

WELCOME TO  
**MONTE VISTA**  
BAPTIST CHURCH



MONTE**VISTA**

Church and Community & Pastor Profiles



“

If I've learned anything at all it is that Monte Vista is not a typical church. I've discovered that there were not many administrative policies and procedures in place that set limits on our response to people in need. People were given permission to start new ministries without jumping through a series of hoops to get there. People who had been wounded by circumstances in life were given a place and time to heal. In the end, it can only be described as grace. This is a church of grace.

-Jerry Mantooth | Former MVBC Pastor

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# View from the Mountain Top

## A BRIEF INTRODUCTION

### BECAUSE OF OUR SOLID FOUNDATION ...

Since its founding in 1955, Monte Vista Baptist Church has been a progressive congregation committed to:

- Welcoming people from all walks of life
- Reaching out to our local and global community to support those in need
- Caring deeply for one another

MVBC remains committed to sharing the compassion and message of Jesus Christ with people who are struggling and forgotten. Our calling to help people become fully devoted followers of Jesus compels us to walk alongside one another in love and community.

### ... WE CAN NAVIGATE THIS SEASON OF CHANGE

Monte Vista has been blessed with continuity of leadership for the last 70 years. Four people have served as senior pastor, the last two of whom enjoyed thirty-year tenures. But even churches built on solid foundations of purpose and leadership; however, are not immune to seasons of change.

As we search for our next leader, our Pastor Search Committee (PSC) is committed to maintaining the core of who we are while welcoming God's direction for our future. Nominated by the Deacons and approved by the congregation, PSC members have engaged together and with the congregation in conversations to explore who we are and where we hope to go.

Committee members are committed to following a process designed to strengthen their bonds to one another, foster prayer and reflection, practice discernment, and ensure confidentiality in all dealings with candidates. We look forward to the unfolding of God's plan for MVBC and our next pastor in the coming months.

### MEET THE PASTOR SEARCH COMMITTEE

From left to right: KC Fish, Brad Beshore, Mike Wilkins, Gary Vines, Libby Hurst, John Marsh, and Jennifer Reece.

We look forward to meeting you!



# A Brief History

## THE GROWTH MINDSET OF OUR PAST LEADERSHIP

In 1955, a handful of people planted a church in the rural farmland of western Blount County, Tennessee. The congregation organized on June 5 and adopted the name Monte Vista Baptist Church. Today, residential and commercial developments surround MVBC, but our commitment to be the good news of Jesus Christ to our community, nation, and world continues.

Four pastors have served Monte Vista Baptist Church, each growing our congregation and ministries in new and exciting ways:

- 1** G. W. Splawn provided initial leadership as our church was founded and organized into a cohesive congregation.
- 2** Jack Spencer began his ministry on January 1, 1957. During his tenure the church developed a missions program, sponsored a radio program, instituted an offering for foreign missions, developed its first set of bylaws, and broke ground for a sanctuary.
- 3** Howard Olive's ministry launched on December 31, 1964. He helped the church start music and missions programs for children, begin taking mission trips in the United States, minister to the deaf by teaching sign language, found a crisis closet, and partner with Medic Bloodmobile.
- 4** Jerry Mantooth came to serve as pastor in 1995. In collaboration with lay leaders and ministerial staff, he continued to strengthen the congregation's involvement in local, national, and international ministries. Under his leadership MVBC chose to cut all ties with the Southern Baptist Convention and affiliate fully with The Cooperative Baptist Fellowship. During the latter portion of his ministry, Jerry led the church to partner with Pinnacle Leadership Associates in an examination of the church's vision, mission, and core values. The results of the study helped shape new bylaws, redefine the concept of church membership, and prepare the congregation for ministry in the twenty-first century. Along the way, MVBC continued to be known for its commitment to caring for all people.

