

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Peoples Congregational Church
Sidney, MT

Pastor

UCC, MT North

February 2020

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*

INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

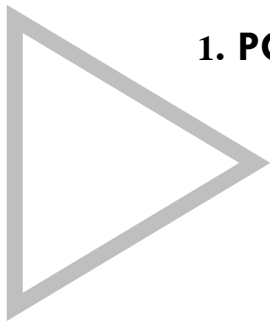
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings and many prayers. As the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (**WHO IS GOD CALLING US TO BECOME**). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub, and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: Peoples Congregational Church

Street address: 405 10th AVE SW, Sidney, MT 59270

Photographs:



What we value about living in our area (2 – 3 sentences):

Our area is rich in history, community, and outdoor activities. We're 5 minutes to anywhere you need to go. Excellent healthcare, schools, and people. Very community focused.

Current size of membership: 80

Languages used in ministry (*other than English*): none

Position Title: Pastor

Position Duration (*choose one, delete the other options listed*):

Designated-Term – a called position for a designated time period for a defined purpose, in which the pastor may move church membership to the congregation served and may move standing to the related association

Compensation Level (*choose one, delete the other options listed*):

Full Time

Does the total support package meet conference compensation guidelines? yes

1b. SCOPE OF WORK

(add here the Scope of Work developed by your church using the Call Agreement Workbook)

Core Competencies:

Peoples Congregational Church is seeking a pastor who is outgoing, caring, and able to motivate.

1c. COMPENSATION AND SUPPORT

As per

Conference Guidelines

1d. WHO IS GOD CALLING TO MINISTER WITH US?

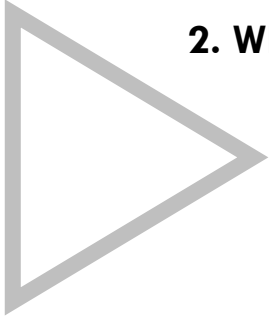
Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

Continuing old-standing values while incorporating new ideas and traditions. Reach out to existing members and help us grow the church and get more involvement.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls. Volunteering, Collaborative, Community-Oriented
Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling. ENGLISH

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

1. Spiritual Foundation for Ministry: Openness to continuing discernment of one's call in community.
2. UCC Identity for Ministry: Active membership at the local church.
3. Personal & Professional Formation for Ministry: A healthy sense of self as shaped by God, community, and personal experience.
4. Knowledge & Skills for Ministry: The ability to preach the good news, lead worship, and participate in the sacraments in a manner faithful to the broader Christian heritage and appropriate to the characteristics of a specific culture and setting.



2. WHO IS GOD CALLING US TO BECOME?

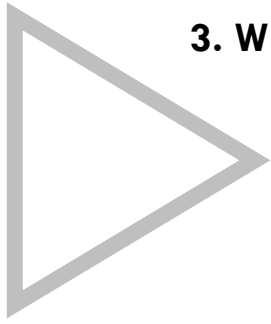
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

Good people, compassionate, and caring. Sharing God’s word.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

The mission statement of Peoples Congregational Church is to provide an environment in which people of all ages can participate in the worship and praise of God through the teaching of the Gospel of Jesus Christ, music, prayer and the sacraments: to provide Christian education and outreach to people of the church family and in the community: to join with other churches in the basic and special support of missions.



3. WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe several strengths or positive qualities of your congregation.

Financially, seems to workout. Welcoming. Strong core group of members, caring congregation for church and community, willingness to give time, talent and tithes, beautiful and accessible space.

Describe what worship is like when your congregation gathers.

For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?

Service based on the guidelines of the UCC: take the scripture and correlate to everyday life – service in Sidney at 11am

Describe the educational program/faith formation vision of your church.

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

Part of council, youth education, Bible Studies + congregation fellowship and prayer

Help with fundraisers and outreach

Sunday School + Vacation Bible School

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

- When it comes to decision-making, how many hours are spent in meetings per month?
2
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? Structurally, by-laws; informally organized and committees (we always get things done and have many people to volunteer. Structurally very laid back.
- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No] Yes

3b. 11-YEAR REPORT

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	70	
Number of active non-members:	21	
Total of church participants (sum of the numbers above):	91	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	78%	
Less than 10, more than 5 years:	4%	
Less than 5 years:	18%	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
8	1	0	7	10	2	18	26	19	91

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	1%	
Households with minors:	22%	
Single adults age 35-65:	3%	
Joint households with no minors:	67%	
Single adults over 65:	7%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	57%	
College:	42%	
Graduate School:	1%	
Specialty Training:	0	
Other (please specify):	0	

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	40%	
Adults who are retired:	52%	
Adults who are not fully employed:	8%	

Describe the range of occupations of working adults in the congregation: Farming/Ranching, Business Professionals, Oilfield

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	8 10	Men Ladies of group
Baptisms <i>(number last year)</i>	5	Pastor & Parents
Children’s Groups or Classes	8 30	Christian Ed, Teachers
Christmas Eve and Easter Worship	40 50	Pastor Pastor
Church-wide Meals	30	Lay Group planning event
Choirs and Music Groups	8	Teachers
Church-based Bible Study	7	Pastor
Communion <i>(served how often?)</i>	Monthly, Easter, Xmas Eve	Pastor
Community Meals	65	Pastor/Ladies of Church

Lenten Lunches		
Confirmation (<i>number confirmed last year</i>)	0	Pastor
Drama or Dance Program		
Funerals (<i>number last year</i>)	4	Pastor/Family
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups Mayflower Circle Prayer Chain	10	Women of Circle
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)		
Worship (time slot: 11AM)	20	Pastor
Worship (time slot: 7:30PM)	15	Pastor
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
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If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Secretary		Part Time	Pastor	2 years
Housekeeper		Per-hour contracted	Pastor	8 years
Organist (4)		Per Sunday	Pastor	10 years

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$ 94,386
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$
Endowment Draw (<i>beyond what is permitted by spending policy,</i>	\$

<i>“drawing down the principal”</i>)	
Fundraising Events	\$ 120
Gifts Designated for a Specific Purpose	\$ 1207
Grants	\$
Rentals of Church Building	\$
Rentals of Church Parsonage	\$
Support from Related Organizations (e.g. <i>Women’s Group</i>)	\$ 1100
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$ 96,813

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 143,623

Attach most recent church budget, spending plan, operating statement, or annual treasurer’s report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 73.71%

Has the church ever failed to pay its financial obligations to a minister of the church? No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? *(indicate those included during the most recent fiscal year)*

☒ Our Church’s Wider Mission (OCWM – Basic Support)

☒ One Great Hour of Sharing

☐ Strengthen the Church

☒ Neighbors in Need

☐ Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? *(recommended 10%) budgeted*

What is the church's current indebtedness? 0

If the church has had capital campaigns in the last ten years, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.

Does your church have an endowment? yes

What is the market value of the assets? \$103,497

Are funds drawn as needed, regularly, or under certain circumstances? yes

Other Assets

Reserves (savings): \$ 93,563.00

Investments (other than endowment): \$ 7,512

Does your church have a parsonage? yes

Fair market rental value of the parsonage:

How is the parsonage used? Minister

Street / City / State / Zip: 309 11th AVE SW, Sidney, MT 59270

Finished square footage:
Number of Bedrooms, Number of Bathrooms: 3-2
Assessed real estate value:
Available for minister residence: Y
Expected minister residence: Y
Condition of structure, systems and appliances: Good
Entity in the church responsible for review and needed repairs-Property

Describe all buildings owned by the church: Church & Parsonage

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) ALL

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

Kitchen Remodel, 100 year celebration, importance of church in the Sidney community
“we’d marry and bury anybody”

Describe a specific change your church has managed in the recent past.

Aging congregation, integrating a younger demographic

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement...” Describe your congregation's values and practices when it comes to conflict. Try to gather and listen to sidnes-caring and compassionately; after our last conflict, 15+ years ago, our congregation has been cohesive

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without

being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

Has any past leader left under pressure or by involuntary termination?

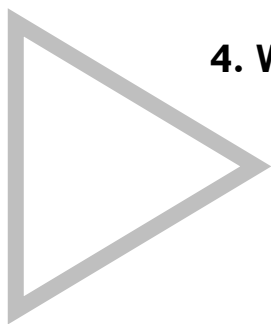
Yes, twice

Has your church been involved in a Situational Support Consultation?

Yes

Has a past pastor been the subject of a Fitness Review while at your church?

No



4. WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

*For example, which service activities has your church participated in this past year?
Where has the church participated in global connections of care and justice? What is currently transformational in your church's engagement with neighbors near or far?*

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

Lenten Lunches, Methodist Church, Neighbors in Need/Bible Sticks

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.)

Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> None |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future? No

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional). Methodist shared 9 months during their remodel + Lenten Lunches

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out. Yes, Youth

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time? We don't account for his time-nothing is assigned. Neil was involved with community lunches, Lenten Lunches, walk with the Sisters, services at the Lodge and Nursing Home

4b. MISSION InSite

Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

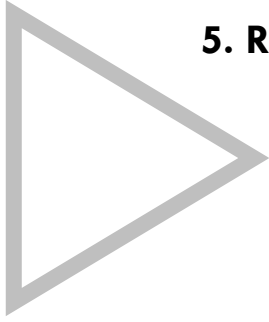
How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

How are the demographics of the community currently shaping ministry, or not?
Wednesday Night Services-younger families, returning to Sidney

What do you hear when you talk to community leaders and ask them what your church is known for? Our building, pastor
Our church is involved in all aspects of the community through our church members. We are sharing and caring.

What do new people in the church say when asked what got them involved?

Members reaching out—someone asked them to come to church.



5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Sister Rita Rauschendorfer / Pastoral Ministry/ St. Matthews Catholic Church
(406.488.6021 / ritakay@emmaushouse.co / Friend of the Congregation)

To whom it may concern:

I'm writing in support of the call process for a new Pastor.

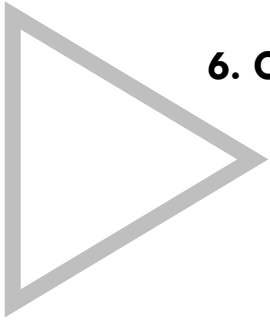
I have been in ministry for St. Matthew's Catholic Church and it's Missions for over 10 years and have had many experiences with the members of People's Congregation as well as Pastor Neil. Pastor Neil has been wonderful to work with and I have found the congregation very open and supportive of collaborative activities.

Some of the things that we have participated in together are: Lenten Lunches where our churches rotated speakers and luncheons during Lent, People's has participated in our Taize Prayer Services for Peace where their Sanctuary was the place for one of the four Taize Prayer Services during the school year, People's was also very enthusiastic in their participation of the Holy Week Pilgrimage from IGA to St. Matthew's with prayers and song while a large cross was carried.

A few years ago Sr. Regina and I led an 8 week Grief Recovery group at People's Church. The Pastor and members were very hospitable and supportive of our ministry held in the Parish Center.

Thank you for this opportunity to express my gratitude and appreciation of Pastor Neil and the members of People's Congregation.

Sr. Rita Rauschendorfer
Pastoral Ministry
St. Matthew's Catholic Church
406.488.6021



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

“Dear God, find us someone good.”

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *Group of Church Members*
2. Additional comments for interpreting the profile: Please reach out if you have any questions!

Signed: Kristan Haugen

Name / Title / Date: Kristan Haugen, Pastoral Search Committee Chair, 2/27/2020

6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.

A handwritten signature in black ink, appearing to read "Marc Stewart", is written over a light blue horizontal line.

Signature:

Name / Title: Marc Stewart, Conference Minister

Email: marc@mnwcucc.org

Phone: 406.647.2040

Date: March 26, 2020

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22

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LOCAL CHURCH PROFILE

First Congregational Church of Savage, UCC
Savage, Montana

Pastor

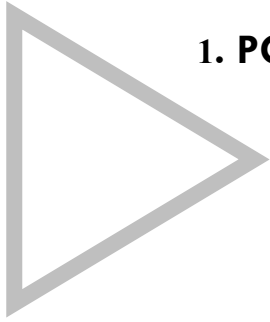
Montana- Northern Wyoming Conference

March 2020

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having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*



1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: First Congregational Church of Savage

Street address: 102 2nd Ave South, Savage, MT 59262

Conference: Montana – Northern Wyoming Conference

Association: United Church of Christ

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email): Marc Stewart, Conference Minister, 406-656-8688, marc@mnwucc.org

Summary Ministry Description:

Our small church in Savage, Montana is seeking a pastor. We're looking for a person who is fully committed to the teaching of God's grace toward humanity found in, and accomplished through Jesus Christ. We are a small group of believers made up of older adults, some middle aged adults, and currently, no children. We are seeking a person who can effectively teach, lead, and help care for all ages. Being small, we have limited resources, but we believe the right person for us would be one who is willing and able to take on the challenge of being in a rural Montana setting, and see potential for growth. We are not a new church. We have a building. Our numbers have decreased in recent years and but are a committed group of parishioners. We are a hard-working, ambitious and dedicated congregation.

Photograph:



What we value about living in our area (2 – 3 sentences): Nestled in the Yellowstone River Valley, Savage, Montana, is a small, rural, farming community of about 250 people. Our community members look out for each other, value our way of life, and enjoy the beauty of the area.

Current size of membership: 35 individuals

Languages used in ministry (other than English): None

Position Title: Pastor

Position Duration: Designated Term – a called position for a designated time period for a defined purpose, in which the pastor may move church membership to the congregation served, and may move standing to the related association.

Compensation Level:

Full Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

Core Competencies:

First Congregational Church is seeking a pastor that is faithful, caring, outgoing, and has the ability to motivate our parishioners.

1c. COMPENSATION AND SUPPORT

Salary Basis: In-line with our Conference Guidelines.

