

## **POSITION POSTING**

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

### **LISTING INFORMATION**

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Church name: **St. Peters Evangelical United Church of Christ**

Street address: **303 NE Pine Street Billings, Missouri**

Supplemental web links: <https://www.facebook.com/SPEUCC/>

Additional ecumenical affiliations:

**Billings Ministerial Alliance, Ozarks Cluster (gathering of pastors of UCC), Paw Packs for local school, joint VBS, Lenten and Easter Sunrise, Thanksgiving**

Conference: **Missouri Mid-south Conference,**

Association: **Western Association**

UCC Conference or Association Staff Contact Person:

Rev. Nicole Havelka

Interim Minister for Search and Call Discernment

314-301-9842

[nicole@mmsucc.org](mailto:nicole@mmsucc.org)

## **Summary Ministry Description:**

We are looking for a pastor with a strong sense of personal faith. Our next pastor will offer engaging and creative worship leadership with scripturally centered sermons that help bring scripture to life in relation to our faith pilgrimage as a congregation and as individuals. Our pastor will be a person who is caring, sensitive, and nurturing and will be comfortable with community involvement. They will be mature and emotionally secure, maintain confidentiality and will be accepting of people with divergent views.

We are praying that God will lead us to a Pastor who will help our congregation work to accomplish our goals of:

- 1.) Being a growing and vibrant congregation that is spiritually grounded and welcoming to all;
- 2.) Growing ever more spiritual and faithful in the present as we prepare for the future of St. Peters;
- 3.) Growing as a congregation that is moving toward strengthening inter and intra-personal relationships within the congregation and throughout the community;
- 4.) Being a congregation that is a positive force and influence in our community.

## **Qualities and characteristics**

- Is mature and emotionally secure
- Is a compassionate, caring person who can minister effectively to people in a crisis
- Will maintain confidentiality
- Accepting of people with divergent views

## **We are praying that God will lead us to a Pastor who will help our congregation work to accomplish our goals of:**

- Being a growing and vibrant congregation that is spiritually grounded and welcoming to all
- Growing ever more spiritual and faithful in the present as we prepare for the future of St. Peters
- Growing as a congregation that is moving toward strengthening inter and intrapersonal relationships within the congregation and throughout the community
- Being a congregation that is a positive force and influence in our community



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

Billings is a small rural community with a rich sense of heritage. It retains a small-town closely-knit atmosphere with a strong agriculture focus while it has evolved into a largely bedroom community connected closely with the thriving regional economic, medical, and cultural center of Springfield. It also finds itself within 40 miles of the national vacation destination of Branson and nearby Table Rock Lake. Billings has a strong local school system which is at the center of its identity as a community. There are six active and diverse churches in the community, all of which work well together and support a strong commitment to family-based values and priorities. Billings is a friendly and largely receptive community with a mixture of families whose roots go back to the town's early days as well as those who are more recent arrivals. The community is in the midst of moderate population growth, and the town's leadership is preparing for this growth with a commitment both to its positive management and the retention of the community's unique small-town character.

**Current size of membership:**

90 active members, average attendance 43

Languages used in ministry (*other than English*):

**Position Title:**

Full-Time Pastor

**Position Duration**

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and standing to related association

**Compensation Level:**

Full Time

**Does the total support package meet conference compensation guidelines?**

Open for discussion

**SCOPE OF WORK**

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- Leading all Sunday morning services as well as other scheduled special services, including Lenten services; Community Thanksgiving services; Christmas Eve services

- Leading a Tuesday morning Bible study
- Administering the sacrament of Communion, typically on the first Sunday of the month.
- Working with church’s voluntary secretary to put together the Sunday service bulletin, as well as any other planned services
- Visiting members that are shut-ins as well as those ill at home or in the hospital
- Attending monthly Ministerial Alliance meetings
- Preparing and officiating at funerals and weddings of members & their immediate families when requested to do so
- Attending St. Peters annual fund-raising functions
- Active involvement with planning for and participating in church youth group and youth related activities; also assisting with local church and school youth activities.
- Assisting with outreach to inactive members
- Assisting with fellowship opportunities, including special church fellowship gatherings and church property improvement projects
- Working with membership to bring new members into the church

**Core Competencies:**

Have a strong sense of personal faith and be an engaging and creative worship leader with scripturally centered sermons that help bring scripture to life in relation to our faith pilgrimage as a congregation and as individuals; a person who is caring, sensitive, and nurturing and would be comfortable with community involvement.

**COMPENSATION AND SUPPORT**

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**Salary Basis**

<b>Salary</b>	\$ 35,000.00
<b>Housing</b>	\$ 6,000.00
<b>Social Security contribution</b>	\$ 3,136.00
<b>Pension contribution</b>	\$ 5,740.00
<b>Contribution to other benefits or contributed to Salary</b>	\$ 10,124.00
<b>Total</b>	<b>\$ 60,000.00</b>

This salary basis summary is calculated on a total compensation package valued at \$60,000. This would be the value of cash salary, housing allowance and any other employee benefits. The \$6,000 identified housing allowance figure is based on the relative rental value of the church parsonage. More of this total amount can be assigned as housing allowance. However, if the pastor is interested in living in the parsonage (described elsewhere in this profile) the total

package value would be recalculated at \$54,000. The pension and Social Security calculations are based on a total of \$41,000 .

