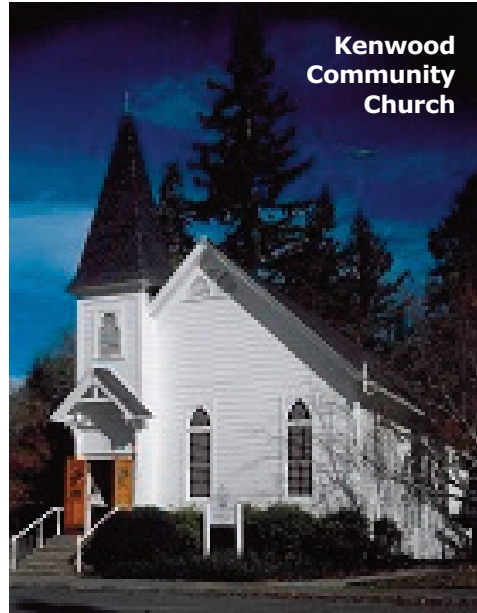


# Kenwood Community Church

*No matter who you are or where you are on your spiritual journey, you are welcome here.*



Our Local Church Profile  
**2018**



## 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 between covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that would be helpful to candidates. As the committee charged 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 of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

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Bob Whipps, Pastoral Search Committee Co-Chair

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Laura Lamar, Pastoral Search Committee Co-Chair

March 27, 2018

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Date

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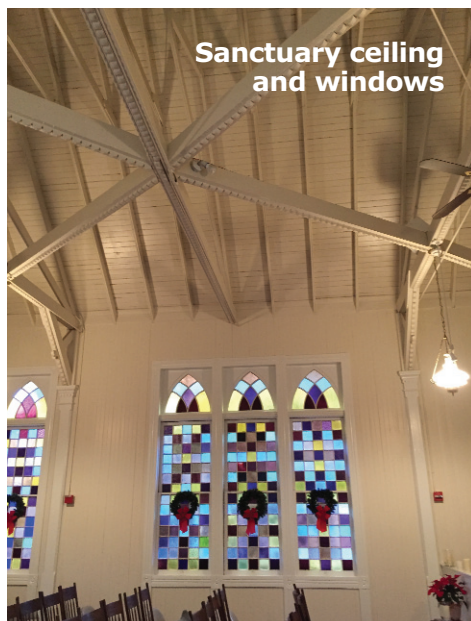
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### CREDITS

**Quotes throughout this Profile have been taken from:** *The Kenwood Community Church 2017 Annual Report* and from responses to the *2018 Congregational Survey of the Pastoral Search Committee*.

**Photographs supplied by:** Peggy and Charlie Ensley, Laura Lamar, Linda and Bob Salomon, Max Seabaugh, and other members of the church.



# Contact Information

## Church

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P.O. Box 46  
Kenwood, California 95452  
707-833-1087  
www.kenwoodcommunitychurch.info

## Pastoral Search Committee Co-Chairs

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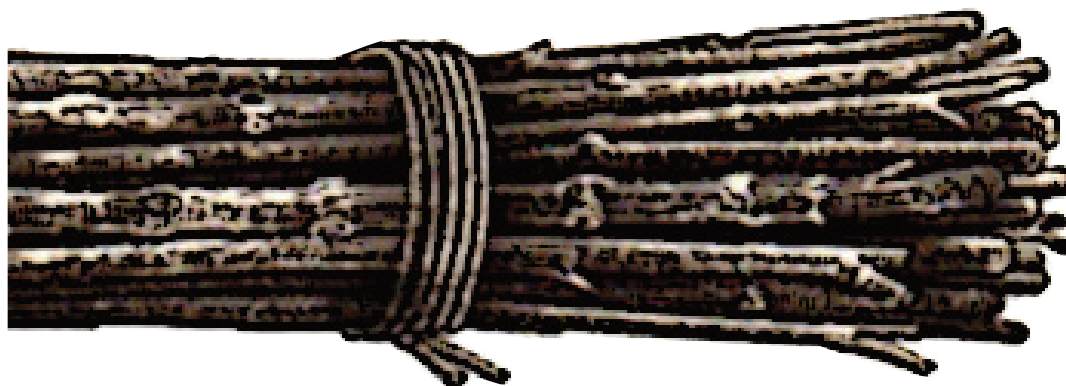
Laura Lamar  
36 Oak Forest Place  
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## Conference Staff Person Assisting our Church

The Rev. Davena L. Jones  
Associate Conference Minister  
United Church of Christ in Northern California Nevada  
16190 Foothill Blvd.  
San Leandro, CA 94578-2104  
510-359-7208, direct  
davena@ncnucucc.org

### Strength in Unity

*It started as a lay sermon message, became our 2017 Stewardship Campaign theme (UNITED IN TITHING THIS YEAR), and then our rallying cry after the fires...*



*“Little did we know that when Marjorie MacLeod presented us with some brittle vines, that were unbreakable together; that she had created a guiding metaphor for all of us in this transformational fall of 2017. We sure have bended but we have not been broken.”*

—Stewardship Committee

# WHO ARE WE?

## An Overview

We are a congregation of Christians living in paradise. We are lucky, and grateful, to live here. Most of us are well-educated and, by most standards, well-off. Our church fills the need for a strong, traditional Protestant church in the Sonoma Valley. We are keepers of the faith, and we love traditional worship services and liturgy. We love music—mostly classical, but with a touch of jazz, ragtime, blues, or whatever our amazing music director brings to us. We appreciate a thoughtful and challenging sermon. Humor, the ability to bring life to sacred stories and traditions, and personal witness are important. So is the ability to directly address the issues of today from the pulpit, while tapping into the wisdom and message of the Bible. We are an Open and Affirming congregation, welcoming hosts, and respectful toward other denominations (many of us come from other traditions), backgrounds, and cultures. We have an extremely high turnout at Bible studies and classes. We are an active, lay-led congregation, with thriving men’s and women’s groups, and jointly-produced special events.

Most of us are retired, and aging. The church has experienced most of its growth in recent years from a thriving retirement community nearby. We look for comfort, counseling, visitation, and ministering, effectively and with discretion, from our pastor and deacons, and from one another. We look for meaning, purpose, and fulfillment right here, for who and what we are in this place, and at this time of life. We face the usual crises of an older population: health issues and end-of-life questions, practical, spiritual and existential.

In addition, we are recently part of a wider community recovering from crisis: devastating wildfires in 2017 left thousands homeless, including seven families within our small congregation, and two more that we are actively supporting. Everyone in our area was evacuated and has been affected in some way: loss of homes and lives, a loss of innocence and sense of security, wide-spread loss of jobs, and, in a positive way, a great, unifying sense of human kindness, community, and solidarity.

Many of us are grandparents, but due to our local demographics, economy, and high cost of living, there are fewer and fewer families with young children nearby. We express our heart for children in a number of ways, including hosting a popular pre-Christmas Gingerbread Extravaganza, adopting families in need at our local school at Christmas-time, and supporting specific families in crisis with monetary support, visitation, and meals. We look for opportunities to offer meaningful service and generous support to those in need in our area and region, and through our UCC affiliation, and have greatly increased our benevolences in the past decade.

We look forward to growing our sense of Christian involvement and purpose.

*“This is a lay-led congregation. The Pastor is part of the process, but just that. Some larger congregations are highly dependent on their pastor for leadership, but here we have a broad depth of experience, strong financial stewardship, and a group of people who know how to listen to others, are respectful of all positions, and who are not afraid to work. I am always amazed!”*

—Pastor Jim Fish

See responses to “Who Are We” from the 2018 Congregational Survey on pages 33–35.

# Membership Information

## Our Membership (actual numbers, not estimates)

	2018	2006	1998
Number of church members	78*	61	55
Average attendance at worship	45	36	30
Children/youth in Sunday School	0	2	7
Attendance in Adult Education	20	0	6
Members who are ordained clergy	4	3	1

\*approximately 55 active members, and 23 active non-members



*“I give thanks for the warm hospitality you all extend to those who visit our congregation. I do not take this for granted. Your kind expressions of welcome are heartfelt and genuine, and all who visit experience it.”*

—Pastor Jim Fish

## Profile of our Congregation

### Age

We are an older congregation. There are 20 people in their 60s, 30 people in their 70s; 20 in their 80s, and 6 in their 90s. This is the bulk of those who attend regularly. There are an additional 32 people in their 40s and 50s, most of whom do not attend as regularly, and about 4 youth (children, teens, and young adults) who are children of members.