1d. WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

- Strong commitment to Christ, and a sense of God's calling to be a pastor

- Integrity and honesty, with a life marked by prayer, faith, compassion and love.
- Sense of vision to connect with congregation through introductions, sermons, and various meetings
- Provide outreach: to strengthen our believers, and reach out to our inactive members

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

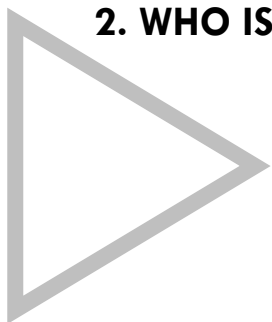
- Collaboration with community, with our members, and recruitment efforts
- Spiritual growth for our members
- Continuation of our traditions, with open mindedness to new ideas as well

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling. Fluent speaking and comprehension of the English language is a MUST.

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that your next minister will display to further equip the congregation's ministry in these areas.

1. Spiritual Foundation for Ministry: Openness to continuing discernment of one's calling in our community.
2. UCC Identity for Ministry: Active membership at our local church
3. Personal & Professional Formation of Ministry: A healthy sense of self as shaped by the Lord, community, and personal experience.
4. Knowledge & Skills for Ministry: The ability to deliver the good news, lead worship, and participate in the sacraments in a faithful manner to broaden Christianity in our church.

2. WHO IS GOD CALLING US TO BECOME?

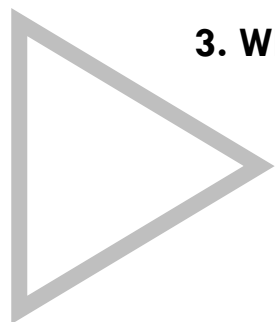


“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation? The First Congregational Church's congregation is being called to be faithful, caring, and compassionate people sharing the Lord's Word.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation. The Mission of First Congregational Church is to worship God, to develop our youth, to expand our Christian fellowship and to respond to our community and wider church needs. Through our study of the living Word of God, we will provide a lasting spiritual atmosphere.

Our congregation is dealing with is an aging population of members. We are seeing decreasing attendance numbers, as our elders are transitioning out of their homes into other facilities, or passing. With 3 other churches in our small community of 250, the recruitment efforts are challenging.



3. WHO ARE WE NOW?

"You shall love your neighbor as yourself." (Matthew 22:39 NRSV)

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe several strengths or positive qualities of your congregation: Our congregation is very caring and welcoming. We are willing to volunteer our talents, our time, and we support our church financially.

Describe what worship is like when your congregation gathers: We conduct our 9:00 AM services in our building, per UCC guidelines. The scripture is the foundation of the sermons, with the application to our everyday circumstances. We also have music incorporated.

Describe the educational program/faith formation vision of your church: While we do not currently have any youth in our educational program, we are nurturing our young adults. We have young adults on our council, singing at special services, and providing the responsibilities of serving communion, taking offering, etc.

Describe how your congregation is organized for ministry and mission. When it comes to decision-making, how many hours are spent in meetings per month? 1 hour. We meet as a council once a month, unless otherwise needed.

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? Our church's basement was flooded unexpectedly last March. Volunteer members were immediately on hand to pull the carpet, the walls, and remove any damage from the water. We have been working to finish the flooring as we are able. That is taking some time.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? Yes

3b. 11-YEAR REPORT

Please see the attachment from the Conference Office.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	12	
Number of active non-members:	5	
Total of church participants (sum of the numbers above):	17	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	75%	
Less than 10, more than 5 years:	15%	
Less than 5 years:	10%	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
				18%		12%	29%	24%	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:		
Households with minors:		
Single adults age 35-65:	6%	
Joint households with no minors:	53%	
Single adults over 65:	29%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	98%	
College:	12%	
Graduate School:		
Specialty Training:		
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	40%	
Adults who are retired:	54%	
Adults who are not fully employed:	6%	

Describe the range of occupations of working adults in the congregation: Our occupations include: farming / ranching, healthcare, business professionals, irrigation specialists, and oilfield support industries.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Our congregation is mostly mono-cultural, with Scandinavian, Russian, Irish, Scottish, and Danish heritage.

Has your congregation recently had a conversation about welcoming diversity? We have had council meeting discussions on welcoming diversity.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes		
Baptisms <i>(number last year)</i>		
Children's Groups or Classes		
Christmas Eve and Easter Worship	35 30	Pastor
Church-wide Meals	30	Ladies
Choirs and Music Groups		
Church-based Bible Study		
Communion <i>(served how often?)</i>	Monthly Christmas Easter	Pastor
Community Meals		Pastor & ladies

Confirmation		
Drama or Dance Program		
Funerals (<i>number last year</i>)	2	Pastor
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	1	
Worship (time slot: 9:00 AM)	12	
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
Other		

Additional comments:

List all current staff, excluding position trying to fill

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Shared secretary with Sidney		Part-time	Pastor	3 years
Housekeeper		Per hour contracted	Pastor	8 years
Organist		1 Sunday per month	Pastor	3 years

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$ 12,083.00
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ 23,000.00
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$
Fundraising Events	\$
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$
Rentals of Church Parsonage	\$
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify): 2018 carryover	\$ 5,403.13
TOTAL	\$ 40,486.13

Current annual expenses (dollars budgeted for most recent fiscal year): \$37,371.35

Considering total budgeted expenses for the year compare total ministerial support. What is the percentage? 78%

Has the church ever failed to pay its financial obligations to a minister of the church? No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year?

☒ Our Church's Wider Mission (OCWM – Basic Support)

☒ One Great Hour of Sharing

☐ Strengthen the Church

☒ Neighbors in Need

☐ Christmas Fund

What is the church's current indebtedness? 0

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. We will complete the flooring, painting and touch ups to the basement as we are able.

Does your church have an endowment? Yes

What is the market value of the assets? \$148,000

Are funds drawn as needed, regularly, or under certain circumstances? Yes

Does your church have a parsonage? Our sister church, People's Congregational Church, has ownership of the parsonage that the pastor uses

Street / City / State / Zip: 309 11th Ave SW, Sidney, MT

Number of Bedrooms, Number of Bathrooms: 3, 2

Available for minister residence: Yes

Expected minister residence: Yes

Condition of structure, systems and appliances: Good

Describe all buildings owned by the church: Church

Which spaces are accessible to wheelchairs? We are not wheelchair accessible.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry? In order to appeal to more people, we must take measures to become wheelchair accessible.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years. Our church has made itself available to our community. Our pastor has volunteered to minister to our assisted living patrons. We have married and buried individuals that have no connection to our congregation, as we feel it's the right thing to do.

Describe a specific change your church has managed in the recent past: Our aging congregation and the floor damage. Due to lack of sheer labor, the project is taking a long time to complete.

Describe your congregation's values and practices when it comes to conflict. If a disagreement happens, the leadership of our council remains calm, assures that all voices are heard, and then lets the majority decide the best course of action.

Has any past leader left under pressure or by involuntary termination? Yes

Has your church been involved in a Situational Support Consultation? Yes

Has a past pastor been the subject of a Fitness Review while at your church? No



4. WHO IS OUR NEIGHBOR?

"You shall love your neighbor as yourself." (Matthew 22:39 NRSV)

- a. COMMUNITY VISION
- b. MISSION InSite

4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy? Our members have represented us at joint community services, vacation bible school, serving on emergency medical services and fire department.

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future? No, our focus has been mainly on our local efforts.

Describe your congregation's participation in ecumenical and interfaith activities: We participate in community wide luncheons, joint services for Lent, Easter, Thanksgiving, and Christmas.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? We identify youth in our mission, yet our youth has transitioned out of community to seek their own futures.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time? Our previous minister was accountable to our councils. He managed his time very, very well, without direct supervision. He represented us at regional and conference meetings. He was always available, even at a moment's notice.

4b. MISSION InSite

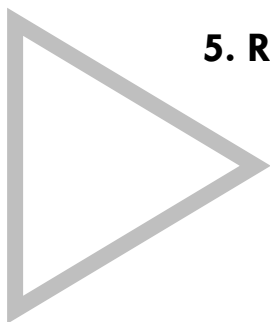
Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown? Our report shows moderate growth, high education levels, median family income, mostly married couples, mostly white population, and above average household income.

How do your congregation's internal demographics compare or contrast to the neighborhoods adjacent to your church? Our congregation's demographics are very similar to churches in our neighborhood.

How are the demographics of the community currently shaping ministry? Our church fills the gaps as needed: ie; participating in school events, ministering to our assisted living residents, etc.

What do you hear when you talk to community leaders and ask them what your church is known for? Our church has been known for our outgoing pastor. Our congregation is willing and involved in all aspects of our small town.

What do new people in the church say when asked what got them involved? New people have commented that they felt warmly welcomed, included and invited to become involved.



5. REFERENCES

REFERENCE 1

Sandy Ler / Parishoner / Resident of Savage
406-798-3412 / No Email / Friend of the Congregation)

Describe some areas of strength in this church's ministry: "The previous pastor's message was based on scriptures, and he was very talented at applying the lessons to today's situations. Though attendance is low, his message was inspiring and uplifting."

Describe some areas for improvement in this church's ministry. "The ministry is very good, however; more members should be attending regularly, and I'm not sure why they aren't."

Describe a significant experience you have had of this church's ministry. "We have attended other churches, but really felt a welcoming connection with this ministry."

"Our region is conservative, and has generations of family values coursing through this community. Having a pastor to that meets us where we are is so important to us."

Sincerely,

"Sandy" Ler, Savage Resident
406-798-3412

This information was gathered by telephone and authorized by the reference; as she does not have email

REFERENCE 2

Linda Bergstedt / Monthly Organist / Resident of Savage
406-798-3425 / cllbergs@midrivers.com / Friend of the Congregation)

Describe some areas of strength in this church's ministry: "I think the personal relationships between the Congregants, and the Pastor and Congregants is very strong."

Describe some areas for improvement in this church's ministry. "I think an outreach to the community of Savage would attract more people and youth. IE: bible studies and Sunday School."

Describe a significant experience you have had of this church's ministry. "The music in the church is very attractive to me. The church's singers are talented and strong. The organization of the church services is smooth and appealing."

"I'm very sorry to hear that the pastor is leaving, I hope that your church will continue and grow."

Sincerely,

Linda Bergstedt
Monthly Organist
406-798-3425
cllbergs@midrives.com

This information was gathered by telephone and authorized by the reference

REFERENCE 3

Timothy Tharp / Minister / First Lutheran Church of Savage
406-788-3168 / timtharpmt@gmail.com / Friend of the Congregation)

Describe some areas of strength in this church's ministry: "I have been very impressed with the ecumenical work of PCC/FCC during my past two years. First Lutheran Church in Savage works cooperatively with First Congregational Church of Savage in many ways. We swap services back and forth between our churches during Lent, we share the ministry of providing weekly services every Wednesday afternoon at Savage Sunrise Manor, and Peoples Congregational Church in Sidney hosts our weekly Text Study which is attended by about eight protestant ministers every Tuesday, and I know that their pastor attends other ecumenical

meetings and he epitomizes our collective belief in the "holy catholic and apostolic church" and that we are all preaching the same message even though our various church-wide bodies may have different constitutional beliefs and practices."

Describe some areas for improvement in this church's ministry. "I could not presume to try to answer this."

Describe a significant experience you have had of this church's ministry. "As a minister of a two-point parish with additional ministries, I find myself always leading worship, which is different than being able to worship. Through the cooperative efforts with First Congregational Church, I know that I have a local church that I am able to attend when the schedule allows. I have always been a welcome visitor and been treated exceptionally well when attending FCC in Savage."

"As an ecumenical partner, I would hope that whomever you call to replace Pastor Neil has a similar love for rural Montana and a desire to continue the shared work that we already do together."

Timothy Tharp
Minister of First Lutheran Church of Savage
406-788-3168
timtharpmt@gmail.com

This information was gathered by email and authorized by the reference



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

“Heavenly Father,

We ask that you look graciously upon this congregation as we search for a new pastor. We ask that your will and wisdom surround us and lead us, as we begin this calling process. We ask your direction and guidance for the search committee members who shall choose our new spiritual leader: that we may receive a faithful pastor who will lead us in your ways.

Lord, grant us perception and faithfulness that we may hear your voice in all our deliberations. Give us the ability to truly hear each other, and those who have entrusted us with this process. Give us courage to respond and act as you lead us.

Be with us, Holy Spirit.

*We pray this through Jesus Christ our Lord,
Amen”*

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. *Which individuals in the church contributed to the contents of this Local Church Profile?*
A group of church members
2. *Additional comments for interpreting the profile:* Please don't hesitate to contact us if you have any questions about our community or our profile.

Signed: Leslie Messer
Moderator, First Congregational Church
Search Committee member, 3/12/2020

6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

Marc Stewart, Conference Minister

marc@mnwcucc.org

406.647.2040

March 26, 2020



**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22

The QuickInsite Report

Prepared for: Local Church Ministries of the Natl Office UCC (United Church of Christ)
Study area: 5 mi Around 405 10th Avenue Southwest, Sidney, Montana 59270, United States of America

Base State: MT
Current Year Estimate: 2019
5 Year Projection: 2024
10 Year Forecast: 2029
Date: 3/2/2020
Semi-Annual Projection: Fall

About the QuickInsite Report

The QuickInsite report is designed to provide a quick look at a geography defined by a user. It provides an initial impression of a study area through a set of 12 demographic variables, the top 10 Mosaic Segments and 5 Religious Beliefs and Practices derived from the Simmons National Consumer research data.

NOTE: Not all of the demographic variables available in the MI System are found in this report. The FullInsite or ExecutiveInsite Reports will give a more comprehensive view of an area's demographics and ViewPoint a fuller view of its beliefs and practices.

