

**First Congregational Church
Of
San Rafael**
United Church of Christ



Church Profile

January 2019

First Congregational Church of San Rafael

Profile for Settled Pastor Search (60%)

January 15, 2018

Website: <http://www.fccsanrafael.org>

Profile based on the 2017 *Introducing the New Local Church Profile*:
http://www.ucc.org/ministers_search-and-call

Search Committee

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SETTLED PASTOR POSITION POSTING

LISTING INFORMATION
SCOPE OF WORK
COMPENSATION & SUPPORT
WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

First Congregational Church of San Rafael
United Church of Christ
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Northern California and Nevada Conference
Golden Gate Association
Associate Conference Minister
The Rev. Davena Jones
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Summary Ministry Description:

Our vision is to be a stronger light in the world, bringing hope, justice, and love. As a congregation we will work through and act upon how we present ourselves and our faith as a more progressive alternative for the 21st Century. This process will include building upon, strengthening, and expanding the ministry of the congregation. We know we need to grow, but we also value the intimacy of being a smaller church family. We seek a warm and authentic pastor who will collaborate with, inspire, and nurture us on our faith journey as individuals and as a community. We hope to find a settled pastor who will feed the spirit of the congregation not only on Sundays but also throughout the week.



Communion circle at Easter



Announcing Pride Sunday



Entering the courtyard, with Sanctuary on the left

What we value about living in our area:

We value the natural beauty, weather, cultural advantages, diversity, educational opportunities and warmth of the community.

Current size of membership:

71 active members

Position Title:

Pastor

Position Duration:

Settled

Compensation:

3/5th Time

Does the total support package meet conference compensation guidelines?

Mid-range conference guidelines

SCOPE OF WORK

Pastor is responsible for the following:

- A. Providing thoughtful, relevant sermons that challenge and inspire.
- B. Organizing and leading meaningful and joyful worship in collaboration with the Director of Music and the Board of Ministry.
- C. Working with the leadership and the congregation in creating, planning, and implementing ministry, initially focusing on the goals on page 12.
- D. Offering pastoral care, as well as visiting and coordinating visitation of shut ins.
- E. Reaching out to and visiting prospective and new members (especially families), as well as nurturing the current members.
- F. Participating in wider church activities, particularly as they relate to issues involving the church in social justice issues, as time permits

- G. Encouraging the faith formation, vitality and educational ministry for children, families, and adults.
- H. Maintaining regular office hours.
- I. Protecting time for spiritual, intellectual, and professional growth.

Core Competencies:

- Strong interpersonal skills: warm, approachable, compassionate, at ease with others, empathetic, and a good listener.
- A deep personal faith: knowledge of the Christian faith and scripture that will support strong preaching skills and infuse teaching, pastoral care, and community outreach.
- Collaborative leadership style: capable, organized, creative; able to solve problems effectively, be goal directed, and facilitate community building.

COMPENSATION AND SUPPORT

Salary Basis:

We will base our offer on 60% conference guidelines for churches with fewer than 200 members, plus a local housing adjustment. Experience and education factors will also be considered. We expect benefits to be determined. Additional benefits beyond the monetary include vacation time, continuing education funds and time, sabbatical leave after six years, discretionary benevolence/emergency funds, travel reimbursement, professional materials, to be determined. We expect the called pastor to commute as needed.

Peer and professional supports available for ministers in your association/conference:

In addition to the Golden Gate Association of the Northern California and Nevada Conference of the United Church of Christ, the Marin Interfaith Council is an ecumenical network of lay and clergy. The Lloyd Center at the San Francisco Theological Center in San Anselmo (USUPCA) offers pastoral counseling. The Graduate Theological Union in Berkeley offers a wide range of continuing education and support.

How will the church adapt part-time adjustments in the pastoral schedule to support a minister’s bi-vocational employment:

The congregation will adapt to the part-time schedule by reducing on-site office hour expectations. Also, the congregation has enjoyed occasional “preacherless” services in which individual members speak, the congregation discusses a topical issue, many hymns are sung, or other forms of participation are organized by the Board of Ministry.

WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister collaborating with the congregation to achieve:

As discussed on pages 11 and 12 below, the congregation engaged in a visioning process that identified goals for the congregation. Based on these goals, we envision that our next pastor will:

- Guide the congregation in “Getting the word out” about FCCSR as a progressive Christian community.
- Help the congregation develop community events consistent with this viewpoint.
- Support the congregation in developing social justice ministries such as immigrant and refugee support.
- Work with us as we improve the acoustics of the Community Room in order to enhance the use of our facility as a resource for the congregation and the community.

How will the minister you are now seeking assist the congregation in making an impact beyond its walls?

First, the ideal candidate will develop an understanding of the strengths, interests and talents of the congregation. The pastor will develop familiarity and knowledge of community groups, e.g., Interfaith Council, Canal Alliance, and other United Church of Christ churches and faith-based organizations with whom we have collaborated in the past. Through this knowledge, the pastor could help plug the congregation into concrete activities as well as symbolic

supportive activities. The candidate should also be aware of Conference concerns and resources that could help us carry out these activities. The role of the pastor will be to facilitate the implementation of congregational initiatives. We do not expect the pastor to do this work, but rather to assist congregation by sharing resources, ideas, and support.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling:

Marin County is known for having a large number of "spiritual, but not religious" individuals in the community as many identify with meditative traditions. Our pastor needs to be able to present the Gospel in ways that reach this broader population, as well as in ways that speak to contemporary Christians. We are an English-speaking congregation, but Spanish ability would be helpful with some of our neighbors.

Describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas:

From *The Marks of Faithful & Effective Authorized Ministry*, the Search Committee selected the following four areas as most significant and the listed descriptors as most relevant to our congregation:

- Exhibiting a spiritual foundation and ongoing spiritual practice
 - Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
 - Praying actively and nurturing spiritual practices.
 - Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Working together for justice and mercy
 - Drawing on the ministry of Jesus Christ to confront injustice and oppression.
 - Practicing the radical hospitality of God.
 - Engaging in mission and outreach.
 - Building relationships of mutual trust and interdependence.

- Strengthening inter- and intra- personal assets
 - Respecting the dignity of all God’s people.
 - Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
 - Living in relationships of covenantal accountability with God and the Church.
 - Understanding and ministering to stages of human development across the life span.
- Building transformational leadership skills
 - Empowering the Church to be faithful to God’s call, reflective of Christ’s mission, and open to the surprises of the Holy Spirit.





WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling us to become as a congregation?

God calls us to become a congregation that offers a diverse and inclusive community; one that nurtures and develops faith and acknowledges mystery. God's love leads us to welcome people of all ages and all racial groups, ethnicities, sexual orientations, and gender identities. We are inspired to grow spiritually, follow the teachings and examples of Jesus, and express our faith through our missions and action, locally and globally. God guides us to be a light in the world, bringing hope, justice, and love and leading the way to overcome the darkness within us, among us, and beyond us.

This call leads us to work and plan ways to nurture our congregation and our extended community beyond the church. Among the emerging issues facing us are housing, immigration, income and educational inequality, and care for the vulnerable. Although many individual members are addressing these challenges on their own, we are also trying to address them as a congregation in response to God's call to bring hope, love, and justice into our community. Some examples of our experiments have included:

1) **REST dinners:** There is a large homeless population in wealthy Marin County. To help meet the needs of the homeless, particularly homeless women, our congregation teamed up with other churches and organizations in Marin County to provide meals to homeless women who were also allowed to stay the night in a local shelter. Unlike a traditional soup kitchen, volunteers in this program not only provided the home cooked food, but also shared the meal itself and opened their minds to the struggles these women face. This program was very successful from our perspective, but due to changes in the County's homelessness program, the program has been discontinued and the shelter closed. Several church

members are now volunteering with another homeless program, and we expect this involvement to expand.

2) Tutoring program/summer program: As in most communities there is a great divide between the educational experience and opportunity for the children in Marin County that is often based on their socio-economic status. Our church started a twice weekly after-school tutoring program open to children in the neighborhood. Many of the students were from Pilgrim Park, our church-sponsored low-income housing program (discussed in other parts of this profile). With a strong emphasis on math and English skills, parents reported improvement in school achievement.