### Attendance and membership

Approximately 10 people have attended this church for more than ten years, about 44 have been in the church between five and ten years, and about 35 have attended less than five years. But 24 people have become members in the last five years.

## Clergy within our congregation

Name	Affiliation	Ministry Setting	Retired?
Jim Fish	Lutheran	P.T. Visitation pastor	yes
Charles Ensley	UCC	P.T. Worship pastor	yes
Ed Purkey	UMC	associate member	yes
Robert Whipps	Presbyterian	member	yes

Jim and Charlie are actively sharing pastoral duties part-time. Bob is currently co-chair of the pastoral search committee.

### Education level

Most of our congregation is college educated; perhaps slightly fewer among the oldest age groups.

### Employment

There are about 8 adults who are still employed full-time, and 2 who are employed part-time; the remainder are retired.

### Ethnicity

Our congregation is at present 100% white European Caucasian, reflective of the population in our area.

### Household types

There are 24 single adults (in all of the age groups above), 3 households with minors still living at home or away at school, and the remainder are joint households with no minors.

### Occupations

Educators, corporate executives, small business owners, consultants

### Sources of membership

Our congregation is drawn from the villages of Kenwood and Glen Ellen, the nearby cities of Santa Rosa and Sonoma, and the nearby community of Oakmont Village (a retirement community).

*“We are a congregation at peace with each other. We are respectful to all, kind, considerate, compassionate. We keep our eye on ministries which open to us; we don’t fuss about it on personal issues.”*

—Pastor Jim Fish



Pastor Jim and a lay leader

## Church Organization

### Church Staff

Interim Worship Pastor . . . . .	Rev. Charles Ensley
Interim Visitation Pastor . . . . .	Rev. Jim Fish
Board of Trustees . . . . .	Timothy Dorman, <i>moderator</i>
Board of Deacons . . . . .	Dorothy Green, <i>moderator</i>
Music . . . . .	Harold Julander, <i>director</i>
Church Secretary . . . . .	Chris Alonso
Wedding Coordinator . . . . .	Patti Hutchins

<b>Board of Trustees</b> .....	Timothy Dorman, <i>moderator</i> Marjorie MacLeod, <i>treasurer</i> Fran Threewit, <i>secretary and benevolence</i> Dave Crockett, <i>facilities and grounds</i> Daymon Doss, <i>member at large</i> Don Green, <i>member at large</i> Dave McCuan, <i>member at large</i> Charles Ensley, <i>ex officio</i> Dorothy Green, <i>Board of Deacons moderator</i>
--------------------------------	---

<b>Board of Deacons</b> .....	Dorothy Green, <i>moderator</i> Charles Ensley, Penny MacKenzie, Linda McCuan, Frank Valerga, Jim Fish, <i>ex officio</i>
-------------------------------	---

### Committees

Altar Guild.....	Charles Ensley, coordinator; Pam Gilbert, Dorothy Green, Penny MacKenzie, Linda McCuan
Benevolence Committee .....	Jenny Froyd, Roger Phelps, Fran Threewit
Buildings and Grounds.....	Dave Crockett
Community Outreach.....	Sarah Lee Gronberg
Endowment Committee.....	Marjorie MacLeod, Tim Dorman, Don Green
Memorial/Funeral Committee.....	Dorothy Green and Linda McCuan, <i>co-chairs</i> ; Peggy Ensley, Penny MacKenzie, Linda Salomon, Cathy Valerga, Charlie Ensley and Jim Fish, <i>ex officio</i>
Pastoral Search Committee 2018 .....	Bob Whipps and Laura Lamar, <i>co-chairs</i> ; Tim Dorman, Charles Ensley, John Froyd, Dorothy Green, Dale McCoy
Pastoral Support Committee .....	Daymon Doss, Penny MacKenzie, Fran Threewit
Personnel Committee.....	Tim Dorman, Marjorie MacLeod
Website.....	Anna Butterworth, Linda Salomon
Weddings.....	Linda McCuan, Linda Salomon, Cathy Valerga
Stewardship .....	Don Green, <i>chair</i> ; Daymon Doss, Gil Gilbert, Laura Lamar, Dave McCuan, Tim Dorman, <i>moderator</i> ; Marjorie MacLeod, <i>treasurer</i> ; Jim Fish, <i>ex officio</i>

### Special Programs and Events

Women of the World (W.O.W.) .....	Peggy Ensley, Dorothy Green, <i>co-chairs</i>
KCC Men's Group (M.O.M).....	Daymon Doss
4th of July Pancake Breakfast .....	Riccardo Capachilli, Linda Salomon, <i>co-chairs</i>
4th of July Silent Auction.....	Jenny Froyd, Valerie Hulsey, <i>co-chairs</i>



**Advent figures in front of the social hall**

*“...that unity and trust...served us well as we explored the possibility of acquiring a large, expensive, magnificent pipe organ in the summer and early fall. With a transparent process and significant input from the congregation, the Board decided not to proceed, and in the process, reaffirmed the good will and cohesion in abundance within the church.”*

**—Moderator Tim Dorman**

## Staff positions

Staff position/compensation	Supervised by	Length of tenure
Interim worship pastor, P.T.	Board of Trustees	less than 1 year
Interim visitation pastor, P.T.	Board of Deacons	7 years
Music Director, P.T.		1 year
Secretary, P.T.	Board of Trustees	less than 1 year

## Participation and staffing

The interim worship pastor and music director plan the worship services, and a lay leader co-leads each service. Sermons are written by the pastor, and periodically by members of the congregation. The church secretary prepares weekly worship bulletins and a weekly e-mail newsletter. The pastor leads Bible studies once or twice a year. The interim visitation pastor and deacons, as well as church members, provide visitation. Monthly potluck lunches after worship are provided by all members. Church-wide meals for special events such as Valentine's and St. Patrick's Day, and simple suppers after special services such as Ash Wednesday, etc., are planned and prepared by members; one annual community-wide meal is cooked and served by the entire congregation for 1,000+ neighbors as part of a 4th of July event. Our women's group, W.O.W. (Women of the World) and men's group, M.O.M. (Magnificent Old Men) meet monthly for a meal and program; members take turns preparing meals and presenting programs.

A Pastoral Relations Committee meets as needed in support of the Pastor; the Board of Trustees meets monthly and as needed to oversee overall operations, oversight and finances, and the Board of Deacons meets monthly and as needed and is in charge of worship and mission.

# Congregational Life and Worship

The Kenwood Community Church fills the need for a strong, traditional, yet open and affirming Protestant church in the Sonoma Valley. Our congregation tends to be theologically progressive but is also diverse, with members coming from a variety of primarily Protestant traditions, including UCC, Presbyterian, Lutheran, and Methodist.

Our regular Sunday worship service, periodic and well-attended Bible study groups or small book discussion groups, a monthly potluck supper following worship, simple soup suppers following Ash Wednesday and Maundy Thursday services, and special events such as a Christmas Eve service, and Valentine's Day and St. Patrick's Day dinners, round out the usual activities of the congregation.



Valentine's Day Dinner



St. Patrick's Day Dinner

In addition, we host two major events open to our neighbors in Kenwood: an annual Fourth of July Pancake Breakfast, which is open to all who attend the holiday activities in Kenwood Plaza Park across the street. A footrace, small town parade, a church silent auction and open house, live music, a Rotary Club barbecue, and other activities are attended by many hundreds; in 2017 over 1,000 full breakfasts were cooked and served by volunteers from church members and friends. In 2017, the Pancake Breakfast netted a profit of \$5,578.

