

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE (July, 2023)

Red Lodge Community Church
308 Broadway Ave South
Red Lodge, MT 59068

Search and Call: Pastor

Montana-Northern WY Conference UCC

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*“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)*

1. POSITION POSTING

a. LISTING INFORMATION

Church name: Red Lodge Community Church (“RLCC”)
Street address: 308 Broadway Ave. South, Red Lodge, MT 59068
Supplemental web links: <https://www.redlodgecommunitychurch.com/>

Conference: Montana-Northern WY Conference: <https://www.mnwcucc.org>

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

Rev. Dr. Tony Clark, Transitional Conference Minister, 406-656-8688,
tony@mnwcucc.org

Summary Ministry Description:

“A Sure Foundation,” resource document of the UCC, discusses the relationship between pastors and congregations. It has been used as a guide for creating this document. We adhere to the concept of partnership in ministry; “We will nurture and join our gifts for ministry with those of the pastor in the Church and in the world. In all matters pertaining to the life, organization, and mission of this local church, we will work cooperatively and collegially with the pastor.” Our small congregation offers an opportunity for meaningful ministry and mission for someone to whom others confidently turn for spiritual insight, compassion in time of need, and modeling for how to put Christian love into action every day, in every way. We are committed to our value of being an Open and Affirming (ONA) congregation. We expand that to mean accepting and nurturing anyone, anytime, anywhere there is a need. We strive to grow as individuals in our relationship with God through the teachings and example of Christ, and the breath of the holy spirit. This includes striving to exhibit the values Christ taught us: love, honesty, inclusiveness, humility, service, and forgiveness.

With hope and humility, our congregation seeks a pastor who will work with us to grow spiritually through worship and Bible study and demonstrate how to live the teachings of Christ. We seek a pastor who is skilled at deepening our understanding of Christ’s message for this modern, complicated world; of leading us in finding new ways to live into our motto, Love in Action, and accomplishing our mission to welcome, gather, study, and serve (<https://www.redlodgecommunitychurch.com/>).

Photographs:

Our RLCC congregation dates to 1964 when it was formed by the merger of the local Methodists and Congregationalists, both of whom had formed in Red Lodge in 1890. Our Tudor Revival Church building dates to 1912. It is located on the city’s main street, just south of Red Lodge’s Historic Business District and is seen in the left-hand photo. With subsequent additions, the building now has 11,250 square feet of floor space on two levels and is mortgage-free. Our Sanctuary, with seating for 190, is seen in the right-hand photo. Further details can be found on the Church’s website at <https://www.redlodgecommunitychurch.com/>.





What we value about living in our area:

Red Lodge is an iconic mountain town, located 69 miles from Yellowstone NP via the Beartooth Highway, called “the most beautiful drive in America” by Charles Kuralt, but also just 60 miles from the largest medical services center in over 500 miles in any direction (<https://www.billingsmt.gov/>). Historical mining and multi-generational ranching founded Red Lodge, which has since grown with tourism, arts and music, year-round world class outdoor recreation such as skiing, whitewater, fishing, backpacking, horse riding, etc., (<https://www.redlodge.com/>). We retain many of the features of small American towns of a bygone era: children can still walk around safely without constant parental oversight, go to the skatepark, trick-or-treat, and play outside until it gets dark on their own. Since it’s a town where parents know that other adults are always keeping an eye out for kids’ best interests, public events such as the annual Fun Run for Charity (<https://www.rlacf.org/>), Oktoberfest celebration, Christmas Stroll, Halloween, look more like they did a couple generations ago than in most contemporary towns.

Anyone moving to town is presented immediately with many opportunities to join any one of numerous community groups that welcome and support them and others (<https://www.rlacf.org/>). Red Lodge is the kind of town where school levy bonds routinely pass by large margins while foregoing public campaigns, and students must complete public service requirements for high school graduation. Red Lodge schools enjoy the kind of success that results from deep and wide community support ([https://www.publicschoolreview.com/red-lodge-high-school-profile#:~:text=What%20is%20Red%20Lodge%20High,graduation%20rate%20\(Top%2010%25\)](https://www.publicschoolreview.com/red-lodge-high-school-profile#:~:text=What%20is%20Red%20Lodge%20High,graduation%20rate%20(Top%2010%25).)).

Current size of membership:

About 130

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

Only English.

Position Title:

Pastor

Position Duration:

We are searching for an Interim, Designated, or Settled Pastor.

Compensation Level:

We are prepared to explore compensation appropriate to any appointment from one-half time to full time.

Does the total support package meet conference compensation guidelines?

The conference compensation guidelines will be used to create a support package that reflects the position.

b. SCOPE OF WORK

Core Competencies:

The UCC Ministerial Code outlines the core competencies for all persons with ministerial standing in the UCC. These define the competencies desired in a pastor for RLCC.

