

St Lukes (Billings)

TYPE	DIOCESE	NAME
Congregation	Montana	St Luke's Billings

TYPES OF WORK	POSITION TITLE/ROLE
Full Time	Rector/Priest-in-Charge

ROLE SUMMARY/DESCRIPTION

Worship and Sacraments

- Lead liturgical services and other rites using the Book of Common Prayer with occasional use of other liturgies approved by the Diocese for special occasions and events.
- Compose and deliver sermons derived from the liturgical readings per church calendar.
- Celebrate Eucharist by consecrating bread and wine for Holy Communion.
- Administer the sacraments of baptisms, marriages, and burials. Arrange confirmations with the Bishop.
- Pronounce blessings and pardoning to the congregation.
- Lead and participate in intercessory prayers for congregants.

Pastoral care

- Be available for counseling/comforting the grieving or troubled, not only in the church but in the community.
- Visits to the sick in the hospital and those who are homebound or in care facilities.
- Phone calls to parish members.
- Offer assistance to those in need using discretionary funds.

Leadership and administration

- Guide adult and youth formation and empower those who serve as leaders for education.
- Encourage and uplift any formed ministries.
- Oversee day to day administration functions, facility management, staff and volunteer activities.
- Communicate and coordinate scheduling and events with parish administrator.
- Maintain log of attendance at services and Holy Eucharist and keep records of baptisms, marriages, deaths.
- Chair the vestry and collaborate with the wardens and vestry in their day to day operation of the church including finances.
- Serve under the guidance and support of the Bishop of Montana.
- Be present in the community.
- Promote stewardship.
- Foster the growth of spirituality and membership of the parish for all ages.
- Recognize and embrace the individual gifts and talents of all who enter the doors of the church.
- Lead with joy and maintain flexibility in approach to parish administration.
- Full time position with expectation of minimum average work week of 40 hours.

POSITION PROFILE

CURRENT STATUS	RECEIVING NAMES FROM	TO
Developing profile	10/15/2026	

APPLICATION INSTRUCTIONS

Candidates wishing to apply for the position, please send the following directly to the search committee at St. Luke's Episcopal Church (rectorsearch@stlukesbillings.org):

- A letter of interest describing what appeals to you about St. Luke's Episcopal Church and how you see your gifts and skills matching with our needs.
- Resume
- Vocation Hub Candidate Profile, in pdf format
- Texts of up to 3 sermons preached in the past 12 months
- Video link of one or more sermon
- Optional link for video of full worship service as a celebrant
- Links to Facebook, Instagram, or other social media accounts where you have regular posts.

CANDIDATE NARRATIVE INSTRUCTIONS

5. What has been your experience leading change in the Church?, 14. How do you discern and adapt to the changing needs of your community?, 15. How do you take care of your well-being-spiritually, emotionally, and physically?

CONTACT

NAME	Dr. Lisa Malody
ROLE	Search Committee Chair Person
ORGANIZATION	St. Luke's Episcopal Church
PHONE NUMBER	(406) 252-7186
EMAIL ADDRESS	rectorsearch@stlukesbillings.org

POSITION DETAILS

ORDERS OF MINISTRY	GEOGRAPHIC LOCATION
Priest	Mountain West
WORK ENVIRONMENT	MINISTRY SETTING
In Person	Urban

PAROCHIAL REPORT DATA

AVG. SUNDAY ATT.	ANNUAL BUDGET
56	270800

FINANCIAL OVERVIEW**FINANCIAL OVERVIEW NARRATIVE**

We are supported by annual pledges as well as investment funds and endowments to help cover the costs of clergy and staff, diocesan assessment, outreach activities, as well as maintenance of our church building, parish hall and grounds. We have a balanced budget that depends on some support from investment funds to cover all of our costs. Income budget for 2026 is \$270,800. St. Luke's has an associated Memorial Foundation with additional funds available, some funds are earmarked for specific purposes such as youth activities. The Memorial Foundation is a separate entity from the church but works closely with the vestry for funding of larger projects (for instance, recent extensive parish kitchen remodel). We receive an annual payment to our church operating account from an endowed fund managed through the Memorial Foundation based on a percentage of average value of the fund over the previous 36 months. We also have support from a separate endowment established by a family in our parish that covers capital improvements per requests of the vestry. Snapshot of budget and expenses is available upon request.