*"We have thriving women's and men's groups, an active Bible study class and recently formed a support group for fire victims. Our music is simply superb and, most importantly, our pastoral leadership and worship together have made a profound difference for all of us. It is therefore no surprise that our congregation is as unified as it has ever been as we face the future together."*

—Moderator Tim Dorman



**Above: The Saint Paddy's Day cooks**



Gingerbread Extravaganza



4th of July Pancake Breakfast



From top: Getting into the Big Gingerbread House; Pastor Jim with a little gingerbread house; Two Pancake Breakfast street promoters



WOW Christmas potluck



The annual Silent Auction also occurs on the Fourth of July on tables set up in Kenwood Plaza Park. Auction items are donated by 100+ church members and neighbors from Kenwood, Sonoma, Santa Rosa, Healdsburg, Petaluma, and Rohnert Park, and sold by a team of volunteers. The 2017 Auction brought in a total of \$10,995 to benefit the church, its programs and benevolences.

And in early December, we host a Gingerbread Decorating Extravaganza, free to all children, children-at-heart, parents and grandparents. Church members provide food and snacks to attendees, as well as pre-made miniature gingerbread houses and all the frosting and fixings to decorate your own little masterpiece. A large gingerbread house is specially made each year so everyone can contribute to its décor, and a large collection of gingerbread-themed art, crafts, nutcrackers is on display. The event is heavily attended and has become a tradition for many families.

We have an active women's group of 18–20 members, WOW (Women of the World), that meets monthly for a potluck lunch and programs which have included:

- a “Christmas Shower” of household goods for a church member who was a fire victim
- a Christmas luncheon and gift exchange
- a casserole-making assembly line for a non-member fire victim family
- a presentation on the life and times of St. Teresa of Avila
- an annual tea and fashion show, in concert with the local Assistance League Thrift Store
- presentations by local writers and historians
- a field trip to the local *Sunset Magazine* test gardens, and lunch

WOW members also help out at the annual Gingerbread Extravaganza and Pancake Breakfast (along with other church members). We adopt local families in need at Christmas (this year, all fire victim families and staff from the local school) with gifts, gift cards, food, and Christmas trees. An overnight retreat in October of 2017 at local Westerbeke Ranch



**From top: Silent Auction sign at the park; A quilt donated by the quilting group to the silent auction; the pancake machine guys**

was called off due to the fires, and is rescheduled for October of 2018; the theme and activities will center on the Hispanic tradition of the Day of the Dead, and include crafts, prayers, songs, and a worship service featuring a Day of the Dead altar we will make together.

We also have a newly-formed men's group of 15–18 members, MOM (Magnificent Old Men), which meets monthly for breakfast and at which attendees take turns presenting programs of interest. This first year's programs have included presentations on Easter Island, one member's commercial art portfolio and career, one member's ministerial career and experiences in the Parks System, stories of growing up in the Gold Country mining world, memoirs of a retired television news anchor, a talk about the fires by the Kenwood Fire Chief...all with lots of fellowship and sharing of personal stories, memories, ideas, and opinions.

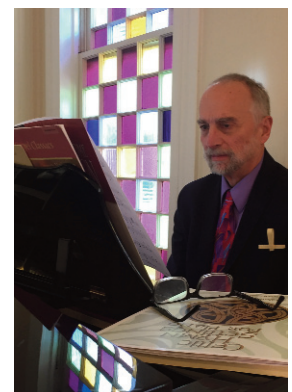
Music is important to us. We have a small, seasonal choir which went on hiatus after the fires. The recent hiring of a fabulous new musical director has elevated the quality and variety of music in our Sunday services. We have a budget for guest musicians, which in the recent past has included harpists, singers, a jazz pianist and singer, and a variety of other musicians. We recently had an opportunity to buy an 1888 pipe organ, and engaged in lively envisionings, deep discussions, fact-finding, and analysis, only to decide that it was not a perfect fit for a variety of reasons, including how it would fit spatially into our small sanctuary, and what architectural and engineering changes and improvements would be required to the building as well. We discovered an ability to explore possibilities and express different points of view, and feel we made the right decision together after appropriate due diligence. Shortly thereafter the fires struck, and we were relieved that we were not in the middle of an enormous remodeling project at the time!



*"I've had a terrific time finding interesting pieces to play and putting the weekly notes together. My goal is to present quality music of a wide variety in meaningful ways."*

—Music Director

**Harold Julander**



**Above: Our new musical director, Harold Julander, at the piano**

## Ways of gathering

## The numbers

Adult groups or classes	20 attendees
Baptisms (number last year)	1
Children's groups or classes	0
Christmas Eve/Easter services	100 attendees
Church-wide meals	30-60 attendees per event
Choir (seasonal, twice yearly)	6-8 participants
Church-based Bible Study	20+ per class
Communion	monthly, first Sunday
Community meals	1 (4th of July)
Confirmations	0
Drama or dance program	0
Funerals (number last year)	4
Intergenerational groups*	all
Men's group (M.O.M.)	15-20 attendees, monthly
Outdoor worship	3
Prayer or meditation groups	0
Public advocacy work	various**
Retreats (W.O.W.)	1
Theology/Bible study in the community	0
Weddings (number last year)	3
Women's group (W.O.W)	15-20 attendees, monthly
Worship time slot (regular)	10:30 am Sundays
Worship time slot (special services)	5:00 pm***
Young adult groups or classes	0
Youth groups or classes	0

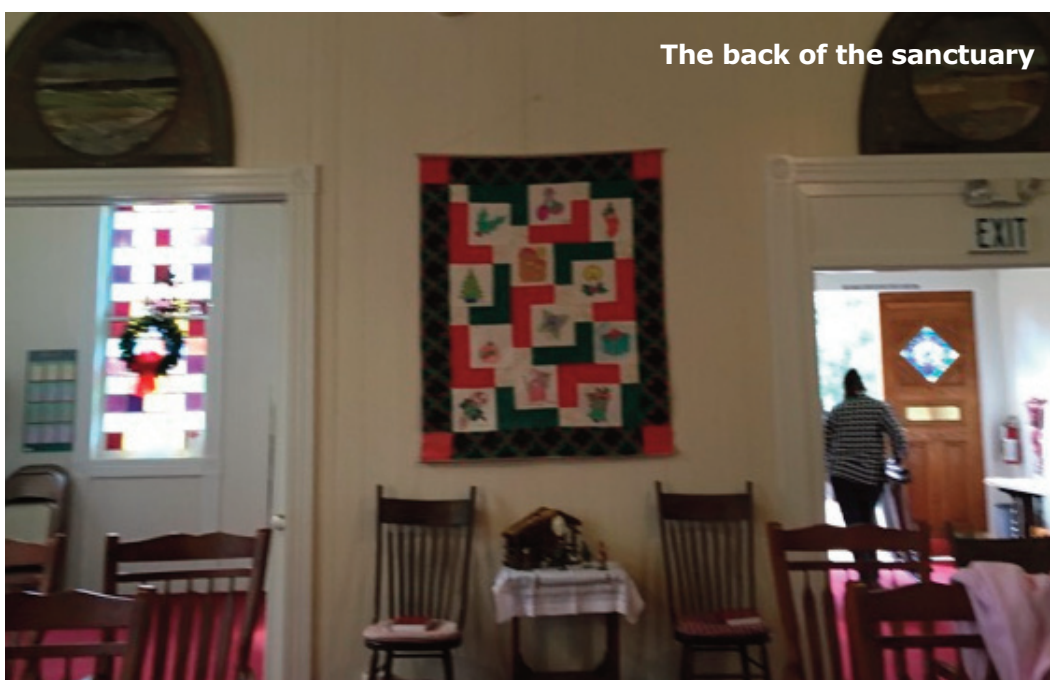
\* We are too few in numbers to make divisions by age groups

\*\* We write letters, make donations, and do volunteer work

\*\*\* Ash Wednesday, Maundy Thursday, Christmas Eve

*"Theology matters. The Christian Church, for better or worse, is front and center in our painful national struggle to clarify our identity. These are tough years for the church nationwide. The politicization of religion in America is of great concern.... Studying these issues is a high priority for all congregations in America, including our own."*

—Pastor Jim Fish



# Congregational Reflections

Prepared by Rev. Charles Ensley, Interim Worship Pastor

## Our congregation's life of faith

We live by the phrase often used by the UCC: "Wherever you are on your spiritual (or life) journey, you are welcome here." We accept people whether they are new or seasoned in their Christian faith. There is no judgment, only acceptance. We listen to the epistle and gospel readings and through the sermons have an insight into what Jesus might want for our lives. God is usually referred to in gender-neutral terms, though we trust whatever vision of God a congregant has is right for him/her. We acknowledge that the Holy Spirit can be both a powerful or subtle influence upon a person's life and resulting actions.

