities, there are also many needs. Some areas of the city of Starkville and the surrounding area have high rates of poverty, so Grace has opportunities to partner with other local churches to participate in local mercy ministries like the Casserole Kitchen and Backpack Meals for children in the local schools. Our church also actively supports the Starkville Pregnancy Care Center and the local chapter of Trail Life USA. Our Deacons oversee additional mercy ministry through administration of the Deacons’ Fund and our Disaster Response Ministry.

In addition to these local ministries, Grace is privileged to be able to support the following regional, national, and international ministries through prayer and financial support:

Regional Missions
- Covenant Presbytery
- Palmer Home for Children
- French Camp Academy

National Missions
- Mark Casson – Metanoia Prison Ministries
- Wilson & Callie West - Church of the Resurrection, New Orleans
- Ross Lockwood – RUF Western Kentucky
- Kristen Spink Thompson – RUF Washington University
- Caroline White – RUF University of KY
- Laura Whitten – RUF Intern Stanford University
- Emily Benson – RUF Intern UAB
- Johnson Rhett – RUF Intern Mississippi College
- PCA General Assembly

International Missions
- Betsy Aeschliman– MTW Medical
- Dale and Susan Ellison – Peru Mission
- Richard and Brenda Harman – Wycliffe Bible Translators
- Ellie Honea – MTW Tokyo
- Craig and Stacy Pohl –MTW Santiago, Chile
- Alex and Irina Ponomarev – Ministry to Slavic Tribes
- Bruce and Barbara Wannemacher – MTW Africa
- Linda Wixon – MTW Japan
- Evan and Bonnie – MTW West Africa
Session

Tim Allison
Age: 61
Wife: Lydia
Children: Drew 30, Ann Elizabeth 28, Margaret 25
Occupation: Media Producer

Charles Clayton
Age: 76
Wife: Carolyn
Children: Charles 50, Currie 47, Christine 42, Courtney 39
Occupation: Engineer

Anthony Craven
Age: 40
Wife: Tracy
Children: Jacob 2
Occupation: Radio Station Manager

Johnny Joe
Age: 47
Wife: Lee Ann
Children: Autumn Marie 8
Occupation: Engineer Order Processor

David Nolen
Age: 39
Wife: Amelia
Children: Joshua 10, Anna Ruth 6, Audrey 10 months
Occupation: Librarian

Kenneth Thomas
Age: 40
Wife: Rachel
Children: Newt 14, Katie 13, Houston 10, Jane 8
Occupation: Urologist

Diaconate

Tom Jackson
Age: 61
Wife: Carrie
Children: Holly 30, Julianne 24, Trey 23, Jill 21, Jenna 17, Tyler 15
Occupation: Insurance Agent

Harold Mashburn
Age: 59
Wife: Luanne
Children: Lindsay 28, Jackson 25, Ann Douglas 22
Occupation: Realtor

Jason Townsend
Age: 40
Wife: Allison
Children: Trevor 8, Micah 5
Occupation: Senior Associate Director University Recreation

Gray Turnage
Age: 37
Wife: Jeannie
Children: Lucy 11, Bro 9, Elayne 7, Davis Anne 4
Occupation: Weed Scientist, MSU Researcher, and Small Business Owner

Terry Wagner
Age: 71
Wife: Jenny
Children: Emily 42, Rebecca 40, Jonathan 37
Occupation: Retired Research Entomologist
### Numbers

- Church Membership: 130
- Associate Members: 9
- Average Sunday Morning Attendance: 200
- Adults over age 65: 21
- Adults under age 65: 72
- Teens: 8
- Children: 46
- Average Adult Sunday School Attendance: 50
- Average Child Sunday School Attendance: 40
- 2018 Income: $330,539.00
- 2018 Expenses: $304,172.00
- Average Number of New Members Annually: 12
- Small Groups: 5
- Average Size of Small Group: 18

### Finances

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<td>77,518</td>
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<td>20,356</td>
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<td>Compensation</td>
<td>172,126</td>
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<td>31,000</td>
<td>32,200</td>
<td>34,400</td>
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<tr>
<td>Miscellaneous</td>
<td>9,000</td>
<td>9,000</td>
<td>6,726</td>
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<td>310,000</td>
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Reformed University Fellowship at Mississippi State University
About RUF at MSU

Since 1977, Reformed University Fellowship (RUF), the official college ministry of the PCA, has been on the campus of Mississippi State University. This ministry places a teaching elder on the MSU campus to reach students for Christ and equip them to serve. God has used the faithful preaching of His Word and the pastoring of students to build His church. RUF is one of the largest campus ministries at Mississippi State University, with several hundred students attending large group each week on Thursday nights in Dorman Auditorium for a time of singing, prayer, and preaching. Many of the students are also involved in small group Bible studies and other aspects of the ministry.

