

**State of the Montana Northern Wyoming Conference: 135th Conference Annual Meeting
September 2020
Conference Minister Rev. Dr. Marc Ian Stewart**

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1. Some Historical Context

Vital church leadership in Montana and Northern Wyoming has always been found in women and men who are uncommonly intelligent, socially astute, and well-connected while being ruggedly self-secure. Late 1800's/early 1900's congregational homeland missionaries, along with some German evangelicals, were appointed to come out and start churches in our railroad towns, tent city mining enclaves, and high desert ranches. Only some ministries outlasted the few years of diminishing mission funds received from sponsors. Churches and Conference persisted as we were able to attract lay leaders who gave as much of themselves to keeping church going as they did to their ranching and business endeavors.¹

The long-term viability of churches among us is only 14%, with 26 churches remaining from at least 185 started. Midway along a conference timeline, around 1950, there were only about 50 churches left. Since then we started 14 more churches², and lost another 38: about half were lost to conservative re-affiliations, a quarter closed in abandoned towns, and a quarter closed to aged-out congregations that simply ran out of energy to keep going. Some smaller churches successfully yoked to share a pastor or to merge with another congregation.³ Our most vulnerable churches were in communities with populations less than 200.

While our churches were often "testing grounds" for new ministers, many rural churches were not afforded the opportunity of having pastors stay for more than 1-2 years before they moved on. Now, there are not many ordained or lay ministers called to rural ministry to maintain the flow of leaders. Most rural churches are also less likely to call our recent seminary graduates,⁴ and so they often seek pastors from outside our denominational and ecumenical heritage.⁵

Relational connections fostered among us are vital to local congregations.⁶ There is a direct correlation between church leaders' participation in the Conference and the viability of the

church. Past connections include shared circuit-rider pastors,⁷ responsibility for Camp Mimanagish, mission endeavors with Global Ministries in Uruguay and Central America, support for specific church missions such as in Kalispell, honoring covenant relationships such as Church and Ministry authorizations and ministerial ethics, supporting a strong program staff and resource library, engaging in conference-wide educational and stewardship gatherings.

The missional dynamics that founded our churches are part of our conference culture. This territory's dependence on investment from beyond Montana and Wyoming, such as railroads, mining, oil and coal development, land acquisitions, and federal land sharing, is reflected in our conference culture. Congregational church sustenance and conference development relied on denominational mission funding for over 120 years. It is only within the last 15 years that we have given more funds to the wider church than we received. Wider church support of our conference and churches created an uneasy dependence that is unique to the high plains desert and northern Rockies.⁸

Conference leadership has often struggled to claim its own voice and to develop and live into an effective organizational structure.⁹ Every few decades there has been significant attention to reworking our Conference purpose to meet the ongoing challenge of “why” be in relationship as churches. A comprehensive self-examination, accomplished in 1982, articulated Conference purposes enumerated in our Bylaws.¹⁰ Nearly 20 years later, a new covenant adopted at the 1998 Conference Annual Meeting names that in our diversity we keep relationship in sharing a Gospel of transformation, caring for each other, and “to seek justice for all creation.”¹¹

A systemic pattern in our conference history shows change happening in the midst of frustration. Even in our typical forbearance, we get to a point where we know something different needs to happen in our relationships and mission. This has led to times when new ministry endeavors have burst forth with grandiose vitality:

- 1900's—"10 new churches a year for 10 years",
- 1910's—starting a college which later became Rocky Mountain College,
- 1920's—developing Camp Mimanagish,
- 1940's—seeking ways to become independent of denomination support and control,
- 1950's—new church explorations,
- 1960's—supporting local churches joining the UCC following the formation of the denomination,
- 1970's—reconfiguring into a Montana – N.Wyoming Conference,
- 1980's—developing an endowment and significant response to the farm crisis,
- 1990's—focusing on structure and purpose,
- 2000's—developing a plan with the national UCC to support multiple staff in large-geography, small church-number Conferences.

With all these successes, the conference still wonders, within a few years again, why it exists.

