

April 21, 2025

Date

Bi-Vocational Pastor

Position to be Filled

LOCAL CHURCH PROFILE FOR LOCAL CHURCHES SEEKING NEW LEADERS

Local Church 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 information that would be helpful to candidates. As the committee charge with the responsibility for identifying and recommending a 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 opinion about our church. We encourage a candidate to do so, recognizing that an open exchange or relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

Search Committee Chairperson

Date

Church

Name: Pilgrim Congregational Church

Address: 409 South 36th St.

City, State, Zip: Billings, MT 59101

Search Committee Chairperson or Contact

Name: Bruce Rush

Phone: 406-860-8457

Email: bruce@blgskubota.com

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MEMBERSHIP INFORMATION

4. **Membership:**

	Last Year	5 Years Ago	10 Years Ago
# Church Members	175	300	450
Average Attendance at worship	45	75	125
Average participation of children in CE	0	0	20
Average weekly participation in adult education	12	20	20
# Members who are ordained clergy	0	0	0

5. Profile of Congregation

Estimate percentage of congregation. Each category should add up to 100%.

Age %	
1	0-5
4	6-18
5	19-34
10	35-49
20	50-64
20	65-74
40	75+

Education Level of Adults	
0	% completed less than high school
35	% high school graduates
30	% college/vocational school
30	% college graduates
5	% graduate school

Family Units	
10	% couples with children at home
56	% couples without children at home
31	% single
3	% single parent with children at home

Occupation of Adults	
10	% business
10	% clerical
5	% farmer/rancher
4	% laborer/manufacturing
15	% professional
6	% student
8	% tradesperson
33	% other

Employment	
25	% employed
1	% not currently employed
74	% retired

CHURCH FINANCES

	Last Year	5 Years Ago	10 Years Ago
6. Total Church Income			
Members offering and pledges	125,475.00	124,880.00	131,130.00
Interest from investment or endowments	1260.00	1002.00	812.00
Principal reduction (endowments or investments)			
Rentals			
Special Fundraising - Roof	20,000		
Other - Grant		37,782.00	

	Last Year	5 Years Ago	10 Years Ago
7. Total Operating Budget			
Our Church's Wider Mission Basic Support	200.00	4,095.00	4,891.00
Our Church's Wider Mission Special Support			
Other Gifts			
Current Local Expenses			
Annual Capital payments			
Other Debt			

8. Identify special offerings/donations the church receives and distributes throughout the year:

100.00	Orchard School Supplies
100.00	Orchard School Clothing

9. Mission

- a. Name the most significant local or global missions/ministries or agencies that were financially supported by your local church last year and the amount of support:

Local Missions	200.00
Africa Mission	0.00

- b. What mission project has excited your church the most in the past three years? Why?

In the last year, the church was focused on raising funds to help replace both roofs on the church. The church members raised over \$20,000 and were able to cover the cost of a \$100,000 roof installation.

10. Indebtedness

- a. Total amount of outstanding mortgages/capital debt: \$ None
- b. Total amount of other debt: \$ None
- c. Are payments current? NA

11. Capital Campaigns: NA

12. Assets Held by the Church:

- a. Reserves (savings): \$ 47,569.00
- b. Endowments/Investments: \$ 21,552.00
- c. Parsonage: \$ 362,000.00
- d. Parking Lot: \$ 100,000.00
- e. Describe buildings and property of your church:
 - Church building/sanctuary/Sunday school/meetings rooms/Fellowship Hall/Kitchen
 - Parsonage
 - Church parking lot
- f. Is the church building (sanctuary and offices) handicapped accessible: Yes
- g. Is the pulpit handicapped accessible: No
- h. If a building program is projected or underway, describe it, including estimated date of completion: NA
- i. If the church owns a parsonage, describe it:

Address: 404 South 36th ST.
City, State, ZIP: Billings, MT 59101
Number of Rooms: 15
Number of Bedrooms: 5
Number of Bathrooms: 2 Full, 2 – ½ Baths
Description: Study, Dining Room, Kitchen, Pantry, Laundry Room, 2 floors, several rec. rooms, Living room.

Distance from church is 150 ft.
Parsonage is not handicapped accessible.

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

- 13. If your conference has compensation guidelines, do you follow them? NA**

14. Salary History

To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers’ tenure. Do not include interim positions. If a parsonage is provided, insert the letter “P” in the space provided. Provide information for the last 3 leaders or the last ten years:

	Start Date				End Date			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
Last	2022	48,000		P	2025	50,400		P
Previous	2016	42,000		P	2021	48,000		P
Previous	2013	42,000		P	2016	42,000		P

15. During the above period, has your church ever failed to fulfill its financial obligations to its pastor? No

16. Salary, Benefits, and Expenses Offered

- a. Cash salary offered: \$ 30,000, or
- b. Cash salary \$ 20,000 plus Parsonage use.
- c. Customary Benefits:

Yes	Vacation: 2 weeks annually
NA	Maternity/Paternity Leave
No	Retirement Annuity
No	Life and Disability Insurance
No	Health and Dental Insurance
No	Social Security/Medicare Offset

- d. Ministry Expenses

Yes	Travel Reimbursement - TBD
Yes	Meeting Expense Reimbursement
Yes	Books and Periodicals - \$200/annual
Yes	Moving Expense – \$2,000 maximum - TBD
NA	Reimbursement of Criminal Background Check Fee

COMMUNITY CHARACTERISTICS

17. Population

- a. Population of total city or town in which your church is located: 130,000
- b. Describe the population by racial-ethnic category and identify the source of the information: [https://en.wikipedia.org/wiki/Billings, Montana](https://en.wikipedia.org/wiki/Billings,_Montana)

18. Economic Factors

Identify major sources of employment/income in your community:

- a. Medical
- b. Farming/Ranching
- c. Energy
- d. Retail

19. General Description

- a. Describe three distinctive attributes of our community:
 - Major Medical facilities
 - 5 colleges and an excellent school system
 - Major shopping and various recreation areas within 300 miles
- b. Identify major trends you envision in your community during the next five years:
 - Growth in medical facilities
 - Growth in educational facilities
 - Diversified growth across state due to economy
- c. List three or four problem areas confronting your community that members feel your church should address:
 - Helping the less fortunate (poverty issues)
 - Renewal of the church area
 - Increase of crime
- d. Indicate Mission Activities:
 - In which your church participates as a part of its mission in the community: Southside Task Force, Narcotics Anonymous, Orchard School, Rescue Mission, Friendship House, Al-ANON, Girl Scouts.
 - In which your church expects the leader you are now seeking to participate:
 1. Visit members in hospitals
 2. Visit members that are homebound
 3. Visit members that are in nursing homes

- e. Describe how your church building is now being used by the community: The following groups meet daily/weekly at our facility.
 - Girl Scouts
 - Narcotics Anonymous
 - End of the Road
 - AI-ANON
- f. Indicate the number of school districts from which members of your church are drawn: 3 or more.

CONGREGATIONAL LIFE

20. Identify major trends you envision in our church in the next five years.

- a. Community outreach in and around the church area.
- b. Increase member participation and attendance.
- c. Re-establish a Sunday School program.
- d. Leverage Sunday service streaming on Facebook or other.

21. Planning

- a. All churches do planning. How would you characterize the way planning is done in your church?
Church planning/direction is discussed during the monthly board meetings. Church leadership is responsible to God and the church membership. By working together, the membership works to serve and grow.
- b. What expectations do you have of the person you are seeking in relation to the planning that takes place?
To be a contributing leader in the growth and service of the church. To work with area churches and organizations in the common goal to serve. To participate in church activities and bring new and fresh ideas. To retain and attract members.
- c. When is the last time your church undertook a period of discernment and long-range planning in an intentional way? 2024
- d. What were the outcomes of your intentional long-range planning?
 - To leverage who we are and what we do best. We are a family bible-based church.
 - To reach out into other areas of Billings with a potential for a satellite service.
 - To leverage technology and online streaming.
- e. Does your church have any plans to undertake a period of intentional long-range planning in the future? Yes, this is an ongoing effort with today's changing society.

22. Reflections on Congregational Life

Comment on the following with what you believe to be the generally held responses of the congregation.

- a. Identify the three most important faith experiences or events in the history of your church and the year each took place:

Church founded as a Lutheran Congregation	1910
Church became affiliated with United Church of Christ	1957
Church left United Church of Christ	2012

- b. Identify the most challenging faith experience or event in the life of your church in the last three years and what the church learned from it:

The announcement in 2005 by the UCC Synod of support for gay marriage. We learned our church did not support that announcement and we lost many members. The church has remained truthful to the scriptures.

- c. What is God calling your church to do/become over the next few years?

We believe God wants our church to survive and continue to serve. It is our responsibility as Christians to spread the word and aid those individuals struggling to find him. To support the belief that the Lord has saved us and the worries of today will be taken care of.

- d. Describe how the church expects the person you are seeking to help your church reach these goals:

To be a strong Christian leader and example to the congregation. To work with our members in concert in serving the Lord and supporting the church.

- e. Chose the statement that most accurately describes the theological/faith stance of your church: *You may check more than one.*

X	We tend to be theologically conservative.
	We tend to be theologically moderate to conservative.
	We tend to be theologically moderate.
	We tend to be theologically moderate to liberal.
	We tend to be theologically liberal.
	We tend to be quite diverse theologically.
	Other

- f. Describe the educational program of your church:
Identify the curriculum used in your church school and the person or committee responsible for selection of the curriculum:
Sunday School Superintendent selects curriculum with the help of the Christian Education Committee.

Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:
Pastor is in charge of confirmation and has the final decision on resources used. Currently the Bible, Luther's Small Catechism, and Pilgrim Congregational Church Confirmation handout are used.