**What is the expected living situation for your next minister?**

Living nearby, preferably in the community; church parsonage could be an option

**Comment on the residential/commuting expectations for your next minister.**

Living nearby, preferably in the community

**Describe peer and professional supports available for ministers in your association/conference:**

Ozark Cluster, Local Ministerial Alliance, Western Association and Missouri Mid-South Conference involvement and events

**WHOM IS GOD CALLING TO MINISTER WITH US?**

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

- Help establish and promote active Sunday School and youth programs
- Assist in community outreach and involvement
- Support for senior community
- Help establish and encourage young adult and family activities

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

School and community involvement, getting to know school leaders, attending community functions/events, supporting strong mission programs

**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) Exhibiting a spiritual foundation and ongoing spiritual practice
- 2) Engaging sacred stories and traditions
- 3) Strengthening inter and intrapersonal assets
- 4) Caring for all creation



## **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?**

Spiritually strong congregation that truly loves all people and is a welcoming place for them. Continue faithfully serving in Jesus’ name, honoring traditions of the past, growing spiritually in the present and preparing for the future.

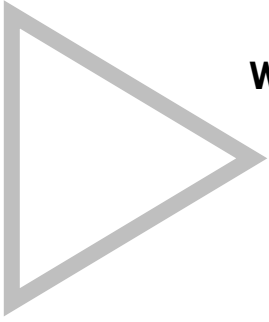
### **Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.**

Start-up of a Youth Group (grades one through twelve) after several years of not having an active youth program; currently meeting twice a month with several adult leaders.

Monthly social gathering at members’ homes which include food along with a variety of games for children and adults. One of the results has been the participation of non-members from surrounding communities.

Tuesday morning 10 am to 11am Bible study at the church. Group usually includes nonmembers from surrounding communities.





## WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

## CONGREGATIONAL REFLECTIONS

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### **Describe your congregation’s life of faith.**

We have been faithfully serving in Jesus’ name since 1880. We honor traditions of the past, are committed to growing spiritually in the present, while preparing for the future. God is most often described as a benevolent, loving and forgiving God who wants us to love our neighbors as ourselves. The Holy Spirit is our Comforter and guide as He strengthens us. We view ourselves as a receptive and welcoming congregation, always engaging and warmly greeting all visitors and guests. As a congregation we affirm that individual members are free to hold different theological and Biblical points of view and free to live out their faith as they believe and feel led to do. Nonetheless, as a congregation we have not chosen to identify ourselves as “open and affirming.”

### **Describe several strengths or positive qualities of your congregation.**

Friendly, welcoming, forgiving, faith seeking and prayerful

### **Describe what worship is like when your congregation gathers.**

We prepare for worship at home and in our hearts. Worship formally continues as we gather as a congregation in the church building or in our social gatherings.

Worship is scripturally focused and follows the historic traditions of the church in reflecting the Good News of Jesus Christ. Baptism, specifically, is a joyful occasion in which the entire congregation commits to support the individual throughout his/her life journey as a fellow

Christian and church member. Sermons reflect Biblical and spiritual truths which help us as individuals as we apply them in our daily lives at home, at work, and in the community. Worship helps empower us to be “the salt of the earth” and “the light of the world,” fostering spiritual growth and faithful living along the way.

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

We are anticipating building a strong and inviting educational program and have willing volunteers and resources to do so. Currently we have a youth group that meets twice a month and an adult Sunday School program. We also offer pre-K childcare during the worship service. Sunday School teachers can be available as needed, based on attendance. Although we have not had a great need for a baby or toddler nursery program for some time, the church has a designated quiet room in the back of the sanctuary and would have volunteers to help assist, if the need arose.

**Describe how your congregation is organized for ministry and mission.**

The church has made a priority of providing at least 10% of its annual budget for benevolence giving. Numerous mission contributions are made each year to support local organizations and causes, denominational and broader priorities. For years the church has supported a son of the congregation and his family in their work as Wycliffe Bible Translators in Ghana. Special offerings are taken on occasion when specific mission needs are identified. The St. Peter’s Ladies Friendship Guild donates to a variety of institutions and local needs. Many individual members support specific causes and benevolences both financially and through personal time commitments. We are a small enough congregation in which time sensitive needs, such as natural disaster assistance, can be formally and informally communicated. For example, Board members or the Board President notifies the church body of needs via text, email and social media. Members recently assisted in cleaning up after a windstorm/tornado emergency. This was organized very quickly in this manner.