During the 2010's, we have been working up to defining a relevant vision and mission of who we are together as a Conference:

- consolidating 3 associations in 2013 in because of a decreasing number of leaders,
- the 4-year Conference-Region Partnership with the Disciples of Christ ended in 2015 amid difficulties establishing common vision, mission, and relationships,
- following the Partnership experiment, our Conference became structurally and missionally independent for the first time,
- building financial accountability with direction from our treasurer, Terri Goodsell,
- restructuring program ministries focus by creating a Faith Formation Committee,
- Working with coach-consultants, Rev. Dr. Felix Villanueva and Rev. Dr. Claire Bamberg, to hone our Board functioning and mission goal setting,
- reassessing our stewardship of Camp Mimanagish and voting to divest,
- initiating conversation with the Pacific Northwest Conference and Central Pacific Conference to explore shared ministry options.

2. Our current position and unfolding discernment

We meet again in our 135th Conference Annual Meeting to discern where the Spirit is moving us. We will be engaged in “open source gatherings” facilitated by Rev. Dr. Sara Rosenau. Dr. Rosenau will direct us towards discerning what we are called to be and do as churches in relationship, association and conference. May we trust the Spirit of common faith and unity to enable us to discern the “why” of our relationships together as association/conference churches and congregational leaders.

If our systemic history is any indication, we are ripe for a renewed missional focus. There is a certain restlessness among conference leaders and churches to get on with some conference defining, church transforming, focused ministry. Our recent decade of reorganizations, where we have been dealing with ourselves, has left us eager to get on with the ministry of engaging the world. In times like this, we have always moved into significant engagement beyond ourselves: church planting, higher education development, ecumenical relationships, farm crises response, mission engagement, significant national UCC representation.

There are some particular factors that make us especially ready to focus on why we exist and how we are eager to get moving with renewal:

a. We are Called to Minister with New Leadership

Current: There is a new cadre of intelligent, socially astute, and well-connected leaders in the Conference. Among clergy, there are 15 local church ministers new to the conference within the past 5 years. Another 7 churches are searching for pastors. Five new pastors are on the Board of Directors and bring experience and wisdom from other conferences.¹² While we are blessed with the participation of new leaders in Conference life, institutional leadership often does not happen as it used to as an honored duty. Many congregations, and the Conference, have difficulty filling leadership roles. Vacancies happen when we are over-structured, when we have not done adequate training for positions, and when the attrition of leaders is not being filled by younger generations.

Unfolding: Our new cadre of clergy and leaders provides us the opportunity to look again at our conference with fresh perspectives. Our coach-consultant, Rev. Dr. Claire Bamberg, has helped us see that we need to provide a fuller orientation to the conference as way to “onboard” new leaders. The Conference is called to be attentive to diversity on the Board and in churches. Those willing to be nominated to a conference position are excellent leaders, but we are called to explore why we have difficulty finding willing participants who represent a fuller diversity of who we are.¹³ We are called to continue excellent leadership, and to look at modifying our organizational structure to become more nimble and to welcome different leadership styles and interests.¹⁴

b. The CoVid 19 Pandemic has Changed the Ways We Do Ministry

Current: The social upheaval of CoVid 19 pandemic has forced us to reassess and to change the way we do ministry. Churches have been trying technical alternatives¹⁵ to in-person gatherings.¹⁶ There are also church conversations about what it means to be church beyond Sunday morning worship and building occupation. Most significantly, there is exhaustion and anxiety that calls attention to our need for care of our spirit, mind, and mental health.

Unfolding: Information and responses to CoVid 19 throughout the country and our communities is notable for its contradictory advice and uncertain prognoses. The exhaustion and challenge brought to leaders will not abate anytime soon. With outstanding faithfulness, our pastors have been working out changes and doing new forms of ministry. While these changes may or may not last, we are called to faithful accompaniment with each other in working out our way forward. We are called to express patience, grace, and appreciation within our communities in ever new ways.

c. We are Called to Articulate and Live Core Values

Current: The social-political-cultural divides in this country are so pronounced. Our core faith values of inclusivity,¹⁷ covenantal giftedness,¹⁸ and justice for all creation¹⁹ cause many of us to be horrified at the socially and culturally destructive forces exerting power all around us. Even as our 26 churches each have their own ways of living into our core values,²⁰ I hear our longing to find mutual support with each other. I often hear a desire that churches affirm the ministries each other are doing, as well as discern ways to lift one voice and action. Justice concerns which are consistently present among various configurations of churches and leaders in our conference, include: treatment of immigrant peoples, creation justice, rural health and support, white privilege, allying with PRIDE actions, partnering with Native leadership.