Elliott Everitt serves as the RUF campus minister at Mississippi State. Elliott was born and raised in Jackson, MS, and while he is an avid Mississippi State fan, he graduated from Ole Miss in 2006. While in Oxford, he met his wife Carrie, a native of Peachtree City, GA, and 2001 graduate of Mercer University. The Everitts were married in 2005 and in 2007 welcomed their first son, Thomas, into their family. While in seminary at RTS, the Everitts lived in Yazoo City, MS, where Elliott served as youth director. There they welcomed two more children, Harris and Graham Eloise. After graduating from RTS in 2012, Elliott accepted the call to serve RUF as campus minister at Mercer University in Macon, GA. While in Macon, the Everitts welcomed their fourth child, Jerome. In 2017, Elliott accepted the call to serve as RUF campus minister at Mississippi State, and in 2018 Carrie also joined RUF at MSU as part-time staff.

We are blessed to host RUF interns who serve MSU students alongside the Everitt family. The interns for 2019/2020 are Shelton Wittenberg, Grant Carter, and Anne Michal Carter. Shelton is from Memphis and graduated from Ole Miss. This is her second year in Starkville. The Carters are from College Station, TX and are beginning their first year in the fall of 2019. The ministry of the interns over the years has inspired many of our own MSU students to pursue the RUF internship. We as a church are privileged to be able to contribute in tangible ways to RUF at MSU and beyond. Grace provides office space to the RUF staff and contributes financially to the ministry, interns, and students from MSU who are sent out as interns.
Grace Presbyterian Church has a very special relationship with RUF at Mississippi State University. Grace is the only PCA church in town, and, since a significant number of RUF students come from a PCA home church, Grace is the natural choice as their church home away from home. As new believers and interested students come with these RUF friends, they often see and experience “the church” for the first time at Grace. The contribution of university students to our church is invaluable. In addition to lending a vibrancy to our Sunday morning worship, RUF students fully engage in our church life through active adult Sunday School participation, leading the music in Sunday morning worship, serving as youth interns, teaching children’s Sunday School, and loving our children in the nursery on Sunday and Wednesday mornings. The members of Grace Pres show our love to these students by welcoming them into our homes and family-life, hosting and leading small group Bible studies during the week, and providing fellowship meals several times a year. In the fall, we host the Great College Comeback luncheon after church and in the spring the Great College Send-off breakfast. Also throughout the year members host a crawfish boil, fish-fries, and Christmas party for RUF students. Grace recognizes with joy this wonderful and unique opportunity to disciple these students for four or more years while they are in Starkville, and then, upon graduation, to send them out to the ends of the earth.
Our Pastor Search
Fun Facts About the Pulpit Search Committee Members

Edna Joy Prisock - blessed grandmother; fanatic of all things MSU—especially Lady Bulldogs.
Rachel Thomas - asphalt engineer turned super mom and organizer of all things kids, clinic, and coffee.
Jeannie Turnage - hippie mama; lover of sunshine and living things.
Jonathan Barlow - data guy, part time singer/songwriter, father of tall sons.
Charles Clayton - avid hunter, fisherman, and grandfather; tailgate superhost.
Dave Nolen - expert resident librarian; dad proficienado; talented impersonator and comedian; professional email sender.