## Strengths or positive qualities of our congregation

- We are a very friendly congregation. You can't sneak in and not be welcomed!
- We have a high percentage of regular attendees.
- We are attentive (and generous) to needs in our local area, state and nation, particularly those of disadvantaged persons or natural disasters.
- We come from a variety of denominations, and are welcoming of all backgrounds.
- We like to be challenged in sermons, and want to see how the Bible affects our daily lives.

## What worship is like when we gather

Prior to the ringing of the bell at 10:30 am, the music director plays 15–20 minutes of "gathering music" as congregants enter and visit. After the bell rings, the prelude is played by our music director on organ, piano or harpsichord. The pastor then welcomes the congregation and shares announcements. A weekly lay leader leads call to worship, opening prayer and reads the first lesson (usually an epistle). Three hymns are sung in worship, four on communion Sundays, the first Sunday of the month. The pastor reads the gospel and delivers the sermon. After the offering, the pastor solicits joys and concerns from the congregation prior to offering the pastoral and Lord's prayers. Following the closing hymn, the congregation sits for the postlude before the benediction. There is both a musical interlude and offertory played during the service. Our worship is best described as "traditional Protestant" worship, which seems to suit the present make-up of our congregation. Musical selections from the music director vary: classical, religious, jazz, even instrumental versions of popular singers.

We use *The Chalice Hymnal* for most of the year, and *The New Century Hymnal* for a few months. The New Revised Standard Version Bible is commonly read; however, the pastor or lay leader are welcome to use another contemporary version if they think that might make the lesson better understood.



**From top: Advent Candles; the Sanctuary at Christmas; Pastor Jim performing a baptism**

# Church Finances

## Summary of 2017 Financial Report

Prepared by Marjorie MacLeod, treasurer

We have been profoundly blessed this past year. We have worked hard to make certain that our church family, community and buildings are cared for. We have responded to the challenges that faced all of us. All through 2017, members and friends gave with gratitude.

### Income

Our primary source of income was from our weekly plate offerings. I am pleased to report that plate offerings—this includes pledged amounts, checks and cash—and miscellaneous contributions were \$75,208 which was above budget by \$6,735. This is good news and a testament to the faith and generosity of this congregation.

There were three wedding rentals in 2017 for an income of \$6,900. Memorial gifts accounted for \$2,429 in memory of those who passed in 2017.

The July 4th Pancake Breakfast and Silent Auction are a significant source of community pleasure. In 2017, the combined revenue was \$19,306. This important contribution represented 13% of our income and would not be possible except by ALL our efforts.

Special donations of \$43,136 were received for a variety of causes—benevolence, One Great Hour of Sharing, and most significantly, relief from the October 2017 Wine Country Wildfire. This event impacted our congregation and property. Donations earmarked for the relief of our members and friends as well as an insurance payout for damage to our property all added close to \$37,000 to the church’s income.

Income in 2017 was \$146,979

### Expenses

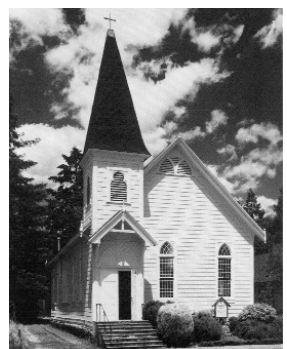
Let’s turn to an accounting of our expenses. Total expenses for worship, music, benevolence and pastoral care for 2017 were \$ 48,249. Benevolence equaled \$7,290, where we made significant financial contributions to charities in our community, UCC, the nation and the world.

Administration had an expense total of \$16,478. This includes office administration and accounting services, telephone, church advertising (on-line and print), office supplies and office equipment expenses.

Fourth of July Expenses (pancake breakfast and silent auction) totaled \$3,699.

*“We have no debt and operate within a balanced budget, thanks in large part to a fantastic Fourth of July effort that this year served pancakes to over a thousand people and again produced a profitable silent auction.”*

—Moderator Tim Dorman



**Top: the church in 1888; as shot by Bob Nixon over a hundred years later**

Facility maintenance and operations had an expense of \$23,753. This includes PG&E, kitchen supplies, garbage removal, custodial services, landscape maintenance, facility maintenance and repair, property taxes and liability insurance.

Wedding expenses totaled \$ 5,725.

Miscellaneous expenses totaled \$8,018.

Total Expenses for 2017 were \$105,892

Net ordinary income for 2017 was \$41,087 with which we were able to start the New Year.

## Endowment and Expendable Funds

See page 18, below

## Reserves (savings)

Current savings are \$60,000.00.

## Church Income

	2017	2016	2015
Total church income	\$146,979.00	\$107,528.00	\$111,040.00
Plate offerings	\$75,208.00	\$73,256.00	\$65,729.00
Fundraising events	\$19,306.00	\$19,526.00	\$19,500.00
Special donations	\$43,136.00	\$8,806.00	\$8,185.00
Memorials	\$2,429.00	\$3,285.00	\$295.00
Rentals and Weddings	\$6,900.00	\$3,655.00	\$17,321.00

## Operating Budget

	2017	2016	2015
Total operating budget	\$105,892.00	\$104,035.00	\$120,350.00
Benevolences	\$7,290.00	\$6,888.00	\$4,104.00
Facilities and maintenance	\$23,753.00	\$26,912.00	\$40,763.00
Administration	\$16,478.00	\$14,622.00	\$14,893.00
Pastoral care	\$25,699.00	\$28,350.00	\$26,491.00

## UCC Special Offerings throughout the year

	2017	2016	2015
One Great Hour of Sharing	1,350.00	\$559.00	—
UCC Disaster Relief *	\$1,285.00	\$895.00	—
The Christmas Fund	\$1,070.00	—	—

\* Hurricane Harvey support in 2017; Neighbors in Need in prior years

*“We have been profoundly blessed this past year. We have worked hard to make certain that our church family, community and buildings are cared for. We have responded to the challenges that faced all of us. ... We are so fortunate to be blessed with a generous congregation that is willing to bind together and contribute their time, talent and treasure to ensure the success of Kenwood Community Church.”*

—Treasurer Marjorie

MacLeod

## Significant local missions/ministries/benevolences

	2017
Redwood Empire Food Bank	\$1,670.00
Neighbors in Need	\$500.00
Catholic Charities <sup>1</sup>	\$500.00
La Luz Center <sup>2</sup>	\$400.00
Social Advocates for Youth <sup>3</sup>	\$750.00
The Living Room Center, Inc. <sup>4</sup>	\$750.00

1. Catholic Charities of the Diocese of Santa Rosa serves the most vulnerable by challenging poverty, counseling immigrants, and caring for seniors.
2. Education, Leadership and Self-Advocacy in aid of immigrant families in the Sonoma Valley.
3. Social Advocates for Youth provides support, opportunities and hope to children, youth and families.
4. The only day center in Sonoma County specifically serving homeless and at-risk women and their children.

## Indebtedness

	2017	2016	2015
Total amount of capital debt	\$0	\$0	\$0
Total amount of other debt	\$0	\$0	\$0

## Capital Campaigns

The church's last Capital Campaign was in 2007, which brought in \$85,000.00. This was used to do major foundation work; add a bathroom; update plumbing, electrical and septic; work on the steeple; do reroofing; do painting inside and out; and install new curtains and carpeting in the social hall. Significant labor was provided free by members of the congregation, both men and women. There is no current Capital Campaign underway or anticipated at present.