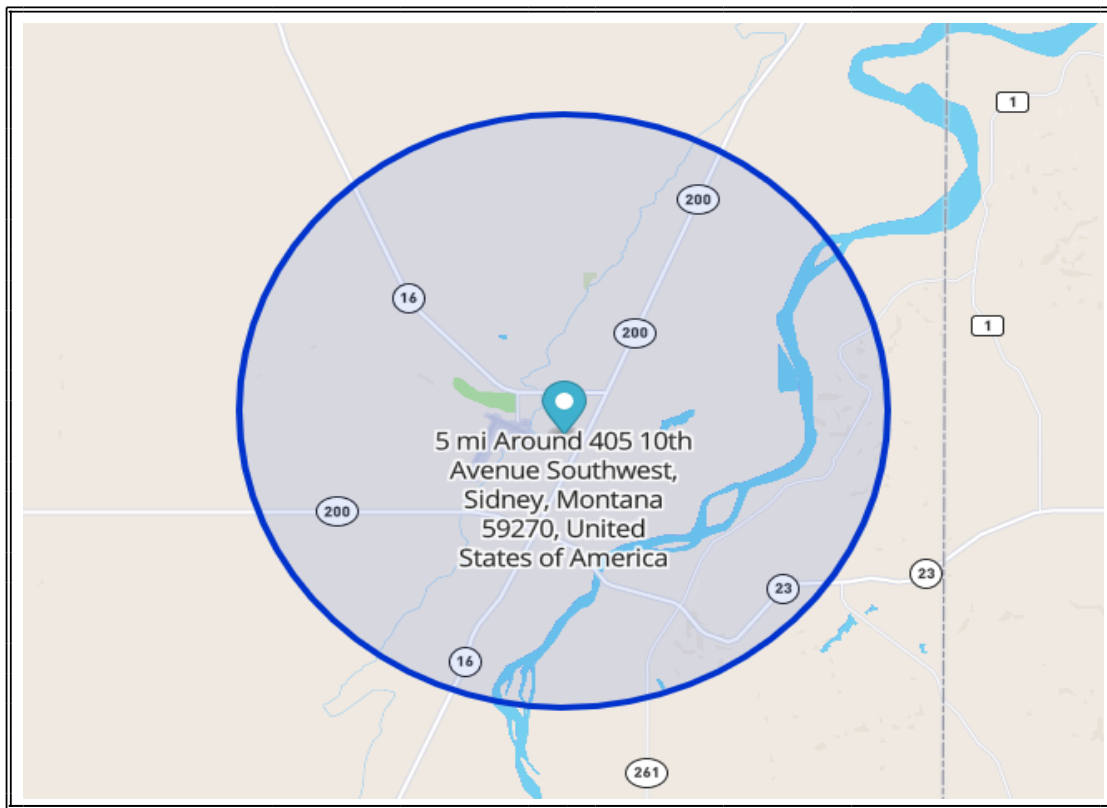
Two Sections

Two reports are provided on the following pages.

- The **StoryView** Report presents 9 demographic indicators of your study area.
- The **ThemeView** Report presents greater detail about those 10 indicators but organized around themes.

For more information on interpreting the various data on this report, please refer to the Supporting Information on the final page.

THE STUDY AREA



More Information

Please refer to the last page of the report for additional notes and interpretation aides in reading the report.

StoryView

Significant Demographic Indicators of the Study Area's Story

1	Population Change					
	In the 10 year future, how is this area expected to change? (See Population and Families Theme)	Significant Decline	Moderate Decline	Little Change	Moderate Growth	Significant Growth
2	School Age Change					
	In the 10 year future, how is the population of school age children in this area expected to change? (See Age Theme)	Significant Decline	Moderate Decline	Little Change	Moderate Increase	Significant Increase
3	Families with Children					
	Compared to the state, are families with children more or less likely to live in two parent households? (See Population and Families Theme)	Significantly Less	Somewhat Less	About the Same	Somewhat More	Significantly More
4	Adult Educational Attainment					
	For this area, what is the general level of education of the adults 25 and older? (See Education and Career Status Theme)	Very Low	Low	Mixed	High	Very High
5	Community Diversity Index					
	How diverse is the racial/ethnic mix of this area? (See Community Diversity Theme)	Very Homogeneous	Homogeneous	Moderately Diverse	Very Diverse	Extremely Diverse
6	Median Family Income					
	How does the median family income compare to the state for this area? (See Financial Resources Theme)	Significantly Less	Somewhat Less	About the Same	Somewhat Greater	Significantly Greater
7	Poverty					
	Compared to the state, is the number of families in poverty above or below the state average? (See Financial Resources Theme)	Significantly Below	Somewhat Below	About the Same	Somewhat Above	Significantly Above
8	Blue to White Collar Occupations					
	On a continuum between blue collar and white collar occupations, where does this area fall? (See Education and Career Status Theme)	Very Blue Collar	Somewhat Blue	Closely Split	Somewhat White	Very White Collar
9	Largest Racial/Ethnic Group					
	In this area, which racial/ethnic group is the largest percentage of the population? (See Community Diversity Theme)	Asian (NH)	Black/Afri American (NH)	White (NH)	Hispanic or Latino	Pac Is/Amer Ind/Other

ThemeView

Demographic Descriptions of the Study Area

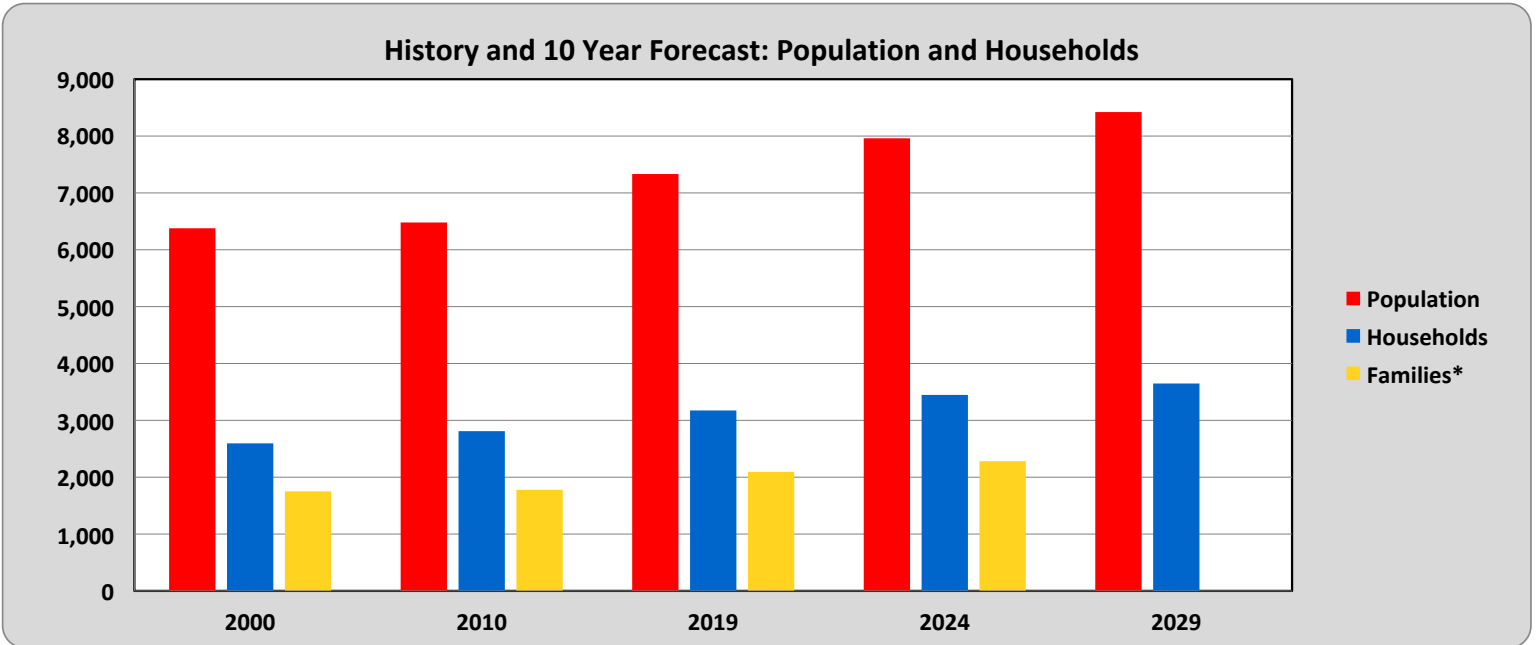
Study area: 5 mi Around 405 10th Avenue Southwest, Sidney, Montana 59270, United Stat

Date: 3/2/2020

Population and Households Theme

Population is the most basic demographic characteristic. It indicates how many persons reside within an area and how that total changes over time. In addition, future population is forecasted looking out 10 years.

Population and Household History with 5 and 10 Year Projected Change

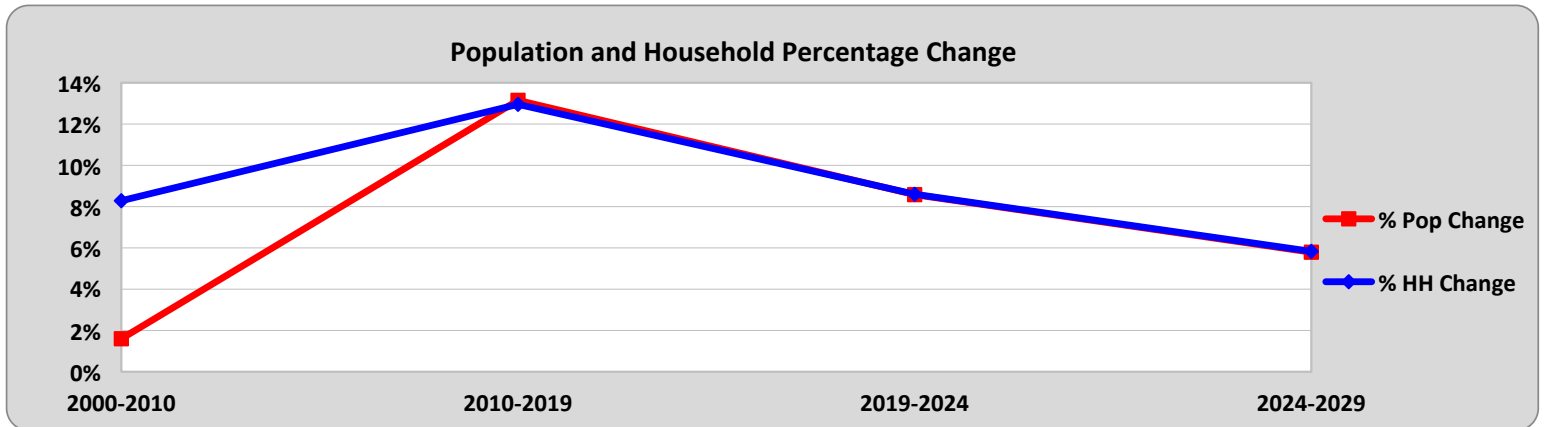


Population, Households & Families

	2000	2010	2019	2024	2029
Population	6,378	6,480	7,332	7,961	8,422
Population Change		102	852	629	461
Percent Change		1.6%	13.1%	8.6%	5.8%
Households	2,595	2,810	3,174	3,447	3,648
Households Change		215	364	273	0
Percent Change		8.3%	13.0%	8.6%	0.0%
Population / Households	2.46	2.31	2.31	2.31	2.31
Population / Households Change		-0.15	0.00	-0.00	-0.00
Percent Change		-6.2%	0.2%	0.0%	0.0%
Family Households	1,750	1,778	2,094	2,282	
Family Households Change		28	316	188	
Percent Change		1.6%	17.8%	9.0%	

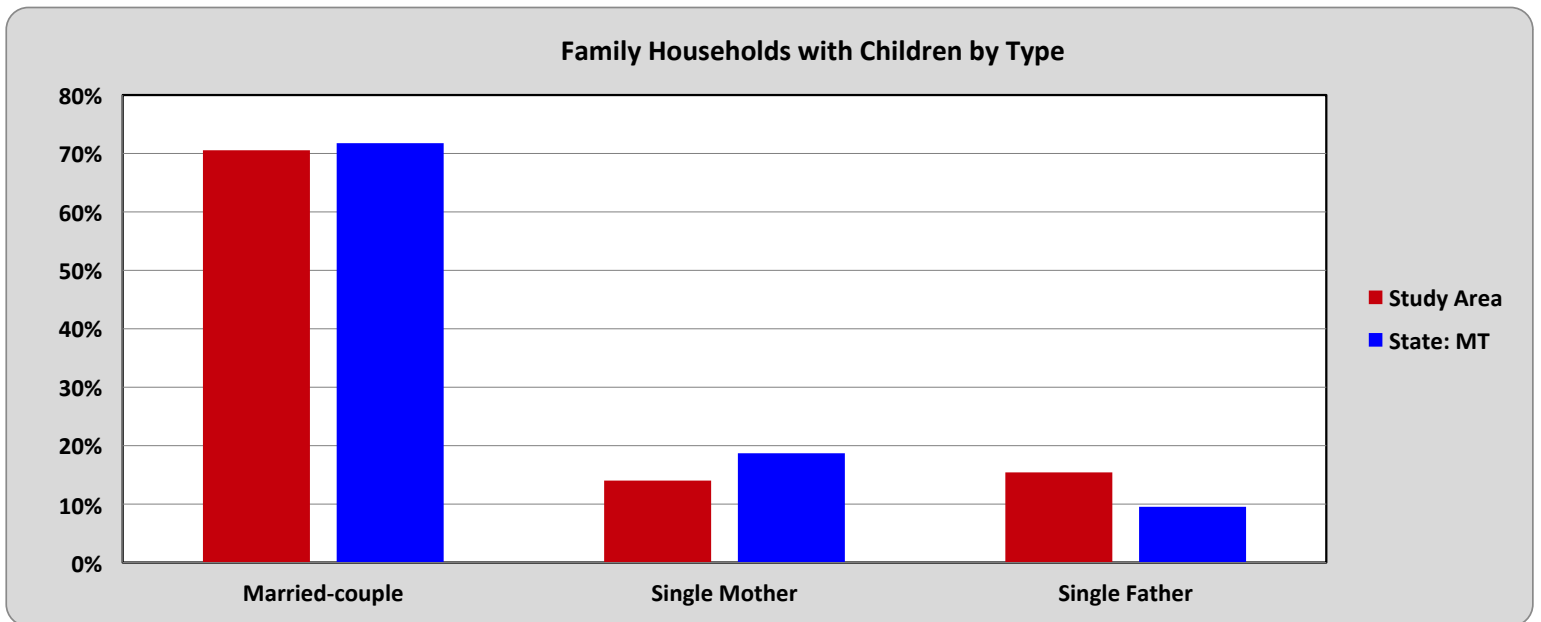
Population and Households Theme

Population and Household History with 5 and 10 Year Projected Percentage Change



Family Households

Family households with children are changing. The traditional married couple structure is evolving into many different family expressions in which children are being raised. These data provide an insight into the family structures within the study area and then compares them to the state.