Congregational Priorities

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<td>Worship Leadership</td>
<td>Weekly responsibility</td>
</tr>
<tr>
<td>Proclamation of the Word</td>
<td>Weekly responsibility—highest priority</td>
</tr>
<tr>
<td>Spiritual Development of the Members</td>
<td>Part of discipleship mission</td>
</tr>
<tr>
<td>Evangelism</td>
<td>Within the context of preaching and teaching—not a programmatic emphasis</td>
</tr>
<tr>
<td>Teaching Responsibility</td>
<td>Part of discipleship mission</td>
</tr>
<tr>
<td>Administrative Leadership</td>
<td>Important role in coordinating part-time staff and members involved in various church ministries</td>
</tr>
<tr>
<td>Intermediate Priorities</td>
<td>Rationale</td>
</tr>
<tr>
<td>---------------------------------------------</td>
<td>------------------------------------------------</td>
</tr>
<tr>
<td>Congregational Visitation</td>
<td>Provide leadership for officers in this area</td>
</tr>
<tr>
<td>Hospital and Emergency Visitation</td>
<td>Necessary but not overwhelming need</td>
</tr>
<tr>
<td>Congregational Fellowship</td>
<td>Small group involvement</td>
</tr>
<tr>
<td>Counseling</td>
<td>As part of regular ministry to the congregation (not programmatic)</td>
</tr>
<tr>
<td>Discipleship Training</td>
<td>As part of regular ministry to the congregation (not programmatic)</td>
</tr>
<tr>
<td>Encouraging the Ministry of the Laity</td>
<td>Relates to spiritual development of members/discipleship</td>
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<tr>
<td>Mission Beyond Local Community</td>
<td>Involvement in leadership/vision of Outreach Committee</td>
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<tr>
<td>Education and Training</td>
<td>As part of regular ministry to the congregation (not programmatic)</td>
</tr>
<tr>
<td>Congregational Communication</td>
<td>As part of administrative leadership</td>
</tr>
<tr>
<td>Evaluation of Program and Staff</td>
<td>As part of administrative leadership</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Lower Priorities</th>
<th>Rationale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Congregational and Denominational Responsibility</td>
<td>Support for but not overwhelming priority</td>
</tr>
<tr>
<td>Diaconal Ministries</td>
<td>Strong organization among deacons and Care Ministry</td>
</tr>
<tr>
<td>Involvement in Local Community Problems and Activities</td>
<td>Minimal expectation</td>
</tr>
<tr>
<td>Stewardship and Commitment Programs</td>
<td>Relates to spiritual development of members/discipleship</td>
</tr>
</tbody>
</table>
## Pastoral Strengths Desired

<table>
<thead>
<tr>
<th>Very Strong</th>
<th>Rationale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preaching</td>
<td>Weekly responsibility—highest priority</td>
</tr>
<tr>
<td>Teaching</td>
<td>Part of discipleship mission</td>
</tr>
<tr>
<td>Evangelism</td>
<td>Within the context of preaching and teaching—not a programmatic emphasis</td>
</tr>
<tr>
<td>Discipleship</td>
<td>As part of regular ministry to the congregation (not programmatic)</td>
</tr>
<tr>
<td>Worship Leadership</td>
<td>Weekly responsibility</td>
</tr>
<tr>
<td>Church Administration</td>
<td>Important role in coordinating part-time staff and members involved in various church ministries</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Strong</th>
<th>Rationale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christian Education</td>
<td>Involvement/leadership in CE Committee</td>
</tr>
<tr>
<td>Counseling</td>
<td>As part of regular ministry to the congregation (not programmatic)</td>
</tr>
<tr>
<td>Diaconal Ministry</td>
<td>As part of administrative leadership</td>
</tr>
<tr>
<td>Leadership Training</td>
<td>Part of discipleship mission</td>
</tr>
<tr>
<td>Pastoral Visitation</td>
<td>Provide leadership for officers in this area</td>
</tr>
<tr>
<td>Teamwork</td>
<td>As part of administrative leadership</td>
</tr>
<tr>
<td>Average</td>
<td>Rationale</td>
</tr>
<tr>
<td>---------------------</td>
<td>---------------------------------------------------------------------------</td>
</tr>
<tr>
<td>College and Career Ministry</td>
<td>Existing strong RUF and campus minister/intern structure</td>
</tr>
<tr>
<td>Community Service</td>
<td>Relates to spiritual development of members/discipleship</td>
</tr>
<tr>
<td>Ministry to Seniors</td>
<td>As part of regular ministry to the congregation</td>
</tr>
<tr>
<td>Singles Ministry</td>
<td>As part of regular ministry to the congregation</td>
</tr>
<tr>
<td>Stewardship</td>
<td>Relates to spiritual development of members/discipleship</td>
</tr>
<tr>
<td>Youth Work</td>
<td>As part of administrative leadership (existing youth leader/intern structure)</td>
</tr>
</tbody>
</table>