Are there educational opportunities for all ages?
Yes, Bible Study is available twice a week.

Does your church have a written Safe Church Policy? No

- g. Describe how the church expects the person you are seeking to participate in the congregation's educational programs:
To provide guidance to the Christian Education Committee and lead the Adult Bible Studies.
- h. Describe how programs or ministries of your church are evaluated:
Discussion at the monthly Church Board meetings.
- i. Describe the strengths or positive qualities of our church:
- Family Heritage
 - Friendly
 - Fellowship of Friends
 - Church loyalty
 - Debt free and a beautiful facility
 - Church members respond to church needs financially.
 - Responsive to the needs of others

23. Indicate major boards, committees, small groups, and organizations that are part of your church; The frequency of meetings; and expectations for leadership. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and laity share responsibility; 3 = laity take primary initiative and responsibility; 4 = the pastor's presence is expected periodically/occasionally.

Board/Committee	Purpose	# Members	Frequency	Leadership
Executive	Make recommendations to the board. Work with Pastor on initiatives	4	Monthly	3
Church Board	Act upon all matters pertaining to the welfare of the congregation	18-20	Monthly	3
Business Meeting	Conduct Church Business	All	Annual	3
Small Groups	Purpose	# Members	Frequency	Leadership
Pastoral Relations Committee	Maintain an open and healthy relationship between the Pastor and members	1	periodically	1
Deacons	Work with the Pastor in tending to the spiritual needs of the church	8	Monthly	2
Memorial Committee	Hold in trust funds and determine intent of gifts	4	Monthly	2
Music Committee	Ministry of Music	2	Monthly	1
Trustees	Tend to the care and custody of the church property	4	Monthly	3
Sunday School	Supervise the Christian education	1	periodically	1
Budget/Finance	Review financial condition and prepare annual budget	8	Annual	2

24. Conflict

Most churches experience conflict at various times. Characterize your church's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church: **C** = closely; **S** = somewhat; **N** = not at all.

C	As a church, we respect and listen to each other and work things through without generating divisiveness.
S	As a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides.
S	Some have left our church because of conflict
S	Conflict hurts our sense of unity, but we tend not to talk about it
C	Painful experience with conflict has been present, but it has been worked through, and we have learned from the experience.
N	We have had some painful experiences with conflict, and they linger in the background
N	Open conflict is present, and we need a minister who can help us deal with it.
	Other

25. Worship

- a. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special emphases such as healing services, contemporary worship, etc.)
Each Sunday worship service is held at 10:00 am and communion is held the first Sunday of the month. All services are in English. Services are also live streamed on FaceBook.
- b. Are your worship services or church gatherings sign language interpreted? No
- c. Identify how worship is planned on a regular basis in your church.
The Pastor in consultation with the church organist plan the music and the pastor provides the sermon support scripture and sermon topic. We are currently using a printed bulletin and EasyWorship software to show the service on the overhead screen. The EasyWorship program is built by the church treasure/secretary with guidance by the Pastor.
- d. Describe the style and content of preaching valued by your congregation:
 - Traditional bible-based preaching.
 - Theologically sound-related to issues of daily life.
 - Salvation and being saved.
 - Sermons with some humor.

- e. Describe the role in worship of the person you are seeking:
Lead Sunday Service; announcements, responsive call, scripture, and sermon.
- f. What hymnal(s) are currently used by your congregation in worship?
Sing to the Lord, Praise Songs, and CCLI database
- g. Have you considered using another hymnal? Open to options.
- h. Churches have a variety of practices related to the use of Inclusive Language in worship services. (some churches have made the decision not to change any language in worship; others are intentionally inclusive in their references to people avoiding words such as “mankind”. Some avoid exclusively male references for God and seek to include male and female images as well as variety of metaphors; other churches exercise care in the works of the liturgy but still utilize “traditional” hymns.) How important is this issue to your church?

Our church holds true to the traditional interpretation of the bible. We are currently using the New Revised Standard Addition Bible.

26. Ecumenical and Interfaith Activities

- a. Describe ways your church participated in ecumenical and interfaith activities during the past three years. NA
- b. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:
Organize and develop services and to have participate with the leadership of the Pastor.

RELATIONSHIP WITH MINISTERIAL LEADERS

27. Relationship with Prior Leaders

- a. Characterize your church’s experience with pastoral leaders over the past 15 years.

Yes	In general, our lay leaders have a history of strong, cooperative relationships with the church’s pastoral leadership
No	We have had some fairly rocky moments, but we have worked with them through, and relationships with pastoral leaders have grown in significant and important ways.
No	We have had some tough times and things did not always work out.

- b. Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims:

Name	From	To
Rev. Neil Vick	7/2022	5/2025
Rev. Steven Heppner	8/2016	12/2021
Rev. Dale Metzger	1/2013	8/2016

- c. Our last pastor, Rev. Neil Vick, was called to serve in the U.S. Navy as a Chaplain.