UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

Fauntleroy Church UCC
Seattle, WA

Associate Pastor
Pacific Northwest Conference, Association

Validation date:

LOCAL CHURCH PROFILE CONTENTS
• Position Posting
• Who Is God Calling Us to Become?
• Who Are We Now?
• Who Is Our Neighbor?
• References
• Consent and Validation

“God is able to provide you with every blessing, so that having all sufficiency in all things at all times, you may abound in every good work.”
(2 Corinthians 9:8)
1. POSITION POSTING

1a. LISTING INFORMATION

**Church name:** Fauntleroy Church, United Church of Christ

**Street address:** 9140 California SW, Seattle, WA 98136-2533

**Supplemental web links:** www.fauntleroyucc.org

**Additional ecumenical affiliations** *(e.g. denominations, communions, fellowships)*: None

**Conference:** Pacific Northwest Conference

**UCC Conference Contact Person:** Reverend Michael Denton, Conference Minister

**Address:** 325 N.125th Street

**City, State, Zip:** Seattle, WA 98133

**Telephone:** 206-725-8383

**Email:** revdenton@gmail.com

**Summary Ministry Description:**

*In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church’s faith journey?*

We are a multi-faceted organization looking for an Associate Pastor who will join our Senior Pastor in helping us grow into an even greater sense of who we are and who we might become. The role of Associate Pastor for Fauntleroy Church poses an exciting leadership opportunity to work with a congregation that is deeply invested in its mission and sense of community.

In addition to worship and pastoral responsibilities, we are seeking someone who can bring leadership and pro-active support for our Christian Education and Youth programs, and who can also inspire us to live out our faith in service and community engagement.
Photographs:
What we value about living in our area:

West Seattle is the birthplace of Seattle, located on a peninsula with views of Puget Sound, large forested areas and sandy beaches. Our area has the advantage of being close to the city but feeling like a vacation destination with its own beautiful mountain-sound views and vibrant retail areas. Downtown Seattle can be accessed by the West Seattle Bridge, by an excellent bus system or by water taxi. Due to its geographic separateness, West Seattle is like a friendly small town with a sense of pride and community spirit. It has many long-term residents and young people who have returned to raise their families. The population tends to be well educated, white collar and stable; however, there are neighborhoods that house predominantly low-income residents and have more social services and transiency. Due to the city’s recent population explosion and relatively easy commute to downtown, we are also seeing more areas where there are large apartment buildings and condos being built.
Current size of membership: 365

Languages used in ministry (other than English): None

Position Title: Associate Pastor

Position Duration: Settled - a called position intended for long term ministry.

Compensation Level: Full-Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

Please see the position description for the scope of work

Core Competencies:

The following list of prioritized competencies was generated from a survey of church leaders and ministry chairs. Most important to us are:

- A person of Faith
- Effective working with children and youth
- Compassionate, caring and organized person
- Accepting of people with divergent views and works well on a team

1c. COMPENSATION AND SUPPORT

Salary Basis: $60-$67,000

Benefits and reimbursements: Retirement Annuity, LIDI Plan (disability/life), Medical, Continuing Ed, Professional Expenses, Social Security offset & mileage

What is the expected living situation for your next minister? Living nearby with a housing allowance

Comment on the residential/commuting expectations for your next minister: Preferably living within a half an hour of the church
Describe peer and professional supports available for ministers in your association/conference:

This position will have the support of our Senior Pastor and church staff as well as its own pastoral relations committee. There is an ecumenical liturgical study group that gathers less than a mile from the church and meets on a weekly basis. The Pacific Northwest Conference has a Communities of Practice program in which many ministers have been paired with a small group of other clergy with whom they meet monthly. There is also an annual clergy retreat available to U.C.C. ministers at one of our conference camps. The Conference Committee on Ministry, the Conference Minister and the conference’s Minister for Church Vitality are intentional about reaching out to new clergy, providing mentors and checking in to see how they can be of support.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister’s bi-vocational employment: N/A

1d. WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

One important goal for us is to do a better job of putting our beliefs into action. We are beginning the process of planning to update our church-wide vision, and we are looking for ways to lay some strategic groundwork that will help us to best align our mission, vision and direction with God’s mission, vision and direction.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

The Associate Pastor will act as liaison to the director of our preschool program, Little Pilgrim School, and its Standing Committee and also act as liaison to our Service and Outreach Ministry. They will lead Outreach and Justice Initiative opportunities for all ages and represent the church in the wider community through participation in committees and groups such as the West Seattle Interfaith Network and with attendance at community events, as possible.

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

The church is a predominantly English-speaking congregation due to our community demographics; however, we are welcoming and respectful to all cultures and would value
multi-lingual skills (Spanish, in particular) to help us explore the immigration issue and to work effectively with people in nearby neighborhoods and of other cultures. Our church service on Sundays opens with the congregation saying in unison “No matter who you are or where you are on life’s journey, you are welcome here.” This is important to us because it is what Jesus calls us to do.

Based on what you have learned about who your church is, who your church’s neighbor is, and who God is calling the church to become, 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.

The following list of areas of excellence are most important to us:

1. Exhibiting a spiritual foundation
2. Care for all creation
3. Work for justice and mercy
4. Build transformational leadership skills

2. 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 you to become as a congregation?

We have been guided for the past 15 years by an updated Mission that states:

   Our mission is to follow Jesus Christ by worshipping and learning together, caring for ourselves and others, and working to preserve justice, peace, and the sanctity of God’s world.

And the following Covenant:

   Trusting in Christ's love for us in this place and time; building on the legacy of previous generations; mindful of our needs and of those we seek to help; respectful of our differences in an inclusive, caring community; seeing peace and justice as the work of the people of God; believing that worship, service, and learning are life-giving:

   We yearn for God's grace. We draw strength from God's presence. We dare to commit ourselves to the challenges of following Christ.
The past three years have been a time of transition, as we called our current Senior Pastor in 2015, following a 27-year tenure of our previous Senior Pastor and a 3-year interim period. While some in our church leadership have been eager to engage a formal, all-church visioning process, our Senior Pastor has encouraged us to give ourselves space and time to find our footing together. In many ways, our congregation is still “settling out.”

Our membership is strong, having grown by 10% in the past three years, and our giving has increased by roughly $80,000. Our growth appears to be coming largely from the 30-50 year old demographic and we are marginally increasing our diversity. According to a recent survey, nearly 20% of our church population (members and non-member participants) is under 17 years of age. The increase in young families who participate in our faith community underscores that we are a vibrant and growing church that attracts young families in our community because of our mission and values.