FINANCIAL RESOURCE TYPE None**STIPEND, HOUSING, AND BENEFITS****COMPENSATION/SALARY DETAIL****RANGE** \$100,001 - \$125,000**DETAILS****HOUSING/RECTORY TYPE****TYPE OF HOUSING PROVIDED** Cash Stipend**DETAILS**

Housing stipend is up to 33% of total salary package and is negotiable.

SECA REIMBURSEMENT DETAIL**REIMBURSEMENT OFFERED** Other**DETAILS**

SECA reimbursement is not offered. Previous rectors have had SECA withheld from paychecks to be subsequently submitted by the church treasurer per federal guidelines.

POSITION PROFILE

MEDICAL & PENSION BENEFITS DETAIL

PENSION PLAN

In compliance with CPF requirements

HEALTHCARE OPTIONS

Full family

DETAILS

Insurance (health, dental, and life) provided through the Diocese of Montana shall be paid by the Congregation, unless already covered by a comparable plan through a family member. Worker's Compensation through the Clergy Group Plan by the Episcopal Church Medical Trust shall be paid by the congregation.

VACATION, CONTINUING EDUCATION, AND OTHER BENEFITS

VACATION & LEAVE DETAILS

Per Letter of Agreement, minimum of 4 weeks per year, consisting of at least 23 workdays and shall include 5 Sundays (pro-rated for time served in the first and last year of employment).

CONTINUING EDUCATION DETAILS

2 weeks for continuing education and/or spiritual renewal shall be provided annually. Funds for continuing education/spiritual renewal shall be used annually and will not roll over. Unspent funds at the end of the pastoral relationship are kept by the congregation.

SABBATICAL PROVISION DETAILS

A minimum of paid sabbatical leave shall accrue at the rate of two weeks for every year served, up to a minimum of three months (twelve weeks). The timing of the sabbatical will be negotiated between the clergy person and the vestry.

TRAVEL/AUTO ACCOUNT DETAILS

Travel expenses for business purposes shall be paid or reimbursed by the parish, mileage is reimbursed according to current IRS rate.

EQUIPMENT/PHONE DETAILS

Cell phone as a business expense will be paid by the congregation with maximum of \$100 per month.

OTHER BENEFITS OR COMMENTS

DIOCESAN COMPENSATION INFORMATION (IF APPLICABLE)

FORMAT None

MINISTRY CONTEXT AND DESIRED SKILLS

WHAT ARE YOUR COMMUNITY'S HOPES FOR THIS POSITION?

St. Luke's is seeking a rector to lead us into the future with the strong foundation of Episcopal liturgy, prayer, and preaching. We seek a joyful leader as we share the love of Christ and learn how to live each day as Jesus has commanded us. We are eager to share our community with others and want to grow our congregation. Being a rector requires a balance between the timeless rituals of prayer and liturgy and the need to embrace more modern technical tools to meet the needs of our church and we are seeking a person who can excel in both roles. Financial management and a focus on growth are important but so is flexibility and a willingness to learn about our parish, our building and grounds, and community. We are seeking a rector who will work with our vestry, wardens, and active congregation members collaboratively to use our gifts and spread the Gospel to our corner of the world. We value great preaching and teaching as well as spiritual guidance. We are hoping for increased youth engagement and activities for young adults. We recognize that the ability to negotiate and work with other congregations in our community will be necessary to achieve a vibrant youth group given our current number of participants. We recently completed our first vacation bible school session in several years and were lifted by the energy and wisdom of the children who attended. The vacation bible school was no cost to participants and open to the community at large, not just our congregation and preschool. We hope to recruit a rector who is welcoming to all and continue to nurture our relationship with the LGBTQ+ community, our indigenous neighbors, people with food and housing insecurity, and anyone who is seeking a closer relationship with Jesus. Education, religious formation, and training for ministry are important to this parish with a goal of increased participation in these programs.