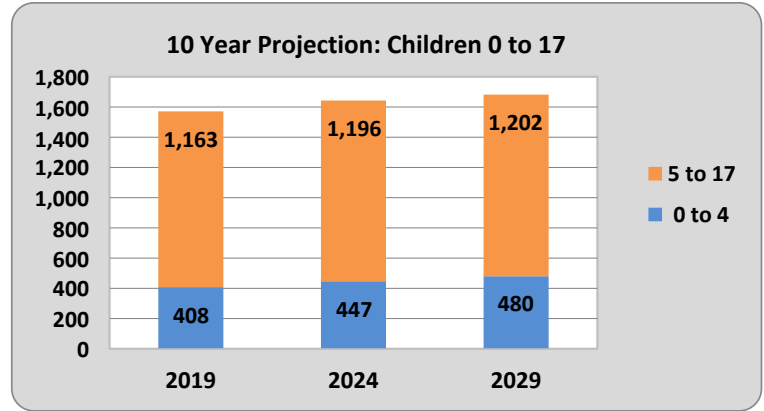
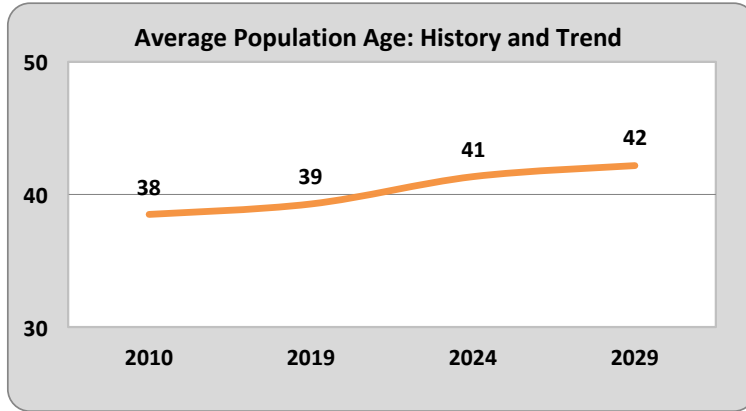
This table presents both the history and projections for family structures in the study area. Take note of the change column to discern how these family structures have changed and are projected to change in the future.

Households with Children	Actual Hhlds by Year			2010 to 2024 % Change	Percent of all Hhlds by Year			2010 to 2024 % Change
	2010	2019	2024		2010%	2019%	2024%	
Family: Married-couple	544	654	715	171	68.5%	70.6%	71.1%	2.6%
Family: Single Mother	164	130	132	-32	20.7%	14.0%	13.1%	-7.5%
Family: Single Father	86	143	159	73	10.8%	15.4%	15.8%	5.0%
Total:	794	927	1,006	212	100.0%	100.0%	100.0%	

Age Theme

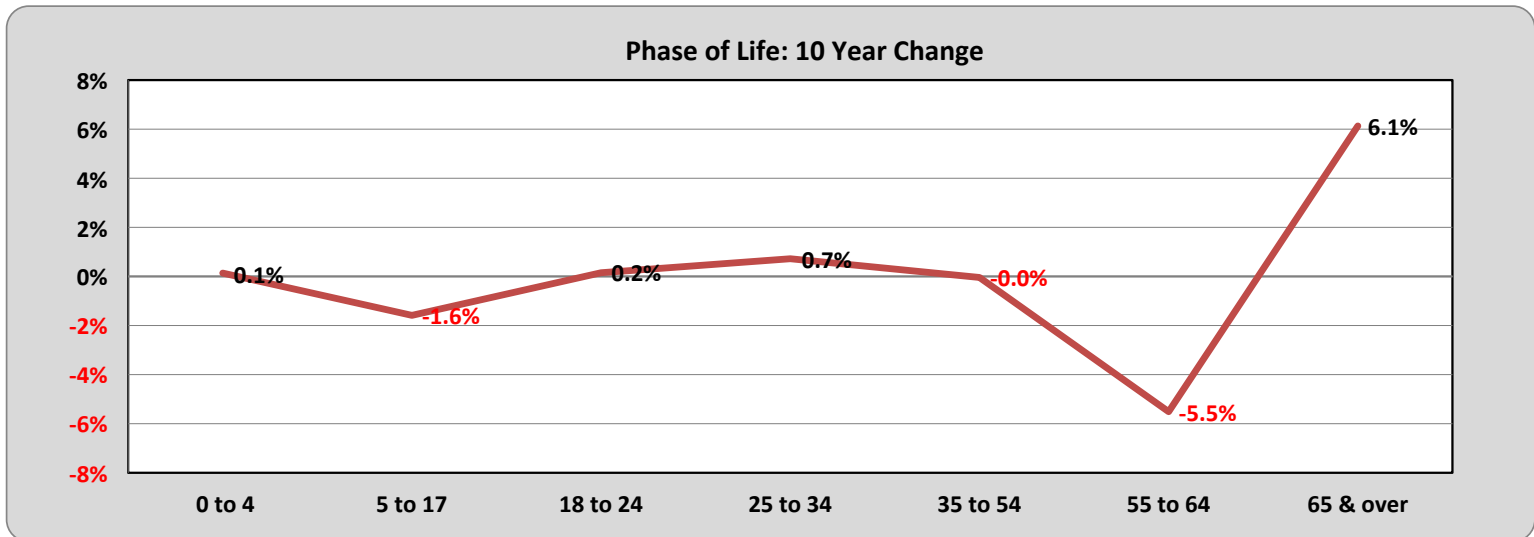
10 Year Average Age and Children 0 to 17 Trends

The age history and forecast reflect changes in a community. For example, two demographic trends currently in play are the aging of the Baby Boom generation and the decline in live births in the late 20th and 21st centuries.



Phase of Life

The Phase of Life 10 Year Change graph highlights life phases that will increase or decrease as a percentage of the total population in the forecasted 10 year future.



Phase of Life presents how a community changes and people age through their various life phases.

Phase of Life	Actual Population by Year & Phase				Percent of Pop by Year & Phase			
	2010	2019	2024	2029	2010%	2019%	2024%	2029%
Before Formal Schooling: 0 to 4	436	408	447	480	6.7%	5.6%	5.6%	5.7%
Required Formal Schooling: 5 to 17	1,070	1,163	1,196	1,202	16.5%	15.9%	15.0%	14.3%
College/Career Starts: 18 to 24	507	649	690	758	7.8%	8.9%	8.7%	9.0%
Singles & Young Families: 25 to 34	794	858	1,014	1,046	12.3%	11.7%	12.7%	12.4%
Families & Empty Nesters: 35 to 54	1,843	1,702	1,802	1,951	28.4%	23.2%	22.6%	23.2%
Enrichment Yrs Singles/Cpls: 55 to 64	877	1,187	1,005	899	13.5%	16.2%	12.6%	10.7%
Retirement Opportunities: 65 & over	953	1,366	1,807	2,085	14.7%	18.6%	22.7%	24.8%
Total:	6,480	7,333	7,961	8,421	100.0%	100.0%	100.0%	100.0%

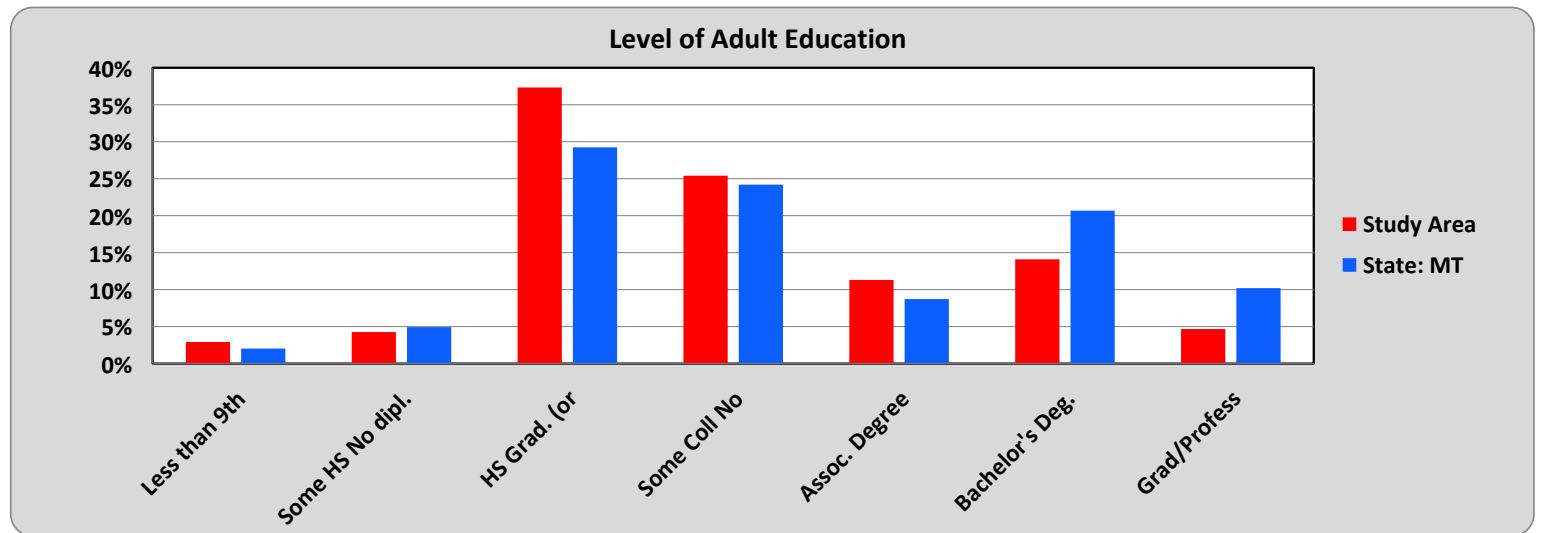
Education and Career Status Theme

The Education/Career Status theme portrays the level of education and the career types by the categories of Blue Collar and White Collar in the study area.

Adult Educational Attainment

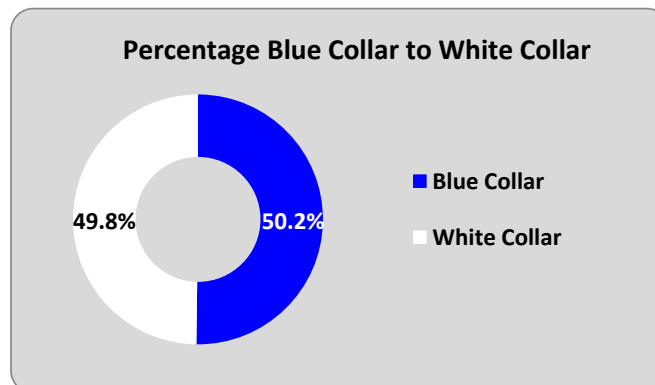
The following graphs array the adult population 25 years of age and older within the study area by their level of education completed.

Adult Educational Attainment Compared to the State of MT



Education Level of Adults 18 Years and Older	Actual Hhlds by Year		2019 to 2024 Change	Percent of all Hhlds by Year		2019 to 2024 % Change
	2019	2024		2019%	2024%	
Less than 9th Grade	149	160	11	2.9%	3.1%	0.2%
Some High School, No diploma	218	226	8	4.3%	4.4%	0.2%
High School Graduate (or GED)	1,909	1,895	-14	37.3%	37.1%	-0.2%
Some College, No degree	1,299	1,292	-7	25.4%	25.3%	-0.1%
Associate Degree	578	560	-18	11.3%	11.0%	-0.3%
Bachelor's Degree	721	716	-5	14.1%	14.0%	-0.1%
Graduate or Professional school degree	239	260	21	4.7%	5.1%	0.4%
Total:	5,113	5,109	-4	100.0%	100.0%	

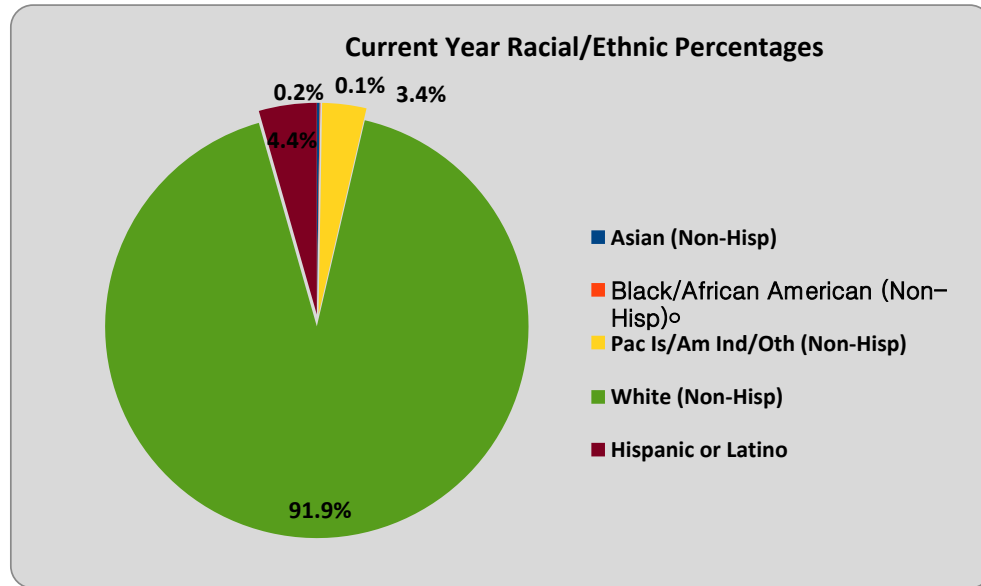
Career Types: Blue Collar and White Collar



Community Diversity Theme

The diversity of a community is shaped by the racial/ethnicity of the people who reside in it as well as people's age, income and education.