On any given Sunday, a member who perhaps hadn’t been here in the past two years would notice that about half of those sitting in our pews (whether visitors or members) are faces they do not yet know. If you asked new members, most would say they feel welcome and engaged. There is a shared sense of hope and goodwill in the church, accompanied by a desire to grow in relevance to our community and world. We look forward to engaging a visioning process within the next few years and discerning anew God’s call for our congregation.

As we continue to build upon our strengths to enlarge the base of the church and deepen our relationships and spiritual fulfillment, we will rely on the Associate Pastor to lend their expertise and guidance to the process of our growth. As specific priorities for action are set, the church expects the Associate Pastor to provide assistance and support to the Senior Pastor, particularly with regard to the Church Education Ministry and general church program planning and development.

**Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.**

Over the past several years, as homelessness has become an increasingly dire issue for our fast-growing city, the congregation has elected to put more attention and resources into doing our part. We want to have an impact and be able to effect change for our least fortunate neighbors. Our Service and Outreach Ministry has directed a large share of our charitable funds to supporting homeless causes, including Real Change, an organization that exists to provide opportunity and a voice for low-income and homeless people in the form of a newspaper for economic, social and racial justice that is sold on the street by participating homeless people. We also send funds to Compass Housing Alliance, which provides housing, shelter and support for homeless and low-income people. We currently have a Homelessness Task Force that focuses on preventative projects and helps to find opportunities for the congregation to pitch in and help, such as preparing and serving
meals to the homeless, building “tiny” houses (a city wide homeless initiative),
organizing a Sunday School project to fill ‘help bags’ for handing out to homeless
people, volunteering at the local Food Bank, and sponsoring drives for school supplies,
socks, etc.

We have also initiated programs in recent years around the issue of immigration. We
have had several adult education series that were attended by church members as well as
members of the community, on topics such as white privilege/racism, prison-to-work
efforts with ex-convicts, and immigration. We have recently started an Immigration Task
Force to study the issue of immigration and the current dangers facing undocumented
immigrants. The task force hopes to develop recommendations for how the congregation
can get involved in constructive ways. Another social justice issue that our Service &
Outreach Ministry is looking into is gun control, as many members are concerned about
the issue of gun violence in our country.

Has your church had a multi-year strategic plan or vision statement; if so, where do
you see that plan/vision taking you?

The church has followed a multi-year strategic plan in recent years. The Council
is responsible for policy level planning, and over the past 15 years has developed
task forces to formulate our Mission/Vision Statements, Strategic Plan, Facility
Master Plan, Governance Structure, and Financial Plan.

The 2002 plan was developed by a task force including the moderator, the senior and
Associate Pastors, and nine members representing a range of perspectives and
experience at the church. The covenant, mission statement, and goals are available on
our website. Based on the themes identified in a recent congregational meeting
regarding what is important to us about the church, these statements and goals continue
to resonate with the membership.

The long-range planning process was also helpful in terms of crystalizing the need for
short-term planning projects. Those short-term projects have included: a new governance
structure, with a smaller council, six policy/planning focused ministries, and related task
forces, which was approved in 2004 and is still in place today; a major building
renovation and capital campaign that took place in 2005-06; and most recently, a Long
Range Financial Planning task force that researched the advisability of beginning a
Capacity Campaign to create a maintenance reserve fund, retire debt, provide seed money
for a new Associate Pastor position, and repair the steeple. That campaign has met and
exceeded our goal of $1 million. In summary, although the long-range plan was
completed 15 years ago, it was a catalyst for a continuous set of planning efforts which
have shaped the current church.

We expect the Associate Pastor to work cooperatively with the Senior Pastor, Council
and ministries, introducing ideas that will help further our mission and sharing in the
planning required to implement the related goals. As the lay leadership changes, s/he will help the Senior Pastor to offer context, continuity, and a sense of the big picture during planning efforts at multiple levels in the church.

3. WHO ARE WE NOW?
“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.
For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

We are a theologically liberal congregation in the sense that our focus is on following the teachings of Jesus Christ, rather than strict adherence to Christian church doctrine. It is fair to say that most of us believe that social justice is at the heart of the Gospel message, that scripture is worth contemplating, but is not the literal Word of God, and that the theory of evolution is correct. Beyond that, there is a great deal of diversity in the theological stance of the membership, ranging from agnosticism to a moderate perspective.

Some members spent their formative years in more conservative Christian churches and have been schooled in the Bible and tenets of Christianity, but have rejected a rigid belief system. Others have come to Fauntleroy with very little Christian education background and familiarity with scripture; hence they are hesitant to answer questions about the relevance of the Bible, salvation, or the actuality of the Resurrection. Still others are moderate, more or less accepting the traditional beliefs of Christianity but feeling comfortable in a worship setting where struggling with life’s questions is the norm and preference over pat answers. As a church, we hold true to the UCC value of welcoming people to our congregation wherever they may be on their faith journey and strive to be non-judgmental about others’ beliefs, so long as they are not exclusionary. Many of us want to deepen our faith and sense of spiritual grounding; others feel sustained by the community ties and opportunities for doing Christ’s work.
In church, God is usually described as loving, accepting, guiding, forgiving, and hopeful. Our hymnal uses gender neutral language and prayers and music are often adapted to give language options which are more comfortable in our diverse congregation.

The concept of the Holy Spirit is probably best described in our church as a guiding presence which leads us to welcome and accept others, and to serve the needs of our community with Christian values and open doors. The Holy Spirit is manifested in the church’s continual optimism and our unified efforts to move toward our shared goals.

**Describe several strengths or positive qualities of your congregation.**
Open and Affirming, friendly & welcoming, outreach oriented & community entrenched

**Describe what worship is like when your congregation gathers.**

*For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

Worship is scheduled at 10 a.m. on Sundays and all services are conducted in English. Those with hearing issues can utilize the audio-system loop installed in our church for better amplification. Communion, offered to everyone (including children), is offered by intinction once a month and on special occasions.

Our worship services primarily take place in the sanctuary of Fauntleroy Church. Leading and planning worship is one of the primary responsibilities of the pastor who is preaching that Sunday. The Senior Pastor, Associate Pastor and the choir director touch base on a weekly basis to discuss the service and music selection. The Pastor opens with a greeting and is generally responsible for delivering the sermon, performing the sacraments, facilitating prayer requests, and offering a benediction. The scripture each week is based on the lectionary, but within that framework, the pastor has a great deal of latitude in developing the sermon, involving various ministries or lay people, suggesting music, and varying the elements and prayers. The pastor works with the Worship Ministry to make any major changes in the flow and to oversee the coming together of all parts of the Sunday service.