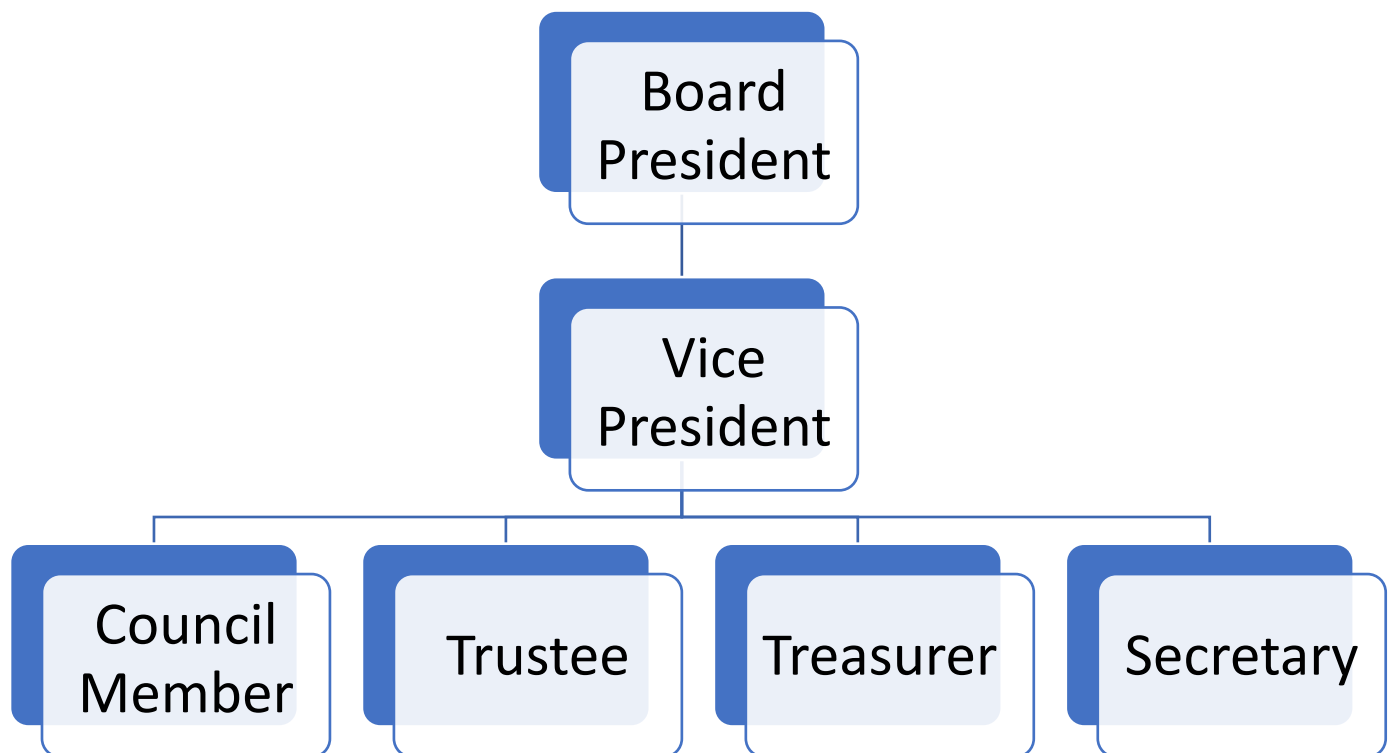
Church member communications are provided for during each Sunday morning worship service, announced and noted in the weekly church bulletin, group texts, emails and monthly church newsletter. Church Board members are nominated and voted on by the congregation. The Board provides the primary leadership for the congregation. At this point there are no other standing committees. Ad hoc committees can be appointed time to time to address specific

projects and needs. Time spent in meetings varies as deemed necessary. Board meetings typically meet once a month for at least 2 hours.

***Where does your church struggle for vision?***

This is a congregation in which the active membership is made up largely of middle aged and retired/older individuals. Our church vision includes programs and services for older adults, but our vision importantly reflects a strong commitment to attract and provide programming for young adults and children as well. We sometimes “struggle” to identify the details of this vision commitment, but there is broad and active support for it. We look forward to a renewed pastoral leadership in assisting us with these vision priorities. In a broader way our congregational vision is to remain an active and effective witness to our faith and to service both within our church community and beyond.

**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?**



**ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOK**

Church#: 380170      Schedule: 0      Saint Peter's Evangelical UCC      Billings      MO      65610  
 Assoc: 444