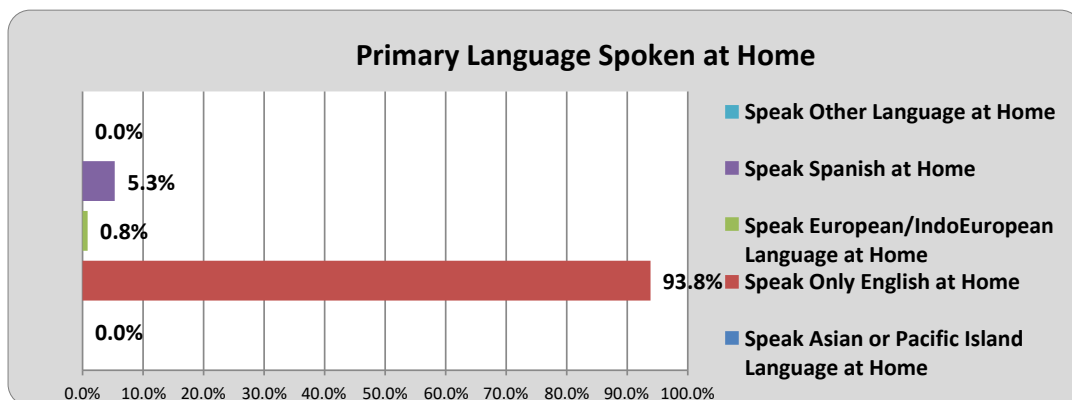
Study Area Racial and Ethnic Diversity



NOTE: Race and ethnicity breakouts are based upon Census Bureau categories. Only those groups for which the Bureau provides extended detail can be reported.

Race and Ethnic History and Trends

Racial/Ethnicity by Year	Actual Population by Year			2010 to 2024 Change	Percent of all Pop by Year			2010 to 2024 % Change
	2010	2019	2024		2010%	2019%	2024%	
Asian (Non-Hisp)	20	16	17	-3	0.3%	0.2%	0.2%	-0.1%
Black/African American (Non-Hisp)	5	4	4	-1	0.1%	0.1%	0.1%	0.0%
White (Non-Hisp)	6,031	6,741	7,235	1,204	93.1%	91.9%	90.9%	-2.2%
Hispanic or Latino	216	324	434	218	3.3%	4.4%	5.5%	2.1%
Pac Is/Am Ind/Oth (Non-Hisp)	208	247	272	64	3.2%	3.4%	3.4%	0.2%
Total:	6,480	7,332	7,962	1,482	100.0%	100.0%	100.0%	

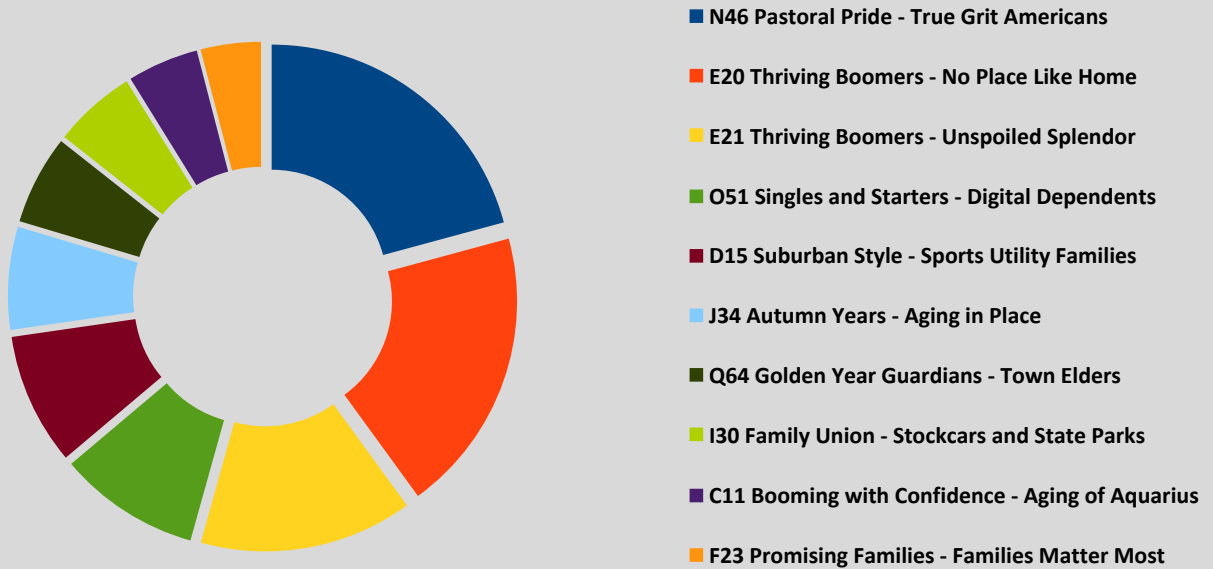


Community Diversity Theme

Mosaic Lifestyle Segmentation Types

Mosaic Lifestyle Types provides insight into the behaviors, attitudes and preferences of the households within the Study Area. The result is a fuller multidimensional understanding of a community, neighborhood, zip code or other geography.

Top 10 Mosaic Segments



Mosaic	Study Area		State		Comparative Index
N46 Pastoral Pride - True Grit Americans	509	16.0%	42,461	9.4%	170
E20 Thriving Boomers - No Place Like Home	470	14.8%	18,382	4.1%	362
E21 Thriving Boomers - Unspoiled Splendor	351	11.1%	29,551	6.6%	168
O51 Singles and Starters - Digital Dependents	233	7.3%	32,272	7.2%	102
D15 Suburban Style - Sports Utility Families	217	6.8%	12,043	2.7%	255
J34 Autumn Years - Aging in Place	169	5.3%	17,712	3.9%	135
Q64 Golden Year Guardians - Town Elders	147	4.6%	37,799	8.4%	55
I30 Family Union - Stockcars and State Parks	136	4.3%	11,118	2.5%	173
C11 Booming with Confidence - Aging of Aquarius	117	3.7%	15,602	3.5%	106
F23 Promising Families - Families Matter Most	99	3.1%	4,266	0.9%	329
	2,448		221,206		

Learn about your Mosaic Households

To access Mosaic Portrait data click on:

[Mosaic USA E-Handbook by Experian](#) (To open in a new Tab hold Control key when you click on the link)

Handbook includes Mosaic Overview and two graphic pages for each of the 19 Groups and 71 Segments.

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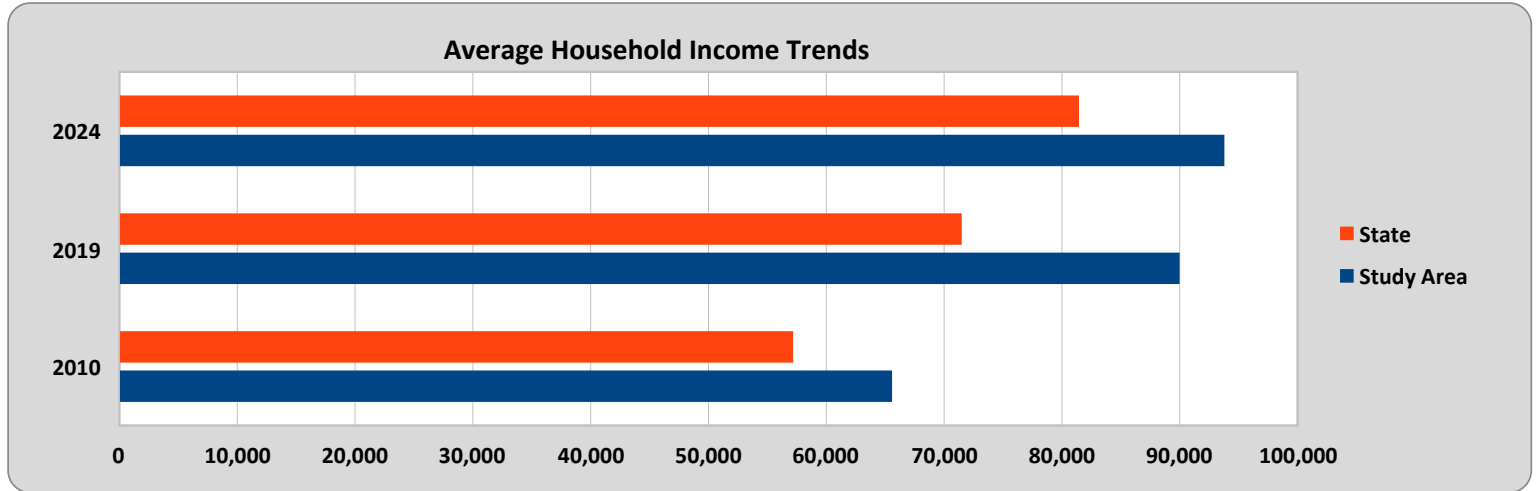
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Sources: US Census Bureau, Synergos Technologies Inc., Experian, DecisionInsite/MissionInsite

Financial Resources Theme

Financial resources available is an indicator of community opportunity or distress. Three variables are presented in this category: 1) Household Income, 2) Family Income and 3) Poverty.

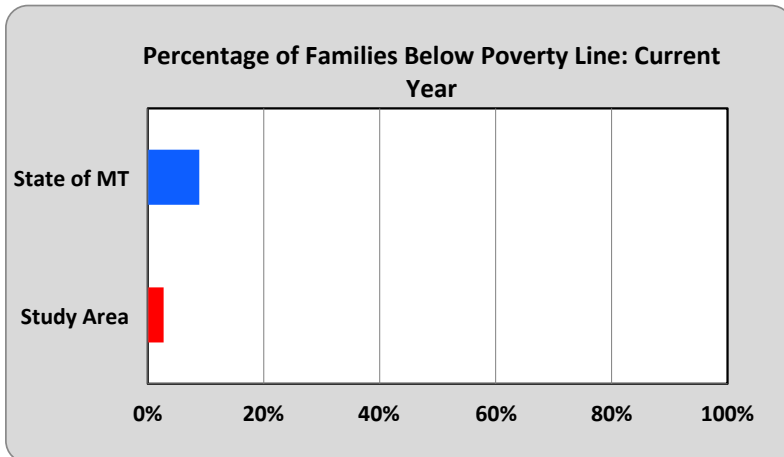
Household Income



Income Trends: Households and Families

	2010	2019	2024	2010 to 2024 Change
Average Household Income	65,581	89,986	93,789	28,208
Median Household Income	56,590	67,473	70,240	13,650
Per Capita Income	28,438	38,955	40,609	12,171
Median Family Income		78,863	78,376	487

Poverty



Poverty Level	Pop	Area % Pop	MT % Pop
Above poverty level	2,036	97.3%	91.1%
Below poverty level	57	2.7%	8.9%
	2,093	100.0%	100.0%

Supporting Information

Correlating the StoryView and DetailView Reports

The Detail View Report presents the important demographic detail behind the Demographic Indicators found on the QuickView page. It is organized around six themes.

DetailView Themes	StoryView Number	DetailView Themes	StoryView Number
1. Population, Households & Families	1 & 3	4. Community Diversity	5 & 9
2. Age	2	5. Financial Resources	6 & 7
3. Education/Career Status	4 & 8		

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Change over time: Several trend tables have a column indicating a change over time. Generally these tables begin with the last census, include the current year estimate, a five year projection and if available, a 10 year forecast. The data in each cell represents a percentage change up or down.

Color Coding: Both the "Change over Time" and "Comparative Indexes" columns are color coded to easily spot any change and the direction of that change.

Change:	Increasing	Stable	Declining
Index:	Above Ave	Ave	Below Ave.

Variable Definitions

Full variable definitions can be found in the MI Demographic Reference Guide. Download it free from the Help/Documents menu located on the map screen of your study area on the MissionInsight website.

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Support

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[Download QuickInsight Worksheet \(To open in a new Tab hold Control key when you click on the link\)](#)

The QuickInsite Report

Prepared for: Local Church Ministries of the Natl Office UCC (United Church of Christ)
Study area: 5 mi Around 308 2nd Avenue, Savage, Montana 59262, United States of America

Base State: MT
Current Year Estimate: 2019
5 Year Projection: 2024
10 Year Forecast: 2029
Date: 3/4/2020
Semi-Annual Projection: Fall

About the QuickInsite Report

The QuickInsite report is designed to provide a quick look at a geography defined by a user. It provides an initial impression of a study area through a set of 12 demographic variables, the top 10 Mosaic Segments and 5 Religious Beliefs and Practices derived from the Simmons National Consumer research data.

NOTE: Not all of the demographic variables available in the MI System are found in this report. The FullInsite or ExecutiveInsite Reports will give a more comprehensive view of an area's demographics and ViewPoint a fuller view of its beliefs and practices.