To some degree, the calendar dictates the thematic variety of our services. There are special services on Christmas Eve and during Lenten Season, and we have a tradition of incorporating secular holidays into the spirit of the service: a costume parade for Halloween, masks at Mardi Gras, remembrances on Memorial and Veterans Day. In general, Fauntleroy has an informal worship vibe and laughter is a common occurrence. For instance, we have a special service called The Blessing of the Animals which involves many four-legged friends nose-to-nose with the pastor.
There is a children’s sermon (currently given by C. E. Director, but with plans to be shared by both pastors) during worship, after which the kids and youth are usually dismissed to Church School. The children put on a Christmas Pageant each year, participate in some music performances and holiday rituals including a Rainbow Handbell Choir, and play a key role in leading the annual Children’s Sabbath. On communion Sundays all youth and children return to the service and join their family in communion. We also have started a “Children’s Chapel” once a month to focus as a group on key sacraments, seasons, scriptures and songs. The church is always looking for more opportunities to make children a more integral part of worship.

We currently have an enthusiastic adult choir which sings the anthem and leads the congregation in several hymns. The music is a mix of classical and newer hymns, as well as some secular music with a spiritual message. In addition, the choir director composes original pieces which are often performed in worship. She sings and plays the piano, organ, guitar, ukulele and harmonica and calls upon outside musicians and talent within the church to play other instruments. The choir adjourns in June for the summer following Music Sunday, a service devoted to musical performance. During the summer, special music is performed by various members of the choir or congregation and one Sunday is devoted to the “Blues.” One of the director’s goals is to expand youth involvement in the music program. She and the pastor are also considering ways to enhance the singing experience of those in the pews by offering more opportunities to become familiar with newer music and to sing old favorites.

Once a year we have a service called “Worship without Walls.” We all gather for a blessing at the beginning of Church on Sunday and then there are options such as volunteering for 2 hours at Food Lifeline, working to clean up and do planting at Lincoln Park nearby, helping to organize and clean up the teachers’ room at a local elementary school. Some people stay at the church and work on projects such as: making “comfort” blankets that are distributed to children in local hospitals, the opportunity to learn more about refugees, or writing advocacy letters on several different topics.

The Congregation places a high value on a preaching style that is fluid and engaging. We seek an Associate Pastor who is skilled at speaking and able to deliver a well-organized, thoughtful message without reading a script. A recent survey indicated that congregants want a sermon that is challenging, thought-provoking, and makes them reflect on issues and events that go beyond their personal life, but also touches on everyday life. They hope to be spiritually moved and inspired, but most do not have a strong need to be comforted nor hear a particular faith position expressed and endorsed. Regarding content, there was no clear preference indicated between a biblical focus, scholarly references, or examples based upon the pastor’s personal faith.
Describe the educational program/faith formation vision of your church.

*For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?*

In our Pre-K/Kindergarten, middle school, and high school classes, we use Seasons of the Spirit, a lectionary-based, ecumenical curriculum that helps all ages understand and interpret Bible stories at their level and in their own words. Lessons include art, music, drama, and movement activities. We also have Seasons of the Spirit available as a resource for our Adult Bible study. In our 1st, 2nd, and 3rd-5th grade classes we use the Potter’s Publishing curriculum, which focuses on a theme or story from the Bible for five to six weeks at a time. We tie this curriculum to the seasons of the church year and help children become more familiar with the stories of the Bible. This rotation model’s original content is often more conservative than we’d like, but it is easy to adapt and very engaging in the way it includes drama, dance, science, games, cooking, Bible study, and more to meet the needs and interests of all kinds of learners. However, the CE ministry is open to curriculum suggestions.

We have designed our programs so that children growing up in the church will become familiar with the stories of the Bible, come to understand the importance of faith in their lives and know that they are deeply loved by God. The Christian Education Ministry, with the support of the Christian Education Director and the Associate Pastor, is responsible for the selection of the curriculum for the church school. Other materials such as seasonal studies are often selected by the Pastor. The Church School program also involves adults from the congregation. They are church school teachers and some hold Church Ministry positions as well. Throughout the Church year, each ministry organizes a Ministry Sunday during Sunday school which introducing children and youth to not only how the church operates but what the different committees and Ministries actually do, and how that impacts the members of Fauntleroy Church from the youngest to the oldest.

Every other year, 7th, 8th, and 9th grade students are invited to participate in confirmation. Youth spend time learning about Christianity, worship and the United Church of Christ, and exploring their faith and beliefs about God, Jesus, and the Holy Spirit. The Pastor and Christian Education Director/Associate Pastor work together to plan confirmation and find resources and mentors from the congregation for each of the youth. This year confirmation journey starts mid-February. It was decided to invite the youth who were eligible for confirmation to meet with the Pastor during the months of November and December for fun, fellowship, games and activities that would encourage
a sense of trust and comfort. Youth are encouraged to participate in church leadership roles; they lead the service on Children’s Sunday, serve on the Church Council and on Search Committees, engage in talent shows, and have stood up to lead activities like the CROP Walk (community-wide event sponsored by Church World Service and organized by local congregations to raise funds to end hunger and around the world).

There are education opportunities for all ages at Fauntleroy. In the past few years, adult education has been strengthened through the work of the Christian Education Committee with the help of our pastors and will continue to be improved in the future. We have an active Sunday Morning Bible Study Group which has between 6-10 regular members. Most recently, they have been studying the Reformation on the 500th anniversary of that faith event. In the Adult Ed classes, we have discussed such topics as White Privilege and Racism and we explored immigration issues and the Gospel’s call to love our neighbors. We have heard speakers who are experts on local immigration issues, heard the personal stories of DACA students, explored the scope and complexities of the NW Immigration Center in Tacoma and considered how we might be involved in the Sanctuary Movement. During Lent the Pastor took us on an exploration of the Gospel of Mark and the last week of Jesus’ life.

For the wider community, the church operates Little Pilgrim School (LPS), a Christian environment for preschool education. LPS offers weekday morning and afternoon sessions and has a philosophy of teaching the whole child, helping them to grow intellectually, socially, spiritually, creatively and emotionally. The Associate Pastor works with the LPS Director and along with a few congregational members and LPS staff and parents meet as the LPS Standing Committee. Currently the church has formed a Task Force to examine the church’s relationship with the school and how it may better reflect the mission of Fauntleroy Church and be strengthened administratively. Within the church, we offer nursery care and education at all grade levels on Sunday mornings, and related programs and activities at other times as well.