Over the past three summers our church also hosted a summer academic learning program/camp for four weeks for about 40 children primarily from low income families. Teachers and a program director were hired with funds from Pilgrim Park, Inc. With the departure of the previous pastor, the congregation did not have enough leadership at the time to develop the program appropriately, as the children aged and were having complex developmental learning needs.

3) Care teams: Recognizing that some members need extra care and nurture beyond the scope of our part-time interim pastor, the Board of Ministry this year created care teams. These teams are composed of two members and a leader, and each team is assigned a specific month to check in on members of the congregation. They collaborate with the interim pastor in visiting those who are ill, hospitalized, or otherwise unable to make it to church. They have also helped the church to learn about any specific needs, such as the need for a ride to the service or help with meals. The care teams have been well received by the congregation, and they will continue so that we are all sharing the responsibility of helping and looking out for each other.

Multi-year strategic plan:

As part of an effort to respond more specifically to God's call, the congregation engaged in a goal setting process during two worship services. The congregation brainstormed specific ways to implement this vision over the next few years. After grouping and re-voting, four main goals for the next few years were chosen for emphasis:

1. Getting the word out--Establish among ourselves and in the community a stronger identity of FCCSR as a welcoming, progressive alternative for the 21st Century. Although we have an excellent website (www.fccsanrafael.org), we need to expand our social media presence and ministry. This emphasis will also involve the three items below as well as thinking through how we present our church to the community and acting on these insights.
2. Sponsoring special events for the congregation and community such as concerts, speakers, workshops, community cook-outs, classes and meditation groups.
3. Joining in efforts to support immigrant and refugee rights and challenges through activities like those organized by the Marin Interfaith Council.
4. Improving the acoustics of the church's Community Room, thus increasing the church's usability by the community.

This entire document speaks to our focus on the future development of our church. We expect the congregation to actively participate in the direction of the church. We are focused on continuing to grow the membership of the church and increasing the number of families and younger people who participate in the services. Our vision is a church that welcomes all people, no matter where they are on their path towards God.

We have created an open, welcoming church where everyone is invited to take an active role in their spiritual journey. We feel challenged to get people to come through our door but find that once they do, they feel welcomed and often return. We hope to have a more diverse population in our pews each week, but we do not have specific percentages or statistics identified. Although we need to grow, we want to maintain the family-like intimacy of a small church. Our vision is that we want to be joined by those who want to seek a closer relationship with God and want to be part of a loving community focused on social justice for all. We hope that those who come to celebrate a service with us will leave with an uplifted spirit and a desire to return.



WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Our congregation is a small, but mighty faith community that is welcoming, inclusive, theologically diverse, and seeking to deepen our spiritual lives as we journey together with God. We value diversity, acknowledge mystery, are open to growth, and provide a dedicated church family. We are concerned for each other and strive for peace and justice, both locally and globally.

Describe Your Congregation’s Life of Faith.

Our church is strongly focused on God’s commandment to “love thy neighbor as you love thyself.” We hope our weekly service will feed the spirit of all who attend and that the love one feels leaving the service will shine to all in the coming week. In our liturgy, God is described as a forgiving, loving God, who wants to help us to be a better reflection of our perfect selves. We know we often fail to reach these goals, and each week, we are inspired to try again. We feel that we are all in this together, those in the pews on Sunday, the members who are not able attend, and those who are not members of our church.

Our prayer life is specific. A key part of each service is the “Sharing of Joys and Concerns.” For many, this is the most important part of the service. Also, we have a strong prayer chain where these “Joys and Concerns” are shared with more than 75 members of the prayer community. Our concerns include the challenges our world is facing. Though we do not advocate for any political

party or position, we raise issues that particularly affect the most vulnerable members of our community locally and throughout the country and world. In response to refugee suffering, our youth led the congregation in providing



Youth bless CWS Hygiene kits for CWS Refugee Aid Program

hygiene packages for Church World Service’s refugee relief program. During worship service we also are invited to examine ourselves and address areas in which we have failed to act in a manner that reflects God’s greater vision for us. We are asked to confess these failures to God silently and to strive to do better going forward.

Our church believes that every member of the congregation is a “Minister of the church.” With that as a premise, we have conducted several non-traditional services planned and conducted by lay members. We had a lay member conduct a Gay Pride service, with our pastor participating as a congregant. The holiday pageant is created by members of the church and performed by children and adults. There have been services organized the choir, the Sunday School instructors (complete with a craft project!), a service created by youth, and even services where our members engaged in an open discussion of the messages of God.

These non-traditional services have not only encouraged more participation but also have stimulated more interaction. Our church has found that these events have brought new perspectives to the congregation and helped us to think outside the structure of the traditional service. We have embraced the



Craft project for Sunday School- in- church

belief that “God is Still Speaking,” and we feel that God speaks through all of us, and often from a new perspective.

Describe Several Strengths or Positive Qualities of Your Congregation.

Members are dedicated and focused on making the world a better place. When the church recognized the lack of affordable housing in our community, our members worked together to create the low-income housing facility at Pilgrim Park [See sidebar page 29]. Our members also responded to a community in need in Cuernavaca, Mexico, and started “Every Dollar Feeds Kids” (EDFK) which turns every dollar donated into food for the children served by a local service/educational program [See sidebar page 30].

Our congregation is also committed to social justice. Immigration issues are a current concern, with some members helping ensure that the process protects the legal rights for all involved. Others provide aid to individuals using their particular talents: tutoring at local schools, volunteering at health care facilities and assisted living sites, assisting with youth programs like 4H, helping environmental action groups, and serving on boards of local non-profits. The concern of one member will often evolve into a group or even a full-grown project that will be sustained for years to come. This is illustrated by the “Crop Walk,” when members of our church help raise money for Church World Service and local hunger agencies. Our church has traditionally been one of the top fundraisers at this event, even though our membership is often much smaller than other participating groups.



Part of the way we make the world a better place is the way we welcome and care for each other. Visitors find a friendly, non-judgmental atmosphere, a lively refreshment time after service, and lots of discussion. In addition to the somewhat more formally organized Care Teams, many members reach out to others in times of need. Casseroles, cards, calls, rides, visits, and prayers between members are common.

Significant memories

What was a particularly important experience for you in this church?

"The time when a long-loved church member lay dying in a nursing home, and groups of church members clustered around her during her last days to sing her into eternity."

"Inquiring to many churches in the San Rafael area that were willing to welcome a non-traditional family (gay parents with four children), and finding that FCC not only welcomed us, but made us feel right at home, so we joined and continue to participate actively in all areas of church life."

"Just started attending about 2 months ago - Lovely and intimate church. Very welcoming congregation. Baptized our daughter there and it was beautiful. Kids love the Sunday school activities - amazing experience!"

"The time our Pastor elected to bring the Homelessness concern into the church service, by recruiting a new member of the church to come into the service as an aggressive pan-handler, who specifically addressed his needs directly to the members in the pews. The Pastor used his uncomfortable introduction to open the congregations' eyes to the real problem of homelessness that many of us often ignore."

"When we took a bunch of young people to Cuernavaca, MX, on a work project to refurbish school buildings for our EDFK project. The kids, despite the stomach bug that laid many low for days, emerged totally impressed with the work EDFK supports and with the spirituality of the nuns who hosted us at their retreat center."

"Sharing the thrill of having our wedding in our sanctuary, packed to the walls with people — our whole church family was here!"

"At the invitation of my mother, I traveled from San Francisco to attend the Pride Service held at FCC San Rafael, and led by a member of the congregation. As a member of the Transgender community, I never felt more welcomed in a church, and felt love exuding from all the members when hearing the heartfelt sermon of a Gay man and the struggles he felt."

"Coming from a family with one Jewish, one Catholic parent, and learning how to blend that background into a cohesive adult perspective at our church."

"Moving across the country with a young family, finding a familiar denomination, and being extravagantly welcomed by another young family who took us and our kids to the park, and then, at Thanksgiving, insisted we and our turkey join their huge family celebration."

