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| CONGREGATIONAL PROFILE |  |

Enter information directly into this document.

**SAVE the document on your computer with your congregation’s name,
city and date completed as part of the file name.**

**EMAIL COMPLETED PROFILE to** **dwendel@thenalc.org**.

**Keep a copy for your records.**

**Congregation Name and Location**

Name First Lutheran Church

Mailing address PO Box 188

City Miles City State/Province MT Zip/Postal Code 59301

Telephone 406-234-4161 Fax

Email address flc@midrivers.com

Congregation website flcmilescity.com Facebook: https://www.facebook.com/First-Lutheran-Church-Miles-City-Montana-140827955966700/

Seeking [x]  Full-time pastor [ ]  Part-time pastor [ ]  Either full-time or part-time
Call will be for [x]  Solo pastor [ ]  Senior pastor [ ]  Associate pastor

**Congregational President or Vice President**

Name Mike Milmine Title President

Mailing address

City Miles City State/Province MT Zip/Postal Code 59301

Home phone Cell phone 406-581-1426

Email address

**Call Committee Chair**

Name Lea Moore

Mailing address 487 Signal Butte Road

City Miles City State/Province MT Zip/Postal Code 59301

Home phone Cell phone 406-853-0411

Email address leamoore71@gmail.com

**tCongregational Demographics**

Number of **paid** staff (full- or part-time): Clergy 1 Lay professionals 0 Secretarial 1

Average worship attendance 55 Average Sunday school attendance 7

**Indicate the type of community in which your congregation is located (is it small town, small city, suburban, large city, farming, industrial, etc.).**

Miles City is a rural community in Eastern MT. The city itself has a population of 8,000 people. Custer County is made up of 12,000 citizens.

**Describe the congregation’s ethnic composition and age distribution.**

 Our congregation is mostly white (Caucasian) and range in ages from 0-102

**Does the congregation have a clear vision for mission — a clear and shared understanding of where God is leading you? If so, state it as succinctly as possible.**

To love what Christ loved;

To proclaim what Christ proclaimed;

To do what Christ would do.

**What are the primary goals of your congregation?**

Continued catechesis of the congregation.

Disciple the disciples.

Make disciples.

Refocus on the fundamentals of Christian/Lutheran theology through education programs.

Strengthen inner congregation relationships, while building that family.

**Describe your congregation’s worship practice (liturgy, hymns, vestments, music, hymnals, and frequency of Holy Communion).**

Our congregation follows the three-year lectionary.

We subscribe the Sola Publishing’s SOWer and SEED programs as resources for worship preparation.

  We currently utilize the 1978 copyright version of the LBW in our worship services.

Our current tradition utilizes vestments.

Holy Communion is distributed weekly during our Sunday worship services and taken to homebound members monthly.

**Describe your congregation’s Christian education ministry.**

Through our Social Ministry projects mentioned below, we set the groundwork for faith formation.

Sunday School is provided for ages PreK-6th grade.

Confirmation for 7-8th graders on Wed evenings.

Youth Group for 7-12th grade currently meeting on Wed evenings.

Wednesday Lenten Soup Suppers moved to Zoom with the COVID-19 and turned into Table Talk covering the Augsburg Confession.

**Describe the congregation’s current activities for mission and outreach.**

1. Weekly Live Radio Broadcast: funded by donations since 1955, serving large surrounding area
2. Parish Nursing since 1997: volunteers from congregation provide weekly Blood Pressure checks, health screenings, education, emotional, spiritual, and health guidance for members and families.
3. Quilters: one of the oldest ministries. Making and sending quilts to Lutheran World Relief, local women’s shelters, baptisms, high school graduates, VA residents.
4. Meals on Wheels: members volunteer to serve community homebound elderly.
5. BLAST (Bible Learning After School Together): Every Wed after school from 2-4pm 50-60 community children K-6th grade gather at the church for spiritual learning, activities, snacks, and fun. The 4-6th graders walk over to the VA nursing home for service, fun, and games with the veterans.
6. Let Me Shine Preschool. Over a 100 3-5 year olds gather 2-3 times each week for faith-based kindergarten readiness program. It is self-sustaining and operates on a separate budget, while employing 7 part-time teachers and aides.
7. Vacation Bible School: held for 5 days in June to provide a fun filled faith-based program for all community youth.
8. Support of VA through BLAST, member worship with residents Sunday mornings.
9. Pastor provides pastoral care for boys in Pine Hills Correctional facility.
10. Holy Rosary Nursing Home: volunteers host BINGO in February and Birthdays in August
11. Support local Outreach Clinic with their baby bottle fundraiser and supplies.
12. Custer County Food Bank: Our BLAST children deliver the food gathered by the congregational members each November. We consistently are recognized as the largest single donating entity.
13. We open our doors for many community events: Community Orchestra, Preschool screening, Police training, Community concerts, local club meetings.

**The NALC is committed to moving away from an institutional understanding of the Church, to the biblical commission to be a community of followers of Jesus who focus on being disciples and making disciples. Which best describes your congregation’s understanding of this movement? [Type an X by the appropriate response]**

 Totally unaware

 Have heard about it

 Have been involved personally

 X Some in the congregation are involved, some aren’t

 Congregation understands, is on-board and involved

**List the *Top Five Things* your congregations hopes for in its next Pastor**

1. Biblically Grounded with ability to tie Gospel to everyday life.
2. Encouraging and Engaging church members of all ages
3. With Energy and Enthusiasm, guide us in growth as we also continue the ministries we do well.
4. Youth Involvement
5. Appreciate Rural Eastern Montana

**What were the three most significant events in your congregation’s history? Provide the years in which these events happened and why they are important to your congregation.**

1. 2019, Changing Affiliation to the NALC from ELCA, a revitalization of our congregation
2. 1993, Creation of Let Me Shine Preschool with 9 students. Now grown to over 100 3-5 year olds.
3. 1962, Move from original, smaller church to larger, current church. Represented growth and hope for the future

**Has your congregation participated in the Congregational Workshop Preparatory to the Call Process? [Type an X by the appropriate response]**

 **Yes X No,** we gathered input from congregation members via phone calls. COVID-19 caused us to cancel the workshop scheduled March 22, 2020.

