

# **SHARED MINISTRY AGREEMENT**

## **ARTICLES OF AGREEMENT**

### **JANUARY 2022**

**The Powder River Congregational United Church of Christ and Our Savior's Lutheran Church (ELCA) of Broadus, Montana have agreed by a vote of each church to share a pastor. We recognize our common responsibility to give effective Christian witness in the community we both serve.**

**We propose the following plan for sharing pastoral leadership which will enhance the total ministry of both churches as we provide a common witness to our community. This will provide better stewardship of our financial resources and increase opportunities for fellowship within our memberships.**

**PURPOSE:** The purpose of this Agreement is to share the employment of pastoral leadership who will serve each church as a half-time pastor.

**INDIVIDUALITY:** Each church will function as a separate entity governed by their elected Council to which the pastor is responsible.

#### **SHARED MINISTRY COMMITTEE**

This committee shall consist of three (3) representatives from each church. Two members must be members of their respective church boards. This committee plans to meet at least (4) times yearly. The chairperson and (2) members may call a special meeting upon due notice. A quorum would consist of (3) members with both churches represented. The pastor would be expected to meet with this committee.

#### **COMPENSATION PACKAGE 2022**

It is the intent of the churches to share equally in the compensation package for the pastor. The package shall consist of a monthly salary, insurance, housing with utilities, mileage allowance, retirement contribution, continuing education allowance. At the current time we have agreed to a package of \$ 45,000.00 to be allocated to the special accounts after consulting with the pastor.

#### **HOUSING ARRANGEMENTS**

Both churches have a parsonage with the UCC having the larger of the two. The pastor could choose which would be the most appropriate. The monetary value assigned to providing the Parsonage and utilities will be mutually agreed upon by the ministry committee.

#### **VACATION AND SICK LEAVE**

The Pastor shall annually be allowed (3) weeks of vacation not to exceed (4) Sundays and (2) weeks for continuing education with (12) days of personal leave. Both

churches would require the Pastor to attend annual events of both UCC and ELCA conferences. Usually Boundary Training is offered at these annual meetings.

### **WORSHIP TIME AND SPECIAL EVENTS**

The committee has agreed that the time of worship for each individual church would be at 9:30AM and 11:00AM with times exchanged at regular intervals and joint services offered during HOLY WEEK or the ADVENT SEASON. Both churches currently share worship on the 5<sup>th</sup> Sunday of the month and look forward to sharing worship experiences in the future.

### **TERMINATION OF CONTRACT**

Either church may terminate the SHARED MINISTRY AGREEMENT in the event that circumstances would necessitate the withdrawal of either church from the partnership by written notice to the other church (2) months prior to termination. This agreement shall be reviewed annually and renewed by a vote of each individual congregation.

### **AGREEMENT APPROVALS**

**OUR SAVIOR'S LUTHERAN  
CHURCH (ELCA)**

**POWDER RIVER CONGREGATIONAL  
UNITED CHURCH OF CHRIST**

**MODERATOR: VIC ULLRICH**

**MODERATOR: JESS BARNHART**

*Vic Ullrich 1/23/2022*

*Jesse M. Barnhart*

**KATHY HEIDEL**

**DINA GAY**

*Kathy Heidel 1/23/2022*

*Dina Gay 1/23/22*

**JIM HANSON**

**ILLA DEE TALCOTT**

*Jim Hanson 1-23-2022*

*Illa Dee Talcott  
Jesse M. Barnhart*

# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

[Name of Church] POWDER RIVER CONGREGATIONAL UNITED  
[City, State] CHURCH OF CHRIST  
Broadus, Montana 59317  
[Name of Position Opening]  
Pastor  
[Names of Conference, Association]  
Montana /Northern Wyoming Conference United  
[Validation Date] Church of Christ  
May 2021

### 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)*



# POWDER RIVER CONGREGATIONAL UNITED CHURCH OF CHRIST

Broadus, Montana

Broadus, Montana is a rural town with a population of 500, located in the Powder River Valley, on State Highways 212 and 59. The economy is agricultural, with livestock being the principal enterprise.

## HISTORY

Lewis and Clark  
Town – 1910  
County – 1919  
Homesteaded in  
early 1900's.  
Local history  
colorful and  
well-recorded.  
Early history of



## MEMBERSHIP

Active members – 55  
Ave. church attendance – 30

## BUILDING PROGRAM

\$95,000 church constructed  
in 1955.

## SALARY

Seeking ½ to 2/3 FTE pastor  
with benefits. Total  
compensation about \$25,000/yr.  
plus parsonage provided.