Describe What Your Membership Is Like When Your Congregation Gathers.

When the congregation gathers on Sunday the atmosphere is friendly, informal and celebratory. The service is begun by one of our church members who serves as liturgist on a rotating basis. We start with a reminder that our church is an open and affirming congregation where every is welcome. The order of service is relatively traditional. Music is led by our professional choir director and “small, but mighty” choir. We use the *New Century Hymnal* and a Taizé song book. Each person offers the Lord’s Prayer in the version with the most meaning for them, leading to a lovely variety of voices from King James English to Korean. The pastor preaches from the chosen scripture, tying it to our current world and how this message is relevant today. Sermons in which the Holy Spirit is evident and uplifts us, seem to be preferred. The service generally lasts about an hour, and then the entire congregation moves into our Community Room for light refreshments and community time.

Describe the Educational Program/Faith Formation Vision of Your Church.

The Church encourages our members to continue to develop their faith throughout their lifetimes. We have offered Lenten book studies run by members of the congregation and the pastor to discuss different visions of the purpose and role of the church and faith. We have also held weekend family retreats and Saturday morning prayer retreats. Our interim pastor has given a series of sermons on prayer and forgiveness, providing a framework for how to think about and practice these in our faith journey.



Faith formation for children and youth has two main components: regular inclusion in the life of the church and activities created specifically for them. Children are included in receiving and serving communion. They occasionally participate as readers in services, particularly at holidays and events such as the Blessing of the Animals. High school and college-aged youth have served on

Boards and Search Committees. Youth have also been part of mission activities, such as the work/study project in Cuernavaca, Mexico, the Marin Food Bank, back pack collections, making refugee hygiene kits to be distributed by Church World Service, meal preparation at the women’s homeless shelter, and the annual Marin CROP/Hunger Walk.

Sunday mornings, children participate for the first part of the service, join a “community time for children and youth” lead by the pastor or members of the church, then go to Sunday school. At present, we have a younger, mostly preschool group, and an older, mostly elementary-aged group, each consisting typically of two to six children. Teachers adapt the *Shine* curriculum to their group. The children also form the basis of original Christmas pageants, offering unusual viewpoints, such as setting the Christmas story in Marin, using a “Cold Case” detective story motif, a Star Wars framework, or having a Roman Special Prosecutor investigate “Fake News.”



Roman Senator investigates



Angels announce great joy



Shepherd’s Rap

Our youth educators are all experienced in working with young people and have had life-long careers in public education, health, or mental health services with youth. There is also an adult present every Sunday specifically for any babies or toddlers who need special attention.

Describe How Your Congregation Is Organized for Ministry and Mission.

Our church leadership positions are held by a diverse group of members of our church. We have younger, newer members of the church in significant leadership roles along with longer serving members of the church. The leadership positions and committees are chosen at the Annual Meeting. There is an effort to rotate the membership of committees and find the best ways for each interested person to participate. We have many very involved members who refuse to have titles, but always step up to help. There are also members

who find a need in the church and step up to fill it, as in the development of the Care Teams.

The organizational structure of the church includes the Church Council, Boards of Mission, Ministry and Trustees, and various standing committees such as the Pastor-Relations Committee and ad hoc committees. The Church Council is the governing board which determines policy to maintain and increase the vitality of the church. It also works to facilitate communication among the boards, committees, staff, and members. In addition to the officers, it includes the chairperson of each board and a member-at-large.

The Board of Mission, focusing on the external mission of the church, is a strong part of our church. When including \$8,000 in-kind gifts, mission giving would be the equivalent of 20% of the budget. It also organizes giving events to address specific community needs that are raised to our church. In the past year, the church has collected backpacks and school supplies for low-income children, collected pillows for families living in shelters, purchased holiday gifts for needy families, and collected food for the local foodbanks. Through the Board of Mission, the church also offers financial support to individual charities serving the Bay Area.



Our Board of Ministry is directed toward the spiritual growth and internal ministry of our church. It works with the pastor on planning services and helps the pastor address specific concerns raised by the congregation.

They help organize the special services for Easter, Christmas, and other significant holy days. They also organize Bible studies and spiritual retreats. The Board of Ministry also helps address the nurture needs of the congregation.

The Board of Trustees oversees the physical, financial, and personnel aspects of the church. This includes keeping the buildings and grounds in good condition, managing rentals, proposing a budget to the congregation, encouraging participation and giving to undergird the ministry and mission of the church, and supporting and evaluating staff (in collaboration with the pastor).

The committees and Boards keep the congregation updated on events and decisions through the weekly bulletin, the monthly newsletter, email, and announcements at the Sunday service. Each Board meets for one hour a month, generally meeting after a Sunday church service.

During a time of crisis, each Board can call a special meeting or make decisions by telephone consultation. With rare exception, each Board has broad authority to handle areas in its scope of responsibility.

Our church is adaptable to changes in circumstances or when new needs arise. We are open to new ideas, events, or suggestions, and members are generally directed to established committees related to their area of interest to get started.

11-YEAR REPORT

[See Appendix]

CONGREGATIONAL DEMOGRAPHICS

Participants	
Number of active members	71
Number of active non-members	18
Total of church participants (sum of the numbers above)	89

Estimated years participating in the church	
More than 10 years	65%
Less than 10, more than 5 years	10%
Less than 5 years	25%

Number of total participants by estimated age								
0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+
13	5	3	3	9	13	14	13	25

Percentage of adults in various household types	
Single adults under 35	10%
Joint household with minors	10%
Single adults age 35-65	15%
Joint household with no minors	48%
Single adults over 65	17%

Estimated education level of adult participants by percentage		
High school	0%	
College	12%	
Graduate School	67%	
Specialty Training	14%	RNs and building trades specialists
Other (please specify)	7%	Adult students



Occasionally we get playful



Some of our younger people



Conversing at a potluck



A "Nonagenarian Party" for our 90+ year-yongs



Dancing at Walker Ranch Retreat



Jumping for joy



Our small but mighty choir



Helping with food bank distribution

Percentage of adults in various employment types		
Adults who are employed	37%	
Adults who are retired	49%	
Adults who are not fully employed	13%	Includes 8% disabled and 5% adult students

Our congregation is well educated and more likely to be (or have been) engaged in “caring” professions such as healthcare, teaching, and law, than in business. In a very wealthy county, we are economically diverse, with some members who are quite comfortable economically, others who are living near the edge, and at all points in between. Similarly, despite the growing political polarization in society and the media, we are diverse in our politics, with members worshipping side-by-side despite some wide-ranging political views. Since we are about 90% Caucasian and 10% Asian, we cannot claim ethnic diversity. As an Open and Affirming congregation we welcome everyone including those who identify as part of the LGBTQ community and have several members in leadership from these communities.

PARTICIPATION AND STAFFING

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings?
Groups or Classes Golden Gals- Movie Group-	6 10-15	Lay leader Lay leader
Baptisms (<i>number last year</i>)	3	Pastor and family
Children’s Groups or Classes	12	Christian Ed teachers
Christmas Eve and Easter Worship	55/60	Pastor and Board of Ministry

Church-wide meals	30-50	Potlucks about 5 per year
Choirs and Music Groups	10	Music Director
Church-based Bible Study	5-10	2016, pastor and/or lay
Communion (<i>monthly</i>)	45	Pastor with Board of Ministry
Confirmation (<i>number confirmed last year</i>)	3	Pastor
Drama or Dance Program	25	Original Christmas Pageants by children and adults—2017 “Roman Senate Investigates Fake News”
Funerals (<i>number last year</i>)	2	Pastor, with family
Outdoor Worship	45	Blessing of the Animals
Prayer or Meditation Groups	75	On-line prayer chain
Public Advocacy Work	8	Just-developing Immigrant Support Network
Retreats	30-40	Last held in 2016
Worship	40-55	Pastor with Board of Ministry
Youth Groups or Classes	15	O.W.L class with youth of Unitarian Fellowship 2017
Other Deck and Paddle Party 12 th Night Party	20-30 20	Members’ houses

Ordained members or regular participants

Name	Three- or Four-Way Covenant?	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Alan Miller	no	(former Presbyterian)	none	yes
Rev. Paul Burke	no	(former Methodist)	none	yes

Staffing

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Interim Pastor	Yes	Half-time	Trustees	Began 11/2017
Music Director		Part time	Trustees & pastor	10 years
Office manager		Part time-10 hours	Pastor & trustees	5 months
Custodian		Part time-10 hours	Trustees	10 years

Reflecting on the activities and demographic background, we see that we have an aging population with increasing needs, and we have social activists who are ready to take on new challenges. We have families with young children, so we have a dedicated time for children during the service and provide a robust Sunday School program. Many find the on-line prayer chain is an important support as well as a way to be supportive to others. We find many older members have moved to be nearer to their adult children and grandchildren who can't afford the high housing prices of the Bay Area. We also recognize that

we need to grow the congregation and expand the age and ethnic diversity of the congregation.