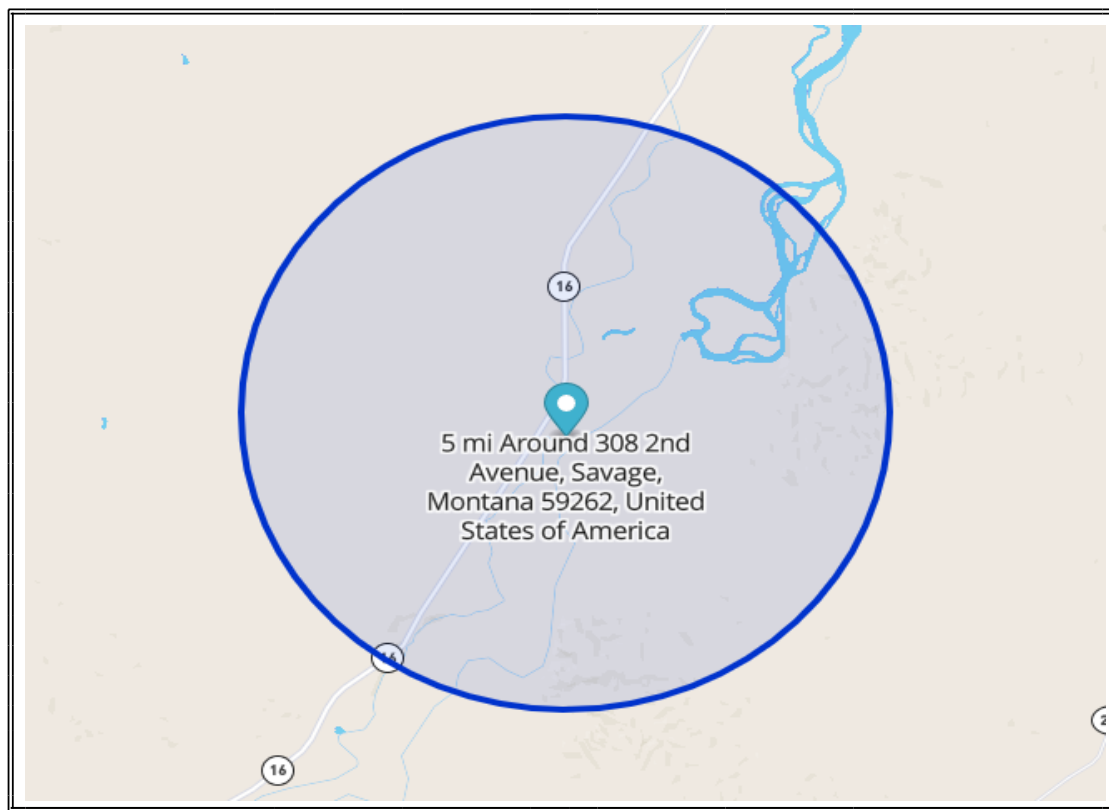
Two Sections

Two reports are provided on the following pages.

- The **StoryView** Report presents 9 demographic indicators of your study area.
- The **ThemeView** Report presents greater detail about those 10 indicators but organized around themes.

For more information on interpreting the various data on this report, please refer to the Supporting Information on the final page.

THE STUDY AREA



More Information

Please refer to the last page of the report for additional notes and interpretation aides in reading the report.

StoryView

Significant Demographic Indicators of the Study Area's Story

1	Population Change					
	In the 10 year future, how is this area expected to change? (See Population and Families Theme)	Significant Decline	Moderate Decline	Little Change	Moderate Growth	Significant Growth
2	School Age Change					
	In the 10 year future, how is the population of school age children in this area expected to change? (See Age Theme)	Significant Decline	Moderate Decline	Little Change	Moderate Increase	Significant Increase
3	Families with Children					
	Compared to the state, are families with children more or less likely to live in two parent households? (See Population and Families Theme)	Significantly Less	Somewhat Less	About the Same	Somewhat More	Significantly More
4	Adult Educational Attainment					
	For this area, what is the general level of education of the adults 25 and older? (See Education and Career Status Theme)	Very Low	Low	Mixed	High	Very High
5	Community Diversity Index					
	How diverse is the racial/ethnic mix of this area? (See Community Diversity Theme)	Very Homogeneous	Homogeneous	Moderately Diverse	Very Diverse	Extremely Diverse
6	Median Family Income					
	How does the median family income compare to the state for this area? (See Financial Resources Theme)	Significantly Less	Somewhat Less	About the Same	Somewhat Greater	Significantly Greater
7	Poverty					
	Compared to the state, is the number of families in poverty above or below the state average? (See Financial Resources Theme)	Significantly Below	Somewhat Below	About the Same	Somewhat Above	Significantly Above
8	Blue to White Collar Occupations					
	On a continuum between blue collar and white collar occupations, where does this area fall? (See Education and Career Status Theme)	Very Blue Collar	Somewhat Blue	Closely Split	Somewhat White	Very White Collar
9	Largest Racial/Ethnic Group					
	In this area, which racial/ethnic group is the largest percentage of the population? (See Community Diversity Theme)	Asian (NH)	Black/Afri American (NH)	White (NH)	Hispanic or Latino	Pac Is/Amer Ind/Other

ThemeView

Demographic Descriptions of the Study Area

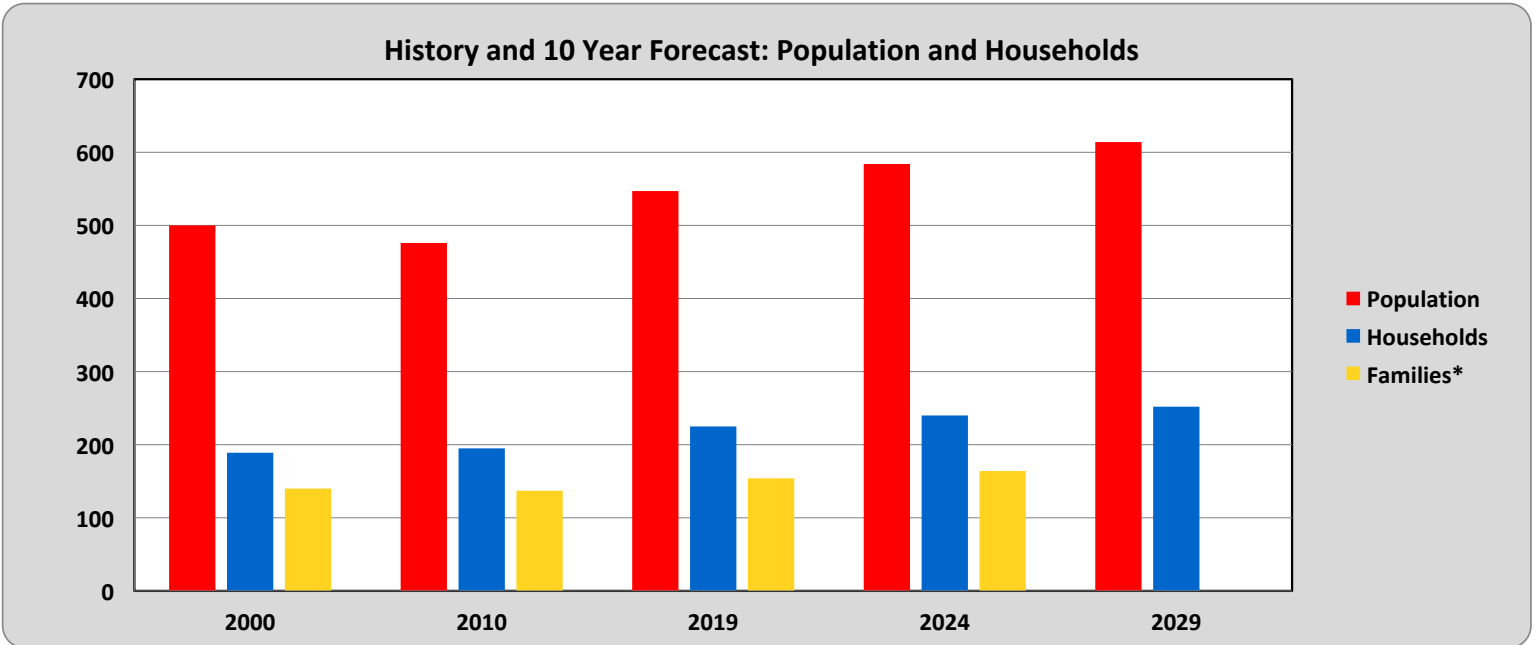
Study area: 5 mi Around 308 2nd Avenue, Savage, Montana 59262, United States of Ameri

Date: 3/4/2020

Population and Households Theme

Population is the most basic demographic characteristic. It indicates how many persons reside within an area and how that total changes over time. In addition, future population is forecasted looking out 10 years.

Population and Household History with 5 and 10 Year Projected Change



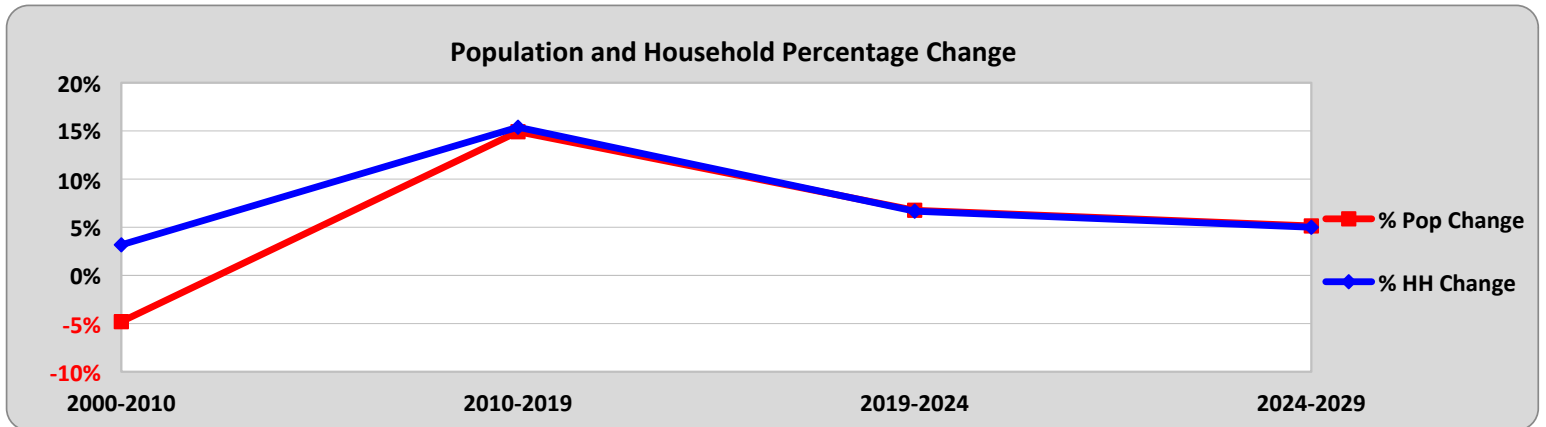
NOTE: Family Household data is not projected out 10 years.

Population, Households & Families

	2000	2010	2019	2024	2029
Population	500	476	547	584	614
Population Change		-24	71	37	30
Percent Change		-4.8%	14.9%	6.8%	5.1%
Households	189	195	225	240	252
Households Change		6	30	15	0
Percent Change		3.2%	15.4%	6.7%	0.0%
Population / Households	2.65	2.44	2.43	2.43	2.44
Population / Households Change		-0.20	-0.01	0.00	0.00
Percent Change		-7.7%	-0.4%	0.1%	0.1%
Family Households	140	137	154	164	
Family Households Change		-3	17	10	
Percent Change		-2.1%	12.4%	6.5%	

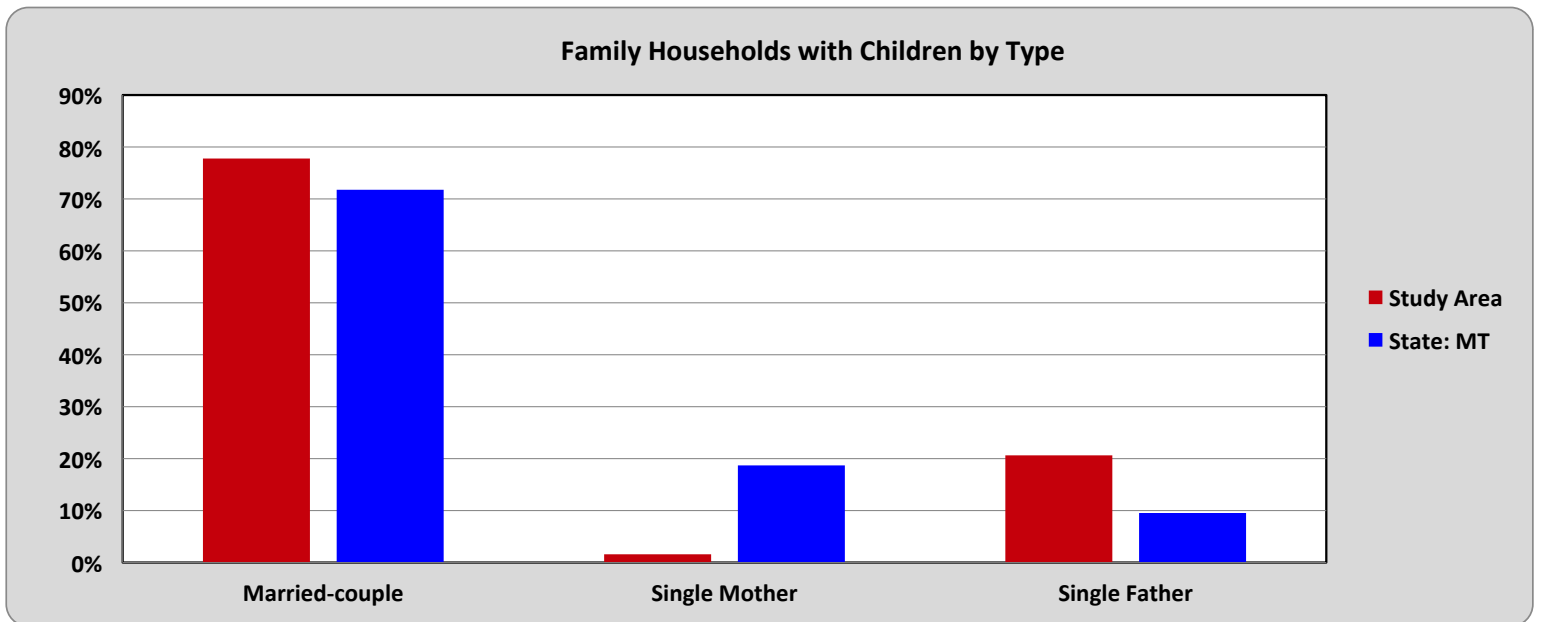
Population and Households Theme

Population and Household History with 5 and 10 Year Projected Percentage Change



Family Households

Family households with children are changing. The traditional married couple structure is evolving into many different family expressions in which children are being raised. These data provide an insight into the family structures within the study area and then compares them to the state.