### SUPPORTING WOMEN IN MINISTRY

MVBC history testifies to the congregation's support of women in ministry. We first ordained women to the diaconate in 1996, began to ordain women to the gospel ministry in 2005, and continue to benefit from the leadership of women throughout the church's structure. As one woman stated: "The church encouraged me and asked me to serve in different positions that I never would have volunteered for. Though I didn't think I could do the task, I did ... God was in that."

**Note:** There's much more to the story of MVBC, but we hope these highlights have provided a sense of who we have become over the course of our history. As we prepare to partner with our next pastor, we embrace our legacy even as we prepare to explore new ways of expressing it in the future.

# Who We Are

BELIEFS | IDENTITY | VISION | MISSION | COVENANT PARTNERS

Monte Vista recently held a conversation to help us further discern who we are as a congregation. We shared personal stories of how we found MVBC, were integrated into meaningful fellowship here, grew in faith and came to call MVBC “home.” We discovered guests find us welcoming, those who feel outcast experience us as loving and accepting, and many become closer to Christ because of the grace they find at Monte Vista. As one person put it, we learned we’re a congregation in which people matter. Our beliefs, identity, vision, mission, and approach to membership capture our focus on people.

**Beliefs:** We believe faith must come through free choice. We adhere to key Baptist principles such as the priesthood of the believer, the authority of the Bible, the competency of the soul, the autonomy of the local church, and the separation of church and state. We believe Jesus Christ is the full and complete revelation of God’s true nature. Because of our commitment to such principles, all who journey toward a deeper relationship with God are welcome to join and serve.

**Identity:** We strive to be a beacon of hope in our community. To the best of our ability, we welcome the broken and provide space in which they may heal. We attempt to be a safe haven for the frightened and insecure. We are unified in our passion to serve locally and globally through mission trips and financial support as God provides the opportunity. We practice lifelong learning, which supports and strengthens a transforming relationship with God. We stand firm in our commitment to welcoming and loving each individual, thereby revealing the nature of God’s love for all.

## Vision

Our vision is to be a church where ...  
The gospel is shared with all  
Broken hearts are healed  
People are set free from legalism  
Restoration is offered to all who have fallen  
People are empowered for ministry  
Joy overcomes despair  
Holy living is the norm instead of the exception

## Mission

Our mission is to go and make disciples of all nations, baptizing them in the Father, and of the Son, and of the Holy Spirit. We do so by helping persons become fully developed followers of Christ.

**Covenant Partners:** Our concept and practice of church membership reflects who we are as a congregation. We invite people to enter into covenant partnership: An intentional and mutual partnership between an individual and the congregation in which both partners agree to support and encourage one another in their journey of becoming Christ-like. Partners covenant to seek to grow in Christ-like character, invest in relationships, serve faithfully, give generously, share their spiritual story with others, and support the church’s endeavor to help persons become apprentices of Jesus Christ. The congregation covenants to support, encourage, walk alongside of, and pray for the covenant partner on his or her spiritual journey.

# Ministries

WORSHIP | CHILDREN | STUDENTS & YOUNG ADULTS | SENIOR ADULTS

MVBC seeks to minister to others in a variety of ways. Some of the most visible are listed below.

**Worship:** Our worship ministry seeks to connect with a wide range of people. We, therefore, offer a “blended” or “full range” worship service on Sunday mornings. Quartets, ensembles, the sanctuary choir, the handbell choir, and a variety of instrumentalists enrich our worship experience. We make use of scripture readings and occasional dramas. The church family enjoys traditional hymns, anthems, and contemporary songs. Two large LED screens reinforce content through images and videos. We pay attention to the Christian Calendar, with a special emphasis on Advent, Lent, and Easter. The Lord’s Supper is celebrated often and by intinction.