**Describe how your congregation is organized for ministry and mission.**

*For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision? When it comes to decision-making, how many hours are spent in meetings per month?*

We have a decentralized approach for most program planning and development which occurs at the ministry level, including Worship, Christian Education, Service and Outreach, Parish Life, Finance and Facilities ministries. The Council may set a direction or a theme for a year or two which the ministries use to guide their planning. Otherwise, they are expected to make plans within the parameters of the church mission and goals. Much of the planning occurs in preparation for the budget cycle. Each ministry
chair works with his/her committee to outline priorities and develop a ministry budget, which is then reviewed by Council in planning the church-wide budget and financial plan. Often, a new program comes about because there is a particular person or group who is willing to take the lead. S/he develops an implementation plan and then takes it to the appropriate ministry for approval. If additional funds or budgetary changes are required, the proposal goes to the Finance Ministry. If there are any policy, procedural, or mission related issues, the Council is involved in the planning and decision-making process.

The Church structure allows for the formation of task forces to carry out the planning and implementation of specific functions. For example, the Stewardship Task Force planned a three-year giving cycle, calling for a specific theme and a variety of strategies for approaching members over that period. Within the last two years the Council created 4 Task Forces: A Long Range Financial Planning Task Force to research the financial health of our Church beyond the typical 12-month budget cycle, which led to our current $1 million Capacity Campaign; an Immigration Task Force to help discern what our church’s voice is in the present national immigration discussion; a Task Force to explore how our church preschool fit within our current mission, and a Welcoming Task Force that concentrated on ways to engage visitors and make them feel welcome when they come to our church (in 2017-18 we welcomed 20 new members). In each of these cases, the task force studies the topic in depth and provides a recommendation to Council for appropriate action. Similarly, the Nominating Committee plans and manages the turnover of key lay leadership positions, ensuring a balanced and varied representation for congregational approval.

While our structure allows for lots of new ideas and activity, we struggle with how best to focus our limited people and volunteer resources. We have a staff member, the Volunteer and Engagement Coordinator, who helps us manage the challenge, but we also believe that it’s a good challenge to have, as it shows the energy and enthusiasm of the congregation.

**Think of a time when action had to be taken quickly – for example, when a crisis or disaster occurred. How was that accomplished?**

A few years ago, we had a church fire in our Christian Education wing that was started by a child playing with matches while the service was taking place in the sanctuary. We implemented our emergency action plan and the fire department handled the crisis. Volunteers from across the congregation came together for the clean-up effort – offering equipment, time, and understanding.

After the risk had passed, we wanted to investigate what had happened – including answering inquiries from our local press. We worked with the family to educate the child on the implications of their actions, we assigned a mentor to the child and talked to her
about how things can get out of control, and we let the congregation know how it had been handled. We continued to support and work with the child and the congregation, which resulted in a clearer set of policies for educating teachers so they could educate all the kids. We also had another near-fire emergency, and in that case a teen in the church was responsible for reporting the emergency and creating a successful outcome.

**Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church’s activity and governance? Yes**

### 3b. 11-YEAR REPORT

See attached

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

<table>
<thead>
<tr>
<th></th>
<th>Is this number an estimate?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of active members:</td>
<td>249</td>
</tr>
<tr>
<td>Number of active non-members:</td>
<td>116</td>
</tr>
<tr>
<td>Total of church participants (sum of the numbers above):</td>
<td>365</td>
</tr>
</tbody>
</table>

Percentage of total participants who have been in the church:

<table>
<thead>
<tr>
<th></th>
<th>Is this number an estimate?</th>
</tr>
</thead>
<tbody>
<tr>
<td>More than 10 years:</td>
<td>34%</td>
</tr>
<tr>
<td>Less than 10, more than 5 years:</td>
<td>18%</td>
</tr>
</tbody>
</table>
Less than 5 years: | 48% | Yes |

Number of total participants by age:

<table>
<thead>
<tr>
<th>0-11</th>
<th>12-17</th>
<th>18-24</th>
<th>25-34</th>
<th>35-44</th>
<th>45-54</th>
<th>55-64</th>
<th>65-74</th>
<th>75+</th>
<th>Are these numbers an estimate?</th>
</tr>
</thead>
<tbody>
<tr>
<td>40</td>
<td>23</td>
<td>29</td>
<td>21</td>
<td>39</td>
<td>44</td>
<td>70</td>
<td>51</td>
<td>48</td>
<td>Yes, unknown ages: 106 people</td>
</tr>
</tbody>
</table>

Percentage of adults in various household types:

<table>
<thead>
<tr>
<th>Household Type</th>
<th>Percentage</th>
<th>Is this number an estimate?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single adults under 35</td>
<td>5%</td>
<td>Yes</td>
</tr>
<tr>
<td>Households with minors</td>
<td>24%</td>
<td>Yes</td>
</tr>
<tr>
<td>Single adults age 35-65</td>
<td>5%</td>
<td>Yes</td>
</tr>
<tr>
<td>Joint households with no minors</td>
<td>34%</td>
<td>Yes</td>
</tr>
<tr>
<td>Single adults over 65</td>
<td>20%</td>
<td>Yes</td>
</tr>
</tbody>
</table>

Education level of adult participants by percentage:

<p>| Education Level | Is this number an estimate? (check if yes) |</p>
<table>
<thead>
<tr>
<th>Education Level</th>
<th>Percentage</th>
<th>Graduated</th>
</tr>
</thead>
<tbody>
<tr>
<td>High school</td>
<td>85%</td>
<td>Yes</td>
</tr>
<tr>
<td>College</td>
<td>71%</td>
<td>Yes</td>
</tr>
<tr>
<td>Graduate School</td>
<td>14%</td>
<td>Yes</td>
</tr>
<tr>
<td>Specialty Training</td>
<td>7%</td>
<td>Yes</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>-</td>
<td></td>
</tr>
</tbody>
</table>

Percentage of adults in various employment types:

<table>
<thead>
<tr>
<th>Employment Type</th>
<th>Percentage</th>
<th>Is this number an estimate?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults who are employed</td>
<td>50%</td>
<td>Yes</td>
</tr>
<tr>
<td>Adults who are retired</td>
<td>40%</td>
<td>Yes</td>
</tr>
<tr>
<td>Adults who are not fully employed</td>
<td>10%</td>
<td>Yes</td>
</tr>
</tbody>
</table>

Describe the range of occupations of working adults in the congregation: Professionals through to Trades

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?
Overall, the members of Fauntleroy are basically white Caucasian. Counting both children and adults, we have 6 members who are African-American, 6-8 Asian, and 3 Hispanic.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future? (perhaps using, for example, the Welcoming Diversity Inventory?) Please note the date. Comment after the exercise. We are currently having conversations in the Immigration Task Force about being more proactively welcoming of immigrants. The language of the UCC ‘Immigrant Welcoming Covenant’ gives us a starting point to assess our own position and plans.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