CHURCH FINANCES

Current annual income sources	Amount
Annual Offerings and Pledged Giving	\$ 80,250
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$ 600
Fundraising Events (Crop Walk, Ice Cream Social)	\$ (3000)
Gifts Designated for a Specific Purpose	\$
Rentals of Church Building	\$ 77,900
Support from Related Organizations <i>(e.g. Women’s Group)</i>	\$
Transfers from Special Accounts (From Courtyard Remodel Fund)	\$ 15,598
Other: In kind donations, value not in total	\$ (8000)
TOTAL	\$ 173,348

Current annual expenses (budgeted for 2018): \$172,294

See attached church budget,

What percent of the total budget is ministerial support? Total ministerial support in 2018 was 37% of the total budget. ($\$63,700 / 172,294 = 37\%$)

Has the church ever failed to pay its financial obligations to a minister of the church? The church has never failed to pay its financial obligations to a minister of the church.

Does the church participate in the 5-for-5 offering?

The church in the past has participated in 4 of the 5-for-5 including:

Our Church's Wider Mission (OCWM – Basic Support)
 One Great Hour of Sharing
 Strengthen the Church
 Neighbors in Need

In what way is OCWM (Basic Support) gathered? Our OCWM is a line item in the Mission budget and is currently 7.5% of pledged income.

Describe the Church's current indebtedness. The church has retired outstanding debts.

Capital campaigns in the last ten years				
Year(s)	Purpose	Goal	Result	Impact
2009	Courtyard rebuild	\$140,000	\$140,000	Cornerstone Fund mortgage, due 9/2019, was paid off one year early.

During a previous remodel of the Sanctuary 1998-2001, 10% was set aside to create a Pilgrim Hill Fund under the direction of the Board of Ministry. At the same time the church also established Every Dollar Feeds Kids, now a separate 501(c)3 non-profit, supporting food programs linked with education programs in Cuernavaca, Mexico [see side bar page 30].

Other Assets.

Reserves (savings): \$ \$55,854

Investments (other than endowment): \$17,500 +

Describe all buildings owned by the church.

The main church building encompasses the sanctuary, with a seating capacity of roughly 100, a narthex, and a similarly sized community room (900 sq. ft.). The lower level of this building contains a kitchen and large classroom that is rented to a local Montessori preschool. Attached to this building and enclosing a courtyard are two ranch-style wings containing three offices and three class/meeting rooms. Two Hispanic churches lease parts of the facility for their

services and activities, which occur at non-conflicting times. This complex sits on two acres in a suburban setting. The church building is handicapped accessible (including sanctuary, office, restrooms and meeting rooms), as is the pulpit.

The church does not own a parsonage. No additional building projects are contemplated in the future.



The sanctuary and classroom/office wing surrounding a courtyard, with Pilgrim Park apartments above and to the right in this picture.

HISTORICAL INFORMATION

What significant happenings have shaped the church?

1. The creation of Pilgrim Park in 1970. Not only was this a wildly ambitious project for a church our size, but it was the culmination of a broad transformation in the culture of FCCSR that was rooted in the Civil Rights era of the 60s. Mission and social justice have been a critical part of our identity as a church ever since.

Pilgrim Park, Inc.

In the late 1950s, the church decided to move from its original location in downtown San Rafael to the newly-developing area on the north side of the town. Once the move and construction of the new church was complete, it was clear we had purchased more land than we needed. After turning down a lucrative proposal from Chevron Oil, a creative financing approach was worked out with HUD. In 1970, we broke ground on a 61 unit low-income housing project adjacent to the church. Today, Pilgrim Park is considered a model of successful projects of this type. It is managed day-to-day by a professional management company and on-site staff. Overall policy and finances are governed by a board of directors composed of FCCSR members. The pastor is traditionally invited to attend board meetings in a non-voting role. In 2007, we dedicated the De Haan Center, a prize-winning new administrative and activities center for Pilgrim Park residents. This, along with a program of major upgrades to all apartments, was the culmination of a \$1 million project to keep Pilgrim Park in great shape for the next 30 years.



2. The remodeling of our sanctuary paired with the creation of EDFK in 1999. These are considered a single event, because, as explained on page 7, *Every Dollar Feeds Kids* grew out of our determination that part of the money raised for the remodel should be used for a significant new outreach project. This double landmark also confirmed to us that the spirit to take on seemingly

Every Dollar Feeds Kids

As part of the fund-raising during the 1990s for the remodeling of our sanctuary, we agreed to set aside 10% of the money raised for a significant mission project. Several of our members had been impressed by the work a group called Vamos! was doing in feeding and educating the poorest of the poor children in Cuernavaca, Mexico. We decided that our big project would be to start a fund-raising organization to help support Vamos! and that our marketing promise would be that every single dollar contributed would go directly into food and services which support the education programs for the kids.



All overhead would be covered by the church from our ongoing mission budget. “EDFK” was launched in 1999 and has served nearly two million meals to needy kids. This does not include the work of partner churches across the U.S. that have joined us to run similar programs using the EDFK concept and “brand.” You can read more about EDFK at: www.everydollarfeedskids.org. (EDFK is incorporated as a separate 501(c)3 to facilitate work with partner churches and foundations.)

impossible tasks that built Pilgrim Park was still alive at FCCSR. A new hymn we commissioned for the re-dedication of the sanctuary, “This Hand to Hold, This Song to Sing,” celebrates this spirit and is sung several times each year. (See “Closing Thoughts”)

3. The reconstruction of our courtyard in 2012.

This was the natural companion to the sanctuary re-design, but was put off for a decade because of high cost. At the practical level, it offers a vastly more welcoming “front door” to the church and many more options for community worship and celebratory gatherings. Its greater significance, however, was that we completed it during a time of significant stress

over ministerial transition. It was a sign of our belief that difficult times could not threaten our confidence in the future of our church.

How the church has managed change?

Our congregation has been changing in recent years. Many of our members are facing age-related issues involving declining independence and health concerns. For those who are still able to attend Sunday services and church events, other members have stepped up to offer transportation. For those who are hospitalized or homebound, congregation care teams have been developed to provide visits, meals, phone calls, and cards. We have had several new families or individuals attending church that identify as LGBTQ, and they have become integral members of the church community. We have an increasing number of single individuals and single parents attending. Several young families with children have also been drawn to the church. A specific “Children’s Time” is incorporated into the Sunday worship service and the Sunday School teachers have adapted their programs to respond to any changing needs.

Describe the congregation’s values and practices regarding conflict.

As with any congregation, we have managed disagreements and controversies. These were acknowledged and addressed through the appropriate channels (Pastor Relations Committee, the Board of Ministry, or the Board of Trustees). When members have noted issues being “swept under the carpet,” or involving a lot of parking lot chatter, efforts are made to bring these issues into the open so that plans for action can be developed and issues resolved, typically through the Pastor Relations Committee. Regarding conflicts, we aspire to being honest, respectful, supportive, constructive, and creative.