**Children:** Our children’s ministry provides birth to 4-year-old classes, as well as dedicated spaces for K-4 and preteens (grades 5-6). Sunday mornings feature Bible study and Children’s church. On Wednesday evenings, Kid’s Club for Christ provides a shared meal and a focus on missions. Vacation Bible School, an Easter event, the preteen retreat, and other gatherings build fellowship among the children and encourage their spiritual development. MVBC is also home to SonRise Preschool, which provides a four day per week education program.



**Student & Young Adults** Students meet on Sunday morning for Bible study and on Wednesday night for a meal and guided studies and discussions. Our young adults meet on Sunday mornings for Bible study. On Sunday evenings, we provide a small group discussion opportunity, which welcomes high school juniors and seniors and young adults. Our students enjoy numerous activities over the course of a year. Some examples include a ski weekend, summer camp, white water rafting, the Good Friday hike, and a youth retreat. Students often help pack and distribute items for our Second Harvest Mobile Food Pantry, and they provide valuable assistance with VBS.



**Senior LIFE Groups:** Our seniors’ group (Live It Fully Every Day) is large and active. They focus on spiritual formation, fellowship, and service activities. As any of them will tell you, they also have fun. Many of our senior adults serve in various capacities in the church, participate in volunteer missions and ministries, and love lending support to other age groups. Some of their fellowship activities include pot luck meals, ice cream socials, and day trips.



# Missions

PHILOSOPHY | APPROACH | PROGRAMS & PARTNERSHIPS

Shaped by our history, identity, mission and vision, Monte Vista strives to love all persons in the name of Jesus Christ. We seek to be the face, hands, and feet of Jesus in our community and the larger world. In addition to financial and prayer support of global mission initiatives through the Cooperative Baptist Fellowship, we invest our time and resources in a variety of community ministries.

MVBC approaches community ministries in three ways:

- Create ministries that will be supported by the church
- Launch ministries that will be managed by others
- Encourage and support ministries created by our partners without owning or operating them

Included among some of our in-house programs and partnerships are:



## **Second Harvest Food Pantry:**

A local partner provides food for distribution at our quarterly mobile food pantry, a drive-through method of distributing dry and frozen goods and fresh produce to those in need.

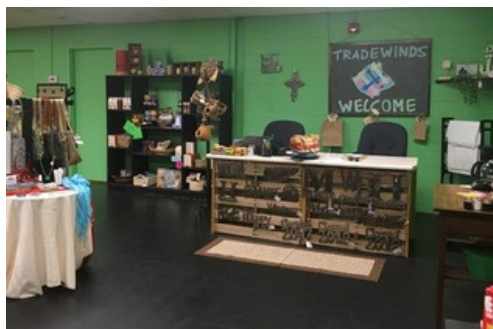


## **Operation Christmas Child**

MVBC has participated in Operation Christmas Child for twenty-five years. We are the only central collection point for shoeboxes in Blount County. In recent years, as many as 23,404 shoeboxes have been collected, prayed over, and sent on their way from our church.

## **Dollar in the Pew**

At the end of each Sunday morning worship service, members leave a dollar in the pew. Each month, we emphasize some particular ministry/missions opportunity, and the funds collected go to support it.



## **Tradewinds**

We house a fair-trade shop managed by volunteers from the congregation. Inventory comes from countries all over the world, and proceeds are distributed back into those communities to improve living conditions. Watch our Tradewinds video on the church website at <https://montevistamaryville.com/tradewinds-store-hours>

# Ministry Support

STAFF | STRUCTURE | FACILITIES | FINANCES

MVBC provides support to ministries and missions through staff, structure, facilities, and finances.

## MINISTERIAL STAFF

### Cliff Kosier | Associate Pastor of Worship & Music

Cliff joined the ministerial staff in 2012. He provides leadership to all aspects of weekly worship and directs our various vocal and instrumental groups, assisting musicians and instrumentalists in developing their talents and skills. Additionally, he manages the church website and social media pages, and assists in managing the church workflow. Cliff and his wife, Lisa, met in college and have been married for 40 years. In his spare time, Cliff enjoys working on home projects, exploring the mountains, composing music, and spending time with his family.