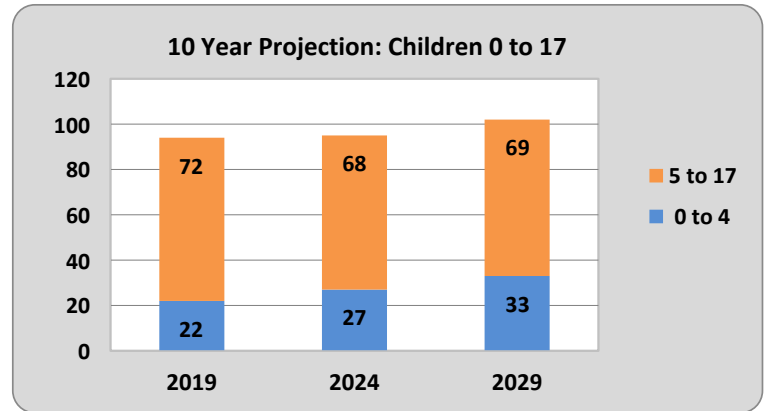
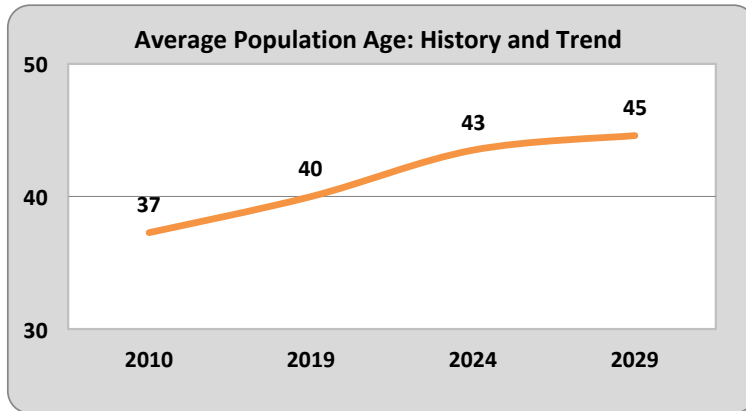
This table presents both the history and projections for family structures in the study area. Take note of the change column to discern how these family structures have changed and are projected to change in the future.

Households with Children	Actual Hhlds by Year			2010 to 2024 % Change	Percent of all Hhlds by Year			2010 to 2024 % Change
	2010	2019	2024		2010%	2019%	2024%	
Family: Married-couple	44	49	52	8	77.2%	77.8%	77.6%	0.4%
Family: Single Mother	7	1	1	-6	12.3%	1.6%	1.5%	-10.8%
Family: Single Father	6	13	14	8	10.5%	20.6%	20.9%	10.4%
Total:	57	63	67	10	100.0%	100.0%	100.0%	

Age Theme

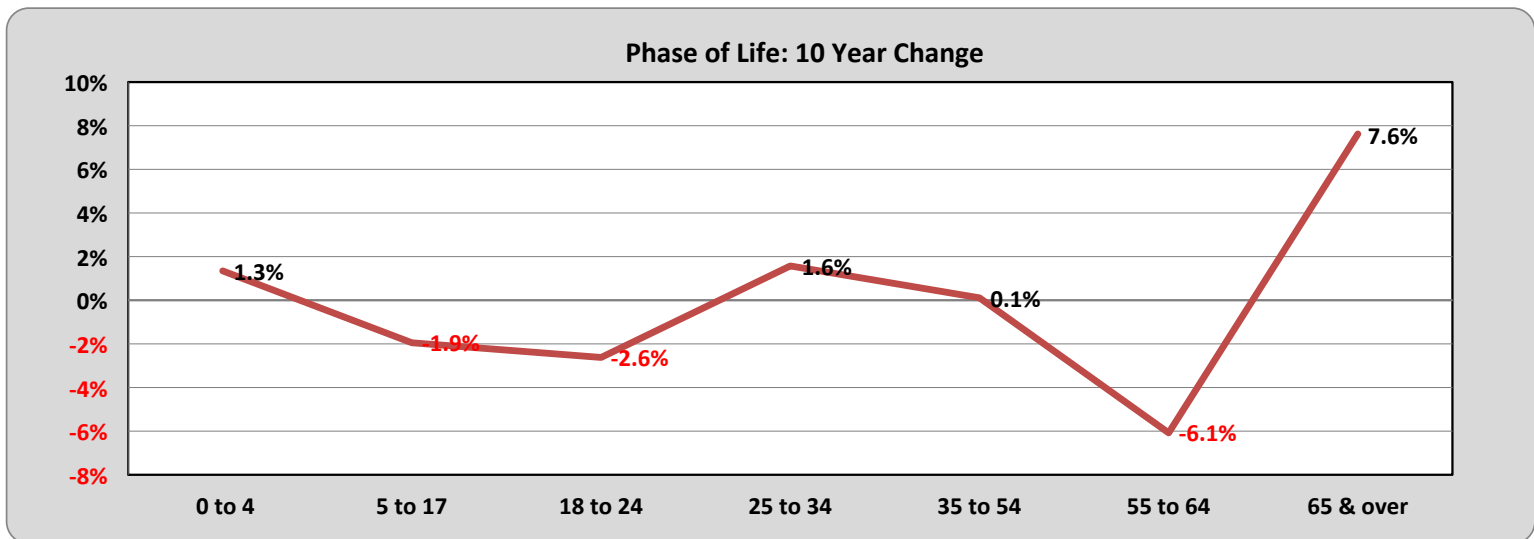
10 Year Average Age and Children 0 to 17 Trends

The age history and forecast reflect changes in a community. For example, two demographic trends currently in play are the aging of the Baby Boom generation and the decline in live births in the late 20th and 21st centuries.



Phase of Life

The Phase of Life 10 Year Change graph highlights life phases that will increase or decrease as a percentage of the total population in the forecasted 10 year future.



Phase of Life presents how a community changes and people age through their various life phases.

Phase of Life	Actual Population by Year & Phase				Percent of Pop by Year & Phase			
	2010	2019	2024	2029	2010%	2019%	2024%	2029%
Before Formal Schooling: 0 to 4	26	22	27	33	5.5%	4.0%	4.6%	5.4%
Required Formal Schooling: 5 to 17	88	72	68	69	18.5%	13.2%	11.6%	11.2%
College/Career Starts: 18 to 24	34	57	50	48	7.2%	10.4%	8.5%	7.8%
Singles & Young Families: 25 to 34	41	67	93	85	8.6%	12.3%	15.9%	13.8%
Families & Empty Nesters: 35 to 54	145	115	112	130	30.5%	21.1%	19.1%	21.2%
Enrichment Yrs Singles/Cpls: 55 to 64	70	99	84	74	14.7%	18.1%	14.4%	12.1%
Retirement Opportunities: 65 & over	71	114	151	175	14.9%	20.9%	25.8%	28.5%
Total:	475	546	585	614	100.0%	100.0%	100.0%	100.0%

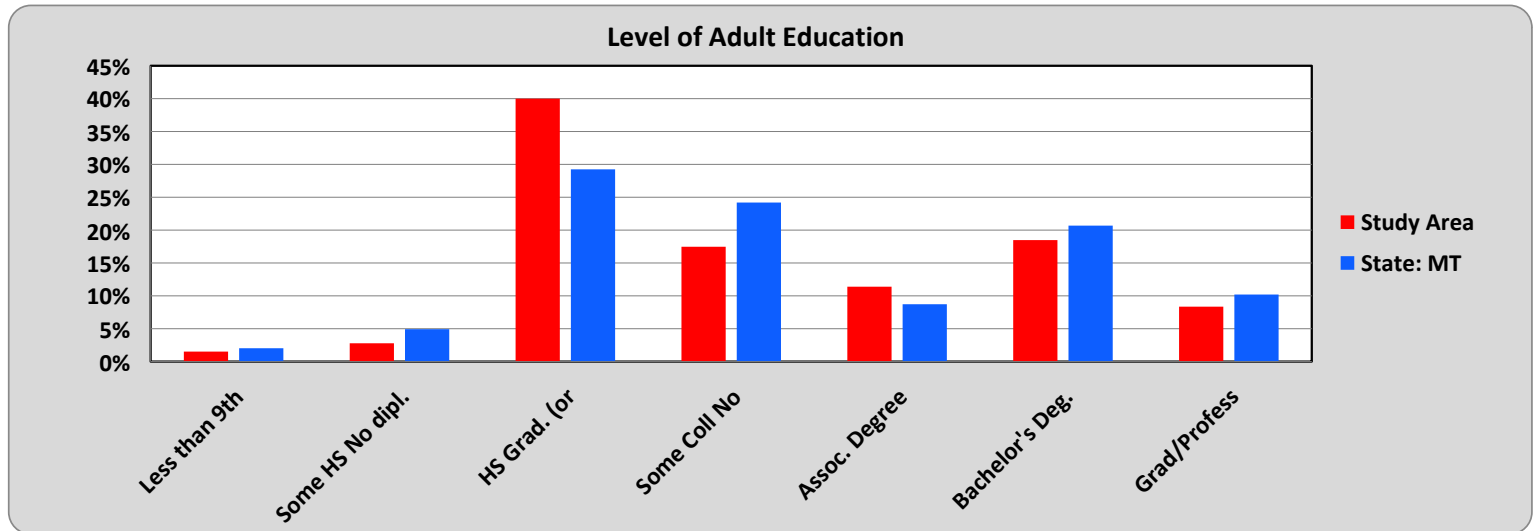
Education and Career Status Theme

The Education/Career Status theme portrays the level of education and the career types by the categories of Blue Collar and White Collar in the study area.

Adult Educational Attainment

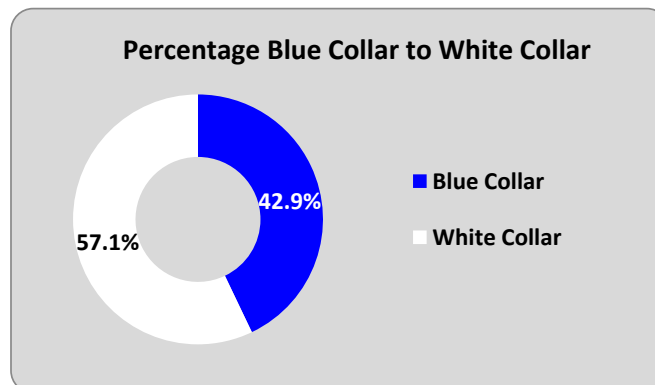
The following graphs array the adult population 25 years of age and older within the study area by their level of education completed.

Adult Educational Attainment Compared to the State of MT



Education Level of Adults 18 Years and Older	Actual Hhlds by Year			Percent of all Hhlds by Year		
	2019	2024	2019 to 2024 Change	2019%	2024%	2019 to 2024 % Change
Less than 9th Grade	6	6	0	1.5%	1.4%	-0.1%
Some High School, No diploma	11	10	-1	2.8%	2.4%	-0.4%
High School Graduate (or GED)	158	173	15	40.0%	41.4%	1.4%
Some College, No degree	69	62	-7	17.5%	14.8%	-2.6%
Associate Degree	45	50	5	11.4%	12.0%	0.6%
Bachelor's Degree	73	81	8	18.5%	19.4%	0.9%
Graduate or Professional school degree	33	36	3	8.4%	8.6%	0.3%
Total:	395	418	23	100.0%	100.0%	

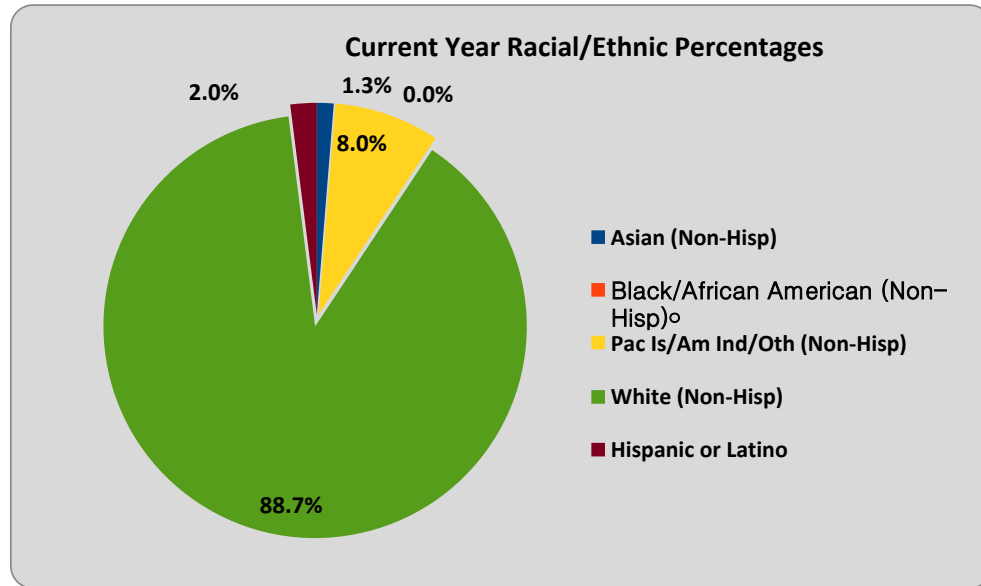
Career Types: Blue Collar and White Collar



Community Diversity Theme

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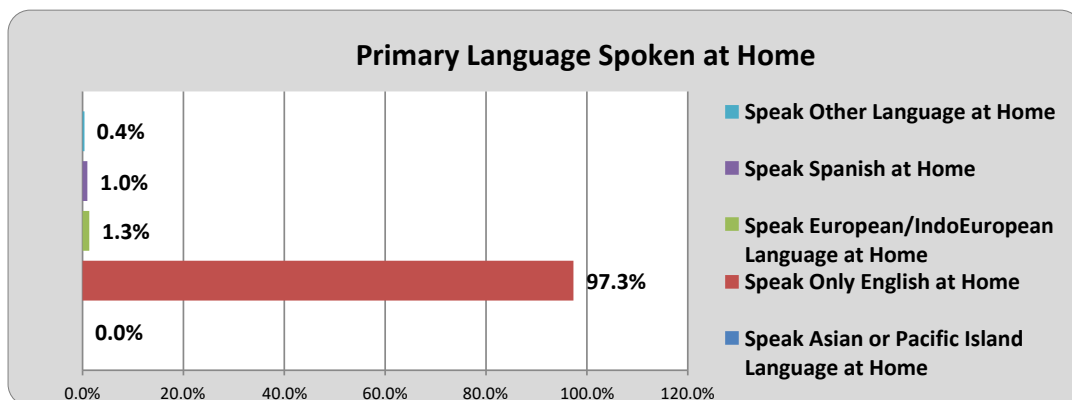
Study Area Racial and Ethnic Diversity



NOTE: Race and ethnicity breakouts are based upon Census Bureau categories. Only those groups for which the Bureau provides extended detail can be reported.