LEADERSHIP SKILLS

Appreciative Inquiry, Collaborative Leadership, Congregational Development, Fundraising, Strategic Planning

MINISTRY SKILLS

Adult Formation, Church Growth, Digital Ministry, Grief & Loss, Interfaith Cooperation, Pastoral Care, Preaching, Worship & Liturgy, Youth & Young Adult Formation

LANGUAGES SPOKEN

English

LANGUAGES WRITTEN

English

LANGUAGES REQUIRED TO LEAD WORSHIP

English

1. What is your organization's mission and focus?

Describe your core mission and ministry priorities. What values guide your work, and what is your community or organization striving to embody in this season of ministry?

Our mission is to reflect the love of Christ by serving our community through hands-on ministry, intentional support, and a welcoming space where everyone belongs.

We value the traditions, history, and liturgy of the Episcopal Church and the larger Anglican Communion. Worshiping together helps us build our community and strengthens us as we serve as the body of Christ in the world. We focus on the words and teachings of Jesus and try to live out his directives to love the Lord God with all our strength and all our minds and all our hearts and all our souls and to love our neighbors.

We value our congregation and seek to grow, especially among younger members of our community and area. Youth activities and our preschool are important aspects of our church life and we hope to expand activities to engage young adults who are seeking a closer relationship to Jesus. We care for each other in times of need and in times of joy and celebration through an active prayer chain, pastoral visits, and help with shopping and meals for our homebound parishioners.

We extend our mission to spread the good news of Christ's salvation into our community with assistance to at risk youth, women who have experienced abusive relationships, sandwiches for the local rescue mission, and gifts of scarves, hats and gloves during the cold winter months. Our church supports and participates in PRIDE activities including hosting the pre parade church service, walking in the parade and sponsoring a booth during the festival. We participate in UTO fundraising every year and also make contributions to ERD to help our neighbors in the world. We strive to welcome all who enter our doors and treat them as beloved children of God.

2. How would you describe your ministry context?

Share about the setting and community you serve. What are the unique characteristics of your context - such as urban, rural, or suburban dynamics; multi-faith or multicultural environments; community partnerships; or social and cultural factors that shape your ministry?

St. Luke's Episcopal Church is located near downtown Billings, Montana, and has been a vibrant part of this community for more than a century. The church was established in the 1880s with construction of our current church in 1905. We are blessed to be in a central location with a large parish hall, a preschool, a park with playground, and onsite parking. We have congregation members from rural surrounding communities who call our parish their spiritual home.

Our hearts are engaged in reaching all who need nourishment in the kingdom of God. We have an active ECW group who are a center for community outreach and service to our congregation. We are active partners with the St. Luke's Child Enrichment Center with service on its board, partnering in fundraising, and classroom volunteers. We support a community group that supports homeless or at risk youth, Tumbleweed, with food, pantry supplies, and blessing bags. We feed the homeless adults at Montana Rescue Mission with sandwiches twice a month. We support our Diocesan Camp on beautiful Flathead Lake. We regularly contribute to UTO and ERD to extend our outreach into the world.

Our souls are engaged, nourished, and guided by worshiping together. We place great value on the liturgy of the Episcopal Church and are renewed by the regular celebration of the Holy Eucharist. We have a rich experience of Holy Week from Palm Sunday through Easter Morning. We gather for Stations of the Cross on Fridays during Lent. We have special services for PRIDE, All Souls Day, as well as Taize services occasionally and blessing of the animals every autumn.

Our minds are engaged and challenged by deep reflection on the lectionary readings and participation in book groups. Coffee Talk on Sundays before worship is a lively discussion of the week's lectionary readings and there is active participation in a parish wide book club. The men of St. Luke's are currently sharing a book club with the men of King of Glory Lutheran Church. We are seeking expansion of youth and adult education opportunities.

Our strength is in the engagement of our active congregation and our physical space. We have varied spaces for worship, fellowship, and outreach and build our community with pot luck meals, musical events, barbecues and celebrations for births, baptisms, and graduations. Community groups use our facilities for meetings and add to our attachment to our neighborhood.

3. How would you describe your congregational/diocesan leadership culture?

Reflect on how your community approaches leadership - what styles and qualities you value in clergy, how leadership is shared between clergy and laity, and how you navigate change and challenges.