<table>
<thead>
<tr>
<th>Ways of Gathering</th>
<th>Estimated number of people involved in attendance</th>
<th>Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Groups or Classes</td>
<td>6-50</td>
<td>Christian Education Ministry</td>
</tr>
<tr>
<td>Baptisms</td>
<td>One baptism in 2018. Approx. 150 in attendance</td>
<td>Pastors</td>
</tr>
<tr>
<td>Children’s Groups or Classes</td>
<td>6-35 children</td>
<td>Christian Education (CE) Ministry</td>
</tr>
<tr>
<td>Christmas Eve and Easter Worship</td>
<td>400-500</td>
<td>Ministers, Music Director. Worship Ministry</td>
</tr>
<tr>
<td>Church-wide Meals</td>
<td>50-150 attend these annual events</td>
<td>Parish Life, Fellowship Committee, Various other Church Ministries or Committee</td>
</tr>
<tr>
<td>Choirs and Music Groups</td>
<td>7-30 members</td>
<td>Music Director</td>
</tr>
<tr>
<td>Church-based Bible Study</td>
<td>6-30 attend</td>
<td>Christian Education</td>
</tr>
<tr>
<td>Event</td>
<td>Description</td>
<td>Attendance/Participants</td>
</tr>
<tr>
<td>-------</td>
<td>-------------</td>
<td>-------------------------</td>
</tr>
<tr>
<td>Communion</td>
<td>served monthly</td>
<td>130 attend on average Communion Sunday</td>
</tr>
<tr>
<td>Community Meals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Confirmation</td>
<td>number confirmed last year</td>
<td>Every other year, for 6-12 kids</td>
</tr>
<tr>
<td>Drama or Dance Program</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Funerals</td>
<td>number last year</td>
<td>9 members</td>
</tr>
<tr>
<td>Intergenerational Groups</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outdoor Worship</td>
<td>joint Easter Sunrise Service with 2 other UCC churches</td>
<td>50-75</td>
</tr>
<tr>
<td>Prayer or Meditation Groups</td>
<td></td>
<td>8</td>
</tr>
<tr>
<td>Public Advocacy Work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retreats</td>
<td></td>
<td>30</td>
</tr>
<tr>
<td>Theology or Bible Programs in the Community</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weddings</td>
<td>number last year</td>
<td>6 in 2018 and 6 scheduled in 2019</td>
</tr>
<tr>
<td>Worship</td>
<td>time slot: 10am</td>
<td>142 average attendance on Sundays</td>
</tr>
<tr>
<td>Young Adult Groups or Classes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Youth Groups or Classes</td>
<td></td>
<td>2-30 active youth</td>
</tr>
</tbody>
</table>
- Second Time Sale (held in Sept for 25+ years)
- Fauntleroy Fall Festival (held each Fall since 2002)
- Alternative Giving Fair (Dec)
- Fine Arts & Gift Fair (Dec)
- Blessing of the Animals (Spring)
- Worship without Walls (Spring)

Open to community.
Attendance ranges from 50-150 for some events to roughly 2,000 for Fall Festival
Typically involve 30-75 church volunteers

- Parish Life Ministry
- Second Time Sale committee
- Volunteer Coordinator
- YMCA
- Worship Ministry
- Fine Arts Committee
- Pastors

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

<table>
<thead>
<tr>
<th>Name</th>
<th>Three- or Four-Way Covenant? (3 or 4 or No)</th>
<th>Ministry Setting</th>
<th>Type of Ministry Role</th>
<th>Retired? (Y or N)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rev. Leah Atkinson</td>
<td>No</td>
<td>Church</td>
<td>Senior Pastor</td>
<td>No</td>
</tr>
<tr>
<td>Bilinski</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Karen Frazier</td>
<td>No</td>
<td>Church</td>
<td>Acting Associate Pastor/CE</td>
<td>No</td>
</tr>
<tr>
<td>Jim Spraker</td>
<td>No</td>
<td>N/A</td>
<td>Participant</td>
<td>Yes</td>
</tr>
<tr>
<td>Dennie Caricelli</td>
<td>No</td>
<td>Church</td>
<td>Member</td>
<td>Yes</td>
</tr>
</tbody>
</table>
If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: Dennie Caricelli and Tad Murayama are all members of the Church.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

<table>
<thead>
<tr>
<th>Staff Position</th>
<th>Head of Staff?</th>
<th>Compensation (full time, part time, volunteer)</th>
<th>Supervised by</th>
<th>Length of Tenure for current person in this position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Pastor</td>
<td>Yes</td>
<td>FT</td>
<td>N/A</td>
<td>3 Years</td>
</tr>
<tr>
<td>Office Manager</td>
<td>No</td>
<td>FT</td>
<td>Senior Pastor</td>
<td>30 Years</td>
</tr>
<tr>
<td>Acting Assoc. Pastor/ CE Director</td>
<td>No</td>
<td>FT</td>
<td>Senior Pastor</td>
<td>7 Years</td>
</tr>
<tr>
<td>Choir Director</td>
<td>No</td>
<td>FT</td>
<td>Senior Pastor</td>
<td>10 Years</td>
</tr>
<tr>
<td>Volunteer Coordinator</td>
<td>No</td>
<td>PT</td>
<td>Senior Pastor</td>
<td>3 Years</td>
</tr>
<tr>
<td>Little Pilgrim School Director</td>
<td>Yes (LPS Staff)</td>
<td>FT</td>
<td>Associate Pastor</td>
<td>8 Years as Director, 20 years as teacher</td>
</tr>
<tr>
<td>Wedding Coordinator</td>
<td>No</td>
<td>PT</td>
<td>Senior Pastor</td>
<td>3.5 Years</td>
</tr>
<tr>
<td>Youth Director</td>
<td>No</td>
<td>PT</td>
<td>Associate Pastor</td>
<td>3 years</td>
</tr>
<tr>
<td>Custodian</td>
<td>No</td>
<td>FT</td>
<td>Senior Pastor</td>
<td>2 years</td>
</tr>
<tr>
<td>-----------------</td>
<td>------</td>
<td>--------</td>
<td>---------------</td>
<td>---------</td>
</tr>
<tr>
<td>Financial Assistants (2 positions)</td>
<td>No</td>
<td>PT</td>
<td>Senior Pastor</td>
<td>6 Months and 3 1/2 years</td>
</tr>
</tbody>
</table>

**REFLECTION**

After reviewing the congregational demographics and activities above, what does this information reflect about your congregation’s overall ministry?

We are a busy, growing, multi-generational community, that is spiritually engaged, service oriented, and focused on fellowship.