- Empowered through the personal connection with the biblical foundation of the triune God, lead congregants of all ages in growth by preaching and teaching through sermons and study groups.
- Revitalize programs for children, their parents, and adults of all ages.
- As an ONA congregation we prize diversity of thought, depth of inquiry, extended curiosity, civility, and compassion and look for the same from our pastor.
- An open-minded, thoughtful, self-reflective worship leader; a person who leads by being a team player, by building others up. We need a leader whose humility lifts others to accomplishments they did not know they could achieve; a leader who is to effectively communicate the Good News to anyone, any time, anywhere. We hope for a pastor who can effectively lead us to thrive, not just survive in this time of societal movement away from organized religion and toward divisiveness, anger, and fear.
- The pastor who succeeds with us will share and enrich our collective commitment to service that enriches individuals and communities who are being diminished by injustice, insensitivity, or neglect. This pastor will grow with us into a deeper understanding of how to translate love into action.

c. COMPENSATION AND SUPPORT

Salary Basis:

The salary is dependent upon the scope of the position (part-time or full time). The UCC Call Agreement Workbook guidelines will be followed. In RLCC's 2023 budget, an amount of funds has been allocated to cover the remainder of the year, but of course the amount allocated is only an estimate because the compensation package offered will be dependent on variables which cannot clearly be foreseen at this time; e.g., the candidate's experience and needs, whether the position is agreed to be part-time or full time, etc.

Benefits:

Salary plus benefits: dependent on scope of call. It is anticipated that the living situation will be in Red Lodge or nearby. If so, a housing allowance will be provided.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*): A retention bonus will be considered after five years in the position as settled pastor.

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

The Montana-Northern Wyoming UCC Conference offices are in Billings, Montana, an easy 60 minute drive from Red Lodge. Within a 60 mile radius there are four active UCC churches whose ministers are active in the conference. Locally, there is a ministerium made up of ministers from the Lutheran Church, Episcopal Church, and Alliance Church.

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

Part-time work adjustments can be discussed with the applicant if the person has a desire to have bi-vocational employment. This would require discussion with the individual based on the work schedule requested.

d. WHO IS GOD CALLING TO MINISTER WITH US?

We seek a pastor who will effectively demonstrate unwavering spiritual foundation and practice, based on sacred stories and traditions, and work with us to strengthen justice and mercy while helping us fulfill our goal of love in action.

<https://new.uccfiles.com/pdf/THE-MARKS-OF-FAITHFUL-AND-EFFECTIVE-MINISTERS.pdf>

We recently hired a part-time Director of Christian Education. There is a need to re-establish Christian education for children and adults. We need a pastor who can help with growth of our congregation with a renewed focus on programs for those under retirement age. Though we are not a young congregation we value youth and the vital energy and essential change that is created as generations interact. We seek a pastor who is as effective with youth as with adults.

Our congregation seeks someone to whom others confidently turn for spiritual insight, compassion in time of need, and modeling for how to put Christian love into action every day, in every way. While we are predominantly white, English-speaking, retired parishioners, we include in our church community multi-generational ranch families, highly educated and accomplished professionals, blue-collar workers, and others. We value being an Open and Affirming (ONA) congregation, and all are welcome here.

Surveys were sent to the congregants as part of the preparation of this document. Some of the results are as follows.

- 100% - preaching - very important/important
- 95% - Inspiring sermons – very important
- 90% - congregational care – Very important/important
- 90% - youth education
- 70% - administrative management – moderately/less important
- - leadership within RLCC – very important/important
- - leadership in town – moderately important

We are a congregation prepared by our own life experiences to hear important questions, to be challenged to think and to act differently as our response to a meaningful instruction meshing scripture with modern living. We value theological strength with teaching during sermons and studies. The pastor God calls to serve with us should guide others into the living experience of God's presence. This could be done through demonstrating diversity of thought, depth of inquiry, extended curiosity, civility and compassion.

We are searching for an open-minded, thoughtful, self-reflective worship leader; a person who leads by being a team player, by building others up. We need a leader whose humility lifts others to accomplishments they did not know they could achieve; a leader who communicates the Good News to anyone, any time, anywhere.

The pastor who succeeds with us will share and enrich our collective commitment to service that enriches individuals and communities who are being diminished by injustice, insensitivity, or neglect. This pastor will grow with us into a deeper understanding of how to translate love into action.

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)

“Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.” (Matthew 25:40 -NIV)

Our congregation is composed of members who were born and reared in the area as well as those whose vocations or retirement brought them to Red Lodge later in life. No matter why or how our individual members ended up in Red Lodge, most would agree that they appreciate this area at least in part because of the small size of the community and the support its inhabitants and the town’s social and charitable organizations provide. We value what the Red Lodge area in the Absaroka Beartooth region of the Rocky Mountains offers. After arriving here, each of us found the welcoming and supportive community that is RLCC.

“For just as the body without the spirit is dead, so also faith without works is dead.” (James 2:26 NASB)

RLCC parishioners take seriously our individual responsibilities to strive for personal growth in faith, and we understand that, by themselves, *good works* are neither spiritual justification nor cause for secular acclaim. We understand *love in action* to be an essential means for energizing and directing personal faith journeys. We value such individual engagement for the impact it has on our collective growth as a church community within our larger Red Lodge community.