Ministerial history

List here (table)

Rev. Tracy Barnowe	August 2014, to August 2017
Rev. Bob Woods	January 2011, to June 2012
Rev. Julianne Stockstad	January 2005, to November 2008
Rev. David Ray	September 1993, to June 2003

Our last pastor, Rev. Tracy Barnowe, served our church from August 2014 to August 2017. On May 31, 2017, she sent a letter of resignation to the Moderator and Board of Trustees Chair, and a letter was then sent out to the congregation on June 6, 2017. She notified the church that her resignation was because of several changes that had occurred in her life. She and her fiancé decided to get married, and her children needed to move to another school district. They were also in need of more affordable housing. Her fiancé's mother could no longer live on her own. As a result of these needs, Rev. Barnowe and her family decided to relocate to the Los Angeles area to care for his mother and to enroll her daughters in the school district there. She completed her contract in August 2017, and we began the process of hiring an interim pastor. The Rev. Sally Train began serving as our interim in November 2017.

What the church has learned about itself and its relationship with persons providing ministerial leadership?

We are an open and resilient congregation. We value having collaborative relationships that are willing to address areas of concern in a respectful manner and strive for honesty and resolution. We understand the value of developing a culture of giving and receiving feedback. We are big-hearted, patient, and want to access our spiritual resources. As we continue to journey and grow together, we are loyal to one another, we are faithful, and we remain involved in addressing the needs of our community and the greater world.

Has any pastor left under pressure or by involuntary termination?

Yes, see below.

Has your church been involved in a Situational Support Consultation?

In general, our lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership, but we have had one very difficult moment, which ultimately led to a pastor's resignation. Between 1992 and 2011, FCCSR had experienced four interim pastors and two settled pastors, all with strong, cooperative relationships with the congregation and the lay leadership. Therefore, it came as a sad surprise when the fit between the congregation and the next pastor was ultimately unsuccessful.

The moderator and Church Council engaged the advice and counsel of the Associate Conference Minister (ACM) of the Northern California Nevada Conference throughout the fall of 2011 and the spring of 2012. At least nine meetings were held attended by church leaders, the pastor, the ACM, and a consultant whose expertise is in church conflict, to explore the problems we were experiencing and to look for solutions. The church members and lay leadership of the church expressed concern with the pastor about the lack of pastoral leadership, non-engagement in meetings, very limited apparent preparation for worship, defensiveness, and difficult interpersonal relationship challenges with many congregation members. Ultimately, the pastor resigned in May 2012 and left in June 2012. Throughout this time, the congregation remained faithful in attendance, and the work of the various Boards and committees continued. While it was a difficult and uncomfortable time for everyone, and one couple stopped attending services, the church did not experience any significant “splits” between groups. The pastor was not the subject of the more formal Fitness Review during his time with the church.





WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

COMMUNITY VISION

Our Neighbor is...

...an unchurched person who is hungry for community, hope, and spirituality. They would define themselves as “spiritual, but not religious,” but have been turned off by the judgmental attitudes of many churches.

...the most vulnerable in our midst. These include the homeless, recent immigrants, the frail elderly, and those who live at or below the poverty line.

...the person and people all over the world who are suffering and rely on us to speak out against injustice, oppression, and hate.

COMMUNITY CHARACTERISTICS

Population (Based on 2017 American Community Survey of U.S. Census)	
City of San Rafael	59,070
Marin County	260,955

Racial-Ethnic Populations (Based on U.S. Census categories)	
White/Caucasian	67.4%
Asian	6.9%
African-America	2.7%
Native American	.5%
Hawaiian/Pacific Islander	.2%
2 or more races	4.6%
Some other race	17.8%

Linguistically defined ethnic groups	
Hispanic	29%
Non-Hispanic	71%



Marin Civic Center by Frank Lloyd Wright is a local treasure. The Rafael anchors a growing art scene downtown.

Economic Factors

The primary sources of employment in San Rafael and the surrounding area are health care, retail and various white collar/high tech industries. Major employers include Kaiser Permanente, BioMarin, Autodesk, Skywalker Ranch, The City of San Rafael, Macy’s, The Buck Center for Research on Aging, The Dominican University of California, and the College of Marin. Additionally, a large percentage of the community is employed in the service area. Many of these are low-wage jobs in fields like hotels, restaurants, house-cleaning, child care, and elder care.

Describe three distinctive attributes of your community.

1. San Rafael has a mix of incomes, from lowest to highest. The growing gap between rich and poor also tends to be a divide between Asians and whites and other people of color. Almost forty percent (39.7%) of Hispanics live at or below the poverty level.
2. San Rafael is mostly Caucasian. The Hispanic population has increased only slightly over the last seven years, according to the census data.

3. Strong education, generally liberal or progressive viewpoints, and environmental concerns are also key attributes of the community in which our church is located. More than half of non-church participants in our area consider themselves to be spiritual but say they don't participate because churches are too judgmental, not trust-worthy, and are too focused on money, among other reasons, according to the Mission InCite data (Access available through NCNC staff).

Identify major trends you envision in your community during the next five years:

1. Housing, both high costs and the need for more affordable housing, is another issue facing our community. The income disparity mentioned above makes housing a problem for many low-income people in the San Rafael area.

2. We have people in need in our community. Homelessness is a vivid reminder of our brothers and sisters in need. We also have an immigrant community that lives in fear and feels under attack.

3. Educational equity and racial harmony may become a more salient issue. The quality of education in Marin is generally quite high, but low-income and minority children continue to under achieve. Several public schools have become increasingly de facto segregated, resulting in some white flight into private and alternative school programs.

4. Traffic congestion continues to frustrate many. North Bay projects such as the SMART train extension, the Novato Narrows widening, and the addition of the third lane on the Richmond San Rafael Bridge have been designed to reduce traffic and congestion in our most affected areas, but commuting is still quite troublesome for many.

List three or four areas confronting your community that members feel your church should address:

1. **Income disparity/stress** -- While the growing income gap is a national issue, it is especially large in Marin, where a significant portion of the population is very well off. Issues mentioned by members ranged from job insecurity and

other specific pressures on the middle class, to the plight of our local homeless, to broader social issues like family stability, educational equity, and general disconnectedness, which are exacerbated by the income gap. There is also a significant problem with insufficient food for those on a fixed income, given the other concerns with income and housing.

2. Affordable Housing -- In Marin, this was an issue long before the recent expansion of the income gap. This was the focus of our church's biggest outreach project ever, the creation of Pilgrim Park back in 1970. It is a concern for both the poor and the middle class. Marin County has always been one of the most expensive housing markets in the U.S., and housing prices have bounced back from the recession much faster than incomes.

3. Older Adults -- More than one of five people living in Marin County is 65 or older. Many of the older members in our congregation and broader community have significant health issues and suffer from isolation and loneliness.

Our Church's Mission in Our Community

Our church believes "mission" is both an individual and a group faith commitment. Our congregation is most fully engaged when participating in a variety of hands-on mission projects throughout the year. As the financials on page 7 indicate, our mission giving is substantial. However, we respond most strongly to the tangible experience of personal contact and involvement. Other local examples include:

Women's Shelter Meals – From November through April, teams of six-seven members have prepared, served, and shared meals for homeless women at a local shelter.



Some of the women's shelter meals team

Pillow Sunday – Annual donation of pillows and socks to local shelter for homeless families.

Backpack Sunday – Annual collection of backpacks and school supplies that local agencies use to equip our poorest kids for the first day of school.

Adopt-a-Family – Every Christmas, members supply gifts for two poor families. The effort is coordinated through a local agency so the kids and parents get the presents they really want and need.

Opening our church – Our congregation has often opened our facilities to help address needs that arise in the community. We provided meeting space for tax-preparers for the low income residents of our community during the tax season this year. We have also hosted concerts, community meetings, and fundraisers in our facility when there is a need or a request that we can accommodate.

Immigration Issues – San Rafael is home to the largest number of low-income Latino immigrants in Marin, with as many as half of these Hispanic adults undocumented. Many of our members would like to see us working more to provide support and to help integrate these immigrants into our society. Our church is in the discernment process to determine what role we as a congregation should play in supporting individuals and families at risk for deportation. Many individual members of our congregation are donating their time and talents to address these issues on an ongoing basis.