Unfolding: As contentious as these issues maybe in our national political culture, I believe we are called to faithfully engage these in a unity of faith. Let’s name for each other how we approach justice issues as people of faith. Let’s seek what we are called to name and act upon together. We are gifted with core values that can guide us into common mission. The “Open Source Process” of gathering facilitated by Dr. Rosenau this weekend will help us articulate some vision and mission. Our next step will be to develop accountability with each other to work together. Our Board and Conference Minister will lead us to empower expressions and actions of common mission. In the next month, our 2020 budget will be created by the Board then voted upon by the Conference on October 29. This budget will support the vision and mission unfolding among us during this CAM gathering.

d. A New Generation Calls us to Reconsider, “Why do we exist?”

Current: The importance of institutional life varies among the generations. Expectations of church may differ between those who primarily seek a missional connection to personally engage others and those who seek a strong institution to do what they cannot accomplish on their own. We are somewhat bifurcated as we seek to fulfill general programming requests as well as be responsive to those seeking support for their own unique programs and missions.

Unfolding: One common question among us, that has been asked in each generation of leaders, is “Why does the conference exist?” This is being asked again and so will be at the forefront of our considerations and decision-making about everything “conference.” Asking and exploring our “why” is exactly the open and invitational question that makes room for Spirit and faithful discernment to guide us. We are called to seek out and follow the energy of where the Spirit is moving rather than to keep replicating what was worked in the past.

e. The Role of Conferences in Our Denominational Structure may be Changing

Current: The role of Conferences within the institutional structure of the Church may be changing. I observe that the new unified governance in the national United Church of Christ is changing the role of Conferences in national decision-making.²¹ Also, Conferences and regions are experimenting with various configurations of structure, as we too have tried. The size of our territory, our small number of churches and members, and western cultural dynamics make it challenging to compare ourselves with the consolidations of the new (2019) Southern New England Conference or the (2017) mid-west Tri-conferences. I have wondered aloud among conference and denominational leaders, “What might a non-geographical configuration of churches be like?” I have also wondered, “What might an association without being a conference be like?”

Unfolding: As we keep tuned for nudges of the Spirit suggesting forms of connection, I observe that our Conference leadership is focused on enabling the MT-NWy Conference UCC to affirm why it exists and to decisively carry out its mission. We are called to be a voice in an unfolding discussion of why and how we configure groupings of local church. To this end, I applied for and received \$25,000 in grant money from the national UCC to support this work. We are called to continue in “Wholiness Teams” discernment with the Central Pacific and Pacific Northwest Conferences, even as we concurrently hone our own functioning.

f. Staff may be Deployed in New Ways

Current: Our Conference staffing configurations are designed to enable the conference to effectively live into its role and mission with local churches, denomination, and ecumenical community. Staffing follows funding, and funding follows mission, and mission follows vision. The Board of Directors strives to provide staffing that meets our Conference vision and mission. What we know of our huge geographic size, small numeric size and unknown financial capacity need not be limiting-beliefs as we staff for a dynamic vision and mission.

Unfolding: Staffing needs to ultimately reflect the vision of the Conference. The Board will be carefully listening to this year’s Conference Annual Meeting process to discern our vision and mission ahead, and thus be able to appropriately deploy our staff.

g. We are Called to Financial Development that Meets Our Vision and Mission

Current: Most of our churches have difficulty keeping their financial stewardship up to pace with their avowed vision and mission. Churches that have endowments or extra funds are often tapping into those funds to broaden their ministries in hope that their mission investment will prove to be beneficial. Stewardship and financial changes in our churches sometimes reflect changes in their membership and mission priorities.²² Our Conference Stewardship and Financial Development support has focused on strengthening local church's stewardship, in the belief that strong congregational stewardship leads to strong conference mission.