Who and what the church is “becoming” is a process. We have learned in the past 5 months that we can move forward, using the strengths we have been given to support one another and to continue to have an outreach presence in our community. The caretaking of the business and physical needs of our parish and building has been done and is being done. We have created joyful worship services. We have brought the governing documents and the financial documents of RLCC up to date as serviceable working documents in support of the church council and our standing committees. This has been done through the aptitude and hard work of the members of the congregation. We are “becoming” a congregation growing in member leadership and confidence.

We hope to become a growing church, offering families and younger adults a place to be nurtured in all Christ calls us to be. We envision: continued outreach to the under and unhoused in our area; shared missions with the Native American communities whose land once included the ground on which our church building stands; to work with the Red Lodge Area Community Foundation to provide affordable childcare to working parents and housing for all people; to provide emergency funding through the Pastor’s Discretionary Fund; to advocate for stewardship of the grandeur of the land and the community that we see as we drive down Broadway.

Being an ONA congregation is but one indicator of our individual and collective commitment to seeing that faith and works are unified, each enhancing the other. In this time of societal stress generated by the radiating fear employed by several forces to divide people, sustain inequality and injustice, even impose them anew, RLCC is committed to doing what we can, where we are, toward establishing a world as Jesus envisioned it.

“And after the earthquake a fire; but the Lord was not in the fire: and after the fire a still small voice. “ (I Kings 19:12 KJV)

“But as for you, when you pray, go into your inner room, close your door, and pray to your Father who is in secret; and your Father who sees what is done in secret will reward you.” (Matthew 6:6 NASB)

At RLCC we value listening to voices different from our own and using our own voice judiciously, with regard for what effects we might have. At the same time, we value and will not forgo communal worship, open collaborative exploration and explanation, and gracious sharing with one another; especially since we know that diversity in our views enriches everyone.

In our recent survey 60% of the congregation strongly agreed that we possess the knowledge, experience, and commitment to be responsible for managing RLCC financial decisions. Building on our commitment to who we become as a congregation, 80% see ourselves as *definitely capable* of managing our building and grounds while 20% see that as *probable*. Nearly 85% of us view our staff - with our support - as providing a welcoming, accepting presence to the public and the other 15% see that as *probable*. Almost 80% see our staff - again, with our support - as providing and leading inspiring music, with the other 20% seeing this as *probable*. Virtually none among us doubt our commitment to apply our congregation’s knowledge and experience to moving RLCC forward.

We believe that we need a pastor who focuses on: (a) inspiring and leading us in learning more about our personal faith journeys, (b) directing our collective commitment to serve as Jesus would in the context of our place and time. We view the more mundane aspects of church financial stability, stewardship of buildings and grounds, etc., as tasks for which we take responsibility -- looking to our pastor for leadership in spiritual and interpersonal relationships.

Two years ago our church became a designated evacuation shelter in response to a wildfire that threatened Red Lodge, and we again served in that capacity a year later when a flood devastated parts of town. We also have supported the Red Lodge Area Community Foundation in the building of several Habitat for Humanity homes, opened our building to house Americorps volunteers, and continued to meet other challenges as they have arisen, living out our commitment to love in action.

3. WHO ARE WE NOW?

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

a. CONGREGATIONAL REFLECTIONS.

Describe your congregation’s life of faith.

At RLCC we welcome all people to gather for worship, fellowship and to study God's word. We seek to be servants of our Lord in the care of all people.

(<https://www.redlodgecommunitychurch.com/>) Our liturgy, passing the peace, and social time following worship embody our openness to the Holy Spirit and align with our commitment to being ONA. Faith has been demonstrated in the expanding numbers of people willing to help with the vitality of the congregation during this time of transition. Faith is internal with worship services, our financial health, and care of our facilities. Faith is external in the activity of the Diaconate to make sure that the specific needs of people are addressed through prayer, meals, or hugs. The Outreach committee continues to creatively provide ways to serve the needs of our local and regional community. We care about each other.

Describe several strengths or positive qualities of your congregation.

A core strength of our congregation is that we build on the invaluable, historic mixture of ranchers, farmers, miners, teachers, and business people to create our current congregation in which 75% had careers in various professions (e.g. medicine, teaching, accounting, research.). Our recent use of Survey Monkey shows that about 80% of our current congregation earned bachelor's degrees and 50% earned graduate degrees. While sustaining our congregation and in reaching out to the wider community, we reject self-aggrandizing words or actions and instead strive for humility as we live *love in action*. We all value working well with others, we know the critical importance of supporting our staff, and we focus our efforts on service.