## TRADE AREAS

Miles City, Montana – 80 mi.  
Billings, Montana – 160 mi.  
Gillette, Wyoming – 90 mi.  
Belle Fourche, South Dakota – 100 mi.  
Rapid City, South Dakota – 160 mi.

## PARSONAGE

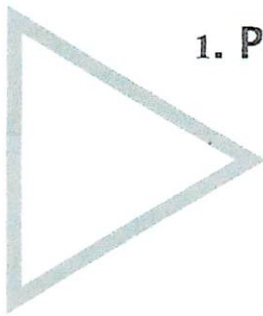
Modern 3-bedroom home has 3 bedrooms on the ground floor, a large finished basement with family room, plus 2 bedrooms and laundry room; a deck, lawn, and good garden spot; about 1 block from the church. Built in 1963. Address of parsonage: 311 North Rue, Broadus, MT.

## SCHOOLS

Modern high/junior high school has a capacity of about 200. It was built in 1958 and added to in the 1970's. Elementary school was constructed about 1970.



## POWDER RIVER MANOR



## 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

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Church name: Powder River Congregational United Church of Christ

Street address: 309 West Wilson, Broadus, MT 59317

Supplemental web links:

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

• none

Conference: Montana /Northern Wyoming Conference United Church of Christ

Association:

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

• Rev. Marc Stewart--Conference Minister

406-647-2040    marc@mnwcucc.org

Summary Ministry Description:

*In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?*

Although we are an aging congregation, we live in an area with a young population. We warmly receive all those who hunger for fellowship and a personal relationship with God. All are welcome here. Our church serves the community by providing baptisms, weddings, and funerals.

*Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.*

What we value about living in our area (*2 – 3 sentences*): We value living in a rural area and know almost everyone in our town. However there are many new people in the county we would welcome to our church. This wholesome lifestyle is available with many recreational opportunities

including a golf course, swimming pool, walking trails, and abundant wildlife. We have an excellent school system, low crime rate, and supportive community.

Current size of membership:

80

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

Position Title: Pastor

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

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

Intentional Interim – a called position for a temporary term of congregational preparation for a settled-pastor search, in which the minister does not typically move church membership to the congregation served or move standing to the related association

X 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

Supply – a temporary position in which the pastor does not move membership to the congregation served or move standing to related association

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

Full Time

$\frac{3}{4}$  Time

X  $\frac{1}{2}$  Time

$\frac{1}{4}$  Time

Does the total support package meet conference compensation guidelines?

not completely

## 1b. SCOPE OF WORK

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

Preparation and leadership of Sunday worship, scripture study, crafting of liturgy and bulletin, sermon preparation, and hymn selection and prayers for worship.

Core Competencies:

(*List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care*



*minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)*

- We need a pastor who would be willing and able to reach out to members not currently attending church. We realize this is an effort to be shared by the laity with the pastor.
- We do want our pastor to be active in activities in the community in which he or she might be interested in and have time for.
- The pastor needs to be sensitive to an aging community which incorporates both liberal and conservative views locally and nationally.
- We desire pastoral care and spiritual guidance in coping with our changing world and culture.

## 1c. COMPENSATION AND SUPPORT

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Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$ 13,000 per anum paid twice monthly in payments of \$541.75

● Utility allowance: \$2000 per anum

Benefits (*choose one*):

● Annuity: Health Insurance

Salary plus Benefits

Salary includes Optional Benefits

No Benefits

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

- Parsonage is one block from the church. Repairs will be paid by the church, lawn to be cared for by the pastor if possible.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): 3 weeks vacation, 1 week of continuing education, 1 personal day per month/12 days per year

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

- Ministers in town meet monthly; conference minister in Billings; area ministers meet monthly in Miles City

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:

- Since our salary is half-time, we would support other employment with understanding of time limits.

## 1d. WHO 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.

- We hope to honor old traditions but are open to new ideas. We need to nurture the present congregation while encouraging new membership or interest.

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

- We need leadership. Our community is currently experiencing an influx of people moving into our community seeking a safer environment and a good school system.

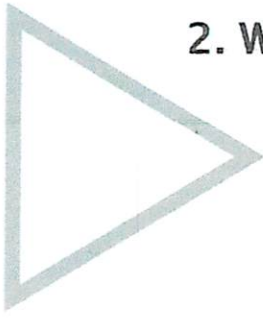


Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

- No special language except possibly understanding the Native Americans in our locality, their history and beliefs. We live on the designated WARRIOR TRAIL, a portion of Highway 212.

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.

- Being able to personally speak about his or her journey with Jesus Christ and living the life of discipleship guided by the Holy Spirit.
- Knowing UCC history and being committed to the core values of the UCC.
- Being able to witness to his or her beliefs and also being able to attend the administrative tasks encouraging laity to be part of those tasks.
- Being able to tell the sacred stories and UCC traditions in a way that the community can understand and be excited about sharing in the needs, problems, and concerns of our community and world.