## Assets Held by the Church

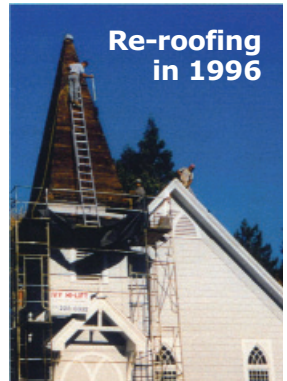
	2017	2016
Net income/checking	\$41,087.00	
Deacon's Account	\$11,343.00	
Memorial Account	\$9,160.00	
Endowment and Expendable Funds	\$145,454.00	\$104,090.00
Building & property (no parsonage)	—no current appraisal available—	

## Endowment and Expendable Funds

These two funds totalling \$145,454.00 are currently managed by Community Foundation Sonoma County. We deposited \$30,000.00 in the two funds in December 2017 which accounts for most of the rise in value. Funds are rarely drawn from the endowment, but may be under certain circumstances. The rate of draw last year was 0%. No draw from the endowment was made during the past five years to meet operating budget expenses. At the current rate of draw of 0%, we hope for this endowment to last for a long time.



**Memorial Alcove  
in the garden**



*“Our beautiful church remains virtually as good as new, even after the horrendous wildfires of October 2017.”*

—Dave Crockett

## Our Church Building and Grounds

Our church is a historically-recognized building erected in 1888 in the Carpenter Gothic architectural style. In 1895, the church was moved on logs pulled by horses from its original, swampy location on the corner of Laurel and Los Guilicos Streets to its current location on Channing Row across from the Kenwood Plaza Park. The sanctuary remains little changed, and evokes a warmth and history that only 130 years can provide. The sanctuary seats 80+ on simple wooden chairs that have been used since the church was built. Behind the sanctuary are a meeting room, storage, a pastor’s study, and a bathroom. On an adjacent lot, occupying what was once the parsonage, is our Social Hall, containing an office, home-style kitchen, large dining/meeting room, a sitting room, a boardroom, two bathrooms, and a “bride’s room”. Directly behind the Social Hall is a beautifully-maintained garden with a Memorial Alcove and Wall, patio, paths, and deck, that serves as a perfect location for summer parties, weddings, receptions, the occasional outdoor service, and our annual Community Pancake Breakfast on the Fourth of July. There is also an old shed used for storage. All buildings are wheelchair accessible.

We are so grateful it survived the fires that ravaged Kenwood in 2017.

## Financial Support of Ministerial Leaders

The position of pastor for the Kenwood Community Church is a part-time position. Our compensation package is within conference guidelines and includes cash salary, housing allowance, and customary UCC benefits. We will also be flexible in all non-financial terms including work schedule, vacation, study leave, sabbatical, etc. The church hosts 3–4 weddings per year, (see [www.KenwoodCommunityChurch.info](http://www.KenwoodCommunityChurch.info)), and the pastor has an opportunity to earn supplemental income officiating the ceremonies. In 2017, income from weddings constituted 4.7% of our total income. Additionally, our new pastor would be welcome to hold a part-time position outside the church to supplement income.

### Pastoral compensation history

Years	Salary and housing allowance
2017	\$25,699.00
2016	\$28,350.00
2015	\$25,355.00
2014	\$25,050.00
2013	\$19,650.00
2012	\$20,750.00

During the above period, our church has always fulfilled our financial obligations to our pastor.

### Ministerial History

Name	Years of Service	UCC Standing
James Fish	7 (2010–2017)	Lutheran
Andrew Metcalf	2 (2008–2009)	UCC
Paul Smith Teller	2 (2006–2008)	
Richard Hyde	2 (2004–2006)	UCC
Gene Buriss (interim)	2 (2002–2004)	Presbyterian
Carolyn Woodson	5 (1997–2002)	UCC
Dwight Caswell	5 (1991–1996)	Presbyterian
Moffat Dennis	35 (1957–1992)	Presbyterian

Ralph Capalungo (1955–1957); Francis Geddes (1953–1955); H.J. Loken (1945–1953); Wesley Gordon (1931–1933); Frank E. Boren (1929–1945); William Youngman (1924–1929); W.H. Hannaford (1921–1924); Isaac McCrae (1920–1921); Robert G. Herbutt (1914–1920); John Porter (1912–1914); Henry M. Bowman (1910–1912); Jacob Spoolman (1907–1910); Enoch E. Chakurian (1905–1907); R.B. Cherington (1900–1905); A.J. Scott (1898–1900); Jessie D. Foster (1896–1898); William M. Massie (1894–1895); David Wirt (1893–1894); Isaiah Toby (1890–1893); A. Drahms (1889–1890).

*“The Altar Guild is charged with preparing the sanctuary for worship each Sunday ... Our goal is to make sure everything is ready when worshippers enter in order for them to have a rich experience in the worship of God.”*

—Charles Ensley, Altar

**Guild Coordinator**



# Our Community

## Kenwood and its Surrounding Area

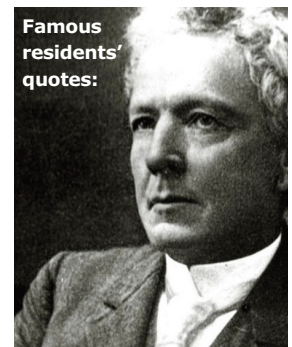


### Location

The village of Kenwood is located approximately 45 miles northeast of San Francisco, at an elevation of 423 ft. Located in the extreme southeast of Sonoma County along the Napa County line, it is situated on State Highway 12 in the heart of the beautiful Sonoma Valley region, also historically known as the Valley of the Moon. It is bracketed to the northwest by the city of Santa Rosa and the retirement community of Oakmont Village, and to the southeast by the village of Glen Ellen and the city of Sonoma. Kenwood’s small-town charm is greatly influenced by the local wine industry and its rural surroundings. The area tends to draw many educated and talented residents from across the United States.

### Climate

Kenwood enjoys a moderate climate; the usually short winter rainy season offers mild-to-heavy rainfall (but no snow), and temperatures that rarely fall below 40 degrees (with an occasional overnight freeze). Fall and spring are punctuated by many mild, dry, sunny days. Summer days often bring morning fog (due to our proximity to the Pacific Ocean), followed by afternoon sun and hotter temperatures and cool evenings and nights. Occasional scorching summer heat soars above 90 degrees.



Famous residents' quotes:

*“The chosen spot of all the earth as far as nature is concerned”*

—Luther Burbank

## Locale

Sonoma County encompasses over one million acres, and is known for its scenic beauty and diversity. Nestled below the magnificent Mayacamas Mountains that divide Napa and Sonoma Counties, Kenwood represents all that makes Northern California a paradise. The Sierra Nevada Range, home to Lake Tahoe and numerous world-class ski resorts, is a four-hour drive east; giant redwoods, pristine beaches, and dramatic cliffs overlooking the Pacific Ocean are one hour west. State and local parks and preserves abound; hiking, fishing and boating, cycling, horseback riding, and golfing are some of the more popular recreational activities available nearby.

## Culture

There is a rich cultural tradition here. The local art scene flourishes with numerous galleries, studios, and several fine museums in Sonoma and Santa Rosa. The whole area offers fine food, music, theater, spas and resorts, and historic sites. The Luther Burbank Center for the Performing Arts in Santa Rosa, and The Green Music Center in Rohnert Park, present world-class music, concerts, and other cultural performances. Santa Rosa is also blessed with a world-class symphony and youth orchestra. The community of Oakmont also provides numerous concerts and cultural events at its Berger Center.

## Publications

Local publications include the local Kenwood Press and the nearby Oakmont News, both published twice a month, the Santa Rosa Press Democrat newspaper, published daily, and Sonoma Magazine, published bi-monthly.