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS
FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM			
ADDS-REMOVED						
2008	86	0	14	0	0	0
2009	88	62	45	0	2	2
2010	98	68	48	1	0	9
2011	98	85	48	1	0	0
2012	98	85	48	0	0	0
2013	98	85	48	0	0	0
2014	98	85	48	0	0	0
2015	98	85	48	0	0	0
2016	100	50	30	1	0	0
2017	94	46	13	0	0	-4
2018	94	44	24	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL					
OCWMT	OTHER	% CURR LOCAL	BASIC SUPP	TOT OTHER	PLEDGES AND OFFERINGS					
GIFTS	WIDER MISSION									
2008	\$32,140	\$0	\$2,705	\$859	\$3,564	8.42	\$35,704	\$0		
2009	\$64,389	\$0	\$4,000	\$2,600	\$6,600	\$7,713	\$14,313	6.21	\$78,702	\$74,837
2010	\$83,379	\$0	\$3,400	\$1,115	\$4,515	\$7,585	\$12,100	4.08	\$95,479	\$84,694
2011	\$85,307	\$0	\$3,000	\$959	\$3,959	\$11,063	\$15,022	3.52	\$100,329	\$98,021
2012	\$85,307	\$0	\$2,000	\$0	\$2,000	\$0	\$2,000	2.34	\$87,307	\$0
2013	\$85,307	\$0	\$3,050	\$0	\$3,050	\$0	\$3,050	3.58	\$88,357	\$0
2014	\$62,222	\$0	\$3,000	\$3,430	\$6,430	\$8,923	\$15,353	4.82	\$77,575	\$65,200
2015	\$67,528	\$0	\$3,050	\$665	\$3,715	\$8,763	\$12,478	4.52	\$80,006	\$84,500
2016	\$69,882	\$0	\$2,910	\$200	\$3,110	\$9,705	\$12,815	4.16	\$82,697	\$83,250
2017	\$84,541	\$0	\$2,000	\$400	\$2,400	\$0	\$2,400	2.37	\$86,941	\$79,898
2018	\$83,693	\$0	\$2,000	\$0	\$2,000	\$9,400	\$11,400	2.39	\$95,093	\$73,063

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/	TOTAL				
FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES					
OCWMT	TOTAL EXPENDITURE							
2013-2018	-4.08	-48.24	-50.00	0.00	0.00	-1.89	-34.43	7.62
2008-2018	9.30	0.00	71.43	0.00	0.00	160.40	-43.88	166.34

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.

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**Assoc:** 444    **Schedule:** 0    Saint Peter's Evangelical UCC    Billings MO    65610

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		CONFIRMATION	CONFESSION							
<b>ADDS-REMOVED</b>										
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2012	98	85	48	0	0	0	0	0	0	
2013	98	85	48	0	0	0	0	0	0	
2014	98	70	31	0	0	0	0	0	0	
2015	98	50	30	1	0	2	3	0	0	
2016	100	48	21	0	0	4	2	0	2	
2017	94	46	13	0	0	0	4	0	-4	
2018	94	44	24	0	0	3	3	0	0	

YEAR	CURRENT EXPENSES		CAPITAL PAYMENTS			BASIC SUPPORT		TOT OTHER UCC GIVING		TOTAL
	OCWWM	OTHER								
<b>GIFTS</b>										
	WIDER MISSION	BASIC SUPP%	CURR	LOCAL		TOTAL EXPEND	PLEDGES AND OFFERINGS			
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% CHANGE FAITH FORM	MEMBERS		AVG WEEKLY ATTENDANCE			CHR ED/ CURR LOCAL EXPENSES		TOTAL
	TOTAL ADDITIONS	TOTAL REMOVALS						
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## Our History

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St Peter's Church was founded in 1880 by German and Swiss immigrants who were among those who settled in the Missouri Ozarks in the latter half of the 19th Century. These were sturdy, hardworking and industrious people of Lutheran and Reformed religious backgrounds. Many had originally settled in other parts of the United States and relocated to Southwest Missouri after the Frisco Railroad set its course on western expansion.

For more than forty years the German language was often the language of worship. The inscription of Luke 2:14, which remains on the wall above the chancel area in German, is a reminder of the congregation's ethnic and cultural heritage. With the passing of the older generation and two world wars with Germany, the central role of the German language faded in the life of the congregation.

In 1880 a small frame church building was dedicated and served the congregation as a house of worship until a much larger and grander edifice was added in 1893.



This sanctuary has undergone many changes and updates over the years, however, its distinctive worshipful character has been preserved to this day. During the congregation's 125th Anniversary in 2005, a major remodeling project was undertaken that included replacing the sanctuary pews, adding center and side aisles, a handicap restroom, a quiet room and a changed sanctuary entrance. In 1967, a fellowship hall, kitchen, and lower level restrooms and Church School classrooms were built.

Most of the original members were farmers and small business owners or employees who lived their lives and earned incomes locally. Although the congregation continues to have strong agricultural ties, today many find full time or part time employment within the Springfield metropolitan area outside of Billings itself.

During the early part of the 20th Century the congregation's membership exceeded 350 and St Peter's German Evangelical Church, as it was then known, was the largest congregation in the Billings community. As the Billings community evolved from a basically self-contained local trading hub to a largely bedroom community from which many of the youth of the church departed in search of employment and other opportunities, the congregation's membership declined. In years past, the congregation also experienced internal conflicts which resulted in membership loss. For the past several decades the congregation has had a stable and active membership of close to 90, with weekly worship attendance varying between 35 and 60.

Music has always been a special part of the congregation's life. Adult and children's choirs as well as other vocal and instrumental groups have added to the church's worship experience. Over the years the church has offered cantata performances for the larger community.