**Essential Information**

Type of Church: Church with Multiple Part-Time Staff

Type of Position Vacant: Senior Pastor

Type of Community: Small Town/College Town

Minister’s Compensation: Commensurate with Experience

Age Desired: No Preference

Marital Status: No Preference

Personal Lifestyle: Task Oriented and People Oriented
Our Community
Starkville is a city of more than 25,000 people in northeast Mississippi. Home to Mississippi State University—one of the state’s largest employers and its largest institution of higher education—Starkville is a vibrant, diverse university city that is unique among Mississippi communities. The presence of Mississippi State results in a more liberal social and political context than most towns of this size in Mississippi. These cultural differences, along with the significant population of international students and faculty (over 70 countries are represented on campus), open doors for many ministry opportunities to those who may be unfamiliar with the Gospel.

Along with Mississippi State University and its enrollment of 21,883 students, Starkville and the Golden Triangle region—encompassing the adjacent cities of Columbus and West Point—are home to several emerging companies, such as PACAAR, Aurora Flight Sciences, Yokohama, Airbus Helicopters, Inc., Steel Dynamics, and the Thad Cochran Research Park, which boasts a small business incubator, an economic development unit, and several spin-off ventures from the MSU research enterprise. The presence of Old Waverly Golf Club, which has hosted the U.S. Women’s Open Golf Tournament, and Columbus Air Force Base, the training center for United States Air Force C-5 and F-15 pilots, also adds to the population base and the region’s diversity. Starkville has grown by 9% over the past decade, with increasing numbers of MSU alumni retiring to the community, along with the vicarious economic growth that has accompanied increased MSU enrollment.

Starkville is home to Oktibbeha County Regional Medical Center, a leading, community-focused medical facility offering state-of-the-art health care. OCH offers a wide range of medical services and employs over 600 health-care professionals and other personnel, including 7 licensed rehabilitation therapists and 100 staff physicians, with numerous specializations. The medical center maintains a 96-bed hospital with a 6-bed intensive care unit (ICU), emergency room, five birthing suites, imaging department, HealthPlex rehabilitation center, and wellness fitness center.
Public education at the K-12 level in the Starkville area is provided by the Starkville Oktibbeha Consolidated School District that enrolls over 5,100 students at seven schools. Two, well-established schools offer private education. The college-preparatory Starkville Academy has a coeducational body of 700 students from pre-K4 through 12th grade. Starkville Christian School offers a traditional Christian education for students from pre-K4 through 12th grade. Starkville also has a large homeschooling community.

Recreational opportunities in Starkville include numerous restaurants, coffee shops, boutique shopping venues, downtown community markets, festivals, and game weekend activities. For the outdoorsman, opportunities include hunting, fishing, bird watching, boating, golf, and SEC sports. Cultural opportunities include the Starkville Community Theater, Starkville-MSU Symphony Orchestra, museums, and more. Starkville is also home to the Ulysses S. Grant Presidential Library. Exploring is made easy with the Starkville-MSU Area Rapid Transit—or SMART—system that connects the town and campus. Visitors, students, and residents can tour the city and university free of charge using this system.

Over the past ten years, Starkville has received a number of accolades that speak to its development, including Mississippi's Healthiest Hometown (2011, Blue Cross & Blue Shield of Mississippi), a Top 10 destination for emerging growth companies (Southern Business and Development), a top 40 growth city nationally in 2010 (Environmental Protection Agency), and a top 100 college town for affordability and value (2011, CNN). Recent accolades include two 2018 awards from the Mississippi Main Street Association for renovations and public improvements to downtown Starkville, being ranked one of the Top-25 Best College Towns and Cities in America (2019, WalletHub), and being named in 2018 the Best Place to Live in Mississippi by Mississippi Magazine. To find more information about the Starkville community, housing costs, schools, and other information, please visit www.starkville.org.