Famous residents' quotes:

*"I believe the soil is our greatest asset."*

—Jack London



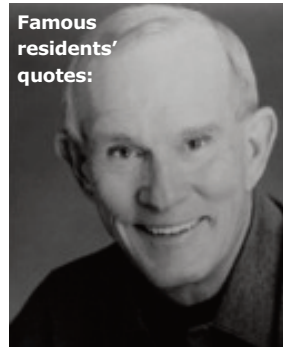
## Education

The Kenwood School District has both a Pre-School and a K-6 Elementary School with an outstanding reputation. The number of local schoolchildren has dropped in recent years, and there are now many children who attend the school whose families do not live in the immediate vicinity. The Kenwood School receives substantial financial support from the community. Grades 7-12 attend schools in Santa Rosa. Santa Rosa Junior College and Empire College (a private, for-profit college offering business and law degrees) in Santa Rosa, and Sonoma State University (SSU) in Rohnert Park, offer higher education. The Osher Lifelong Learning Institute (affiliated with SSU) offers classes for adults age 50 and older at the Berger Center in Oakmont.

## Economy

Kenwood boasts some of the highest-quality and most beautiful vineyards in Sonoma County. Not surprisingly, wineries and vineyards top the list of local industry. Wineries of national and international renown include , Chateau St. Jean, Kunde, Kenwood, Landmark, Ledson, St. Francis, and VJB, plus a bevy of smaller, family-owned vineyards and wineries. Wine- and tourism-related businesses comprise most of the rest of our economic landscape: restaurants, inns, B&Bs, resorts/spas, and retail sales.

In Sonoma County as a whole, agriculture and related industries including a proud local farm-to-table farming and fishing community, manufacturing, healthcare and medical industries, tourism, finance, local government, education, and technology comprise significant economic sectors. Companies like Kaiser Permanente, Keysight Technologies, and Medtronic are just a small sample. Still other residents telecommute from home or run their own businesses. This economic activity also supports a growing and varied service industry comprised of construction-related businesses, landscaping, housekeeping, and in-home care services, to name a few.



Famous residents' quotes:

*"Sonoma makes wine. NAPA makes auto parts."*

—Tommy Smothers



The Valley of the Moon is wine country

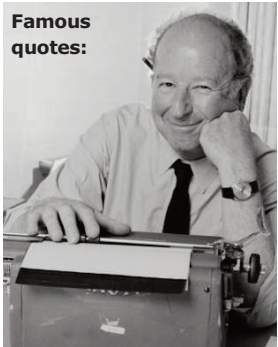


**Housing**

Housing inventory, already low before the fires, is now critically low. A significant number of local housing units are vacation rentals and second homes not on the market. According to Zillow.com, the 2018 median home price in Kenwood is \$1,053,000; values have gone up 20.8% over the past year. The median home price in Oakmont Village is just over \$700,000, and in Santa Rosa is \$578,300, up 10.4% over the past year.

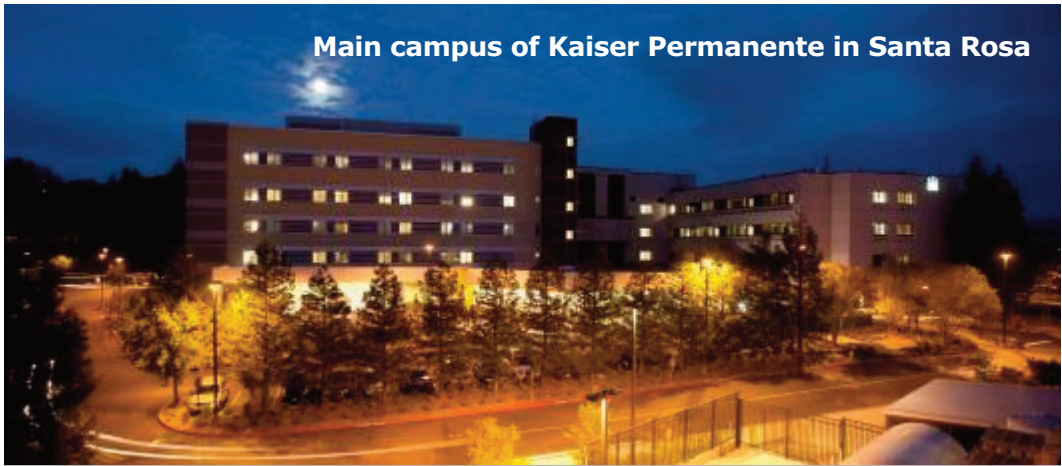
**Hospitals and health services**

Sonoma County is blessed with a strong health care support systems. Major health systems include St. Joseph Provident, Sutter Health and Kaiser Permanente. We also have multiple physician based groups that provide specialty care. Sonoma County has access to world class health care through UCSF and Stanford Health. Alternative and Eastern health methodologies abound in this very diverse health environment.



*“Heaven is a place that is said to resemble Sonoma in the Spring.”*

—Herb Caen



## The Wildfires

The single most important event that has happened in our community, and to our congregation, in the past ten years were the devastating wildfires in October of 2017 which resulted in 42 deaths, 8,400 structures burned, and more than one billion dollars in damage. Fires destroyed 140 homes in the Kenwood area, 183 in Glen Ellen, and 2 in Oakmont. Seven households in our congregation, or their families, lost their homes in the fires as did two more families close to the congregation. Everyone was evacuated for a period of two to three weeks, and everyone has been affected to some degree by the aftermath of the fires. As-yet-uncounted jobs were lost and families displaced.

### A Personal Perspective on the Fires

Over the course of these last 6 months Sonoma County residents have shown their love and concern for those of us that lost our homes and all worldly possessions. Our community and over 42,000 friends near and far set up the North Bay Fire Relief Fund to support the 5,230 families with each receiving \$3,600. The United Way established a Wildfire Relief Grant providing each family \$1,000. In addition the Rotary of Sonoma Valley distributed not only cash but gift cards from many merchants worth in excess of \$500. Many organizations distributed clothing, household items, grocery stores with food, the retail community with major discounts and close family and friends providing shelter, food and clothing for weeks. One family not effected by the fires gave decorated Christmas trees to fire victims. Dog Kennel owners throughout the County gave free boarding of pets for 2 weeks while local Thrift Stores opened their doors to these families to come and take what they needed.

The Community grew with financial support coming in from out of the County and State when, across the nation, the realization of how devastating the fires were to our land and to the 5,230 families. The loss of 44 lives was and is horrible for everyone but the pouring out of love and gifting showed the true Christian spirit of our local citizens.

Our Kenwood Community Church had 9 family members lose homes. The Deacons set up a Fire Fund that the congregation gave in excess of \$10,000, moneys that have gone to support these church members as well as non member families adopted by the church. As one who lost my home I am truly humbled by the love and support extended by our church family. Without the outreach of so many not only within our church but from the outside community I am sure there would be many lost souls in our beautiful Valley. Thankfully the Village of Kenwood and our 130 year old Community Church survived as I'm sure God was watching over our sacred grounds. Nature has already begun to restore our valley and its beauty. Our faith, family, and the Kenwood Community Church will help guide and mend our lives.

—Dale McCoy

*“As Pastor Jim has reminded us, our first service after the fires was not only hard and poignant but also captured the very best of who we are and who we aspire to be. It simply demonstrated convincingly exactly why we exist and from where we draw our strength. On a personal level, I was overwhelmed by the love, kindness and support of my fellow members and friends, and I was not alone. It simply does not get any better and has provided an inspirational counterpoint to the challenges of fire and ash.”*

—Moderator Tim Dorman



According to an article in *The Press Democrat* dated October 31, 2017, "The 56,556-acre Nuns fire spread mostly across the Sonoma Valley and surrounding hills, scorching more than one-third of Kenwood. Sonoma Valley Fire Chief Steve Akre called damage in the region sobering. He estimated losses in Glen Ellen and Sonoma Valley communities outside of Kenwood could range from 650 to 1,000 structures, including secondary buildings."

This single event has changed more lives, made more families homeless and unemployed, and displaced more school students, than any other single event in the history of the area.

*"Your sincere concern for neighbors and fellow members will be remembered for years to come. While all of us were affected in some way, many in the congregation had their lives permanently changed by this disaster ... I will remember this experience with you as one of the most profound expressions of grief, love and support I've ever experienced in nearly 50 years of ordained ministry."*

—Pastor Jim Fish

# WHO ARE OUR NEIGHBORS?

## Overview

Our neighbors are, geographically, the residents of the Sonoma Valley: the villages of Kenwood, nearby Glen Ellen, and Oakmont, the cities of Sonoma and Santa Rosa, plus all of Sonoma County, then the Bay Area and Northern California.