During its 140-year history the congregation has been served by 23 resident pastors, most of whom have lived in the parsonage adjacent to the sanctuary. Some have chosen to live elsewhere with the parsonage serving as rental property.

St Peter’s Church, as a congregation as well as individual members, has always played an active role in the local community, as well as the world beyond. Over the years, congregation members have served on the local school board, city board, as well as a myriad of civic and service organizations. Three sons of the congregation have entered the professional ministry and another son and two generations of his family have been Wycliffe Bible Translators in Ghana for more than forty years.

Though proud of the church’s traditional roots, today St. Peter’s, like the denomination to which it continues to belong, is a committed and diverse community of faith. Its current membership includes some who draw a connection with the congregation’s original membership, but many others come from various other faith traditions and church backgrounds. The congregation’s current diversity reflects the strength of its faithful witness and its openness to others.

## CONGREGATIONAL DEMOGRAPHICS

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Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	50	yes
Number of active non-members:	20	yes
Total of church participants (sum of the numbers above):	70	yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	85%	Yes
Less than 10, more than 5 years:	15%	Yes
Less than 5 years:	5%	Yes

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>
13%	5%	0%	2%	10%	0%	12%	12%	44%	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	2%	Yes
Joint household with minors:	5%	Yes
Single adults age 35-65:	10%	Yes
Joint household with no minors:	63%	Yes
Single adults over 65:	20%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	100%	Yes
College:	25%	Yes
Graduate School:	10%	Yes
Specialty Training:	5%	Yes
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	24%	Yes
Adults who are retired:	56%	Yes
Adults who are not fully employed:	20%	Yes



**Describe the range of occupations of working adults in the congregation:**

Employment ranges would include educators, farmers, medical professionals and support personnel, professional businesspersons, and self-employed occupations.

**Describe the mix of ethnic heritages in your congregation, and the overall racial make-up.**

Mono-Cultural Caucasian, German, Scottish, Dutch, Irish, American Indian, & Russian

**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:**

We have not had a congregation-wide conversation, but the Board has had such a conversation. We currently have entertained potential pastor of American Indian ethnicity.

**PARTICIPATION AND STAFFING**

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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	18 - 20	Ladies Guild members, Sunday School Teachers,
Baptisms <i>(number last year)</i>	1	Pastor and Baptismal family
Children’s Groups or Classes	6-10	Lay People,
Christmas Eve and Easter Worship	75 to 90	Pastor, Choir Director
Church-wide Meals	30 - 40	Church Board, Ladies Guild
Choirs and Music Groups	10	Choir Director
Church-based Bible Study	8-10	Sunday School leader
Communion <i>(served how often?)</i>	Monthly	Pastor and church board
Community Meals	40 - 50	Ladies Guild

Confirmation ( <i>number confirmed last year</i> )	0	Pastor
Drama or Dance Program	No	
Funerals ( <i>number last year</i> )	3	Pastor
Monthly all Church Fellowships	35 - 45	Lay People, church board
Outdoor Worship	40 - 50	Pastor, Church Board,
Active Prayer Chain	20	Person with prayer request
Public Service/ Relay for Life/Cub Scout Pack Sponsor	20 - 25	Lay Persons
Community Ministerial Alliance	1	Pastor, church board president
Community services/Lenten services	40 – 60	Pastor, ministerial alliance
Weddings ( <i>number last year</i> )	1	Pastor, Wedding Party, Church Board
Worship (time slot: _10:30 – 12:00)	30 - 60	Church Board, Pastor
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes	10 – 15	Youth Group Leader
Other		

Additional comments:

No active or retired clergy hold membership in the church.

## REFLECTION

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

We are actively participating in the community and congregational events. We have growth potential and the desire to grow to be a bright light in the community while bringing the Good

News of Jesus Christ to all. We have many eager members who are actively participating or are willing to participate in the church activities and outreach.

## CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$70,600
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, "drawing down the principal"</i> )	\$
Fundraising Events	\$
Gifts Designated for a Specific Purpose	\$500
Grants	\$
Rentals of Church Building	\$400
Rentals of Church Parsonage and Rental Home	\$11,400
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
TOTAL	\$

Current annual expenses (dollars budgeted for most recent fiscal year): \$83,500

**ST. PETER'S EVANGELICAL UNITED CHURCH OF CHRIST  
PROPOSED OPERATING BUDGET 2020**

MINISTER:				\$ 60,000
CHURCH UTILITIES:				
	Electric - Church	\$ 1,300		
	Gas - Church	1,300		
	Water	-		
	Phone	<u>1,700</u>	4,300	
OFFICE / OPERATIONS:				
	Postage, Supplies, Ads, Choir, Youth, Conf. Mtgs., Misc.		6,600	
INSURANCE:	Building / Liability / WC		6,100	
RENTAL PROPERTY:			1,200	
MAINTENANCE:				
	Mowing	\$ 2,400		
	Cleaning Service	2,080		
	Copier Service Contract	850		
	Repairs	<u>2,570</u>	7,900	
BENEVOLENCE:				
	Wycliffe - Schaefer	\$ 1,450		
	Bob & Nancy Schaefer	800		
	Briscoe Missions	1,450		
	OCWM	1,200		
	Food Pantry	1,000		
	Paw Packs	1,600		
	Camp Aurora	600		
	Tri County PRC	800		
	Other	<u>1,000</u>	<u>9,900</u>	
GRAND TOTAL:				<u>\$ 96,000</u>
PROJECTED RESOURCES:				
	Current Expense		\$ 72,050	
	Interest Checking		50	
	Rental Property		<u>11,400</u>	
	Total			<u>\$ 83,500</u>

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?