## 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?

- More affirming of different lifestyles.
- More involved in the world and life outside our own community.

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

*For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

- We have never had a multi-year strategic plan but have a general vision statement.
- For the past 2 years our church has opened its building for a preschool shared with the Lutheran church. Volunteers have come from churches of several denominations in our town.
- During the previous pastor's term, we organized an activity for the area to participate in a game afternoon.
- We have hosted a Blue Christmas devotion for those not able to celebrate with family.
- We have initiated a Food Pantry.
- We participate in "Jesus Kids" with the Lutheran church and also Bible School.
- We have provided a new family restroom that is handicap accessible.



### 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

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Describe your congregation's life of faith.

*For example, what beliefs and commitments are stated in your congregation's purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?*

- Statement of Faith. The congregation of Powder River Congregational United Church of Christ believes that our church is a place where all are welcome and together we can bind the fellowship of Jesus Christ for the purpose of sharing in the worship of God and in making his will dominate our decisions and life.

Describe several strengths or positive qualities of your congregation.

- There is willingness to help in any effort needed.

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?*

- We have a sanctuary used most of the year except in the winter months when we use our fellowship hall with a fireplace to save on heat expense. We enjoy the full fellowship of the worship experience.



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?*

- Sermon discussion group which covered both the sermon and everyday living.

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 hrs
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? ● phone tree
- 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

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*(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)*

### 3c. 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:	40	
Number of active non-members:	5	

Total of church participants (sum of the numbers above):	45	
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Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	65%	x
Less than 10, more than 5 years:	34%	x
Less than 5 years:	1%	x

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>
					2	6	6	6	x

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0%	x
Households with minors:	1%	x
Single adults age 35-65:	5%	x
Joint households with no minors:	74%	x
Single adults over 65:	20%	x

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	85%	x
College:	15%	x
Graduate School:	1%	x
Specialty Training:	1%	x
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	20%	x
Adults who are retired:	60%	x
Adults who are not fully employed:	20%	

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

- clerical, rancher, farmer, lawyer, teacher

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?

- diversity comes in occupations

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 that conversation

### 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	4	pastor
Baptisms <i>(number last year)</i>	1	
Children's Groups or Classes	20	pastor
Christmas Eve and Easter Worship	40	



Church-wide Meals	monthly	pitch-in until covid, organized by diaconate
Choirs and Music Groups		
Church-based Bible Study		
Communion ( <i>served how often?</i> )	monthly	
Community Meals		
Confirmation ( <i>number confirmed last year</i> )	0	
Drama or Dance Program		
Funerals ( <i>number last year</i> )	7	
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> )	0	
Worship (time slot: <u>11:00 a.m.</u> )		this year we begin at 10:00 June-Aug
Worship (time slot: <u>        </u> )		
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).  none

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Sherwood McKay			Interim	yes

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

## REFLECTION

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

We are needed in our community for a place where all can worship regardless of diversity.

## 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$41,440.18
Endowment Proceeds (as permitted within spending policy, such as a	\$

## TREASURER'S REPORT YEAR ENDING 2020

BALANCE 12/31/19	\$ 5,468.32
2020 INCOME	\$ 53,335.22
2020 EXPENSE	\$ 57,898.06
BALANCE 12/31/20	\$ 905.48

### EXPENSES

PASTOR'S SALARY	\$ 26,796.72
ANNUITY	\$ 4,333.42
HEALTH INSUR.	\$ 2,809.80
PULPIT SUPPLY	\$ 250.00
TRAVEL EXPENSE	\$ 160.00
JANITOR	\$ 780.00
ORGANIST	\$ -0-

TOTAL \$ 35,129.94

### CHURCH REPAIR

SUPPLIES	\$ 215.88
LAWN/FERTIL.	\$ 202.25
CLEANING SUPP.	\$ 23.25
FURNACE REP.	\$ 410.23
GARAGE DOOR	\$ 2,094.31
TOTAL	\$ 2,945.92

### INSURANCE/TAXES

STATE FUND	\$ 442.23
CHURCH TAXES	\$ 337.50
MANSE TAXES	\$ 246.50
CHURCH/LODGE T	\$ 199.67
CHURCH MUTUAL	\$ 5,067.00
TOTAL	\$ 6,292.90