### Bob Dalton | Associate Pastor Senior Adults & Pastoral Care

Bob began his ministry at MVBC in 1987, when he joined the staff as Minister of Education. In 2012, he transitioned to his current part-time role. Bob maintains contact with and ministers to homebound individuals and families, provides pastoral care to the congregation and community, offers spiritual growth opportunities, guides the senior adult ministry, and leads ministries such as Divorce Care. He and his wife, Carolyn, have been married for 30 years. Bob enjoys the outdoors, alongside his nature-photographer wife. He also enjoys gardening, working on small engines, and following local sports.

### Chris Gilliland | Minister of Youth & Young Adults

Chris began serving as our interim youth and young adult leader in 2015, taking on the permanent full-time role in 2016. Ordained in 2021, his primary role involves working with students and providing leadership to Wednesday activities and Sunday morning Bible study for grades 7-12, as well as providing support to volunteer student workers. Chris plans and leads student activities throughout the year. He makes a habit of supporting students by attending their sporting events, concerts, and other programs. Through his role as staff liaison with the Impact Team, Chris helps budget and implement community outreach programs and partnerships. He and wife, Amy, enjoy time with their children and extended family, traveling, and cheering on the University of Tennessee Volunteers.



## MINISTERIAL STAFF CONTINUED

### Holly Phillips | Minister of Preschool and Children

Holly began serving as Director of Children's Ministry and SonRise Preschool in 2012. She was ordained in 2021 and called to the role of Children's Pastor. As such, Holly plans, coordinates, conducts, and evaluates children's activities and programs. These include but are not limited to Bible study, Children's Church, SonRise Preschool, VBS, and Kid's Club. She is also responsible for our teaching staff and volunteers. She and her husband Shane have been married for 30 years. In her free time, Holly enjoys reading and cherishes family time.



## STRUCTURE

**Officers:** Church staff and lay leaders walk alongside the congregation, as we seek to fulfill our vision and mission. Officers include the senior pastor, trustee chair, clerk, treasurer, and moderator.

**Leadership Team:** Our recently revised bylaws provide for a Leadership Team, which is responsible for planning, coordinating, and evaluating the work of church ministries. The Leadership Team is composed of the ministerial staff, officers, the four standing committee chairs, and ministry team chairs. The senior pastor and moderator serve as co-chairs. Due to the retirement of our senior pastor, we have not yet implemented the Leadership Team. Our next pastor will have an opportunity to set the tone and create the culture of the Leadership Team.

**Deacons:** Our deacons are servant leaders, who provide wise counsel, prayer, ministry, and example to the congregation. They assist the ministers in ministering to people, addressing church conflict in a redemptive manner, and nurturing the spiritual life of the congregation.

MVBC meets quarterly to celebrate what God is doing in and through its ministries and to conduct such business as may be necessary.

## FACILITIES

MVBC's facilities exist to facilitate our ministry to covenant partners, guests, and the community. To that end, we provide a sanctuary, office space, two recently renovated education wings, and a well-equipped fellowship hall and kitchen. Large and well-maintained parking areas provide ample capacity and at times serve as staging areas for fellowship events, mobile blood bank visits, Second Harvest Mobile Food Pantry, and other activities.