Unfolding: We are called to gratitude for steady financial support to churches and to the conference through these 6 months of CoVid pandemic. Let us be aware that the levels of supporting church and conference have changed between the generations of people, so that the stewardship practiced by a lifelong church member may not be matched by a newer church participant. There is more giving capacity among us than we often realize. Our challenge is to make a connection between what our mission and our giving.

3. ENDNOTES and Getting into the weeds

¹ Dr. Lawrence Small, in his book, *Trails Revisited*, reports that Jessica Stickney told the Conference in her last moderator report in 1982: "I find myself reflecting now...not so much on program but on 'so great cloud of witnesses' who are involved in the work of the conference, and who care about its existence and effectiveness...I am confident that our strength lies in this multitude of faithful servants." (p. 206)

² Churches started 1950-1997: *Power, Wilsall, Fort Peck, Circle, Miles City, Trout Creek, Mayflower Billings, Pilgrim Bozeman, Plymouth Helena, Yellowtail Dam, West Yellowstone, Colstrip, Christ Billings, Kalispell (since closed or left denomination).*

³ Yoked congregations include Sidney-Savage UCCs, Colstrip PCUSA/UCC, Miles City United DOC-UCC, Buffalo UCC/ELCA, Hardin UCC/UMC. During the 2010's three churches closed because they were unable to create or sustain a yoke or merger with other congregations: Plentywood with ELCA, Medicine Lake with UMC, Glasgow with UMC. Two rural churches (population less than 200) yoked with nearby UCC congregations closed as they lost sustaining members: Power, Froid. Our most recent church start, Kalispell UCC church, aged-out of sustaining members after 20 years. Pilgrim Church in Billings, voted to leave the UCC in 2012.

⁴ Some issues regarding recent seminary grads: significant drop in UCC seminary graduate rate, educational loan load too high to accept a call into a part-time ministry, small town search committee concerns about issues of candidate sexual orientation, family status, ethnicity, age.

⁵ Churches currently served by non-denominational pastors include Baker UCC, Colstrip UCC/PCUSA, Custer UCC. Our Church and Ministry Commission is working with Butte UCC and Pastor Justin Dryden towards UCC authorization. Eight churches served by UCC partner denomination pastors include: Glendive (UCC/DOC ordained), Hardin UCC (UMC lay pastor),

Miles City United (UCC/DOC ordained), Buffalo Union UCC (ELCA ordained), Ballantine UCC (PCUSA ordained), Columbus Community UCC (ELCA ordained), Helena Plymouth UCC (UCC/DOC ordained), Fairfield UCC (PCUSA lay minister).

⁶ Association connections were deep when we had 3-4 associations—Eastern, Central (Yellowstone), Western, German—as church leaders gathered a few times a year for fellowship, support, and worship. The churches that were historically most active in association life continue to this day, and are most active with Conference activities.

⁷ There are stories in Lawrence Small’s book, Trail’s Revisited, of all manner of circuit ministers who itinerated on foot, by horse, by motorcycle, by train, by model T, by private plane, by train.

⁸ In his book, American Nations, Colin Woodward illustrates the persistence of formative cultures of colonizing peoples in America. Our region’s, or “Far West,” national identity, is unique because of our dependence on outside institutions and capital investments to make a living in this high desert and mountainous environment. We are also fiercely independent even as we rely on investors. Woodward suggests that the Far West is like an “internal colony” of the rest of the country, both dependent and resentful of the outside forces that sustain us.

⁹ Conference superintendents were appointed by and accountable to the national denominational setting until 1948. Various forms of monthly or annual denominational financial support assisted the conference through 2008. In 1998, Dr. Larry Small wrote, “The long-cherished dream of self-sufficiency may become an imperative for the new century.” (Trails Revisited, p. 236)

¹⁰ Conference purposes named in 1982 are in our Bylaws, Article II:B

1. To provide leadership to our local churches, and organizations as we seek to carry out ministries in the world.
2. To care for, nurture and empower our authorized ministers, local churches, and organizations for ministry.
3. To facilitate the identification, development and use of resources which are helpful and necessary for the vital life and ministry of the local churches, the Association and Conference, and the denomination.
4. To promote the work of the wider church through denominational and ecumenical relationships and ministries.
5. To exercise the ministerial authorization functions of an Association of the United Church of Christ...