### CONFERENCE EXPENSE

ANNUAL MTG.	\$ 25.00
CONFERENCE DUES	\$ 720.00
OCWM	\$ 800.00
OGHS	\$ 190.00
TOTAL	\$ 1,735.00

### INCOME SOURCES

FULTON LEASE	\$ 4,392.50
KNOBLAUCH UTIL.	\$ 610.00
SHINING STARS	\$ 1,400.00
TRECO DIVIDEND	\$ 160.24
RANGE DIVIDEND	\$ 32.30
NORWITSKI MEM.	\$ 2,000.00
SLOVEK WEDDING	\$ 300.00
C D DEPOSIT	\$ 3,000.00
PLEDGES	\$ 41,440.18
TOTAL INCOME	\$53,335.22 *

### CHURCH UTILITIES

ELECTRICITY	\$ 1,156.15
PROPANE	\$ 1,973.25
WATER/GARBAGE	\$ 979.02
TELEPHONE/INT.	\$ 1,513.58
TOTAL	\$ 5,622.00

### MANSE UTILITIES

ELECTRICITY	\$ 1,286.37
PROPANE	\$ 1,016.14
WATER/GARBAGE	\$ 884.68
TOTAL	\$ 3,187.19

### OFFICE/MISC.

POSTAGE	\$ 55.00
DEPOSIT BOX	\$ 27.00
UPPER ROOM	\$ 69.00
TRIVIA ADD	\$ 40.00
BANK CHARGE	\$ 15.00
TOTAL	\$ 206.00

CAMERA/EQUIP. \$ 2,779.11

Prepared by: Illa Dee Talcott  
Treasurer



<i>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                      memorial	\$ 2000.00
Grants	\$
Rentals of Church Building	\$ 1,700.00
Rentals of Church Parsonage	\$
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$
Transfers from Special Accounts	\$ 3,000.00
Other (specify):              lease property	\$ 4,392.50
Other (specify):	\$
TOTAL	\$

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 64,250.00

*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?

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%*) ☐ figure arrived at by Trustees

What is the church's current indebtedness?

Total amount of loan debt: ☐ \$0

Reason for debt:

Are capital and other payments current? ☐ yes

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. ☐ none

If the church has had capital campaigns in the last ten years, describe: ☐ none

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? ☐ no

What is the market value of the assets?

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

What is the percentage rate of draw (last year, compared to 5 years ago)?

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

At the current rate of draw, how long might the endowment last?

Please comment on the above calculations or estimates:

#### Other Assets

Reserves (savings): \$ 21,500.00

Investments (other than endowment): \$ none

Does your church have a parsonage? yes

Fair market rental value of the parsonage: \$800-\$1000/month

How is the parsonage used? minister residence

Street / City / State / Zip: 309 West Wilson, Broadus, MT 59317

Finished square footage:

Number of Bedrooms, Number of Bathrooms: bedrooms 3; bathrooms 2

Assessed real estate value:

Available for minister residence: Y/N yes

Expected minister residence: Y/N yes

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs Trustees

Describe all buildings owned by the church: church building, parsonage

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

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) the church facility as a whole; parsonage is not

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?*

- During the year 2013 we were forced to change our minister to half time because of finances. In 2016 we called a pastor to 3/4 time.



### 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. The pastor Nicholas Knoblauch was an important happening recently. Pandemic changed some methods of worship. We actually had no worship for 5 mo. but had worship packets provided by pastor.

Describe a specific change your church has managed in the recent past.  
Wearing masks in order to have normal worship/changes in communion and collection of resources.  
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 is handled through a ministry team effort collecting information and a respectful discussion with dialogue from all parties and if need be a congregational vote.

*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?)* a ministry team

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Karalee Ringo Mulkey	4-1994 19 yrs 6-2013	yes
Rev. Sherwood McKay (interim)	2013 2015-2016	no
Andrew Wilson (student)	6-2016 2.5 mo. 8-2016	yes
Rev. Nicholas Knoblauch	8-2016 4.5 yrs 1-2021	yes

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

We have gained insight in all the areas of living in the world and community we live in.

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

Y/N/Ask us

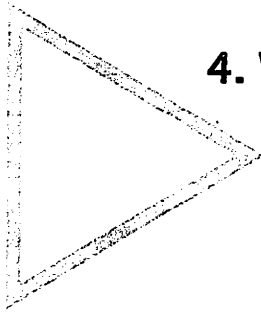
no

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us ☒ no

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

Y/N/Ask us ☒ 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

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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?*

We support Neighbors in Need, One Great Hour of Sharing, OCWM in church collections. We support a pre-school, community efforts in Transient Fund, and a Food Bank program.

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

We support and participate in conference meetings and have had some synod experience.

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"/> 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                                  |



## 6b. 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.)* search committee
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

*Jesse M. Barnhart Moderator - 5-23-2021*

## **6c. VALIDATION BY CONFERENCE/ASSOCIATION**

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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 Ian Stewart  
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406.656.8688  
June 1, 2021

**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*