Race and Ethnic History and Trends

Racial/Ethnicity by Year	Actual Population by Year			2010 to 2024 Change	Percent of all Pop by Year			2010 to 2024 % Change
	2010	2019	2024		2010%	2019%	2024%	
Asian (Non-Hisp)	1	7	12	11	0.2%	1.3%	2.1%	1.8%
Black/African American (Non-Hisp)	1	0	0	-1	0.2%	0.0%	0.0%	-0.2%
White (Non-Hisp)	441	485	504	63	92.8%	88.7%	86.4%	-6.4%
Hispanic or Latino	11	11	11	0	2.3%	2.0%	1.9%	-0.4%
Pac Is/Am Ind/Oth (Non-Hisp)	21	44	56	35	4.4%	8.0%	9.6%	5.2%
Total:	475	547	583	108	100.0%	100.0%	100.0%	

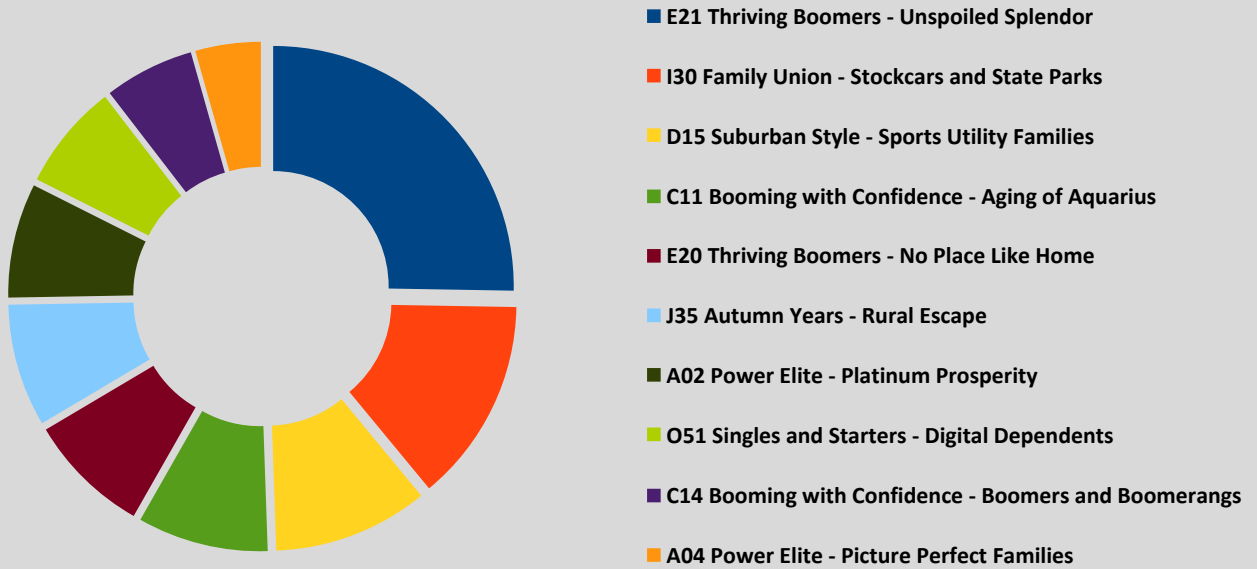


Community Diversity Theme

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J35 Autumn Years - Rural Escape	15	6.6%	22,654	5.0%	132
A02 Power Elite - Platinum Prosperity	14	6.2%	8,253	1.8%	338
O51 Singles and Starters - Digital Dependents	13	5.8%	32,272	7.2%	80
C14 Booming with Confidence - Boomers and Boomerangs	11	4.9%	6,282	1.4%	349
A04 Power Elite - Picture Perfect Families	8	3.5%	6,146	1.4%	259
	182		162,303		

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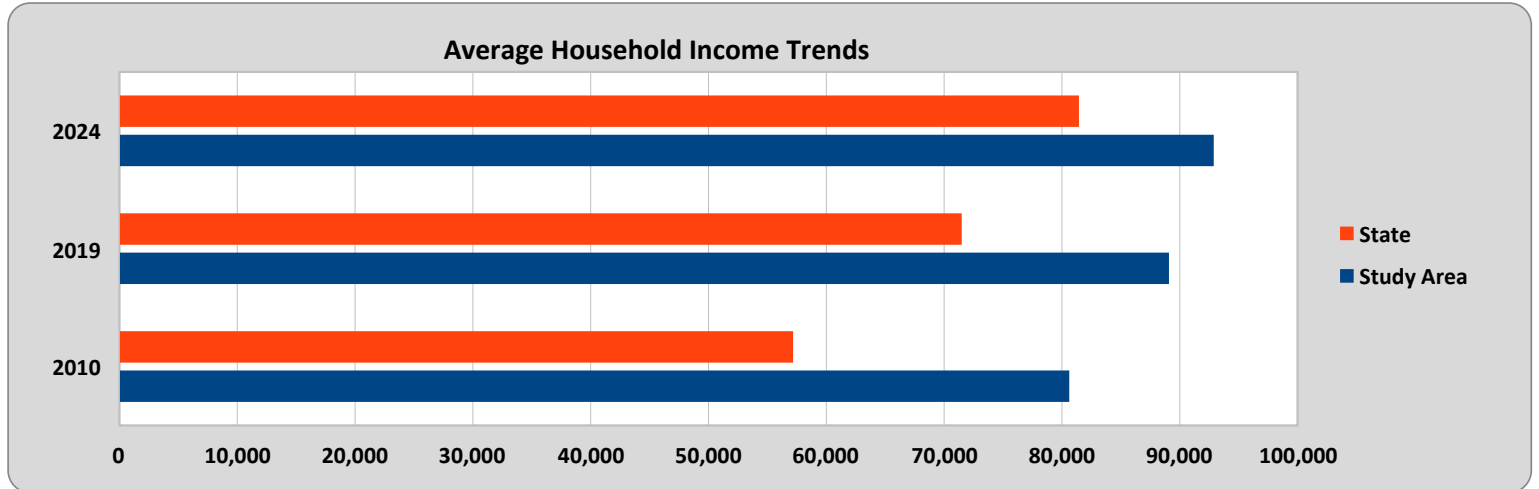
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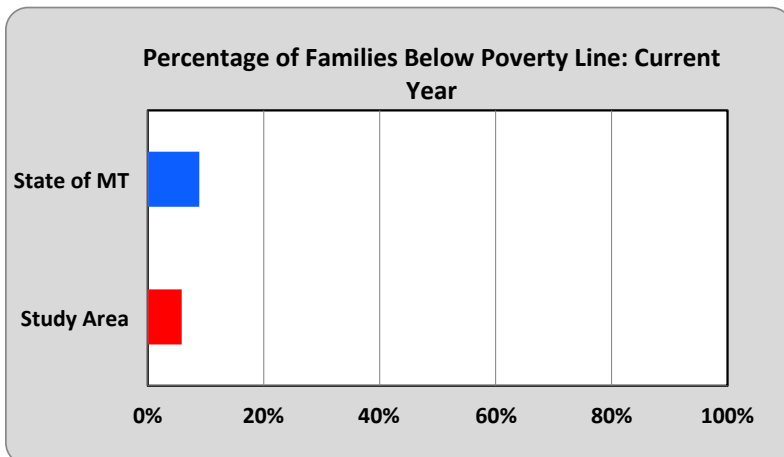
Household Income



Income Trends: Households and Families

	2010	2019	2024	2010 to 2024 Change
Average Household Income	80,623	89,085	92,885	12,262
Median Household Income	59,895	80,555	83,223	23,328
Per Capita Income	33,028	36,644	38,172	5144
Median Family Income		87,902	88,257	355

Poverty



Poverty Level	Pop	Area % Pop	MT % Pop
Above poverty level	145	94.2%	91.1%
Below poverty level	9	5.8%	8.9%
	154	100.0%	100.0%

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Eleven Year Church

Includes church membership and financial information for the last eleven years

Conference:

Montana-Northern Wyoming

Association:

Montana-Northern Wyoming Assoc.

Church:

Sidney, MT - Peoples Congregation

Run Report

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UNITED CHURCH OF CHRIST ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS



Church#: 400440

Assoc: 458

Schedule: 0

Peoples Congregational UCC

Sidney

MT

59270

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2008	146	38	23	0	0	0	3	0	-3
2009	144	38	0	0	0	0	2	0	-2
2010	144	34	5	4	0	0	4	0	0
2011	145	31	23	0	2	0	1	0	1
2012	145	27	15	4	0	0	4	0	0
2013	147	22	18	4	0	0	2	0	2
2014	149	22	14	4	0	0	2	0	2
2015	125	23	11	2	0	0	1	0	1
2016	97	23	11	0	0	0	3	0	-3
2017	98	26	10	4	0	0	3	0	1
2018	93	27	10	0	0	0	5	0	-5

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2008	\$129,351	\$0	\$2,000	\$1,284	\$3,284	\$40	\$3,324	1.55	\$132,675	\$87,735
2009	\$125,039	\$25,089	\$2,000	\$2,115	\$4,115	\$565	\$4,680	1.60	\$154,808	\$66,069
2010	\$102,109	\$131,867	\$2,000	\$4,365	\$6,365	\$1,295	\$7,660	1.96	\$241,636	\$94,451
2011	\$113,727	\$0	\$2,000	\$2,595	\$4,595	\$771	\$5,366	1.76	\$119,093	\$79,673
2012	\$110,977	\$0	\$2,000	\$2,425	\$4,425	\$2,105	\$6,530	1.80	\$117,507	\$85,830
2013	\$121,647	\$51,834	\$3,000	\$5,069	\$8,069	\$9,626	\$17,695	2.47	\$191,176	\$100,460
2014	\$200,761	\$53,288	\$3,000	\$3,555	\$6,555	\$6,026	\$12,581	1.49	\$266,630	\$125,946
2015	\$135,462	\$3,157	\$3,000	\$2,705	\$5,705	\$945	\$6,650	2.21	\$145,269	\$83,335
2016	\$257,043	\$244,500	\$3,000	\$5,930	\$8,930	\$455	\$9,385	1.17	\$510,928	\$76,049
2017	\$147,433	\$0	\$3,000	\$180	\$3,180	\$0	\$3,180	2.03	\$150,613	\$92,435
2018	\$136,069	\$0	\$3,000	\$3,970	\$6,970	\$0	\$6,970	2.20	\$143,039	\$114,250

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2013-2018	-36.73	22.73	-44.44	-100.00	150.00	11.86	-13.62	-25.18
2008-2018	-36.30	-28.95	-56.52	0.00	66.67	5.19	112.24	7.81

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

Eleven Year Church

Includes church membership and financial information for the last eleven years

Conference:

Montana-Northern Wyoming

Association:

Montana-Northern Wyoming Assoc.

Church:

Savage, MT - First Congregational

Run Report

1 of 1 Find | Next

UNITED CHURCH OF CHRIST ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS



Church#: 400420

Assoc: 458

Schedule: 0

First Congregational

Savage

MT

59262

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2008	31	17	13	0	0	0	3	0	-3
2009	33	15	16	2	0	0	0	0	2
2010	32	13	17	0	0	0	1	0	-1
2011	35	11	9	3	0	0	0	0	3
2012	34	12	9	0	0	2	3	0	-1
2013	34	10	8	0	0	0	0	0	0
2014	35	10	6	1	0	0	0	0	1
2015	33	11	2	0	0	0	2	0	-2
2016	35	11	12	0	0	0	0	0	0
2017	35	11	12	2	0	0	2	0	0
2018	35	12	0	0	1	0	1	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2008	\$24,878	\$0	\$0	\$0	\$0	\$3,507	\$3,507	0.00	\$28,385	\$13,004
2009	\$30,094	\$0	\$0	\$350	\$350	\$196	\$546	0.00	\$30,640	\$14,150
2010	\$23,102	\$0	\$0	\$0	\$0	\$801	\$801	0.00	\$23,903	\$11,946
2011	\$26,349	\$0	\$0	\$0	\$0	\$270	\$270	0.00	\$26,619	\$11,562
2012	\$28,290	\$11,367	\$0	\$0	\$0	\$0	\$0	0.00	\$39,657	\$18,018
2013	\$31,419	\$0	\$0	\$0	\$0	\$400	\$400	0.00	\$31,819	\$12,512
2014	\$31,619	\$0	\$0	\$200	\$200	\$0	\$200	0.00	\$31,819	\$10,971
2015	\$30,349	\$0	\$0	\$390	\$390	\$1,497	\$1,887	0.00	\$32,236	\$12,036
2016	\$34,064	\$0	\$0	\$468	\$468	\$120	\$588	0.00	\$34,652	\$12,030
2017	\$42,339	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$42,339	\$13,961
2018	\$36,894	\$0	\$0	\$0	\$0	\$0	\$0	0.00	\$36,894	\$13,889

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2013-2018	2.94	20.00	-100.00	0.00	0.00	17.43	0.00	15.95
2008-2018	12.90	-29.41	-100.00	0.00	-66.67	48.30	0.00	29.98

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