Finally, it is worth noting that **Every Dollar Feeds Kids** started as a hands-on “local” mission project. Inspired by what we heard about the innovative work of a project (Vamos!) in Cuernavaca, Mexico, a group from FCCSR, including our then pastor, travelled to Cuernavaca to see the work first hand. They came back determined to find a way to generate significant support for the people they’d met. In the years since, a number of groups from the church, including our youth group, have visited Cuernavaca to meet the people we are helping there.

How do you expect the leader you are now seeking to participate?

We expect our minister to provide moral support and advice to our various mission activities. A priority for the pastor's time is providing pastoral counseling to the many elder and infirm members of our church. Many of these individuals have given significant support to our church community over the years, sometimes decades. When they are no longer able to attend church, pastoral visits and spiritual support are greatly appreciated. We are also hoping that the new pastor will help us to see how God's message to us is relevant, and to bring current events or concerns into the message. This could involve linking the congregation to social justice work of the Conference and other faith groups. We also want the pastor to rekindle our spirits on Sundays and help us to re-center ourselves each week.

How is your church building now being used by the community?

Our church rents space to two Hispanic churches, six 12-step programs, a Montessori preschool, a community choir for hospice clients, a garden club, and Head Start parent meetings. This last tax season AARP provided tax counseling assistance three days a week to community members. In recent years, the church has provided tutoring for children in Pilgrim Park and a summer academic program for about 40 children mostly from Pilgrim Park

School Districts: There are two school districts in San Rafael, and with almost 40% of our members living outside the city, we theoretically draw on at least five or six districts. Historically, neither our youth groups nor the church as a whole has identified with any specific school or district.



REFERENCES

REFERENCE 1

Rev Julie Ann Stokstad / Retired Pastor / Previous pastor 2005-2008
jstokstad@AOL.com

November 20, 2018

First Congregational Church of San Rafael is a sweet, healthy, progressive church. It is comfortable being a small church and yet is very open and welcoming to visitors. Worship is central to its members and friends with a high proportion attending each week. Music is very important to its members, and the choir is excellent and large for the size of the church. Each week, I recall feeling the Spirit speaking through the music of the choir. The church is faithful to the message of Jesus and walks its talk about loving one's neighbor as oneself. It has had a strong commitment to mission for more than 50 years. In the 1970's, it built the first low income affordable housing complex in Marin County, donating nearly 70% of its land to the project. Pilgrim Park remains a strong and vibrant community and is very well maintained. In the 1990's, it founded Every Dollar Feeds Kids which raised money to send to a program in Cuernavaca that provided meals to the street children there. The money raised was nearly equal to the church budget while I was serving the church! Each month, the Mission Committee had a project, and I remember the congregation bringing in many pillows for the homeless shelter one month; backpacks for needy school children at Pilgrim Park another; as well as bringing in food for the food pantry; there was a project each month! The congregation is very generous. It has strong lay leadership committed to the church and Sunday School. In the year of transition after I left FCCSR, I recall they successfully completed a remodeling of the courtyard. The church knows there is always room for improvement. With such strong leadership, there is a need for

nurturing of new leadership and not just relying on the same strong people. With an aging congregation, there is a need for increasing pastoral care. I was happy to learn they have formalized lay people into care giving teams, but the pastor will still have to be involved. There is a need for the pastor and the church members to be actively seeking new members. As with any congregation, the stresses present in the community affect the church. The high price of housing in Northern California, especially in Marin County affect the church members and will be a stress for an incoming pastor.

Overall FCCSR is a very loving congregation of committed Christians. Even though it does not have a very diverse congregation (in the tradition meaning of the word), it is diverse in opinions the members have. The church is a safe place for expressing differing opinions, a rarity in these divided times. FCCSR is a wonderful little church that was my privilege to serve for nearly four years.

REFERENCE 2

Joan C Roane / Re-located member
2193 NW Lolo Drive, Bend, OR 97703
joancroanemft@att.net
415-939-4665

November 14, 2018

I was a member of FCCSR from 1991 through 2013. I arrived from New Jersey and knew no one except for my husband, whose new job required extensive international travel. It was critical that I find some friends as I don't do "alone" very well. Within weeks of our arrival, I found FCCSR listed in the local newspaper. I'd had good experience with a UCC church in MA whenever I visited my sister there, so decided to give a western version a try. By the way, when I say "I", it is because church attendance is not something that interests my husband, although he supports my path. He heartily approved of and supported the church's programs by acting as treasurer, being one of the most active members of the

maintenance committee, going on mission trips to Cuernavaca-- but didn't attend services regularly.

We were greeted from Day 1 with enthusiasm by members of the congregation and by the minister, who was an interim. One delightful woman, Louise, asked me where I lived, whether I had a job, and immediately engaged my services at the upcoming rummage sale. The interim minister on our third week attending asked if we were interested in joining the church. Much to my surprise, my husband said an immediate "yes", and we joined several weeks later along with the new pastor, David Ray. This radical welcome is part of the fabric of this vital small church.

FCCSR became our family and fostered the birth of my second career. Several years after our move west, I received my MFT credential and became a licensed psychotherapist. Soon after joining the church, I was invited to join the choir and several committees. During my tenure I was intimately involved with all of the projects, issues, concerns, committees, boards, activities until we moved to Oregon in 2013 to be close to at least 1/12th of the grandkids, who had moved to Bend with her parents.

I served on the board of EDFK since its inception, and on the board of the church for many years. My husband and I can personally testify to the correctness of the Profile, as it describes my experience of over 20 years very well.

I have always been a member of a church since my mid-teens. My introduction to Protestantism occurred when I was 17 with a tiny liberal Presbyterian church in Newark NJ. Its pastor, Charles Bonner, took me under his wing and supplied much of my theological education, introducing me to the great reformers and more modern thinkers as well. As I moved elsewhere, the churches I joined were significantly larger until I met FCCSR. Theologically they have been similar, and in each experience, I found ways to expand my personal faith and outlets to express it. None has been as important to me as FCCSR. Partly because of its size, intimacy is a given. The chance to know one's fellow parishioners on a

very deep level is one of its benefits. FCCSR is a highly tolerant congregation, as you can gather from its profile. They move forward decisively but with all deliberate speed, taking the time to explore options and prepare for change so that any negative impact will be minimal and manageable.

As you may have guessed, I never really left FCCSR. I look forward to reading The Tie monthly, am still on the Prayer Chain, and visit when I can. In Bend I found a church similar in theology, style and fit, but not size—FPC Bend has over 650 members. Its mission statement talks about spacious Christianity—creating spaces of grace for people to grow in their faith. In my experience, First Congregational of San Rafael does that beautifully and provides a template for what it means to be the church in the 21st century...it is small but mighty.

Feel free to call or email if you'd like more information, realizing that I am extremely prejudiced. Significant long-term experiences include

- Serving on the Council
- Helping to invent and support EDFK
- Co-chairing the renovation committee
- Chairing each of the three boards
- Serving on a search committee
- Singing in the choir
- Hosting numerous social and fund-raising events



CLOSING THOUGHTS

CHURCH HYMN

We commissioned this hymn in 2001 to celebrate the completion of our Sanctuary renovation

This Hand to Hold, This Song to Sing
for the 1st Congregational Church of San Rafael, California
David R. Ray, Pastor

♩ = 95 Refrain

This hand to hold, this song to sing, this child to love, this voice to raise, this

Fine

heart to cheer, this gift to bring, this day to give God praise!

1. This win - dow o - pens to the light, cre - a - tion moves with grace; the
2. This word in - vites the church to dare to serve in Je - sus' name, to
3. In times of joy we cel - e - brate, in times of grief we mourn; at
4. When font and ta - ble draw us near, love's ban - ner is un - furled; the

D.C.

Spir - it danc - es with de - light with - in this sa - cred space.
la - bor in the world we share, to live what we pro - claim.
times we feast, at times we wait for faith to be re - born.
dove de - scends to meet us here, and sends us to the world.

WORDS and MUSIC: Daniel Charles Damon © 2001 PILGRIM HILL
C.M.Ref.

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 by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.


As the committee charged with the responsibility for identifying and recommending 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 opinions 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.