This congregation works to live fully into our motto of **love in action** every day, in every way. Both as a congregation and as individuals, we continually reach out to others in personal and collective ways, in steady, ongoing efforts. People on the nearby Native American (Northern Cheyenne and Crow) reservations are in partnership with us to support their focus on safe educational environments for native youth. Members and those who affiliate with RLCC founded and presently staff Kid's Corner, a non-profit volunteer-run children's store selling gently loved clothing, shoes, toys, and gear, with all profits distributed in grants across Carbon County. RLCC members have provided hands and hearts in building affordable, workforce housing, and we provide financial gifts as well as personal time and work in support of domestic and partner abuse services, our local food pantry, numerous non-profit human services groups, several wilderness/ecology non-profit organizations, and transportation services for anyone in need.

We are an energetic, enthusiastic, and inquiring community of people always seeking to learn more; more about ourselves, our faith, and others. As a congregation our daily living epitomizes the often overused though under-attained descriptor of life-long learner. We understand our role and impact in the larger Red Lodge community. Our recent survey shows that one hundred percent of us view the community role of RLCC as "very large" or "large" and three-quarters of us see that role as "appropriate."

Describe what worship is like when your congregation gathers.

We worship in our sanctuary on Sundays and take that into our community the rest of the week. Our worship focuses on living today as Jesus showed in word and deed. The

Diaconate has risen to the challenge of weekly pulpit supply. We have had sermons provided by inspiring visiting pastors. Our members have accepted the challenge of our conference minister, Rev. Dr. Tony Clark, to find the sermons within each of us. During this time of transition, we have had an increase in people attending worship.

We have a vibrant music program with a talented music coordinator and a choir director, who with the administrative assistant and a designated deacon constitute the worship and music committee. They have provided meaningful and invigorating worship events, and following each Sunday service there is social coffee time open to anyone and everyone.

Each Sunday worship service is videotaped. All services are available online through our website. If a person desires, an electronic copy can be delivered. There has been discussion with the conference minister that services can be shared with other congregations.

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

We recently re-established a standing Christian Education Committee and have hired a Christian Education Director whom we will support in developing youth programs. In the last couple of years, we have had adult study groups focusing on *Braiding Sweetgrass*, *Caste*, *The New New Testament*. This is an area in which we have high hopes for direction with a talented pastor. We envision rapid growth in the educational programs for the church. This will begin with children's time during worship, a children's music program (Christmas musical), and perhaps an outdoor adventure ministry program. The desire is there and with direction from a pastor as leader, there is much promise for growth in this area.

Describe how your congregation is organized for ministry and mission.

The Council, members of which include the Moderator, Secretary, Treasurer, and representatives from each of the standing committees, meets monthly. The church's standing committees and ad hoc committees meet as needed and according to rules established within each committee. The church's committees are subject to the supervision of the Council. Current standing committees are Stewardship and Outreach, Finance, Pastor-Parish Relations, Christian Education, Facilities, and the Diaconate. The Personnel Committee is a standing subcommittee of the Council. The Pastor supervises church staff, but she/he is subject to supervision by the Personnel Committee and, ultimately, by the Council. The church's ministry and mission are governed by its Constitution, Bylaws and Standing Rules.

In coping with both the devastating wildfire of 2021 and the county's flood of 2022, we acted as we always do: our church was opened, volunteers arrived, and needed assistance was made available; all within hours. Fortunately, such quick, immediate responses are the way we begin, not the way we end our efforts. For example, restoration following the flood was achieved with volunteers, except for the areas that

required licensed professionals, and has placed us in position for substantial FEMA reimbursement for human hours and equipment utilized in recovery efforts. Another example of church response to community need occurred when an elderly church member died suddenly; in just a couple of days (in order to accommodate out-of-town family members) a full memorial service, complete with distant family members appearing and participating by vimeo, was run smoothly, relying only on volunteers and with the services of a local pastor known to the family.

b. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	130	Yes
Number of active non-members:	10	Yes
Total of church participants (sum of the numbers above):	140	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:	115	Yes
Less than 10, more than 5 years:	15	Yes
Less than 5 years:	10	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>
5	3		5	7	10	21	55	34	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	98%	Yes
College:	80%	Yes
Graduate School:	50%	Yes

Specialty Training:	6%	Yes
Other (please specify):	---	Yes

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	20%	Yes
Adults who are retired:	80%	Yes
Adults who are not fully employed:	---	Yes

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

Our recent survey indicated about 3% in agriculture, 6% self-employed, 78% professional, 3% sales/service, and 3% office/clerical as our work histories.

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

Serbian, Irish, Norwegian, German, Italian, Scotch, African, Swedish, and others of mostly European descent.

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?

The congregation is majority white, non-Hispanic, with Native American, Japanese American, and African American cultures represented. We retain some of the ethnic diversity of the mining cultures that established Red Lodge. While being committed to ONA doesn’t change the cultural context in which we live, that context makes us more intentional when opportunities arise to welcome people who increase our diversity.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)?