Leadership of St. Luke's Episcopal Church is shared and collaborative. The Rector oversees the liturgy and spiritual development and brings us to a closer relationship with God. The Rector collaborates with the Vestry and Wardens, with input from congregation members, to set a vision for the parish. The Vestry and Wardens also provide leadership in management of the day to day operations of the parish, including clergy and staff relations, building and grounds, finances, stewardship, and policies. The Rector has the final say on decisions, after collaboration with lay leadership. Lay leaders work with the Rector and other clergy to guide ministries to the parish and the community. The Rector receives guidance, particularly on doctrine, from the Bishop of the Diocese of Montana. Several members of our congregation serve on committees or have active roles at the diocesan level.

4. How would you describe your congregational/diocesan liturgical styles and practice?

Share how worship is shaped in your community - what influences your liturgical life, how you balance tradition and innovation, and how liturgy reflects your theology and context.

The sacrament of the Eucharist is central to the lives of the St. Luke's community. We gather weekly to celebrate the Eucharist to grow in our love of Jesus Christ. We also share our Sunday worship digitally in real time on Facebook or You Tube as well as weekly presentation on local access television with a one week delay. We have traditionally celebrated a simple Holy Eucharist on Saturday evening and Wednesday at 12:15 pm, and a full service with music on Sunday morning. We are not currently holding Saturday night services during the search process. Our music director and pianist moved away a couple of years ago and we have managed with part time coverage since that time. We hope that a choir can resume with recruitment of a full time music director. Many members of our congregation value the presence of music and singing as part of worship.

The members of St. Luke's love the sacred liturgy of the Episcopal Church and its foundation in ancient traditions as found in the Book of Common Prayer. The parish is neither "high" or "low" church but cherishes practices from old and newer resources. Parishioners are active in service as ushers, readers, acolytes, and lay ministers. We have an active altar guild to care for and maintain the physical items used in worship. We are blessed to have the service of an ordained Deacon for the past several years. She has enriched our worship experiences and has been a vital resource during this time of transition.

Holy Eucharist is provided once a month to a local assisted living facility by an active retired priest and weekly services are part of the curriculum for our preschool when it is in session. Home and hospital visits with communion are also provided by clergy and trained Lay Eucharistic Visitors to those who cannot come to the church.

We celebrate our love of Jesus Christ in every aspect of our religious life throughout the year.

5. How does your congregation/diocese approach cultural identity and inclusion?

Reflect on how your community engages diverse cultural identities, fosters belonging, and responds to the needs of a diverse or evolving population.

We strive to include all people in our congregation and community. We try to live into our baptismal covenant to respect the dignity of every human being and to seek and serve Christ in all persons, loving our neighbors as ourselves. We have active outreach programs through our Faith in Action Team (FIAT) with a focus on at risk teenagers through the support of Tumbleweed with meals, pantry supplies, blessing bags, and financial aid. Our Episcopal Church Women (Women of St. Luke's) provide support to a local women's shelter for those experiencing abusive relationships. St. Luke's has provided sandwiches for the local rescue mission twice a month for more than 20 years. We also are very active during PRIDE month including serving as the host church for the non denominational worship service, participation in the parade and having good conversations along with sharing treats and gifts at our table during the PRIDE festival. We seek further engagement with our indigenous neighbors and LGBTQ+ community. Our park and playground is used by the people who live in our neighborhood and we frequently have people playing basketball in our parking area (equipped with a hoop and painted key). We have a close relationship with the United Campus Ministry team at Montana State University Billings. Discretionary funds for the Rector and Deacon are well supported and used for acute needs of members of our congregation as well as those in our neighborhood struggling with food and housing insecurity. We sponsored a refugee family from Syria in 2024. Lutheran Family Services coordinated refugee resettlement and we worked closely with them. The family is now living in California and remain in our prayers. We hope to continue this type of outreach with the resumption of these programs in the future.

6. Other Information

Use this space to share any additional details about the role or organization that would help candidates discern their fit - such as organizational culture, special projects, or unique opportunities and challenges.