Noteworthy neighbors, in terms of mission and outreach opportunities, consist of several specific but disparate population groups, most notably: a growing segment of older, mostly—but not always—well-to-do, mostly retired, White adults; an even faster-growing segment of younger, poorer, Hispanic families with children; homeless or at-risk children or parents with children throughout our wider community; and a new segment of persons spanning the age, race, and economic spectrums who have recently been displaced or affected by the 2017 wildfires (see pages 25–26).

### Population Demographics and Trends

As of the 2010 United States Census, the unincorporated village of Kenwood had a population of 1,028; Oakmont Village had a population of 4,465 (with a median age of 76), and Glen Ellen numbered 784. The population of the Sonoma Valley was 43,696, consisting of around 67% White residents, 28% Hispanic or Latino, less than 2% multiracial, 2% Asian, and just over 1% other. The population of the city of Santa Rosa was 163,436 as of 2017, and the city of Sonoma was 11,342 in 2016. The population of Sonoma County overall was 483,878.

(Sources: 2010 Census Report, and the Sonoma Valley Community Profile 2017 Demographics Report)

Since 2010, the population aged 65 and over throughout the Sonoma Valley has increased 4%, indicating an aging population trend. There has been a 13% increase in Hispanics, usually younger, poorer families with children. Since 2010, the proportion of young people overall has decreased area-wide, along with adults between the ages of 30 and 64.

### Income and Employment Disparities

Like much of California, this is an area of great contrasts. Between 2009 and 2014, the proportion of households making over \$100,000 grew by 9%, while the proportion making less than \$35,000 grew by 4%. Very wealthy and very poor often live within the same communities, or just down the road from one another. Kenwood, Glen Ellen, and Oakmont Village house a predominantly White population; the neighborhoods known collectively as the Springs, just north of the town of Sonoma, and areas of West Santa Rosa, house most of the area’s Hispanic population.

*“The Villages of Kenwood, Glen Ellen, and the retirement community of Oakmont”*

*“All genders, sexual preferences, ethnicities, rich and poor”*

*“Fire victims”*

*“The Hispanic community”*

*“Residents of the Sonoma Valley”*

*“People from different walks of life sharing a common goal of love, truth, devotion to GOD.”*

—Survey respondents

(see pages 33–34)



**Our neighbors: ourselves, the elderly, and Hispanics**

*“We need to pick up the torch from those who have passed in the last year. ... we must ask ourselves who is going to support children at risk, who is going to befriend the homeless and who is going to become the next pillar of the church? What do we want our own legacies to be? These are the questions that can be the focus of our attention in the year ahead.”*

**—Moderator Tim Dorman**

The local economy is, for the most part, thriving, and the area is a Mecca for worldwide tourism, with all of its attendant high-end amenities. Despite rising incomes and lower unemployment rates since 2009, poverty rates are still increasing for some segments of the local population, especially families with children and the Hispanic population. Almost 20% of families with children throughout the Sonoma Valley live in poverty, a 7.2% increase over the past five years. Poverty is more prevalent in Hispanic residents than their White counterparts, largely due to the types of employment available. Since the loss of so many homes in the fires, jobs for landscapers, maids, pool services, and even hairdressers, have decreased. Presumably work in the construction industries will pick up once homebuilding begins to increase.

### **Educational and Healthcare Disparities**

Over 95% of White adults in the Sonoma Valley have a high school diploma, while less than 50% of Hispanic adults in the Valley have a high school diploma. Nearly 44% of White adults hold a Bachelors degree, compared to just under 12% of Hispanics. But Hispanic students continue to close the education gap with Whites, as indicated by improving scores in math and English, and increasing high school graduation rates since 2009. Hispanic students comprise 57% of the students enrolled in the Sonoma Valley Unified School District, 13% higher than the Sonoma County average, and 3% above the state average.

Conversely, pre-natal care and child immunizations in the Sonoma Valley are above both California state and Sonoma County averages. However, there is a gap in health insurance coverage in the Sonoma Valley, with less than 8% of Whites uninsured, compared to 35% of uninsured Hispanics.

There is a clear discrepancy between White and Hispanic incomes, education, insurance coverage, home ownership, and job opportunities. The wildfires of 2017 have, if anything, worsened local employment and housing opportunities.

(Source: the Sonoma Valley Community Profile 2017 Demographics Report)

### Homelessness

The 2017 count of homelessness in Sonoma County, coordinated by Catholic Charities, revealed an overall 2.4 percent drop in homelessness countywide, with an estimated total of 2,835 people. After the destruction of nearly 5,300 homes in the county during last October’s wildfires, there are fears homelessness is on the rise, especially among those uninsured and unable to find alternate housing.

(Source: mary.callahan@pressdemocrat.com)

*“Where else can we better follow our spiritual guidance, fulfill our personal needs, and be of service to our larger community?”*

—Stewardship Committee



# Mission and Outreach

## Overview

The Kenwood Community Church is an active, lay-led congregation whose members, women's group, and deacons currently participate in local mission and outreach as follows:

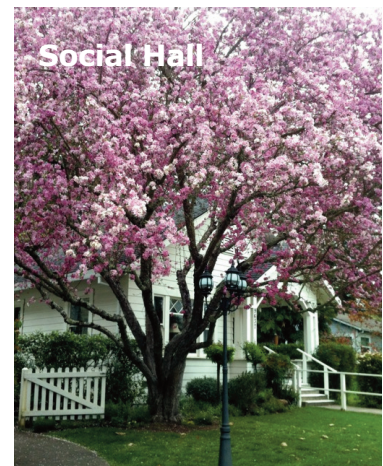
Members distribute donated food and clothing to Interlink and F.I.S.H. (Friends in Sonoma Helping), and stamped Christmas cards and pens to homeless persons in Santa Rosa.

The entire congregation hosts an annual sit-down pancake breakfast in our garden for over 1,000 people on the 4th of July, in conjunction with activities centered around Kenwood Plaza Park across the street. Although it is a major fundraiser for the church, it is also a traditional and festive occasion that enhances community spirit, good will, enjoyment, and outreach; a hosted open house allows neighbors to visit and enjoy our historic church building. A Gingerbread Decorating Extravaganza in early December is a tradition for local families with young children and is very popular and well-attended; church members provide food and decorations, and serve the attendees.

Our women's group, WOW (Women of the World), meets monthly, and has been involved in providing household and clothing items and making casseroles for fire victim families, and the group adopted ten families at the Kenwood School (who lost their homes during the recent fires) for Christmas, providing meals, gift cards, clothing, and gifts. They have given donations to, and featured speakers from, various local services and programs including The Living Room, a day shelter that offers food, clothing, and jobs training to homeless mothers and children, the Redwood Empire Food Bank, the Assistance League Thrift Shop, and others.

The Fire Fund, started after the October fires and administered by the Deacons, has helped seven KCC families and extended family, six families of Kenwood School students and two staff members, and two families outside of Kenwood known to KCC members, and provides food, money, and visits to a local Hispanic family who lost their home in the fires, and whose mother is undergoing chemotherapy. The Deacons also send cards to the sick and/or shut-ins, and funds copies of the daily devotional, *The Upper Room*. A recently-formed support group for fire victims meets twice a month in the sanctuary.

Our website offers news and information about the church and its ongoing programs, services, and activities. We have recently updated and expanded our local print advertising in the *Kenwood Press* to also include the *Oakmont News*, which is distributed to residents of a local 55+ community.





Weddings continue to be provided, primarily as a community service, despite the trend to hold weddings at larger destination venues in the area. But for smaller services our charming old sanctuary and facility still have great appeal, and we are looking at updating our bride's room. At a small wedding in 2017, members of the quilting group that meets in the Social Hall spontaneously filled in the pews, and even donated a quilt to the young couple, to their great delight!

Several organizations in the Kenwood area use our sanctuary and social hall on a regular basis for their meetings and events. These include a quilting group and two local P.E.O. Chapters (a women's education philanthropic organization).