# Ministry Support

STAFF | STRUCTURE | FACILITIES | FINANCES

## USING OUR CAMPUS TO FACILITATE MINISTRIES



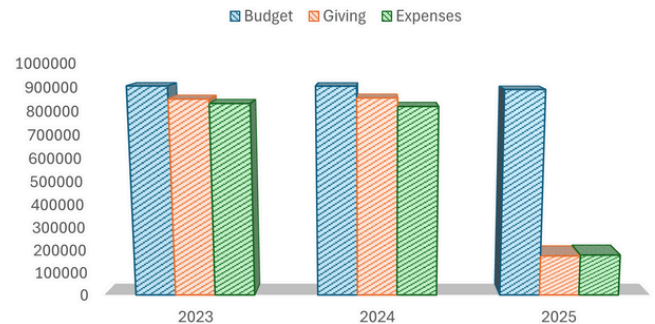
# Ministry Support

STAFF | STRUCTURE | FACILITIES | FINANCES

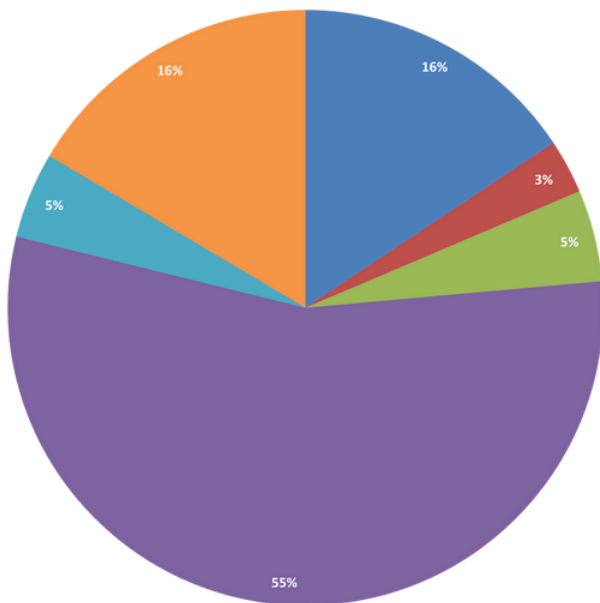
## STEWARDSHIP

MVBC encourages our covenant partners to give generously in support of the church's ministries and missions. Our current budget totals \$888,919. See below for information on the budget allocations for 2025 to date as well as the 2023 and 2024 budget, budget receipts, and budget expenditures.

## BUDGET 2023 - Q1 2025



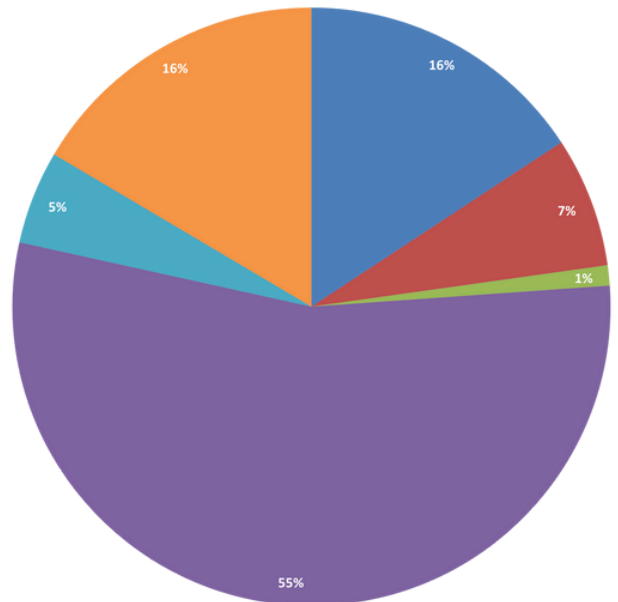
## 2023 BUDGET DISTRIBUTION



■ Missions (Inc. Denominational Partner) ■ Engage Team (Spiritual Formation)  
 ■ Connect (Fellowship) ■ Personnel  
 ■ Administration ■ Facilities

|  |           |
|--|-----------|
| Missions (Inc, Denominational Partner) | \$141,574 |
| Engage Team (Spiritual Formation)      | \$26,550  |
| Connect (Fellowship)                   | \$45,000  |
| Personnel                              | \$499,601 |
| Administration                         | \$42,200  |
| Facilities                             | \$149,000 |
| Total Budget                           | \$903,926 |