St. Luke's is located near downtown Billings, Montana, and is in one of the oldest church buildings in the community. The main church was built in 1905. Our parish hall was built in 1941 and is connected to a park and playground. Our building was damaged by smoke from an arson attempt in 2022 and was subsequently cleaned and renovated. We used part of the parish hall as our worship space during the repairs. We returned to our worship space with blessings from our Bishop and the ordination of 2 Deacons for our Diocese. Our parishioners live in all parts of Billings as well as surrounding rural areas. We had a major renovation of our parish hall kitchen space in 2024 and we look forward to using this space for dinners and meal projects as well as cooking and nutrition lessons for members of the congregation and larger community.

MINISTRY MEDIA AND LINKS

Website	https://stlukesbillings.org
Facebook	https://Facebook.com/stlukesbillings
Youtube	https://St. Luke's Episcopal Church Billings

NARRATIVES

2. Describe a recent ministry experiment or innovation in your congregation/diocese.

What did you try, why did you try it, and what did you learn - whether it "worked" or not?

During the COVID 19 pandemic and associated closing of public facilities and churches, St. Luke's was determined to find ways to continue group worship and study. For almost a year, we relied on Zoom for Evening and Morning Prayer as well as Wednesday night education sessions. We used our park for outdoor worship services for several months, this ended with the onset of colder weather in October. We were able to provide Eucharist with individually packaged host wafers and no wine to limit the spread of disease for most of the first 18 months of the pandemic. We had "Merry Honking Christmas Eve" in 2020 with the service in the parking lot, broadcast through a local radio station and honks for amens and alleluias. We were able to do Stations of the Cross on Good Friday in downtown Billings in 2021, masked but present. Prayer books and hymnals were removed from the pews due to concern about infection transmission through these items. Masks were required for all who attended service for a couple of years.

Our sandwich making outreach was continued by a parishioner from her own kitchen during the lockdown and pastoral visits were continued with safety precautions. We missed having direct contact with each other during those long months but remain grateful for the technology to continue worship as a community.

3. What is a ministry risk your congregation/diocese has taken, and what came of it?

Reflect on a time your community stepped out of its comfort zone to meet a new need or respond creatively to a challenge.

Our congregation worked closely with Lutheran Family Services in 2024 to sponsor a family from Syria displaced by violence and political unrest. Multiple members of our church went through training and screening in order to participate and St. Luke's was the first faith community in Billings to welcome a family. We had support from the Diocese and Lutheran Family Services but also needed all hands on deck to offer a new start to a family that included 2 young children. Our congregation worked through language barriers and administrative challenges to provide housing and connect this family to job opportunities, schools, and medical care. The entire family was baptized at St. Luke's while living in Billings and regularly attended worship services and Godly Play. We felt the spirit of God with us while welcoming this family and navigating many difficult issues including significant medical concerns for the youngest child. We enjoyed sharing meals prepared with love by this family. Breaking bread together truly served as a connection to Jesus and to each other. The family has relocated to California where expanded access to specialty medical care is available. We anticipated further opportunities to support families moving to the United States but additional refugee resettlement was discontinued due to political circumstances. This family remains in our prayers and in our hearts. This process was very difficult at times but also associated with great joy and recognition of our shared status as beloved children of God across cultural barriers.

4. How does your congregation/diocese discern and adapt to the changing needs of your community?

Share an example of how your congregation listened, responded, and experimented faithfully in your context.

Our congregation has worked through several avenues to address the needs of all members of our church. We worship in an old building and upgrades in the past 5 years include the addition of an ADA bathroom next to the narthex and a more accessible ramp into the main door of the church. We fully recognize that people with mobility challenges still struggle with access to our parish hall and administrative areas of the church. We are focused on the need to improve access to our building. A member of the congregation makes regular phone calls to families who will be on the weekly parish prayer cycle and is able to forward new concerns to the parish and vestry, as well as new contact information to our parish administrator. Part of our Faith in Action Team work is to identify parishioners with needs for assistance such as meals, shopping, and transportation and then follow through with focused actions. An active prayer chain connects the congregation and we regularly pray for the needs of each other and those we love. Quarterly meetings are held with the Deacon and Lay Eucharistic Visitors with review of the needs of members for home or hospital visits with provision of the Eucharist. The goal is to provide monthly visits and celebration of the Eucharist with our chronically homebound members. Our rector and deacon discretionary funds are well supported and available to assist congregation members with acute needs.