¹¹ A mission statement and covenant created in 1998 and added to our Bylaws, Article III:C
Mission Statement. The Montana-Northern Wyoming Conference works to bring people of diverse perspectives into community as members of the body of Christ.
Shaped by scripture, tradition and personal experience, we covenant together to proclaim the transforming word of the gospel, to nurture and affirm one another, and to seek justice for all creation.

¹² New pastors to the Conference have been willing to step into vital leadership roles: Lynne Spencer Smith (formerly in the Wisconsin Conference), Sheila Naismith (formerly in the S. California/Nevada Conference), Nicholas Knoblauch (formerly in the Ohio Conference), Phil Maxwell (formerly in the Glacier Presbytery PCUSA), Pam Peterson (formerly in the New York and Connecticut Conferences) and Jennifer Yocum (formerly in the Central Pacific Conference).

¹³ Our Board of Directors composition: 9 female, 1 male; 7 clergy, 3 lay; 3 rural, 7 city; include no BIPOC (Black, Indigenous, People of Color) and all are from the baby-boomer generation.

¹⁴ A number of churches have moved away from a committee structure to team ministries and from a Board of Directors to an Executive Committee.

¹⁵ \$4000 of a grant provided by the national UCC has been earmarked for assisting churches to purchase audio-video equipment and a professional sound tech person is donating consultation services. Churches utilizing this opportunity include: University UCC Missoula, Fairfield UCC, Helena Plymouth UCC, First UCC Billings, Mayflower UCC Billings, Sheridan UCC, Molt UCC, Baker UCC, Buffalo Union UCC.

¹⁶ During the first wave of CoVid 19, worship moved to a virtual form in 18 churches, distributed worship/sermon manuscripts were offered in 5 churches, and temporary closure in 3 churches. As of late summer, 2020, our larger city churches (8 congregations) continue with virtual worship, while our rural congregations are regathering in place.

¹⁷ All our churches ascribe in one way or another to the *God is Still Speaking* affirmation that “all are welcome here.”

¹⁸ Covenant is core to how we organize ourselves in faith-based decision-making (as churches, committees, Conference, Denomination) that affirms a “priesthood of all believers” having voice and vote in discerning and setting direction. All are blessed in their participation by an assurance that the “Spirit” speaking through them is part of the whole voice that God would have God’s people hear, discern, and be responsive to.

¹⁹ We are reminded with each changing version of our Conference Bylaws that we believe in “justice for all creation.”

²⁰ Some ways in which I observe each congregation among us evidencing its core values in the wider community: see church report in Addendum below, column 7.

²¹ The new (Synod 2017) unified decision-making structure of a United Church Board with a singular executive minister has offset the relational connections that had formerly guided the denomination. For example, in the “new ecology of giving,” national financial development outreach can be made directly to congregations, supplementing, if not also supplanting, the Church-Conference-Denomination relationship of OCWM giving.

²² Four of our large congregations have added staff in recent years, but have had to reduce a total of approximately \$30,000 of OCWM and Dues to the conference. A number of churches have committed to maintain or even increase conference support as a vital part of their mission. Many of our rural churches have experienced significant membership decreases that affect their own income and the amount they are able to provide the conference.

4. ADDENDUM Local Church Information

Abbreviations and Terms used in chart below

BoD: Board of Director rep

C4L: Coaching for Leaders trained pastor

CAM: Conference Annual Meeting

CJ: Creation Justice

CMC: Church and Ministry Commission

Conference Engaged: conference participation in gatherings and on committees

Consult: issues addressed with pastor and/or church leadership during the last quarter

CoVid Response: primary approach to worship, italics is secondary

CRE: CREDO Clergy Life Planning

CUE: UCC Seminary Support

Dues: per member dues for 2019 (\$20 per member recommended in 2019)