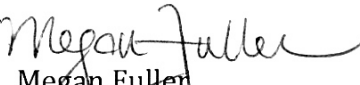
This profile was written by the Search Committee, reviewed by the Church Council, and made available to the congregation for comment. Input was received from the congregation by worship/workshop services, and requests for answers to specific questions.

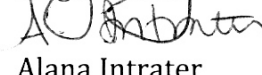
Signed



David Knopf, Chair


Oak Dowling

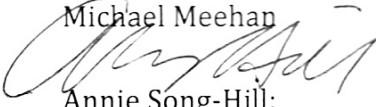

Anice Flesh


Megan Fuller


Alana Intrater


Helen MacLam


Michael Meehan


Annie Song-Hill:

VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment: **Yes, this congregation is in good standing with both the Association and the Conference.**

To the best of my knowledge, ministerial history information is complete.

Staff Comment: **Yes, the ministerial history is complete to my knowledge. And the congregational has be transparent with the ebbs and flow they have had.**

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment: **Yes, the information about the congregation's finances has be presented truthfully to my knowledge.**

My signature below attests to the above three items.

Signature:

Name / Title: Rev. Davena L. Jones/ Associate Conference Minister

Email: davena@ncnccucc.org

Phone: (510) 359-7208

Date: December 11, 2018

This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22

**UNITED CHURCH
OF CHRIST**





APPENDIX

11-Year Church Profile Report



UNITED CHURCH OF CHRIST ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church#: 21110	Assoc: 8	Schedule: 0	First Congregational UCC	San Rafael	CA	94903			
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2007	88	73	10	5	6	0	1	3	7
2008	91	40	0	0	0	0	0	0	0
2009	88	54	0	6	0	0	2	7	-3
2010	84	52	8	0	2	1	6	0	-3
2011	84	52	8	0	0	0	0	0	0
2012	82	52	8	0	0	0	2	0	-2
2013	80	52	8	0	2	0	2	2	-2
2014	80	48	35	0	0	0	0	0	0
2015	80	48	35	0	0	0	0	0	0
2016	80	48	35	0	0	0	0	0	0
2017	79	42	38	2	0	0	3	0	-1

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2007	\$128,395	\$0	\$4,500	\$5,355	\$9,855	\$3,067	\$12,922	3.50	\$141,317	\$94,419
2008	\$132,344	\$0	\$4,500	\$2,046	\$6,546	\$5,029	\$11,575	3.40	\$143,919	\$89,937
2009	\$132,344	\$964	\$4,500	\$3,130	\$7,630	\$4,431	\$12,061	3.40	\$145,369	\$85,435
2010	\$120,078	\$16,164	\$4,800	\$3,953	\$8,753	\$5,230	\$13,983	4.00	\$150,225	\$82,259
2011	\$120,078	\$0	\$5,100	\$2,112	\$7,212	\$0	\$7,212	4.25	\$127,290	\$0
2012	\$120,078	\$0	\$5,100	\$2,683	\$7,783	\$0	\$7,783	4.25	\$127,861	\$0
2013	\$120,078	\$0	\$5,200	\$1,759	\$6,959	\$0	\$6,959	4.33	\$127,037	\$0
2014	\$133,720	\$15,559	\$5,300	\$1,266	\$6,566	\$3,455	\$10,021	3.96	\$159,300	\$76,652
2015	\$133,720	\$0	\$5,830	\$1,119	\$6,949	\$0	\$6,949	4.36	\$140,669	\$0
2016	\$133,720	\$0	\$5,830	\$2,364	\$8,194	\$0	\$8,194	4.36	\$141,914	\$0
2017	\$136,000	\$15,600	\$5,830	\$7,841	\$13,671	\$3,000	\$16,671	4.22	\$154,671	\$102,133

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2012-2017	-3.66	-19.23	375.00	0.00	50.00	14.93	75.65	20.97
2007-2017	-10.23	-42.47	280.00	-81.82	-25.00	7.48	38.72	9.45

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

2018 Budget

Printed 12/8/2018

First Congregational Church of San Rafael - 2018 Budget											
Acct #	Account Name	Approved 2017 Budget	Actual thru 12/31/2017	Variance vs. Budget	2018 Budget	Change vs 2017 actual	Notes				
	5112 Pastoral Salary	37,800.00	22,050.00	(15,750.00)	6,300.00						
	5114 Pastoral Housing Allow.	67,800.00	20,822.12	(46,977.88)	45,117.00		2 months salary called Pastor				
	5116 Pastoral Soc. Sec.	5,187.00	3,025.51	(2,161.49)	5,187.00		8 months Salary, Housing & SS lsest for interim Pastor + Housing for called Pastor				
	5110 Pastoral Salary Subtotal	72,987.00	45,897.63	(27,089.37)	56,604.00						
	5122 Pastoral Pension Fund	9,492.00	4,849.25	(4,642.75)	12,040.00		100% Interim Pension, Insurance, etc. + 10% Called Pastor				
	5124 Pastoral Medical Insurance	6,645.60	3,822.51	(2,823.09)	675.00						
	5126 Pastoral Dental Insurance	961.20	568.70	(400.50)	100.00						
	5128 Pastoral Life and Disability Ins	1,017.00	568.00	(449.00)	100.00						
	5120 Pastoral Payroll Adds Subtotal	18,115.80	9,800.46	(8,315.34)	12,915.00		Interim 9 months; Called Pastor 3 months at 10% less than Tracy				
	5210 Music Director	14,500.00	14,735.00	+235.00	14,500.00						
	5220 Office Manager	12,500.00	12,417.68	(82.32)	12,750.00		\$174/service; \$116/rehearsal				
	5221 Employer Taxes/Payroll service on abo	1,435.65	641.94	(793.71)	800.00						
	5230 Cleaning Services	12,125.00	12,449.12	+324.12	12,500.00						
	5240 Pulpit Supply	650.00	2,250.00	+1,600.00	750.00						
	5246 Youth Advisor or Homework club ad	0.00	0.00	n.c.	0.00		n.c.				
	5252 Supplemental Musicians	350.00	888.00	+538.00	500.00		+150.00				
	5255 Sabbatical pastoral supply	0.00	0.00	n.c.	1,000.00		+1,000.00				
	5256 Consultant Fees	0.00	0.00	n.c.	0.00		n.c.				
	5257 Consultant Expenses	0.00	0.00	n.c.	0.00		n.c.				
	5260 Field education student stipend	0.00	0.00	n.c.	0.00		Need for 2026-27 \$25,000-\$30,000				
	5200 Other Payroll Subtotal	41,560.65	43,381.74	+1,821.09	42,950.00						
	5310 Pastor Auto Reimbursement	1,700.00	567.14	(1,132.86)	1,000.00		IRS Mileage rate for 2017 = \$0.535				
	5320 Pastor Books & Ed.	250.00	76.22	(173.78)	200.00		+123.78				
	5330 Pastor Continuing Ed.	250.00	0.00	(250.00)	200.00		+200.00				
	5340 Search Committee Expenses	0.00	0.00	n.c.	6,500.00		\$5,000 in 2013				
	5300 Pastoral Expenses Subtotal	2,200.00	643.36	(1,556.64)	7,900.00		+6,323.78				
	5410 Telephone	1,600.00	1,625.01	+25.01	1,650.00		+24.99				
	5415 Internet/Website	850.00	809.65	(40.35)	825.00		+15.35				
	5420 Gas and Electric	3,250.00	3,405.43	+155.43	3,450.00		+44.57				
	5430 Water	900.00	1,148.56	+248.56	1,000.00		(148.56)				
	5440 Sanitary Service	1,664.89	1,798.75	+133.86	1,800.00		+1.25				
	5400 Utilities Subtotal	8,264.89	8,787.40	+522.51	8,725.00		(62.40)				
	5502 Office Supplies	1,350.00	2,062.44	+712.44	1,500.00		(62.44)				
	5504 Conf. & Meeting Tuition Costs	450.00	420.00	(30.00)	450.00		+30.00				
	5506 Equipment & Piano Maint.	150.00	1,194.78	+1,044.78	1,500.00		+305.22				
	5507 Copier Lease	1,800.00	1,840.38	+40.38	1,800.00		(40.38)				
	5508 Office equip. replacement	250.00	7.36	(242.64)	1,000.00		+992.64				
	5510 Building & Grounds Maint.	5,000.00	6,466.55	+1,466.55	7,000.00		+533.45				
	5512 Landscape Maint.	650.00	840.20	+190.20	700.00		(140.20)				
	5514 Advertising	0.00	59.45	+59.45	0.00		(59.45)				