\_Y\_ Our Church's Wider Mission (OCWM – Basic Support)

\_N\_ Strengthen the Church

\_N\_ Neighbors in Need

\_N\_ Christmas Fund

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

OCWM is one of the church's mission commitments and this is augmented by individual contributions as well.

**What is the church's current indebtedness?**

The church currently has no indebtedness.

**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.**

There have been discussions in the past about a multipurpose building, and the church has a small building fund. However, there are no building programs planned currently.

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

None in the last ten years. A significant sanctuary remodeling project 15 years ago was paid for fully by a congregational financial appeal effort.

**Does your church have an endowment?**

No endowment but there are investments.

**What is the market value of the assets?**

~\$110,000 plus general investment ~\$123,000 total ~\$233,000

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

Not currently needed

**Other Assets**

Reserves (savings): \$~\$110,000

Investments (other than endowment): \$~123,000

**Does your church have a parsonage?**

Yes

**Fair market rental value of the parsonage:**

\$500 - \$600 nonthy

**How is the parsonage used?** The parsonage is a residential rental with a segregated area which is used as church office and workspace.

It is next door to the church sanctuary

**Finished square footage:** approximately 1600

**Number of Bedrooms, 4 Number of Bathrooms: 2**

**Assessed real estate value:** Approximately \$90-95,000

**Available for minister residence:** could be

**Expected minister residence:** no

**Condition of structure, systems and appliances:** good

**Entity in the church responsible for review and needed repairs:** Church Board

**Describe all buildings owned by the church:**

Parsonage

Rental house

Church building which includes sanctuary, fellowship hall and some lower level classrooms, along with restrooms on both levels.

**Describe non-owned buildings or space used or rented by the church:** none

**Which spaces are accessible to wheelchairs?** Church sanctuary, sanctuary-level restroom, fellowship hall and kitchen facilities

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

Most of our budget goes toward maintaining the church's facilities and pastoral ministry. A consistent and yearly benevolence budget category reflects a broad and diverse list of mission commitments. These official and specific benevolence budget commitments are augmented by significant giving projects sponsored by the Women's Fellowship Guild and collections for

special needs within the immediate and broader community. Together all the efforts and commitments testify to a strong commitment to ministry beyond our own church walls.

**A dedicated budget is created by and voted on by the church board and presented to the congregation for approval**

***What new ministry initiative has your church financed?***

A more recent and nonbudgeted mission program has been „Relay for Life“ for cancer research and individual assistance. The following ministry benevolences/initatives have been supported by the congregation and built into the annual budget for a number of years.

Wycliffe Bible translators: Bob and Nancy Schaffer and Paul and Jennifer Schaffer

Briscoe Ministries in Ghana

Pregnancy Resource Center

Paw Packs

Camp Aurora

OCWM

Food Pantry

Ministerial alliance for local community needs

Every Child's Hope (formerly, Evangelical Children's' Home)

Emmaus Homes

## **HISTORICAL INFORMATION**

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**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.**

125<sup>th</sup> anniversary in 2005

Sanctuary remodel project 2005

Established a benevolence budget for outreach

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

Pastoral change

**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.**

We have had a mixed history of identifying and resolving conflicts in the past. On several occasions over the years conflicts or disagreements have resulted in members leaving the church. On at least two occasions we have drawn on conflict resolution assistance of the Western Association Committee on Ministry. Today there are differences in theological and biblical interpretation within the congregation. There has been a resolution to accept those differences and not dwell on them; rather to affirm basic commonalities.

*Ministerial History (include all previous ministerial staff for the past 30 years)*

Staff member's name	Years of service	UCC Standing (Y/N)
Kemery Baldwin	5	Yes
Howard Cavner	2	Yes
John Sellers	2	Yes
Lanceford Lawrence	2	Yes
Doug Burwick	10	Yes

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

The congregation has adjusted well to changing leadership styles, genders and races. The congregation has had three full-time female pastors and one pastor who was Jamaican. There have been some issues along the way, but the congregation has gained in tolerance and understanding through past diverse ministerial leadership styles and attitudes.

