



Ministry General Information

Ministry Name First Presbyterian Church	Presbytery Yellowstone	Synod The Rocky Mountains
Email secretary@fpcbozeman.org	Preferred Phone 406-586-9194	Website Address www.fpcbozeman.org
Mailing Address PO Box 1150, Bozeman, MT 59771-1150	Alternate Phone/Email	Community Type Small City
Congregation or Organization Size 101-250 members	Curriculum Spark	Average Worship Attendance 92
Church School Attendance 24		
Intercultural Composition White: 99%, Hispanic/Latinx: 1%		

Information about the Position

Position Requirements	
Position Type(s) Solo Pastor: Installed	Language Requirements English
Experience Required 2 to 5 Years	Statement of Faith required? Yes
Employment Status Full-time	Are you open to a clergy couple? Yes

Ministry Requirements

Church Mission/Vision Statement

Learning and Living God's Love Together, welcoming all to come together to worship God and to show God's love by service to our community and world.

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position

Below is an abbreviated list, expanded in narrative questions 4 and 5.

Lead meaningful worship services;

Preach and teach God's word;

Encourage and equip the saints of the church for further ministry;

As head of staff, work to build a strong team to support the working of the church as well as lead the Session and Deacons in their ministry, building up relationships for strong leadership teams;

Work cooperatively with the downtown ministerial group on collaborative ministry efforts (e.g. Vacation Bible School, Good Friday services, etc.)

Provide support to our Rockhaven Camping Ministry;

Provide support for our college ministry LCM program.

Compensation & Housing

Minimum Effective Salary

85000

Housing Type

Housing allowance

MDP - Narratives

How would you describe the congregation's/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?

First Presbyterian Church's vision for ministry is reflected in its Mission Statement, adopted in 2021: "First Presbyterian Church, in gratitude for God's gifts and empowered by the Holy Spirit, seeks to help people know the good news of Jesus Christ and His love for all; to worship God with warmth and beauty, dignity and joy; to nourish personal faith and our love for one another through study, prayer and fellowship; and to be a vibrant witness to our community and the world through outreach and mission."

This vision will impact the community by sharing Christ's love with all generations regardless of their background or place in society. We are a Matthew 25 church *in spirit* based on our community involvement. Our vision for community impact is to work with a diverse set of community organizations that impact underserved communities, promote equity and facilitate sharing of community space and resources beyond our congregation members. A non-exhaustive list of current community partners include: Family Promise, Love INC, MSU Campus Ministry, Gallatin Valley Food Bank, hosting various music groups, and so forth.

Our ministry seeks to serve and engage our current congregation (predominantly retirees), younger adults and families, and those in underrepresented and marginalized communities, whether or not they are involved in church in a conventional way.

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

Bozeman is no longer a sleepy cow town; people are moving here in droves. As the Chamber of Commerce touts, "There's simply no better place to live, work, and play." Our church, FPC, is located one block from the center of downtown, Bozeman's vibrant commercial, artistic, and cultural core. Yet as people move here (reducing the median age to 27), they are faced with an affordable housing crisis, childcare difficulties, and a decline in the perceived need for spiritual support. Some face food insecurity and mental health challenges. FPC is positioned to provide spiritual support through worship and study, and to address the other more tangible needs. We have a long history (having been around for 152 years) of serving those needs; however, we have, to a certain extent, become frozen. The median age of our congregation is more than twice that of the community. Yet we can connect to that community through outreach focused on connection and inclusion, and through creative worship that emphasizes the love of God and the application of the gospel to the lives of those we serve. Our challenge is to equip and encourage the congregation to take faithful action. We must discern where Jesus' focus would be and point the assets we have been blessed with in that direction. Among those assets are a well-equipped physical structure, a beautiful camp 22 miles away, and a dedicated and conscientious core of concerned congregants who desire to work with other congregations and non-profits.