6. In what ways is your congregation/diocese engaged in the wider Church or local community?

Whether through diocesan leadership, ecumenical partnerships, civic involvement, or community organizing, describe how your congregation serves beyond its own walls.

Our congregation remains active in the wider church with participation by members in diocesan roles. We collaborate with the other Episcopal Church in Billings to manage the Bishop Fox Foundation which provides grants throughout the diocese for outreach and other needs. We are active in supporting the St. Luke's Child Enrichment Center with membership on its board, help with fundraising and scholarship support, and regular spiritual education and worship. Young members of our congregation have been active in diocesan youth activities, including acolyte participation at Diocesan Convention and an exchange program with the Episcopal Church in Ohio. We support Camp Marshall on Flathead Lake by fundraising for Grace Camp (for children in Montana who have lost one or both parents to incarceration, accident, or illness). All children of the parish have tuition paid for camp and 4 of our youth are serving as counselors this year. Members of our congregation serve on the board of United Campus Ministry at Montana State University Billings.

Community outreach efforts are lead by our Deacon who has organized efforts through the Faith in Action Team. This group meets monthly to identify areas of need in our community and brainstorm ways to involve St. Luke's in addressing those needs. The Faith in Action Team serves as a "think tank" and leads to engagement of the congregation at large to extend our reach into the community. Our Deacon has received generous grants from the Bishop Fox Corporation for the past 2 years to support the Tumbleweed organization for at risk youth. This money has gone to provision of food, toiletry items, clothing, and other needed supplies as well as a quarterly meal prepared in our kitchen, special "blessing bags" for Christmas and Valentine's Day and gifts of cold weather gear during the winter. Other outreach led by this team include pet supply donations for a local animal shelter, continuous collection of food for Family Services Food Bank, and donations of food to the Crisis Center. Our Faith in Action Team works to discern the needs of our neighbors and engages St. Luke's in meaningful projects to extend God's love into our community.

7. How does your congregation/diocese approach pastoral care?

Reflect on how your community walks with one another and with neighbors through life's joys and challenges - what guides your approach?

St. Luke's has a variety of approaches for pastoral care. We have an active Prayer Chain that is widely used and valued by congregation members. This activity involves members who devote time daily to those requesting prayers for themselves, loved ones, and friends who are ill or in need of spiritual guidance from God. We also pray for those who have died and for joyous occasions such as births and weddings. Recipients of prayer support are not just members of our congregation but extend to people who have connections to our church. All that is needed is a request and a desire for a prayer of healing, support, guidance, or celebration.

We have a parish prayer cycle that allows for group prayers for individuals and families every week during our Eucharist or Morning Prayer service. Every person in our parish is prayed for several times a year as part of this prayer cycle. A congregation member calls those to be remembered in prayer each week. This allows for personal contact and a "check in" on circumstances and concerns which are relayed to clergy, if action is needed.

We have a team that assesses needs of our members who have limited ability to leave the home, both for acute needs and chronic ongoing issues. Meal deliveries are arranged after surgeries or hospitalizations and help with transportation or grocery shopping is provided, if needed. This is another opportunity to serve each other in love by being present to listen, pray and help.

Clergy is at the center of pastoral care and provides guidance to our teams. Clergy is our leadership for sacramental duties such as baptism, marriage, last rites, and funeral services. Consultation and counseling are provided to participants and family members for these important milestones of life. Individual counseling has been provided in the past at the discretion of the Rector. Lay Eucharistic Visitors are trained and serve with clergy to bring Holy Eucharist to our homebound or hospitalized parish members.

Pastoral care at St. Luke's is a group effort working with the clergy to include, support, and maintain spiritual growth of each individual member as a close parish family of believers. Parish members support each other through friendships, Bible studies, book clubs, and gatherings with conversation, inclusion, love, and friendship.

10. How has your congregation/diocese experienced and addressed conflict?

Conflict is part of communal life. Tell us about a time your congregation faced it and how you responded - what did you learn?