We have hosted seminars and practiced “Gracious Space” approaches to discussions; while we continue to use these strategies, we have no scheduled updates.

c. 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	0	Christian Education Director
Baptisms (<i>number last year</i>)	None	
Children's Groups or Classes		Christian Education Director
Christmas Eve and Easter Worship	190	Pastor, Deacons, worship and music ministry
Church-wide Meals	50	Deacons, Facilities, Pastor
Choirs and Music Groups	6-20	Church Musician and Choir Director
Church-based Bible Study	4-15	Intermittently led by parishioners, Pastor, CE director
Communion (<i>served how often?</i>)monthly	35-40	Pastor and Deacons
Community Meals	75	Harvest Dinner – entire congregation and Community volunteers
Confirmation (<i>number confirmed last year</i>)	None this year	
Drama or Dance Program		Worship group
Funerals (<i>number last year</i>)	6	Deacons, Council, volunteers
Intergenerational Groups		CE Director
Outdoor Worship 2-3x per summer	25-40	Pastor, Deacons, Worship and Music Ministry
Prayer or Meditation Groups – online weekly	4-8	Deacons

Public Advocacy Work	Ongoing	Deacons, Stewardship, Council, entire congregation
Retreats		
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	0	
Worship (time slot: ___ 10am ___)	20-45	Pastor, Deacons, music team
Young Adult Groups or Classes	None	CE Director
Youth Groups or Classes	Beginning	CE Director
Other		

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).

David Munson, Don Hamilton, both retired.

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:

Retired UCC Pastor, Rev. David Munson. Quiet counsel offered only when requested.
 Retired UCC Pastor, Rev. Susan Waterson. Lives in Glasgow, MT but visits occasionally.
 Retired Methodist Pastor, Rev. Don Hamilton, Red Lodge resident.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person 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
Admin Assistant		\$30,000 annually, full-time (32 hrs per week)	Personnel Comm. & Pastor	About three years
Church Musician		\$15,000 annually, part-time	Personnel Comm. & Pastor	About 2 ½ years

Choir Director		\$7560 annually, part-time	Personnel Comm. & Pastor	About 8?years
Christian Education Director		\$3750 annually, part-time	Personnel Comm. & Pastor	Recently hired
Janitorial Services		Independent contractor	Facilities	

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

Collectively we seek and respond to every opportunity offered in our time and place to be actively ONA, to embed RLCC in the Red Lodge community, to maintain ongoing working relationships with the people on the two Native American reservations in our region, and to actively find ways to put love in action in the manner demonstrated by Jesus. We plan to expand our Christian Education programs, initially to children, with expansion to include youth and adults.

d. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$120,300 for 2023
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$~18K/year
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$ ~35K/year
Fundraising Events	\$~3-4K/year
Gifts Designated for a Specific Purpose	\$ ~3K/year
Grants	\$ Usually none, but FEMA pending
Rentals of Church Building	\$ 2300/year
Rentals of Church Parsonage	\$NA
Support from Related Organizations (<i>e.g. Women’s Group</i>)	\$NA

Transfers from Special Accounts	\$ See above
Other (specify):	\$ NA
Other (specify):	\$NA
TOTAL	\$182,600

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 179,365

Attach the 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.

Approximately \$30,000 is budgeted for fixed costs of utilities, insurance, custodial services, and maintenance in 2023. Anticipated non-ordained staff costs total \$56,310 for 2023.

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

The budget approved in the congregation’s annual meeting provides for about 40% of our budget to be allocated for pastor support.

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) - deferred by Council, 2023
- One Great Hour of Sharing
- Strengthen the Church
- Neighbors in Need (we have a Pastor’s Discretionary Fund)
- Christmas Fund

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

Allocated from general budget; about \$8000 budgeted. Deferred.

What is the church’s current indebtedness?

Total amount of loan debt: NONE

Reason for debt: N/A.

Are capital and other payments current?

N/A.

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.

N/A.

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

N/A.

Does your church have an endowment?

Yes.

What is the market value of the assets?

Combined total value of approximately \$740,000.

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

Yes. Funds are drawn regularly at a percentage established by each endowment annually to fund Stewardship and Outreach annual giving; regularly beginning in June, 2023, for supplemental payments directed toward operating costs, and under certain other circumstances that may arise.

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

4% annually.

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

On the Bob Moran Endowment, the draw this past year was \$32,000 to bring it up to date. In subsequent years it will revert to the 4% draw as indicated in the endowment guidelines. At a special congregational meeting on June 18, 2023 it was determined that \$100,000 be made available to be used, if needed, to meet operating costs.

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

Indefinite, depending on market returns. The Finance Committee is in the process of reviewing the management of the endowments to make sure that longevity is

maximized. Our goal is to ensure that the principal balances in the funds will be preserved and undiminished.

Please comment on the above calculations or estimates:

See above comments.

Other Assets:

Reserves (savings): \$ ~ 137,000

Investments (other than endowment): \$ ~ 25,000

Does your church have a parsonage?

No.

Describe all buildings owned by the church:

Church building and grounds.

Describe non-owned buildings or space used or rented by the church:

N/A.