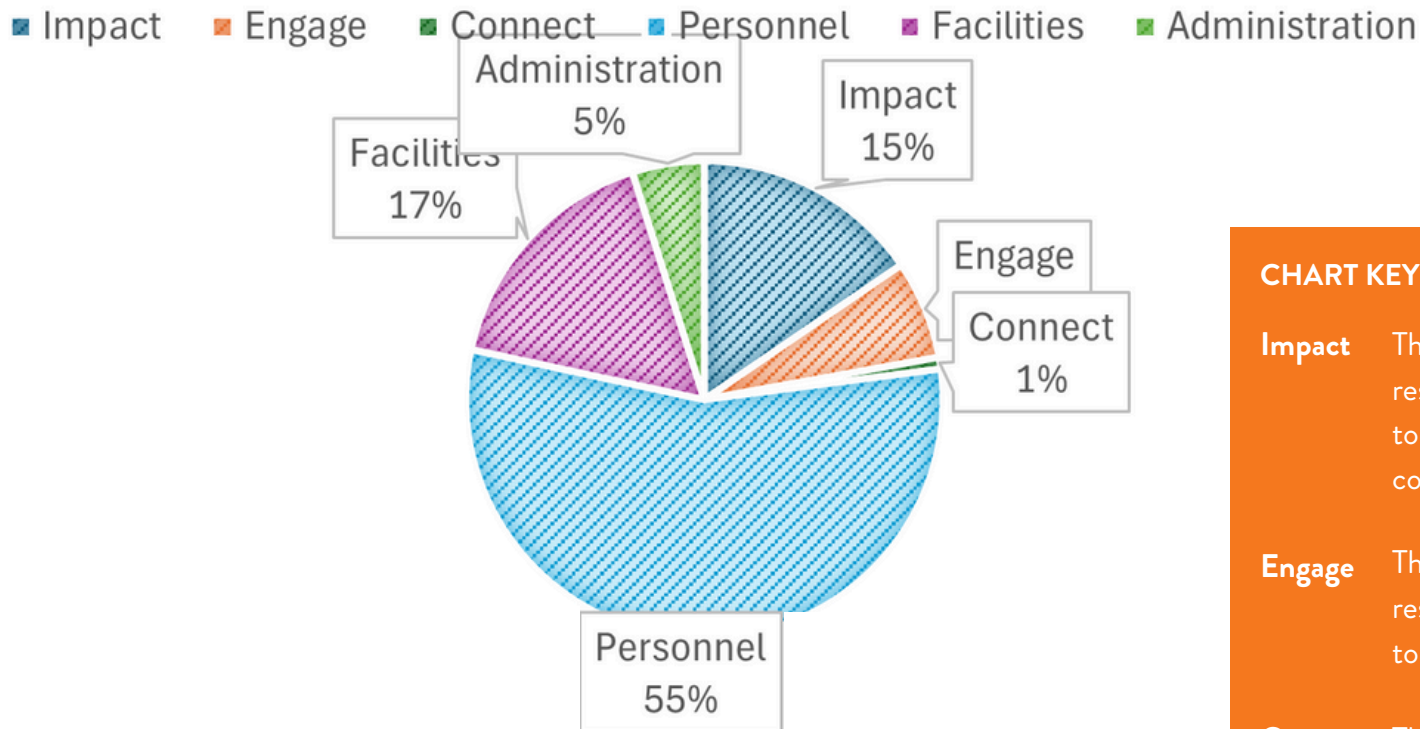
## 2024 BUDGET DISTRIBUTION



■ Missions (Inc. Denominational Partner) ■ Engage Team (Spiritual Formation)  
 ■ Connect (Fellowship) ■ Personnel  
 ■ Administration ■ Facilities

|  |           |
|--|-----------|
| Missions (Inc, Denominational Partner) | \$142,214 |
| Engage Team (Spiritual Formation)      | \$63,550  |
| Connect (Fellowship)                   | \$9,900   |
| Personnel                              | \$492,987 |
| Administration                         | \$45,600  |
| Facilities                             | \$149,000 |
| Total Budget                           | \$903,251 |