F: Frontier, Inc Homes

FFC: Faith Formation Committee

FT: Financial Task Force

FLT: Full Time

GM: UCC Global Ministries special support

GS: General Synod Delegate

HRC: Human Resources Committee

I: United Church Insurance

IMCH: Intermountain Children's Home

JP: Just Peace Congregation

MAC: MT Association of Christians

MIN: MT Interfaith Network

OA: Open and Affirming

Population: Community population from 2017-2019 data

Preach: Month and Year of Conference Minister's most recent preaching

PT: Part time, ½ to ¾ time

RMC: Rocky Mountain College support

SPL: supply pastor, usually preaching

SSC: Situational Support Consultation

UCC/Other Engaged: UCC and Wider Church ministries activity

UCM: United Campus Ministry

Visit: Month and Year of CM's most recent visit

Church (# of clergy members) Pastor, Type Community population	Conf Minister Visit Preach Consult	Conference engaged	UCC/other engaged	Stewardship % to OCWM 2019 (+- change from prior year) Dues per member Online Giving Membership #	CoVid Response	Mission Emphasis
Absarokee (2) Meg Hatch PT Population: 1150	1/18 1/18 CoVid	COM, CAM CMC, BoD, HRC	I, OWL, G	5% (-5%) 100 members	Zoom	Community outreach, Food cupboard
Baker (2) PT Tom Sauer Population: 1910	11/18 11/18 Admin	CMC, CAM, SSC, tech	I	0% Dues-\$5.71 35 members	ReGather <i>Facebook</i>	Weekly community dinner
Ballantine (1) John Dyce SPL Population: 320	8/19 1/13		I	0% 11 members	Zoom ReGather	After-school and meal program
Big Timber (2) Duane Bartz PT Population: 1682	10/19 3/19 CoVid	CAM	I	0% Dues-\$14.93 67 members	ReGather other	Host day care and after-school
Billings 1st (10) Lisa Harmon FLT Population: 109,577	8/20 8/20 Contract Safety	COM, CAM C4L, tech	GS, CJ, F MIN, MAC RMC, OA, G	2% (-1%) CloverGive 265 members	Zoom FaceBook	Native American, host non-profits
Billings, Mayflower (5) Amy Carter FLT Population: 109,577	2/20 8/20 CoVid Admin	COM, CAM CMC, BoD, HRC, C4L, tech	I, F, OA, JP, RMC, MAC, CUE, MSU, OWL, G	8% (-1%) Dues \$3.86 Vanco 205 members	YouTube <i>OutDoor</i>	Community garden, extra property lot
Bozeman Pilgrim (2) SPL Dick Weaver Population: 48,532	8/20 CoVid Interim Admin	COM, CAM FT, FFC	I, OWL, OA	1.6% (-.5%) Dues-\$15 Vanco 229 members	Zoom FaceBook	Host multiple organizations
Broadus (2) PT Powder River Nick Knoblauch Population: 473	5/19 5/19 Rural Worship	COM, CMC, CAM	GS, MESA	1.4% (+1%) Dues-\$19 36 members	ReGather	Host day care, some shared ministry with ELCA
Buffalo (2) PT Larry Sydow Population: 4573	2/20 2/20 Search Admin	SSC, CAM	G	3% 26 members	ReGather	Shared ministries with ELCA
Butte (1) SPL Justin Dryden Population: 34,993	3/19 3/19	CAM	I, OA, JP, GM	8% 35 members	ReGather	O&A advocacy
Colstrip (1) SPL Jeremy Stradley Population: 2266	8/19 8/19	SSC	I	0% Dues-\$16 20 members	ReGather	Community VBS