**3e. CHURCH FINANCES**

<table>
<thead>
<tr>
<th>Current annual income (dollars used during most recent fiscal year)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Source</td>
</tr>
<tr>
<td>---------------------------------------------------------------</td>
</tr>
<tr>
<td>Annual Offerings and Pledged Giving</td>
</tr>
<tr>
<td>Endowment Proceeds <em>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</em></td>
</tr>
<tr>
<td>Endowment Draw <em>(beyond what is permitted by spending policy, “drawing down the principal”)</em></td>
</tr>
<tr>
<td>Fundraising Events</td>
</tr>
<tr>
<td>Gifts Designated for a Specific Purpose</td>
</tr>
<tr>
<td>Grants</td>
</tr>
<tr>
<td>Rentals of Church Building</td>
</tr>
<tr>
<td>Rentals of Church Parsonage</td>
</tr>
<tr>
<td>Support from Related Organizations</td>
</tr>
<tr>
<td>-----------------------------------</td>
</tr>
<tr>
<td>Transfers from Special Accounts</td>
</tr>
<tr>
<td>Other (specify): Interest earned</td>
</tr>
<tr>
<td>Other (specify): Copier income, Holiday remembrances</td>
</tr>
<tr>
<td>Weddings and memorials</td>
</tr>
<tr>
<td>TOTAL</td>
</tr>
</tbody>
</table>

**Current annual expenses (dollars budgeted for most recent fiscal year):** $668,760

Attached is the most recent church budget for 2018-19

**Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?** 19.5%

Note: The Acting Associate Pastor position was created in June 2018. A share of the funds for this position is coming from the Capacity Campaign for the next three years as it is phased fully into the operating budget.

**Has the church ever failed to pay its financial obligations to a minister of the church?** No

**Is your church 5-for-5, i.e. does it include each of the following contributions during the church year?** Yes, we contribute to Our Church’s Wider Mission (OCWM – Basic Support), One Great Hour of Sharing, Strengthen the Church, Neighbors in Need and the Christmas Fund.

**In what way is OCWM (Basic Support) gathered?** In our operating budget

**If calculated as a percentage of operating budget, what is that percentage?** 3.7%

**What is the church’s current indebtedness?** Total amount of loan debt: $757,331 as of November 2018

**Reason for debt:** Major Remodel 2010
Are capital and other payments current? Yes

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

No building project is currently underway.

If the church has had capital campaigns in the last ten years, describe:

<table>
<thead>
<tr>
<th>Year</th>
<th>Purpose</th>
<th>Goal</th>
<th>Result</th>
<th>Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>Remodel &amp; building upgrade</td>
<td>$3 million</td>
<td>$2.7 million</td>
<td>Increased accessibility to building, better gathering spaces &amp; offices for staff</td>
</tr>
</tbody>
</table>

If a capital campaign is underway or anticipated, describe:

<table>
<thead>
<tr>
<th>Year</th>
<th>Purpose</th>
<th>Goal</th>
<th>Result</th>
<th>Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>Capacity Campaign: Creates a maintenance reserve fund, pays for steeple repair, provides seed money for Associate Pastor position, and retires mortgage debt</td>
<td>$1 Million</td>
<td>$1 + million (as of mid-Jan)</td>
<td>So far, the steeple was repaired and seed money became available to create an Acting Associate Pastor position</td>
</tr>
</tbody>
</table>

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. Our Mission is to follow Jesus Christ by worshipping and learning together, caring for ourselves and others, and working to preserve justice, peace, and the sanctity of God’s world. Our current Capacity campaign is highly focused on creating financial stability and the addition of an Associate Pastor to keep the church on a path of growth, care for our aging building, and good stewardship of our resources. It’s
related directly to every aspect of our mission and support our efforts to continue to pursue that mission.

**Does your church have an endowment?** Yes

**What is the market value of the assets?** $1,355,122

**Are funds drawn as needed, regularly, or under certain circumstances?** Funds are drawn monthly.

**What is the percentage rate of draw (last year, compared to 5 years ago)?** 4.5% in 2018, 3.2% in 2013

**Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:** It is used as income to the total budget. It is not directed to any specific purpose. This was also the case 5 years ago.

**At the current rate of draw, how long might the endowment last?** Indefinitely. The rate at which we draw money is designed to grow the endowment fund. We take out less than the amount it grew.

**Please comment on the above calculations or estimates.** No comment needed.

**Other Assets:**

**Reserves (savings):** $49,377

**Investments (other than endowment):** $12,455

**Does your church have a parsonage?** Yes, however it is being occupied by the Senior Pastor and is not available for the Associate Pastor position.

**Describe non-owned buildings or space used or rented by the church:** N/A

**Which spaces are accessible to wheelchairs?** Entire church building by way of an elevator

**Reflection: After reviewing the church’s finances and assets described above, what does this information reflect about your congregation’s mission and ministry?**

Our finances and assets reflect the strong fiscal responsibility that the congregation feels and our sound financial management contributes to the strength and longevity of our mission. For example, we recently launched a major Capacity Campaign to pay off our debt, set aside funds for a maintenance reserve, and make funds available over three years
for a new Associate Pastor position. We have fully met and exceeded our goal of $1 million.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

In early 2015, our Senior Pastor of 27 years retired, leaving a big hole in the experience of the congregation. We replaced him with a 3-year interim pastor, and then hired our current Senior Pastor in November 2015. During this extended transition period, we evolved from relying strongly on our pastor for church practices, decisions and historical context, to becoming a more lay-led congregation, with many people stepping forward to play leadership roles in the life of the church. This successful pastoral transition from a 27-year pastorate into an even more growing and vibrant church is arguably the most important event in the last 10 years.

Slightly more than ten years ago, based on a recognition of changing demographics in our church and community, we revisited and rewrote the church’s mission and vision which resulted in changing our governing structure and also a major remodel of the building to make it more welcoming – more gathering spaces, more open entrance spaces in the lobby and Narthex and more physically accessible and accommodating updates to the building. These physical changes were deliberate manifestations of the welcoming spirit expressed in our mission.

Describe a specific change your church has managed in the recent past.

Recent events have also given focus to our calling as a congregation. The 2016 presidential election has had a significant impact on our congregation and community. In the church, this unexpected turn of events has made us realize afresh the importance of our voice of faith – both for ourselves and for the world, especially those at whom hatred has been directed. That may seem an obvious thing to recognize, but it’s easy for a church with thriving programs, a strong history and a largely white, privileged congregation to get overly comfortable in an idea about who we are rather than active engagement of our mission in living who we are for the community and the world. This isn’t to say that we weren’t doing good and just work in the world before November 2016. But in response, we’ve gained a new level of intentionality and resolve
to engage hard issues head-on, expand our understanding of privilege and power, better explore faithful engagement of advocacy work (particularly around issues of immigration) and speak faith to power.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement….” Describe your congregation’s values and practices when it comes to conflict.