## 2025 Projected Budget Expenses



### CHART KEY | 2025 PROJECTED EXPENSES

- Impact** The Impact Team shall be responsible for helping the church to know, love and serve our community and world
- Engage** The Engage Team shall be responsible for helping the church to know, love and serve God.
- Connect** The Connect Team shall be responsible for helping the church to know, love and serve one another

### DEMOGRAPHICS

Maryville is located 17 miles south of Knoxville, the third largest city in Tennessee. Approximately 32,000 people call Maryville home, and Blount County's population is around 142,000 and growing.

Steady growth is predicted to continue. A highly desirable retirement destination, the population of singles and young families (age 25 to 34) is projected to increase by almost 12 percent by 2029. Average household income is around \$96,000. In the past decade, Maryville has transitioned into a relatively diverse, middle-class community. Roughly 61 percent of the population within a three-mile radius of the congregation have attended college or hold a college degree.



Map of Blount County taken from <https://blountindustry.com/our-region/sites-and-buildings/>

Maryville and Blount County feature highly rated schools (Maryville City Schools frequently ranked as first in the state), quality medical facilities and specialists, and a low cost of living (15.7 percent below the national average). Our public and private schools enjoy a 95 percent graduation rate. PCUSA related Maryville College ranks as one of the top colleges in the Southeast and nation, offering many opportunities to the community, including the spectacular College Woods natural area and frisbee golf. The University of Tennessee with its own medical facility is a twenty-minute drive from the church.

### ATTRACTIONS

Maryville, Knoxville, and the Great Smoky Mountains National Park offer a wide variety of cultural, sports, outdoor activities, and family outings. Ballet, theater, dining, hiking, canoeing, skiing, fishing, golf, tennis, team and individual sports venues, and other attractions abound.

### OPPORTUNITIES

Blount County features a diverse economy. The largest employers include Denso Manufacturing, Clayton Homes, Blount Memorial Hospital, McGhee Tyson Airport & Tennessee Air National Guard Base, Maryville City Schools, and Blount County Government and Schools.

A wide variety of churches and other institutions serve the city and county. A recent American Beliefs Study identified several features valued most highly by our residents: warm and friendly encounters, quality sermons, and the celebration of the sacraments. We believe MVBC serves a leading role in and makes a substantive contribution to our diverse faith community.



## An Invitation

We invite you to pray for us, as we seek the person God is preparing to serve as our next Senior Pastor. Please check out the pastor profile to get a feel for the skills and attributes our congregation is seeking in our next leader.

If you'd like more information, feel free to reach out to PSC Chairman Mike Wilkins at [psc.chair.mvbc@gmail.com](mailto:psc.chair.mvbc@gmail.com), and please include your resume. Rest assured, we will hold all communication in confidence and respond in a timely manner.

# We Imagine

## A PASTOR PROFILE FOR MONTE VISTA BAPTIST CHURCH

Based on input from the congregation, our rich history, and prayerful reflection, we seek whomever God has in mind to serve as our next senior pastor. Through listening sessions and discernment, we've come to imagine the leader God is preparing for this next chapter of our journey together.



### **We imagine our next pastor as a person of deep integrity and genuine humility.**

We envision someone whose character speaks as loudly as their words - a pastor who is trustworthy in every relationship, whether with congregation members, staff, community leaders, or denominational partners. We imagine a leader who models the humility of Christ, remaining open to supervision and counsel from our Personnel Committee and other church leaders. This pastor will speak and act with the kind of humble confidence that invites trust and creates space for authentic relationship. We long for someone whose integrity is so evident that it becomes a cornerstone of their ministry among us.