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Acct #	Account Name	Approved 2017 Budget	2017 Actual thru 12/31/2017	Variance vs. Budget	2018 Budget	Change vs 2017 actual	Notes
5516	Kitchen Supplies	350.00	706.42	+356.42	700.00	(6.42)	
5518	Bank Service Charges	100.00	64.90	(35.10)	100.00	+35.10	
5519	Vanco (e-giving) Fees	225.00	479.40	+254.40	225.00	(254.40)	
5520	Bulletins and worship supplies	100.00	0.00	(100.00)	50.00	+50.00	
5522	Flowers	0.00	0.00	n.c.	0.00	n.c.	Flowers are always donated
5523	Greeting and Follow up	100.00	956.00	+856.00	200.00	(756.00)	
5524	Celebrations	50.00	155.69	+105.69	50.00	(105.69)	
5525	Public Relations/Ecumenical	50.00	0.00	(50.00)	50.00	+50.00	
5526	Subscriptions	175.00	243.85	+68.85	175.00	(68.85)	
5527	Banners	100.00	356.83	+256.83	300.00	(56.83)	
5528	Ministry Board discretionary	0.00	0.00	n.c.	200.00	+200.00	
5529	Special Event costs	50.00	1,067.51	+1,017.51	100.00	(967.51)	SERRV Bazaar
5530	Miscellaneous operating Expense	100.00	25.00	(75.00)	100.00	+75.00	
5500	Other Expenses Subtotal	11,050.00	16,946.76	+5,896.76	16,200.00	(746.76)	
5610	Property Tax	2,700.00	3,978.05	+1,278.05	3,500.00	(478.05)	
5620	CA Workers Comp.	1,750.00	1,419.45	(330.55)	1,750.00	+330.55	Extra \$860/year 2017-2019 for San Rafael fireflow
5630	Building/Liab. Insurance	6,975.00	7,107.33	+132.33	7,250.00	+142.67	
5640	Courtyard Mortgage payments	15,598.69	15,598.69	n.c.	15,598.69	n.c.	
5600	Taxes & Insurance Subtotal	27,023.69	28,103.52	+1,079.83	28,098.69	(4.83)	
5702	UCC Share (OCWM) incl Per Capita	5,830.00	5,830.00	n.c.	5,830.00		Unchanged since 2015
5708	Marin Interfaith Council		250.00				
5709	Marin Food Bank		200.00				
5710	Canal Alliance		1,000.00				
5718	Homeward Bound of Marin		0.00				
5719	Bay Area IAF (Main/OrganizingComm)		0.00				
5720	St. Vincent de Paul Society of marin		0.00				
5721	S.F. - Night Ministry		100.00				
5734	Ritter Center		0.00				
5735	<i>closed don't use (old PP scholarship category)</i>		0.00				
5736	Fairfax-San Anselmo Children's Ctr		0.00				
5738	Bread for the World		0.00				
5742	Pastor's Fund for urgent Needs		258.88		500.00		
5744	Mission Board Discretionary	2,200.00			3,000.00		
5745	EDFK (expense support)	300.00	47.71	(252.29)	300.00		For EDFK event & marketing expense - taken from above as incurred
5746	Habitat for Humanity Greater SF		500.00				
5747	Spectrum(LBC youth focus)		0.00				
5749	Green Committee		0.00				
5700	Benevolence Subtotal	8,330.00	8,186.59	(143.41)	9,630.00	+1,443.41	
	<i>Benevolence as % of pledge income</i>	8.5%	8.4%				
5810	Church School Curriculum	450.00	296.83	(153.17)	300.00	+3.17	
5820	Church School Supplies	0.00	0.00	n.c.	0.00	n.c.	Use accrued Xmas candy sales money (\$168.16) as needed
5830	Books & Adult Education	300.00	0.00	(300.00)	300.00	+300.00	
5840	Youth Group	70.00	112.00	+42.00	0.00	(112.00)	Applie \$70 accrued from previous years
5850	Camperships	0.00	0.00	n.c.	0.00	n.c.	
5855	Retreat	0.00	0.00	n.c.	700.00	+700.00	
5860	Confirmation Class	100.00	0.00	(100.00)	100.00	+100.00	
5865	Preparation for Sacraments	0.00	0.00	n.c.	100.00	+100.00	

Acct #	Account Name	Approved 2017 Budget	2017 Actual thru 12/31/2017	Variance vs. Budget	2018 Budget	Change vs 2017 actual	Notes
5866	Training in Contemplative Practice	0.00	0.00	n.c.	100.00	+100.00	
5870	Arts Committee	0.00	0.00	n.c.	0.00	n.c.	
5880	Nursery/Care Expense	675.00	675.00	n.c.	675.00	n.c.	
5890	Choir Expense (Incl Music)	200.00	311.94	+111.94	200.00	(111.94)	
5895	Music/Director Seminar or classes	450.00	0.00	(450.00)	450.00	+450.00	
5800	Choir and Christian Ed. Subtotal	2,245.00	1,395.77	(849.23)	2,925.00	+1,529.23	
	TOTAL EXPENDITURE	191,777.03	163,143.23	(28,633.80)	185,947.69	+22,804.46	
	INCOME						
4100	Pledges	98,307.00	97,753.00	(554.00)	78,000.00	(19,753.00)	64,840.00 pledged, 4 potential pledge units, estimate 68,000, stretch \$10,000
4150	Ident. Non-Pledge Contrib.	0.00	278.66	+278.66	0.00	(278.66)	
4200	Loose Offerings	3,000.00	2,011.00	(989.00)	2,250.00	+239.00	
4260	Specified gifts - operating expenses	0.00	697.00	+697.00	0.00	(697.00)	
4265	Church Growth Workshops	0.00	0.00	n.c.	0.00	n.c.	
4300	Fund Raising Events	0.00	1,393.75	+1,393.75	0.00	(1,393.75)	SERRV Bazaar
	Total Pledges/gifts	101,307.00	102,133.41	+826.41	80,250.00	(21,883.41)	
4400	Rentis						
4445	Iglesia MDDL Church	28,800.00	32,200.00	+3,400.00	33,600.00	+1,400.00	
4455	Abbey Montessori	24,000.00	26,000.00	+2,000.00	24,000.00	(2,000.00)	
4465	Church of God (7th Day)	12,000.00	12,000.00	n.c.	12,000.00	n.c.	
4470	All self-help/12-step groups	5,400.00	4,902.72	(497.28)	4,500.00	(402.72)	
4490	Misc Rentals/other groups	3,800.00	3,478.97	(321.03)	3,800.00	+321.03	
	Sub-total - Rentis	74,000.00	78,581.69	+4,581.69	77,900.00	(681.69)	
4500	Interest (bank, CD, Inv fund)	600.00	428.13	(171.87)	600.00	+171.87	as of 3rd quarter
4650	Transfer from Courtyard Fund	15,598.69	15,598.69	n.c.	15,598.69	n.c.	
4900	Misc Income	0.00	1,846.04	+1,846.04	0.00	(1,846.04)	1,399.04 Pension Board refund for Pastor Barnow
	Sub-total, Contributions+Rents+Int	191,505.69	195,222.96	+3,717.27	173,348.69	(21,874.27)	
4000	TOTAL INCOME	191,505.69	198,587.96	+3,717.27	173,348.69	(25,239.27)	
	OPERATING SURPLUS/(SHORTF	(271.34)	+35,444.73		(12,599.00)		
	2017 Surplus Applied to 2018 deficit		+12,599.00				
	Partial repay of Pilgrim Hill Foundation Loan		+5,000.00				
	Remainder of surplus to UCF Balanced Fund		+17,845.73				
			35,444.73				