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

Sanctuary, worship space, fellowship space, meeting rooms, and bathrooms are all wheelchair accessible. There is a ramp leading to the main floor from the front sidewalk. There is an elevator with a ground level entrance, going from the ground level to the main floor.

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

We have a very capable church treasurer who is supported by a finance committee with members who have experience in accounting, investing, banking, working with nonprofits, and in businesses. This group of five people has worked diligently in the past five months to assure our sound financial footing. With their knowledge and God's guidance, our congregation is prayerfully considering the scope of commitment we can provide a pastor. In the recent survey when asked what we should request for a time commitment from a pastor 1/3 said half-time, 1/3 said three-fourths time, and 1/3 said full time. We pray that God leads us in knowing how to proceed.

We embrace stewardship in a holistic way, planning and working diligently to grow in ways that enable us to serve. With the annual proceeds from one of the endowments, The Hazel Chamberlain Funds, the members nominate, present, and vote on giving grants to local, regional, and global organizations to which the members of the congregation have decided are most in need of and worthy of charitable donations from RLCC. Typically, grants are made each year to five organizations that each receive a designated part of these funds. It is one of our congregation's favorite ways of sharing our bounty.

We rent space in our building to a pre-school. For four months this summer, 2023, at no charge, we have housed eight members of AmericaCorps who are working in the community. Also, at no charge, we have community book groups and a theater group. Our hard-working facilities committee is responsible for determining the use and cost of space by non-members for weddings and funerals.

e. 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.

Undoubtedly the most significant events in the last 10 years were the back-to-back wildfire of 2021 and devastating flood exactly one year later in 2022. Those followed the Covid pandemic which was difficult in its own ways. To each event we responded by developing new ways to live our mission. We acquired and still use video/vimeo and related software to meet needs of those who cannot attend worship, needs that we never fully understood before Covid. We became and have remained a certified emergency evacuation shelter, and we built an incredible cadre of volunteers. We plan to be just as open to learning from the next surprise emergency event.

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

Having weathered the last two large and unexpected natural disasters, we have found ways to thrive; e.g., our volunteer labor so exceeded FEMA expectations that FEMA reimbursement may exceed the funds we borrowed from our reserve funds to repair the flood damage. We adapt and move forward.

The unexpected resignation of our pastor was a big change. It has been revitalizing to experience the willingness of the congregants to bring their many talents, ideas, and working power to keep the church not only open, but moving forward. In this time of transition, we have learned respect for one another, had a willingness to openly discuss needs, and recognized an amazing outreach of desire to grow our church.

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 value honesty in direct communication and practice frequent and open communication.

The unexpected departure of our pastor has been a difficult situation with potential to disrupt the congregation and create internal disarray. Our congregation has gathered ourselves, both those who were sorely disappointed and hurt and those who were relieved, into a unified effort to work and thrive together - as one community. There has been frequent communication from the Council, Deacons, and Search committee about the concerns that arose with the resignation. This has been done while maintaining the confidentiality of the people involved, especially with regard to the departing pastor.

When concerns were raised about the deficit spending in the 2023 budget presented in November 2022, this was quickly addressed by the council. In January 2023 the Finance committee was re-established as a standing committee. The entire budgeting process and use of endowments was reviewed and presented to the congregation for understanding. The church's Constitution, Bylaws, and Standing Rules were updated in order to more accurately reflect the work of the church. These revised governing documents were approved by the Council and approved by the members at a special congregational meeting in June, 2023. When concern was raised about a paucity of programs for children, a new Christian Education Committee was appointed by the Council, and a new Christian Education Director was hired. We have leadership in our search and call efforts to retain a new pastor. Weekly updates of progress are provided in the church newsletter, The Wrangler, and in the church's monthly publication, The Shalom.

The members have been given the name and phone number of the Council moderator to contact with questions and concerns. The support of the UCC Conference office is available when needed.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Pam Peterson	2018-2023	Y
Rev. Chuck Aurand (resigned when wife found pastoral call)	2016-2018	Y
Rev. David Munson (retired, still a member)	2003-2014	Y
Rev. Bill Hawk (resigned, failing health)	2014	Y
Rev. Susan Waterson (retired, still a member)	1983-2003	Y

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

The primary lesson learned is the importance of open and honest communication. This requires person first interaction, with the use of the supportive Pastor Parish Relations committee as needed. It is essential that each person accept responsibility for personal actions, not deflecting that conflict onto other people or circumstances. The guidelines of the church governing documents matters.

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

There has been no involuntary termination or pressure from the congregation for a past leader to leave. The recent resignation of our pastor was her choice.

Can Pastors' internal pressures be known or avoided?

The pastor and the Pastor-Parish Relations Committee (PPR) had sought the assistance of the UCC conference minister for guidance in resolution of some issues between congregants and the pastor. This evolved into support being made available from the UCC Conference Church and Ministry Commission. During this process, the pastor gave her resignation to the UCC conference minister and the chair of the Commission, who then shared the pastor's resignation with the RLCC moderator and the chair of PPR. The former pastor has since taken a job with N-Sid-Sen Center in Idaho.