Church (# of clergy members)	Visit Preach Consult	Conference engaged	UCC/other engaged	Stewardship	CoVid Response	Mission Emphasis
Columbus (2) Robert Leaverton PT Population: 2049	8/20 10/18 Search CoVid	CAM	GS, CRE, G	3% (+.6%) Dues-\$17 76 members	FaceBook ReGather	After-school Wednesday program, some shared ministry with ELCA
Custer (1) SPL Dohn Ratliff Population: 159	1/20 7/15 VBS	Contact with moderator		0% Dues-\$3.50 90 members	ReGather	All-community VBS
Fairfield (1) PT Phil Maxwell Population: 730	9/18 9/18	BoD, CMC, CAM, tech	I	7% Dues-\$18.42 38 members	ReGather	Virtual outreach
Glendive (1) PT Guy Pontoriero Population: 4960	2/19 2/19 CoVid Future	SSC, CAM	I	1.8% Dues-\$20.37 53 members	ReGather	Summer ministry with UMC
Great Falls (3) Lynne Spencer- Smith FLT Population: 58,434	2/20 2/20 Admin	BoD, CAM, HRC, W, OM	GS, I CRE, OWL, RMC, CUE, OA, GM	12% (+2%) Dues-\$12.14 PayPal Link 387 members	Zoom FaceBook YouTube	Shared space with Christ UMC, O&A advocacy
Hardin (1) Bill Briggs SPL Population: 3833	1/20 10/15 Admin CoVid	SSC	F	6.1% (+3%) 27 members	AM Radio Outdoor	Local health clinic support
Helena (3) Roger Lynn FLT Population: 32,315	12/19 6/17 Account	CMC, CAM, HRC, W, FFC, tech	I, IMCH, OA, G	5%, Dues-\$21.82 PayPal Link 121 members	YouTube OutDoor	Host daycare and UUA, community garden
Miles City (2) PT Amber Dixon Bob Thaden Population: 8393	10/19 10/19	tech	OA	1.5% 62 members	FaceBook ReGather	O&A advocacy, bookstore
Missoula (6) FLT Jennifer Yocum Laura Folkwein Janice Springer Population: 74,428	11/19 11/18 Grants CoVid	FFC, BoD, CAM, W, C4L, tech	I, OA, G	6.3% Dues-\$19.56 271 members Breeze	FaceBook Zoom Small Group Outdoor	Creation Justice, Justice advocacy, host multiple organizations
Molt (1) Jim Smith SPL Population: 642	9/19 9/19 Interim Admin	COM, CAM BoD, Profile, SSC, FFC, OM, tech	I, UCM	8% (+2.5%) Dues-\$20 45 members	Zoom Summer off	Outdoor ministry scholarships
Red Lodge (3) Pam Peterson FLT Population: 2294	10/19 8/20 Admin	CMC, BoD CAM, C4L, FFC	IMCH, F, GM, RMC, CUE, OA	5.2% Dues-\$13.30 152 members Bank egiving	FaceBook OutDoor	Community ministries and partnerships

Church (# of clergy members)	Visit Preach Consult	Conference engaged	UCC/other engaged	Stewardship	CoVid Response	Mission Emphasis
Savage (1) FLT-K Population: 765	5/20 2/20 Contract Search			0% 35 members	<i>FaceBook</i> ReGather	Rural community relationships
Sheridan (2) PT Sheila Naismith Population: 17,849	5/18 1/18	CAM BoD tech	JP, G	0.11% 33 members	<i>Skype</i> <i>Facebook</i> ReGather	Host lunch program
Sidney (2) FLT-K Population: 6246	5/20 2/20 Contract Search	CMC, CAM FFC		2% Dues-\$15.73 89 members	<i>FaceBook</i> ReGather	Long-term care facility ministries
Worden (1) PT Robert Shy Population: 577	6/19 6/19	STF	CRE, CUE I	2.2% Dues-\$15.18 112 members	<i>FaceBook</i> ReGather	Rural agriculture, Community VBS

CONFERENCE CLERGY		CONFERENCE NATIONAL and WIDER CHURCH	CONF AVE. OCWM 2019	CoVid response as of Sept 2020
Local Church	Chaplains	Global Ministries co-chair	3.7% (-1%)	
7 Full Time	2 college	Carol Shipley, Great Falls	DUES 2019	16 ReGather
11 Part Time	5 hospital	Manual on Church Team	Dues-\$10.87	10 virtual
8 Supply	Retired	Nick Knoblauch, Broadus	Members	
14 UCC Ordain	29 retired	Innovative Ministry Team	2620	
2 Lay Ministers		Fin. Development Team	Mimanagish Special Giving	
3 UCC/DOC		UCC Disaster Ministry Team	2017-19	
2 ELCA		Small Conference Team	\$129,894	
1 PCUSA		Marc Stewart		
1 UMC Lay		MT Assoc. of Christians		
3 Non-Denom		Marc Stewart, president		