**What were the three most significant results of the workshop. N/A**

**Describe the nature and extent of any significant current or recent conflict in the congregation. Is this conflict resolved, or ongoing? If resolved, how was it resolved?**

Blessed to say no recent or current conflict. Even changing affiliation from ELCA to NALC was a positive experience focusing on opportunity.

**How does your congregation handle conflict/tension? Which of the following do you think best describes your congregation? [Type an X by the appropriate response]**

 As a church, we respect and listen to each other and work things through without generating divisiveness.

 X 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. Some have left our church because of conflict.

 (*Not recently, but over the course of FLC history)*

 Conflict hurts our sense of unity, but we tend not to talk about it.

 Painful experience with conflict has been present, but it has been worked through, and we have learned from the experience.

 We have had some painful experiences with conflict, and they linger in the background.

 Open conflict is present, and we need a minister who can help us deal with it.

 Other (describe)…...

**What was the nature of the relationship between your last pastor and the congregation? Positive? Struggling? Cooperative? Tense?**

Positive and Cooperative. Our pastor is retiring this year after serving FLC for 34 years. Of course we will miss his spiritual guidance, but we are looking forward to the opportunities ahead.

**How did your council/congregational leaders work together with your last pastor? [Type an X by the appropriate response]**

 Leadership is shared, with shared decision-making

 Pastor makes important decisions

 X Council makes decisions with pastoral input

 Council makes decisions without pastoral input

**Is your pastor a member of council with: [Type an X by the appropriate response(s)]**

 X Voice Vote (Role of Vote will be clarified in letter of Call with pastor input)

**Congregational finances**

Total budget for last fiscal year: $ 128,000

Benevolence to the North American Lutheran Church: $ 1,000

Other benevolence: $ 0

Total debt of the congregation: $ 0

Total savings, reserves, and endowments: $ 15,000 FLC Foundation investment, $29,000 Building Fund

**Compensation of Last Pastor**

Salary: $ 43,000 Parsonage/housing allowance: $ 14,500/year

Social security offset: $ 3299.44 Pension: $ 693.42/mo

Health Insurance: $ None (see below)\* Vacation: 2wk/year

Continuing education (time/funding): pd by Accountability Plan

Travel reimbursement: pd by Accountability Plan

Other: Accountability Plan $6,000/year

\*few years ago, current pastor was allowed to serve as VA Chaplain 12 hrs/wk (.3FTE) w/o salary reduction in exchange for VA health coverage.

**When the Congregational Vacancy List is updated, a short paragraph (3-4 sentences) is included announcing each congregation’s ministry. If you wish, your call committee may compose that summary, realizing it may be edited/formatted as needed.**

One pastor’s retirement creates another pastor’s opportunity! We are excited to welcome a new pastor to First Lutheran Church in Miles City, MT. Our recent affiliation change to the NALC has renewed an energy and enthusiasm within the church. We are eager for a new pastor to become part of our community and guide us on our journey as we continue to grow in Christ.

**Consider filming a video to be included with your Congregational Profile on the** [**NALC website Vacancy List**](http://thenalc.org/call-process)**. We invite your call committee to make a 3-5 minute video introducing prospective pastoral candidates to your context and congregation. The video can be informal, explaining what your congregation is seeking in a pastor and showing images of the members of your congregation and your worship environment. Here are some sample videos:** [**Example One**](https://www.youtube.com/watch?v=rcXBhDNftvg&feature=youtu.be)**,** [**Example Two**](https://vimeo.com/242282875)**. These samples were not produced by the NALC. They are both simply examples of the type of content you could include in a video.**

**Video Submission Instructions:**

Upload your video to YouTube or Vimeo. (Here are instructions on how to upload to YouTube: [wikihow.com/Upload-a-Video-to-YouTube](https://www.wikihow.com/Upload-a-Video-to-YouTube).) Include a link to the video below. Make sure the link allows for public access to the video.

*To be added soon.*

Provide any other information about your congregation that may be helpful in the call process.

*Miles City is an amazing community to be a part of.*

<https://www.youtube.com/watch?v=Zj072pbNJHQ>

Completed by: Lea Moore Date: March 30, 2020

**SUBMISSION INSTRUCTIONS:**

**save a copy of this profile to your computer. Use “Save As” and specify document file name as:**

**Congregation name, City, Date**

**\*\*Email a copy of the completed profile to the Assistant to the Bishop for Ministry,** **dwendel@thenalc.org****.**

Alternative submission method ONLY if you do not have email: Print and mail the complete profile to:

 North American Lutheran Church

 Attn: Pr. David Wendel

 2299 Palmer Dr., Suite 220

 New Brighton, MN 55112-2202

In addition, mail or email a copy of the completed profile to your mission district dean (can be found at [thenalc.org/mission-districts/](http://thenalc.org/mission-districts).

Should you have questions, call Pr. David Wendel, assistant to the bishop for ministry, at 719-650-8171 (cell).

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