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?

Not to the best of our knowledge.

4. WHO IS OUR NEIGHBOR?

“You shall love the Lord your God with all your heart and with all your soul and with all your might.” (Deuteronomy 6:5 ESV)

“If someone says, 'I love God,' and *yet* he hates his brother *or sister*, he is a liar; for the one who does not love his brother and sister whom he has seen, cannot love God, whom he has not seen.” (1 John 4:20 NASB)

As New Testament scripture explains, Jesus dramatically extended the Judaic tradition that was the foundation for Jesus' fulfillment of the law of Moses. While Jews had always been directed to “love your neighbor as yourself” (Lev 19:18) their scriptures

stopped short of extending love to enemies. Jesus permitted no such limitation. To fulfill the law and complete the righteousness begun in Judaic tradition, Jesus extended both the commandment and greatly increased its difficulty.

We clearly exist in a world where an increasing number of *others* are denigrated, demonized, ostracized, threatened, and held up as deserving our hate and harm. Every day more people are categorized, classified, and stereotyped as deserving exclusion of one type or another. RLCC rejects any movement toward divisiveness and searches for ways to increase unity in the love exemplified by Jesus.

Taking our commitment to demonstrate *love in action* and live fully into our commitments as an ONA congregation, we do not deny or ignore the many people not specifically identified and singled out by various groups for direct harm but who still are often disenfranchised and suffer neglect. At RLCC we recognize that the powerful, wealthy, and privileged are not the neighbors on whom we have been called to focus our efforts. Taking on the mantle as an ONA church binds us to feed the hungry, welcome the stranger, cloth the poor, and fulfill the message in Matthew 25.

We are inclusive, not selective, in whom we honor as neighbors, and in fulfilling an essential responsibility we accept that responsibility by acknowledging our faith and connection to the UCC.

a. COMMUNITY VISION

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

Our congregation is so deeply enmeshed with so many of the 70 local nonprofits that operate under the umbrella of the Red Lodge Area Community Foundation (<https://www.rlacf.org/>) that any listing would overlook as many as it identified. The Executive Director of the RLACF, Tracy Timmons is one of the community references for RLCC, and she is identified below.

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

At present we do not have parishioners serving at conference levels. Historically, we have been so represented and would be supportive of one or more members serving in such capacity if opportunities again arose.

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?

At present RLCC remains focused on strengthening and empowering: (a) ongoing relationships with the peoples of the Northern Cheyenne and Crow reservations near us, (b)

the rebuilding that two successive natural disasters, which followed the worst months of the Covid pandemic, have forced on our community, (c) the workforce housing that is so urgently needed, and (d) providing care for children. Still, re-establishing our stewardship and outreach beyond the local/regional area is an ongoing part of congregational discussions.

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

RLCC responds to opportunities for ecumenical and interfaith activities as they arise, but we recognize that we need to engage in more initiation and creation.

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.

Our Mission Statement: ***"To welcome all people to gather for worship, fellowship and to study God's word. We seek to be servants of our Lord in the care of all people."*** We seek to embody the fulfillment of the this mission in every way, all the time.

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?

As it is for each member and friend affiliating with RLCC, we expect our pastor to establish her or his ministry in the wider community and wider church in ways that help our mission come alive in the lives of others. To that end we expect that our pastor knows best how to do that, and we will support the pastor's efforts.

b. MISSION InSite

RLCC has not used MISSION InSite to date. RLCC is so thoroughly integrated into the Red Lodge community that no impetus has arisen to search for assistance. Since 1964 when the local United Methodist and UCC congregations merged (and which merger has successfully operated as such since 1964), the community of Red Lodge simply refers to our congregation as "the community church." We collaborate actively with the other congregations, we host a harvest dinner open to the entire community, and as parishioners we are continually engaged by the larger community in many civic endeavors.

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: Tracy Timmons / Executive Director / Red Lodge Area Community Foundation (406-446-2820 / Tracy@rlacf.org / Has experience working with numerous parishioners.

REFERENCE 2: Dan Gainer / Funeral Director, Smith Funeral Home / (406-425-3335 / ddgainer@yahoo.com / Pulpit supply pastor for RLCC, long-time resident of town, officiant at funerals.

REFERENCE 3: Rev. Don Hamilton / Retired Pastor, recently retired from Roberts UMC / (Land: 406-446-1320 / Cell: 203-249-2599) donnan37@msn.com / Occasional pulpit supply, long-time resident of town

PROMPTS FOR REFERENCES

Describe some areas of strength in this church's ministry.

Describe some areas for improvement in this church's ministry.

Describe a significant experience you have had of this church's ministry.

Anything else you wish to share.

6. CLOSING THOUGHTS

a. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee: Here I am Lord. A hymn for the called pastor as well as the congregation.

b. 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 ministers 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.