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

The most significant church conflict in recent memory happened in the early 1990s when the church considered declaring an Open and Affirming statement and action plan. Knowing that there were strong feelings in the congregation on both sides of this issue, the lay leadership at the time, after considerable discussion at Council meetings, decided to put the issue up for a congregational vote. The prayerful position to support ONA was carefully and clearly communicated to the congregation – through articles, informational meetings, and open discussions. Discussions included many people voicing opinions on each side – all politely and respectfully, but with strong feeling – and were scheduled throughout several months. When it came time for a vote, we hired an external facilitator to conduct the congregational meeting using Roberts Rules of Order. Further discussion occurred and a private, written vote was taken. Once the vote was tallied, the ONA position was passed, and several additional communications went out to summarize the process and final position. We lost several members who felt they couldn’t stay because of this position, but the majority did stay, and we have faithfully supported our ONA beliefs since that time – with a growing LGBT membership and broad-based support for non-traditional families.

Roughly 10 years ago, our Outreach Ministry voted to approve hosting a homeless tent city in our parking lot, a move that was approved by the Council and shared with just a few local residents. By the time the issue came to a congregational vote, there was significant objection by parties both inside and outside the church who had not been included in the deliberations and who raised numerous issues that had not been carefully thought through. The church ultimately pulled back and, though it was a wrenching decision for some people, we learned some important lessons that caused us to make procedural changes in how we will work the next time an important community project comes up.
A more recent example was about 8 years ago when the church voted to undertake a significant building remodel. The building task force offered 3 choices for consideration, with three significantly different price tags. Detailed diagrams and education were provided and we held a congregation-wide vote at our annual meeting, where there was a lot of discussion before the vote was taken. We voted to pursue the most expensive of the 3 options, and a number of members were concerned about the financial implications. It ended up that the costs did exceed the money we raised in our Capital Campaign, and five years later we realized we needed to launch the current Capacity Campaign to pay off our debts, and that decision was well received. Throughout this process, there was transparency, frequent communication, respectful discussion, and an honoring of different perspectives – all reflections of the way this congregation handles conflict.

**Ministerial History (include all previous ministerial staff for the past 30 years)**

<table>
<thead>
<tr>
<th>Staff member’s name</th>
<th>Years of service</th>
<th>UCC Standing (Y/N)</th>
</tr>
</thead>
<tbody>
<tr>
<td>David Kratz</td>
<td>27 years</td>
<td>Y</td>
</tr>
<tr>
<td>Senior Pastor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Susan Yarrow Morris</td>
<td>7.5 years</td>
<td>Y</td>
</tr>
<tr>
<td>Associate Pastor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Susan Towner Larson</td>
<td>3.5 years</td>
<td>Y</td>
</tr>
<tr>
<td>Associate Pastor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lynn Boettcher</td>
<td>4 years</td>
<td>Y</td>
</tr>
<tr>
<td>CE director/Associate Pastor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Milton Dudley</td>
<td>4 years</td>
<td>Y</td>
</tr>
<tr>
<td>Associate Pastor</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:**

Fauntleroy Church's lay leadership has enjoyed a collaborative working relationship with its pastors. While our ministries are lay led, they seek input and guidance from the pastors, who are up-to-date on church initiatives and planned activities. There is definitely a spirit of "we are all in this together." The pastors and staff serve a vital role in guiding, planning, and coordinating communications between the various committees.
and ministries. The new Associate Pastor has an opportunity to help empower and mentor lay leaders as they assume and carry out their roles.

The staff at Fauntleroy Church work extremely closely together. There are many ways in which job responsibilities depend on, support or overlap with the responsibilities of another staff members. Because of this, we have found it important that any new staff member fits well in the current staff structure and works well as part of a fluid, trusting, and high-functioning team.

Has any past leader left under pressure or by involuntary termination? Yes

Has your church been involved in a Situational Support Consultation? Yes

Has a past pastor been the subject of a Fitness Review while at your church? No

4. WHO IS OUR NEIGHBOR?
“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?

Our church identity is well-rooted in our community, stemming back to our founding over 100 years ago, and we have always strived to be a place that brings neighbors together. The church is a member of the Fauntleroy Community Association, a partner in organizing and hosting the annual community Fall Festival, and a collection site for programs that distribute baby items, food and clothing. We host a community electronics recycling program twice a year and provide the Christmas giving tree donations to clients of local support agencies. We often organize volunteers to work at the food bank, initiate food drives, and prepare meals for the homeless. We have a Deacons fund set aside for those who call or stop by the church with emergency needs and we work with the West Seattle Helpline to provide electric bill subsidies on a case by case basis.

The church strives to be a good steward of the surrounding environment and members are involved in preserving the Fauntleroy Creek salmon run and maintaining the park adjacent to our property. In the event of a disaster, we have established an agreement
with the Red Cross for the building and parking lots to serve as an emergency center and hub for community communications. We have also been active in representing the church’s programs and perspectives at community events, including the annual CROP walk and the Easter service on the beach with two other West Seattle UCC churches.

We have an active and long-standing partnership (105 years!) with the West Seattle/Fauntleroy YMCA which leases space in our building. We work closely with the Y to maintain our relationship, coordinate programs and advertising, and jointly sponsor various educational programs. Fauntleroy is also the meeting place for a range of community service providers, including an annual art show, a summer theater group, weddings, memorials, AA and AL anon groups. Our choir director produces a quarterly musical review that is open to the public and enjoyed by many church and non-church community members. These activities serve to bring the outside population into Fauntleroy Church and make us a resource and focal point for the community.

On a broader scale, the activities sponsored by our Service and Outreach ministry connect us to worthy causes beyond our local community – including the wider Seattle community and also global organizations. Examples include regular letter-writing campaigns for Amnesty International and other humanitarian concerns, engagement with our sister UCC church in South Korea, and environmental activism through our Green Ministry, and more.

Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

Our pastors attend the Annual Conference, and our youth attend the National Youth Conference.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

__ Accessible to All (A2A)  
__ Creation Justice  
__ Economic Justice  
_x_ Faithful and Welcoming  
_x_ God Is Still Speaking (GISS)  
_x_ Border and Immigrant Justice  
__ Inter-cultural/Multi-racial (I’M)  
__ Just Peace
Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

We are currently working – through our Immigration Task Force – to explore what it means for our congregation to bring justice to immigrants, and to explore future activities in this area.

Describe your congregation’s participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

We have organized a visit to a local mosque, to enable members to better understand and open their eyes to the Muslim faith. For many years, we sponsored a mission trip, involving numerous church families, to Oaxaca, Mexico, to help construct a church in a small mountain community. Members of the church continue to support and raise funds for needed materials for the community – building, clean water, sewing machines, etc. We have several church members who routinely attend meetings of WIN (West Seattle Interfaith Network) and Faith Action Network.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Our mission statement has been a ‘north star’ and guiding light for most of our planned activities over the last 15 years, since we voted to adopt it. Every year, leadership within our ministries comes together to discuss, “what can we do that will bring our reality closer to our mission?” This keeps our time and efforts focused so that we are living and working in line with our mission.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation’s expectations on their time?