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

Three positions at FPC are full-time: The pastor, the Rockhaven Camp director, and the sexton/audio expert. The office, music, and nursery staff are part-time and much of the church's work is accomplished by volunteers. Our pastor must be an active team member and coach. We need our pastor to help the church set realistic priorities for being a church in a changing society and focus our attention on those priorities. Two of our biggest goals are to re-envision our intergenerational Christian programming and to be a community of faith that involves a diverse population, especially families and youth. Considering declining attendance and membership within our church (and many mainline churches), the pastor must maintain focus on relationships and mutuality, and take advantage of new opportunities for campus ministry. The pastor must lead the development of programming that is open to all. This could include activities held in church facilities to act on values that are held both by Christians and those who may not want to be involved in the formal church community. Possibilities include, for example, music lessons and concerts, action projects on social justice issues, exercise classes, care for children, community service, etc. However, the pastor cannot do everything. She/he/they must guide us to discern our personal gifts and provide training, motivation, and opportunities for members to engage in active ministry within the church and extend to the community and beyond.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

The successful candidate is:

- Energetic, joyful, a bridge-builder, and comfortable using a variety of worship styles to help us be a multi-generational, culturally diverse, open and inclusive church in a changing society.
- A thoughtful teacher, guiding us towards deeper understanding of God's mission for us and helping equip us to do that mission.
- Able to promote inclusion and engagement with sensitivity to the needs of our older members, while being able to intentionally advocate for programs that engage young people, families, and nonreligious community members including the underserved and marginalized.
- Comfortable developing materials for a variety of written or multimedia communications.
- Skilled in facilitation of groups, with a flexible approach when needed.
- A strong relationship builder who values engaging with the interfaith community, non-profits, and diverse groups.
- Creative in using limited financial, staff, and congregant resources.
- Willing to initiate actions that involve risks to achieve recognized benefits.
- A visionary and strategic thinker who wants to move the church into the future while serving the needs of the current congregation.
- An out-of-the-box thinker who is not afraid to challenge the status-quo, diplomatically.
- An active listener with skills in connecting with and equipping staff, Session, and congregants.

What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

The pastor will:

- Create and lead worship services.
- Deliver engaging, spiritually-rich sermons.
- Lead and advise the members of the Session.
- Moderate Session and congregational meetings.
- Train newly elected officers and facilitate new member classes.
- Provide input and feedback to Deacons.
- Be a teacher of the Word by providing spiritual and administrative leadership to the staff, congregation, Christian education, Rockhaven Camp, and campus ministry.
- Officiate at baptism, weddings, and funerals/memorial services.
- Steward the development and care for the church's human, physical, and financial resources.
- Participate in Presbytery.
- Provide pastoral care to church members.
- Help the members of the congregation (and others) to identify, develop, and use their individual gifts.
- Help in planning, skill development, and feedback for members of the congregation in executing ministry and mission projects.
- Support the development of relationships between congregants.
- Envision how the church can reach beyond the walls and membership of the church.
- Take time for personal prayer, Bible study, professional development, and spiritual rest.
- Work with interdenominational groups and organizations in the community to spread God's love and care to others.
- Engage in difficult conversations with empathy and clarity, and handle conflict with grace, kindness, and an expectation of results.
- Communicate the love of God with individuals and families through all of life's ups and downs.

Optional Links

References

Reference #1

Rev. Carol Shellenberger
Pulpit supply
406.451.1498
revcshell@aol.com

Reference #2

Rev. Karolee Larson
Former pastor intern
406.565.9095
karoleelarson@gmail.com

Reference #3

Jill and Rich Brauss
Former members
406.579.2461
jillbrauss@peoplepc.com

Self-Referral Contact Information

COM

Debbie Ernst

Email Address

ddebbieernst@msn.com

PNC

Deborah C. Haynes

Preferred Phone

406.581.0925

Email Address

fpcbozemanpnc@gmail.com

Address

2110 Sourdough Road Bozeman MT 59717

Alternate Phone or Email

DeborahC.Haynes@gmail.com

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