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 and Call Committee (including those charged with drafting a local church profile), Council (including Moderator), and Pastor-Parish Relations Committee.

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

c. 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:

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

Addendum: Town of Red Lodge

The Town of Red Lodge

Situated in the foothills of the Beartooth Mountains, framed by the Pryor Mountains east of town, Red Lodge sits where the *peaks meet the prairie*. The sunny and dry plateau on which our town sits treats us to an exquisite light show during the day and a night sky that is the envy

of the vast majority of American citizens and visitors to this resort town. Our summers are temperate and our winters are, too, though short bouts of dramatic cold pass through every year.

Our town is like many other towns our size across Montana and the Rocky Mountain west. But, in all sorts of powerful ways we also are unique in ways that harken back generations. We were established from a true polyglot of immigrants who arrived with cultural traditions and biases. Well-formed individual attachments were made, of course, but people quickly learned that everyone rose or fell together. Although there were inter-group rivalries, they were set aside so a greater solidarity could develop. To an extent, Red Lodge still operates as an outpost in a state being grasped by powerful forces operating to exaggerate the differences and divide us.

Reflective of the state's growth from about 900,000 citizens in 2000 to 1.12 million in 2023, Red Lodge had 2190 people in 2000 but that population has grown to 2566 in 2023. Amidst much of the current political turmoil across the country, the Montana state constitution stands as one of the most forward-looking state constitutions. It was revised and approved in 1972 and embodies many rights often overlooked in similar documents, such as the landmark right to *a clean and healthful environment*, explicit rights to *privacy and individual dignity*, protection for abortion, and the *right of pursuing life's basic necessities*.

Red Lodge is an iconic mountain town, located 69 miles from Yellowstone NP via the Beartooth Highway, called "the most beautiful drive in America" by Charles Kuralt, but also just 60 miles from the largest medical services center in over 500 miles in any direction (<https://www.billingsmt.gov/> and https://en.wikipedia.org/wiki/Billings,_Montana). Historically, mining and multi-generational ranching formed the foundation of Red Lodge, which has since grown with tourism, arts and music, year-round world class outdoor recreation such as skiing, whitewater, fishing, backpacking, horse riding, etc., and the only platinum/palladium mine in the USA just 45 miles away (<https://www.redlodge.com>, <https://www.redlodge.com/montana-arts-and-culture.asp?c=AE02>, <https://www.redlodge.com/montana-history.asp?c=AE03>, https://en.wikipedia.org/wiki/Red_Lodge,_Montana, <https://www.goatsontheroad.com/best-things-to-do-in-red-lodge/>).

Red Lodge is a modern community holding on to many of the features of small American towns of a bygone era: children can still walk around safely without constant parental oversight, go to the skatepark, trick-or-treat, play outside "until it gets dark," etc. on their own. Kids here still learn how to get along with other kids without constant adult oversight. Since it's a town where parents know that other adults are always "keeping an eye out" for kids' best interests, public events such as the annual Fun Run for Charity (<https://www.rlacf.org/>), Oktoberfest celebration, Christmas Stroll, Halloween, etc. look more like they did a couple generations ago than in most contemporary towns.

Anyone moving to town immediately is presented with many opportunities to join any one of numerous "community groups" that welcome and support them and others (<https://www.rlacf.org/>). No town is perfect but not many still value *community* the way that Red Lodge does. Our long-standing Festival of Nations (https://www.allredlodge.com/events/festival_of_nations.php) is shorter, but still celebrated each summer.

Red Lodge is the kind of town where school levy bonds routinely pass by large margins while foregoing public campaigns, and students must complete *public service* requirements for high

school graduation. Red Lodge schools enjoy the kind of success that results from deep and wide community support ([https://www.publicschoolreview.com/red-lodge-high-school-profile#:~:text=What%20is%20Red%20Lodge%20High,graduation%20rate%20\(Top%2010%25\)](https://www.publicschoolreview.com/red-lodge-high-school-profile#:~:text=What%20is%20Red%20Lodge%20High,graduation%20rate%20(Top%2010%25).)).

Beyond school, kids have an active Boys and Girls club, a recently revitalized skate park (<https://www.cityofredlodge.net/community/page/hellroaring-skate-park>), and an ice rink supports recreational skating as well as youth and adult league hockey all winter (<https://redlodgeice.com/>). Kids of all ages benefit from the local Beartooth Recreational Trails Association's summer and winter activities for hiking, groomed nordic skiing, gear rental, etc. (<https://beartoothtrails.org/>). Additionally Red Lodge is home to the Absaroka Beartooth Wilderness Foundation (<https://abwilderness.org/>) which provides stewardship for the A-B Wilderness, which is the largest alpine tundra in the lower 48 states and the crown jewel of the Greater Yellowstone Ecosystem. Overseeing about 70 diverse non-profits is the Red Lodge Area Community Foundation (<https://www.rlacf.org/>) giving substance to the widespread sense of community that lies at the heart of Red Lodge.