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

Once in recent history, back in 1980

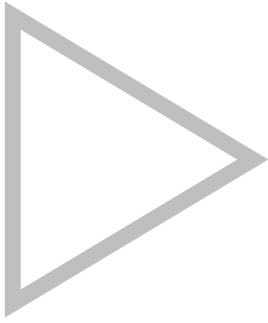
**Has your church been involved in a Situational Support Consultation?**

No

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

No





## **WHO IS OUR NEIGHBOR?**

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

COMMUNITY VISION

MISSION InSite

### **COMMUNITY VISION**

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

Cub Scouts

Ministerial Alliance involvement and support of special needs responses

Pregnancy resource center

**Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ.**

There has been limited involvement in recent years with the different dimensions of the United Church of Christ other than some benevolence support. One individual member has served on the Missouri Mid-South Conference Council, on the Western Association Committee on Ministry, as well as served as the Conference Treasurer and on the Conference Executive Committee. Conference Minister Rev. Dr. Ginny Brown Daniel delivered the message during a recent worship service, as did the former Associate Conference Minister for Search and Call. The church was involved several years ago in helping welcome one of the Marshallese UCC congregations in Northwest Arkansas to the Conference. Over the years the church has sought the help and support of the Missouri Mid-South Conference through the search and call process.

**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](http://ucc.org).) Check any statements below that apply to your UCC faith community.**

- |  |  |
|--|--|
| <input type="checkbox"/> Border and Immigrant Justice          | <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) |
| <input type="checkbox"/> WISE Congregation for Mental Health   | <input type="checkbox"/> Just Peace                        |
| <input type="checkbox"/> Global Mission Church                 | <input type="checkbox"/> Open and Affirming (ONA)          |
| <input type="checkbox"/> WISE Congregation for Mental Health   | <input type="checkbox"/> Other UCC designations:           |
| <input type="checkbox"/> Designations from other denominations | <input checked="" 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? We have not currently identified any of these as a priority**

**Describe your congregation’s participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).**

Ministerial Alliance, Lenten Services, Thanksgiving community services, Easter community services

**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.**

We lean on the vision statement to guide our activities as we celebrate our faith legacy as a congregation for the past 140 years; as we serve as a faith witness in our current life as a congregation, and reflected through the service commitments such as the Ladies Friendship Guild, sponsorship of a local Cub Scouts Pack, and contributions to benevolent causes such as Paw Packs and participation and leadership in our ecumenical Ministerial Alliance. Further, we are guided by our mission statement in our commitment to assure a firm foundation for faith witness and service in the days and years to come.

**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 anticipate the pastor would actively be involved in the community and ministerial alliance, as well as in the life of the Western Association and the Conference. We have built this into the job description.

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**MISSION InSite**

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

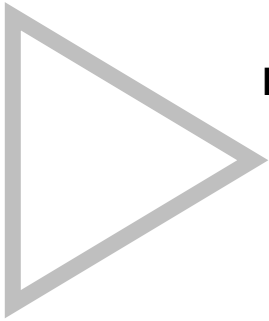
We have not completed a Mission Insite report

**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?** We are in our neighborhood and our church membership resembles the community demographics.

**How are the demographics of the community currently shaping ministry, or not?** Through the ministerial alliance and other benevolence funds, we support the local community where needs are identified.

**What do you hear when you talk to community leaders and ask them what your church is known for?** A friendly and welcoming congregation very much involved in the broader community.

**What do new people in the church say when asked what got them involved?** Through friends and acquaintances, as well as the exceptionally friendly and inviting atmosphere at worship services and other church related activities.



## **REFERENCES**

### **REFERENCE 1**

Pastor Jeff Carr

417-353-8724 / carrt02@hotmail.com / Local United Methodist pastor with whom the church works on special services and has good rapport.

### **REFERENCE 2**

Cindy Brandt

417-744-2763/ Local Superintendent of Schools

### **REFERENCE 3**

Bob Long/

417-463-6547 / pastor\_48@yahoo.com / parsonage tenant and local pastor

19 April 2020

To Whom it may concern:

My name is Jeff Carr, pastor at the Billings and Mt Olive United Methodist Churches in Billings, Missouri. I have served here for almost six years. During this time, I have had the opportunity to experience and observe St Peters United Church of Christ and its people.

My experiences with this church have always been a joy and blessing. They are a church family that is connected to each other and to the local and greater community. They have a solid group of faithful believers that are well situated to reach out to others in town.

The relationship of St Peters to the others churches in the community is outstanding. They are a vital part of the local ministerial alliance, with faithful support of the benevolence and other activities of this organization.

I have personally been blessed to participate not only with St Peters during community wide services for Thanksgiving, but have also been able to share joint Lenten services with them for each of the five years that I have served in Billings. One of my most memorable Maundy Thursday services was at St Peters when we had a foot washing. To say that they are an excellent church would be too little.

The people are strongly connected to the community. They have a heart for outreach and have participated with many local and area ministries. I am especially proud of the monthly support they have for the meal program, Paw Packs, for the Billings school.

As with any small town, established church, getting used to new ways of doing ministry is always an area of opportunity. I think the church could benefit with increased and updated social media presence. They have a Facebook page, but not very many posts.