*“2017 reflected the continuing trend of brides preferring destination venues over churches for their weddings, with three weddings being held at our church during the year.”*

**—The KCC Wedding Committee**



## Benevolences

The church increased its benevolences to both UCC and local programs, from a budgeted \$2,500 in 2017 to a total of \$4,000 by year's end, with an additional \$4,274 in additional giving by members and friends for a total benevolence giving of \$8,275 through KCC in 2017.

### Details of benevolences

---

#### UCC benevolences

- \$350 to One Great Hour of Sharing plus congregational giving of \$1,000 for a total of \$1,350
- \$500 to Neighbors in Need
- \$1,285 UCC Emergency Disaster Relief (Hurricane Harvey) congregational giving
- \$250 to The Christmas Fund, plus congregational giving of \$820 for a total amount of \$1,070

#### Local benevolences

- \$500 to Catholic Charities of Santa Rosa ([www.srcharities.org](http://www.srcharities.org))
- \$500 to the Redwood Empire Food Bank, plus congregational giving of \$1,170 for a total of \$1,670
- \$400 to La Luz ([www.laluzcenter.org](http://www.laluzcenter.org))
- \$750 to Social Advocates for Youth ([www.saysc.org](http://www.saysc.org))
- \$750 to The Living Room Center, Inc. ([www.thelivingroomsc.org](http://www.thelivingroomsc.org))

\$4,000 total budget disbursement, plus \$4,275 additional giving by members and friends of KCC, for a total benevolence giving in 2017 of \$8,275





## Survey results

### Pastoral attributes

These attributes received the highest ratings (numbers shown in parentheses) in terms of levels of importance; below, **Very Important:**

(22) Pastoral visitation, counseling, and ministering effectively and with discretion, especially related to the issues of aging or to those in crisis.

(20) A strong leader who can also work effectively in supporting and inspiring an active congregation and staff,

***tied with:***

A heart for helping the congregation find meaning, purpose, and fulfillment right here, for who and what we are in this place and at this time of life.

(19) Effectiveness in planning and leading worship services

(18) Respectfulness toward other denominations, religions, backgrounds, cultures, and traditions

(16) The ability to directly address the issues of today from the pulpit, while tapping into the wisdom and message of the Bible.

(14) A heart for encouraging and developing the congregation's benevolences, local outreach and missions to our neighbors.

***tied with:***

Brings life to sacred stories and traditions in worship, proclamation, and witness

The following attributes were considered **Somewhat Important:**

(18) Provide leadership/support in helping develop a Capitol Campaign for Endowment

(14) Support the congregation in their relationship to the UCC

(13) A willingness to be socially present in community relations and organizations

(11) The scholarship and education to provide Bible and other small group studies

(10) A progressive approach to interpreting scripture.

### Additional traits in order of importance:

Welcoming/hospitable (23); Sense of humor (21); Compassionate/caring (20); Maintains confidentiality (19); Mature/stable, Strong moral integrity, and Compelling preaching (all 17); Loves music and liturgy (16).

### Less important traits, by number:

Sensitive (12); Energetic (11); Experienced, and Good Administrator (both 8); and finally, Humble (7).

## Who Are We?

*The friendly little church in the Valley of the Moon. An older congregation with a strong faith and caring heart, generous, tolerant. Mostly retired, in the last quarter of our lives, mostly well-educated. Well-traveled with world experiences; traditional yet progressive; we laugh and celebrate. Aging yet active; a vibrant lay-led congregation; we love music and storytelling. We are a family caring for and devoted to helping our members. We are committed to doing what we can for those in need while trying to correct injustice. A community of believers who honor history of this church with great heart!*

—Survey respondents

# WHO IS GOD CALLING US TO BECOME?

## Overview

On the one hand, our congregation is very comfortable with the *status quo* within our own congregation: nothing is broken, nothing needs fixing. We see ourselves as good stewards, servants and faithful followers of the teachings of Jesus Christ, keepers of the faith and Protestant denomination, and helpers to his church, with caring and loving actions towards all. We want to be good witnesses to God's all-encompassing love, to set an example, to be Open and Affirming of everyone, to do justice, love kindness, and to walk humbly.

We have seen an ongoing recent trend toward increased benevolences, and, for many who are physically unable to get out there and "get their hands dirty", this is a primary way in which to be involved in our world. We have a heart for supporting our local community, and there is ample need among our Hispanic and elderly neighbors, recent fire victims, the traditional homeless population, and at-risk children and families.

Looking deeper, we can envision a number of ways to expand "who we can become":

- Make good use of our moral outrage to respond via letter-writing to local publications, and to local and national leaders on social issues and concerns such as gun control; perhaps start a group to discuss social issues
- Continue to offer book discussion groups and speakers on topics that discuss aging and end-of-life issues, but open them up to the wider community
- Seek out opportunities for increased collaboration with other local UCC churches, such as pulpit sharing, open concerts, lectures and presentations, hosting and visiting other UCC churches
- Continue to invite speakers from local schools, local charities and service organizations, and publicize those events in local papers to open them up to neighbors outside of our congregation
- Share our wonderful music by providing concerts and publicizing them in local papers, inviting friends and neighbors and other churches, or perhaps exploring sharing concerts with our local Kenwood School
- Continue to increase benevolences to the poor, the hungry, the homeless, local schools, those in crisis

In summary, we feel that we do have a place—and can envision ways in which to grow—in the life of our community, our neighborhood, and the Sonoma Valley, as stewards and servants, leaders and followers, thinkers and witnesses, hosts, presenters, moderators, and supporters.

*"The inspiring  
togetherness that we  
all have experi-  
enced has been  
nothing short of  
amazing. How can  
we capture this  
unprecedented col-  
lective commitment  
in the year ahead...?  
The good news is  
that is exactly what  
Kenwood Commu-  
nity Church is all  
about, operating  
at the convergence  
of personal support  
and community  
service with the very  
powerful spiritual  
engine of Jesus  
Christ to drive it all."*

—Stewardship Committee

*"God is always call-  
ing us to set the ex-  
ample with caring,  
loving actions to-  
ward all."*

—Survey respondent

# Agreement

## Pastor of Kenwood Community Church

### Roles and Responsibilities 2018

Kenwood Community Church (hereafter referred to as "KCC") will enter into an annual agreement with the Pastor per the terms and scope of work detailed below. This agreement may be renewed and/or amended by a majority vote of the Board of Trustees.

The Pastor shall at all times perform the duties in the legal capacity of an independent contractor reporting to the Board and following the guidance of no less than a majority of the Board.

### Responsibilities include:

- Providing worship and pastoral leadership to the congregation
- Serving as ex officio Pastor on KCC boards and committees as requested
- Working with the Board of Deacons, Director of Music and lay worship leaders to provide pastoral care, spiritual development and outreach as follows:
  - Plan and lead services of worship, including Communion, Baptism and new member acceptance
  - Call on those in need and unable to attend church, providing Communion as requested
  - Provide pastoral counseling as needed
  - Contact prospective new members and inactive members to build the strength of the congregation
  - Assist congregational communication through bulletin, weekly online newsletter, correspondence and personal contacts
  - Be available as resource person for other programs of the church including membership development, new member orientation, adult education and stewardship
- Cooperating with the Northern California Nevada Conference of the United Church of Christ, and to stay informed of UCC events, polity and campaigns

Compensation and benefits are within UCC guidelines and will be tailored to the priority needs of the successful candidate. While budget parameters for the total package appropriately will exist, consideration will be given to compensation, housing allowance, pension contribution, and expense reimbursement.

Compensation will be payable monthly on an annualized basis and reflecting a base of approximately twenty hours a week and incorporating two weeks/four Sundays of vacation per year. In our lay-led church, members of the congregation play an active and supportive leadership role in planning, financial management, human resources, stewardship, benevolences, membership and maintenance of facilities.

As a 1099 contract employee, the part-time Pastor will be responsible for managing his or her own time and priorities in the planning and delivery of agreed-upon services.

The Pastor may, if he or she so chooses, officiate at weddings, funerals and renewal or commitment ceremonies as requested. These events are not included in this agreement and the scope of work and fees for such should be covered in a separate agreement.