Conflicts, large and small, are part of any organization and can lead to either significant growth or to fractures in congregations. St. Luke's strives to maintain a safe space to share opinions and views and we focus on prayerful listening to fully hear what our fellow members are saying. We value each other as beloved children of God but sometimes cannot appreciate how others view the world. The rector is the center of conflict negotiation and resolution and respects the need for confidentiality during discussions. Our last rector was very clear about the need to avoid gossip and triangulation. Disagreements can lead to people leaving the church but the passage of time can heal. Parishioners have returned to St. Luke's after times of conflict through consistent messaging that reflect the teachings of Jesus. Loving hearts and forgiveness are crucial to keep the door open for return of those who have taken a detour from the church. Much of conflict resolution is done privately and confidentially with occasional involvement of larger groups of the congregation. The Senior Warden and the Rector are the local mediators for conflict resolution with availability of resources at the Diocesan level, if needed.

12. What are your current strategic priorities or plans for the future?

Share about any existing strategic plans, visioning processes, or future priorities your community is pursuing. How do these goals reflect your mission and the needs of the people you serve? What hopes or aspirations are guiding your ministry in this season?

St. Luke's is moving toward a bright future, with God's help. We strive to nurture our current members with spiritual guidance and education and a strong sense of community. We desire growth in membership and increased engagement among young adults and families with children. Specific areas discussed during listening sessions this year include expansion of youth programming with potential collaboration with other faith communities in Billings. This will provide a larger group of young people for activities and fellowship as well as increased resources for leadership and facilities. We hope to expand our relationship with our preschool and welcome these families into more of our parish activities. We are blessed to have a large parish hall and a commercial grade kitchen as well as a park and playground. The congregation is exploring ways to expand the use of these resources to engage our members as well as the larger community around us. For instance, provision of cooking lessons and nutritional education with one of our congregants who is a chef and use of our park for musical concerts, festivals, and picnics could expand our outreach. We are always seeking to update and improve our digital ministry with a goal of more meaningful and accessible contact with our congregation and the community. We are committed to having regular gatherings for food and fellowship outside of our usual worship schedule and to provide support during times of struggle or celebration. We are anchored to Jesus through the tradition and values of the church found in the reading of scripture and the use of the Book of Common Prayer. We are like the mustard seed and are seeking to grow the Kingdom of God and flourish in our community.

13. How does your congregation/diocese incorporate accessibility and inclusion in your shared life?

Share how your community strives to create welcoming, inclusive spaces for people of all abilities, backgrounds, and experiences.

In the shared life of the church, accessibility is defined as removing physical, social and sensory barriers so everyone can participate fully. We strive to make our historic building comfortable and welcoming to all who wish to be a part of our community. We acknowledge that this is a work in progress with many potential targets for improvement, especially in the administrative areas of the church. Access to the main church and parish hall is enhanced by the presence of wheelchair ramps. These ramps can be slippery during the winter months and we strive to clean off ice and snow. Once inside the church, those with mobility issues can find a pew. We have storage space for walkers and wheelchair and a pew at the back of the church modified for direct wheelchair access. We have a spare walker available to assist parishioners with mobility issues. We are seeking donation of a wheelchair to use in assisting people from their cars to the church and parish hall. Communion is delivered in the pews to those who cannot climb 2 steps to get to the altar rail.

Visitors are greeted by ushers and given information about the service along with a full bulletin that includes prayers, music, and liturgy. Clergy use microphones and a sound system to allow for better hearing of the service. We have auditory devices for those who need more amplification. Printed sermons can be requested as well. Tissues are available in the narthex as well as hand sanitizer. A cry room with a bathroom and baby changing station is adjacent to the narthex. We provide small toys, crayons, and coloring sheets for our youngest members.

Sunday services are live streamed on Facebook and are also recorded for replay on Community 7 local access TV the following week. This allows for inclusion of those who are homebound or traveling in our weekly worship.

Our parish hall is a center for gathering, fellowship, and meals. Care is taken to offer options for those with special dietary needs or food allergies. We have added thick chair cushions to several chairs for improved comfort at events. We have a guild room with soft couches, chairs and coffee tables for smaller gatherings.

We update our directory on a regular basis and our parish administrator sends out a weekly e-mail with upcoming events. Our weekly prayer cycle is another opportunity to contact members and assess needs.