Your servant,

Pastor Jeff Carr  
Billings & Mt Olive UMC



# BILLINGS R-IV SCHOOL DISTRICT

RICH IN TRADITION...  
PREPARING FOR  
THE FUTURE

April 27, 2020

To Whom It May Concern:

It is my pleasure to write this reference letter in support of the St. Peter's United Church of Christ in Billings, Missouri. I have served as the Billings School Superintendent for the past fifteen years. During this time, it has been my privilege to work in partnership with the Ministerial Alliance. This community support group has been instrumental in providing food for our children in need. Together the school and churches unite to deliver Paw Packs for kids, provide food donations, and support current food deliveries during this COVID-19 outbreak. These meals are so important to the health and welfare of our local community children. We strongly support the focus and support of our churches on reducing hunger and health disparities in the Billings community by delivering these interventions.

Throughout the years, I have come to know many members of the St. Peter's United Church of Christ. I feel that I could reach out to any member with a student need or community concern and they would be delighted to work closely with me to find a solution. There is not only a shared community partnership, but also an ever present sense of care and concern for others in this small town.

As a community ministry, the Ministerial Alliance provides a Baccalaureate Service at alternating community churches for our seniors. This is a wonderful opportunity for our students to meet for one of the last times before graduation and be recognized by the church communities. It also provides a means of building relationships with these young individuals, and is a positive influence and support to them as they move into their future plans.

The St. Peter's United Church of Christ, with the assistance of other local churches, provides Christmas gifts to students who may not otherwise receive gifts. This is a community wide effort at Christmas. The St. Peter's men's group in conjunction with the Billing's Fire Department have provided fruit baskets to local community members, and assisted with providing school supplies for students and teachers.

The Billings Administration and Faculty are very appreciative of the partnership we have with the St. Peter's United Church of Christ and our local Ministerial Alliance in Billings. I personally have worked with members of the St. Peter's United Church of Christ and consider these relationships life-long and meaningful to myself and my family. We look forward to continuing this partnership for many years to come. If I can be of further assistance, please contact me at 417-744-2623.

Respectfully,

Cynthia G. Brandt, Ed.S  
Superintendent  
Billings R-IV School District

Tue, Apr 14 at 8:03 AM

To whom it may concern:

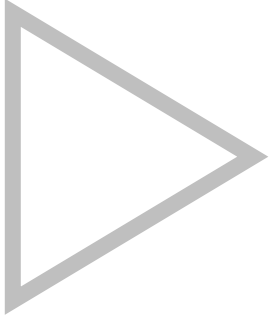
My wife and I have lived in the rental house right next to the church for a little over three years. We have had a very pleasant experience living here. The members of the congregation have always been friendly and courteous. Anytime there have been repairs needed, they have always been fast and understanding to make them.

I have observed them being involved in a scout ministry with young people. I know they have held dinners to raise financial support for local charitable causes.

The members have always been involved in the local ministerial alliance. There is always a representative at the monthly planning sessions, and they faithfully attend community worship services. Our local churches rotate being host church and pastoral speaker for these services. They have always been a part of the community services, Easter, Thanksgiving and High School Baccalaureate services.

I believe the church has a good reputation in the community.

God Bless You,  
Bob Long, Pastor  
First Baptist Church  
Billings, Mo.



## **CLOSING THOUGHTS**

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

### **CLOSING PRAYER**

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O Lord, as we gather as Your people in this time and place, we give You thanks for the gift of faith and for the promise of Your presence in all circumstances of life. We celebrate the heritage of faith that is unique to this congregation in this particular gathering place within your larger church.

As we come together as a community of faith, as well as individuals and families of faith, we seek the continuing guidance of Your Spirit, Your forgiveness, and assurance as we confess our failures, frailties, weaknesses, and sins before You. Grant us courage and vision as we seek to be faithful in the days to come.

We especially seek Your guidance as we attempt to hear Your call to us as a congregation and for discernment regarding new pastoral leadership in the future.

We give You praise, thanksgiving and commitment, O God, as we seek to continue to be faithful to Your expression of Yourself and Your will for us, made manifest through the life, death, and resurrection of our Lord Jesus Christ, in Whose name we pray. Amen



## STATEMENT OF CONSENT

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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? (for example, church council or consistory, transition team, etc.)**

Congregation's Search Committee

**2. Additional comments for interpreting the profile:**

It was a collaborative effort

Signed:

On behalf of the Search Committee

David Rauch, Chair

April 14, 2020

[davidrauch@yahoo.com](mailto:davidrauch@yahoo.com)

417-669-6180

# VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

My signature below attests to the above item.

Signature:

A handwritten signature in cursive script, appearing to read "Nicole Havelka". The signature is written in black ink on a light-colored background.

Name / Title: Rev. Nicole Havelka, Interim Minister for Search and Call Discernment

Email: [nicole@mmsucc.org](mailto:nicole@mmsucc.org)

Phone: (314) 301-9842

Date: 4/29/2020

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**