### **We imagine our next pastor as someone clearly called by God and thoroughly prepared for ministry.**

We envision a pastor who can articulate their sense of calling to gospel ministry with both passion and clarity. This leader will be ordained or eligible for ordination, bringing the credibility of formal theological education through a seminary degree or equivalent preparation. Yet we imagine someone who understands that learning never ends - a pastor committed to lifelong growth, staying current with biblical scholarship, ministry practices, and the evolving needs of our community. We desire a leader who combines deep-rooted calling with ever-expanding preparation.



### **We imagine our next pastor as someone who embodies proactive pastoral care.**

We see a shepherd who doesn't wait for people to come to them but actively seeks to become involved in the lives of covenant partners, guests, and even those beyond our church walls. When crisis strikes, we imagine our pastor going to those in need, offering compassionate and appropriate ministry in life's most difficult moments. This leader will think systemically about pastoral care, building it into the larger framework of our church's ministry and establishing networks of referral that extend care beyond what any one person could provide. We long for someone who sees pastoral care not as a duty but as a joy.



### **We imagine our next pastor as a gifted preacher and skilled teacher.**

We envision Sunday mornings filled with experiences that help us grasp the background, content, and intent of Scripture while exploring how ancient truths apply to our contemporary lives. Our pastor will recognize that people learn in different ways and will adapt their teaching style to reach visual learners, auditory learners, and those who learn through experience. We imagine someone who sees every teaching moment - whether in the pulpit, classroom, or casual conversation - as an opportunity to help individuals and our congregation journey toward becoming fully developed followers of Christ.



### **We imagine our next pastor as a collaborative leader.**

We see someone who practices shared leadership with both staff and lay leaders, understanding that the best ministry happens when everyone's gifts are engaged. This pastor will have the vision to recognize conversations our congregation needs to have and the skills to facilitate meaningful dialogue that leads to wise decision-making and effective implementation. We imagine a leader with healthy supervisory abilities who can guide our talented staff team while serving as our church's authentic voice in the broader Maryville community. We want someone who leads not by demanding followership but by inspiring partnership.



### **We imagine our next pastor as someone who models healthy work-life balance.**

We envision a pastor who recognizes the importance of caring for their work responsibilities, family relationships, and personal well-being with equal intentionality. This leader will practice the self-discipline of setting appropriate boundaries and will seek and accept assistance from our Personnel Committee, staff, and congregation when needed. While we want someone fully engaged in our church's life, we imagine a pastor who is committed to taking adequate weekly rest, monthly renewal, annual vacation, and sabbatical time. We believe that a pastor who cares well for themselves will be better equipped to care for us.



### **We imagine our next pastor as someone who champions our identity as an ecumenical Cooperative Baptist Fellowship congregation.**

We see a leader who will actively participate in CBF life and keep our congregation informed and engaged with this important identity partnership. Our pastor will teach and practice the Four Baptist freedoms that frame our heritage: Bible freedom, soul freedom, church freedom, and religious freedom. We imagine someone who not only affirms but actively supports women in ministry, celebrating the gifts God has given to all people regardless of gender. This leader will seek ecumenical engagement and partnerships throughout Maryville and beyond, understanding that God's kingdom is bigger than any single congregation or denomination.



## Our Heart's Desire

Above all, we imagine our next pastor as someone who will love us well while challenging us to grow.

We want a leader who will honor our history while helping us write new chapters of faithfulness.

We envision someone who will celebrate our identity as "a church of grace" while calling us to live out that grace more fully in our community and world.

We imagine a pastor who will laugh with us, cry with us, pray with us, and dream with us as we continue discovering what it means to be Monte Vista Baptist Church in the years ahead.

If you sense God's call to explore whether you might be the pastor we're imagining, we invite you to contact our Pastor Search Committee chairperson, Mike Wilkins, at [psc.chair.mvbc@gmail.com](mailto:psc.chair.mvbc@gmail.com).

We promise to treat all communications with respect and confidence as we seek to discern God's will together.