We are a very busy church but we encourage the pastors to participate (with the Council approval) as much as they are able to out in the wider community and at the UCC conference level after the needs of the church are met. Both pastors currently are
involved on several UCC conference committees but there is no expectation on the amount of the time that is spent. There is also an encouragement of members and lay leaders of the church to participate as well.

4b. MISSION InSite

Comment on your congregation’s MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

The data show that poverty rates in our community are above those in Washington State as a whole. We are a diverse community, but the number of single parent families is projected to decrease (housing is getting too expensive to afford).

Our opportunity is to expand the territory that we focus our outreach and mission activities on.

How do your congregation’s internal demographics compare or contrast to:

a) the neighborhoods adjacent to your church

b) other neighborhoods with which your church connects?

Our congregation demographics differ slightly from the neighborhoods adjacent to the church as seen in the data derived from the 2016 United States Census Bureau American Community Survey (ACS). Overall, the members of Fauntleroy are basically White/Caucasian. Counting both children and adults, we have 6 members who are African-American, 6-8 Asian and 3 Hispanic. Our congregation demographics contrast with the more diverse communities with which we connect, and this is also represented in the data.

The median age in West Seattle is 20% higher than Seattle.

- In West Seattle 83.61% of the population is White.
- In West Seattle 1.90% of the population is Black or African American.
- In West Seattle 6.68% of the population is Asian.
- In West Seattle, 6.6% of people are of Hispanic or Latino origin.

<table>
<thead>
<tr>
<th>Race</th>
<th>West Seattle</th>
<th>Seattle</th>
<th>Washington</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>
### How are the demographics of the community currently shaping ministry, or not?

See answer to questions above concerning recent immigrants and homeless outreach.

Also, we have a growing population of age 65+. Our Caring Ministry is very active with older members of the community, including mentorship of older members with youth, speakers that address aging parents, planning for retirement education sessions, regular communication between generations, and an active prayer chain.

Economic disparity is growing in our region, which is the impetus for much of our community outreach. We also have a growing LGBT population in our community, and we include outreach to that community as part of our wedding ministry.

We have had a trend of young families coming into the church, as well as new participants in the choir. We expect this to continue over the next five years. They are drawn to our growing church school and music programs, as well as the philosophy and mission of the organization. Unfortunately, that growth has been somewhat counterbalanced by the death or infirmity of many of our long-time members, resulting in a steady membership of 365 people. Age-wise, we are becoming a younger congregation with a median age of 56 and 10 years of membership. The largest cohort actively involved in the church is between the ages of 50 and 64 and we anticipate the continued involvement and commitment of that group.

What do you hear when you talk to community leaders and ask them what your church is known for?

Since construction of the original one-room chapel in 1908, Fauntleroy Church and its community have had a symbiotic relationship. The Church has looked to the community

<table>
<thead>
<tr>
<th>Race</th>
<th>Current %</th>
<th>Last Year %</th>
<th>Previous Year %</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>83.61%</td>
<td>69.17%</td>
<td>77.34%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>1.90%</td>
<td>7.10%</td>
<td>3.63%</td>
</tr>
<tr>
<td>Asian</td>
<td>6.68%</td>
<td>14.15%</td>
<td>7.80%</td>
</tr>
<tr>
<td>American Indian</td>
<td>0.87%</td>
<td>0.61%</td>
<td>1.33%</td>
</tr>
<tr>
<td>Native Hawaiian</td>
<td>0.07%</td>
<td>0.40%</td>
<td>0.63%</td>
</tr>
<tr>
<td>Mixed race</td>
<td>5.47%</td>
<td>6.47%</td>
<td>5.34%</td>
</tr>
<tr>
<td>Other race</td>
<td>1.41%</td>
<td>2.10%</td>
<td>3.92%</td>
</tr>
</tbody>
</table>
for connections, talent, and an “ear to the ground” on concerns and opportunities. The community has looked to the church for its expression of progressive values, a port in personal or collective storms, and generous access to our facilities.

Fauntleroy is engaged with a strong local community association, a watershed council, small businesses, and diverse non-profits including the West Seattle/Fauntleroy YMCA. Church leadership actively partners with them to share perspectives and do more for the community than a single entity could do on its own. After 9/11, for example, we raised the idea of having an ongoing event that would strengthen community ties -- and the entire neighborhood was quickly on board. In 2002, we launched the Fauntleroy Fall Festival and it quickly became a highlight of the year, now drawing upwards of 2,000 newcomers and long-time residents of all ages.

The church would not be here without the community volunteers, starting with neighbors who turned out to build the original chapel, then later added a gymnasium and further expanded to our current footprint. Without the church, the community could well be just another privileged neighborhood in Seattle. Although we greatly benefit from members drawn to the church from miles away, we are firmly rooted in the community that gave us life and continues to walk with us.

**What do new people in the church say when asked what got them involved?**

New people typically say they were drawn to the church because it is welcoming and has a growing, dynamic feel to it. Specifically, they mention the Service & Outreach Ministry, youth program, music program, and general enthusiasm of the membership.

See Section 2 for more on this question.

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5. REFERENCES

**REFERENCE 1**

Rev. Diane Darling, Retire Pastor, Alki UCC Church

206-715-1362, revdianedarling@gmail.com, worked together with the Senior Pastor through the two churches

**REFERENCE 2**

Rev. Dr. Kendall Baker, Retired UCC Pastor

206-407-1877, kendall.clark.baker@gmail.com, Bridge and substitute Pastor at Fauntleroy Church
6. CLOSING THOUGHTS

6a. CLOSING PRAYER

Dear God,

Thank You for all the blessings you have given this church over the years. We have a beautiful space in a loving, welcoming and involved community. We have been blessed with many committed people who have shared their strengths and vision with us over the years. We have amazing pastoral leadership. We have been guided by you and all those leaders to become an Open and Affirming Congregation. You continually show us what it means to be your Beloved Children. You continually show us what it means to Love Our Neighbor.

Help us now with your vision and guidance as we enter the next chapter of our lives with each other here at Fauntleroy Church. Help us to connect with an Associate Pastor who will walk with us and work with our Senior Pastor to guide us and be with us as we live out your vision for us here at Fauntleroy Church and our West Seattle Community. Help guide that person to us and help them to discern where their path should be. Bless them and us as we seek each other. Give us all the vision to know the right fit when we find it and give us all the wisdom to trust in your guidance and love for us.

Amen

6b. 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.

1. **Which individuals and groups in the church contributed to the contents of this Local Church Profile?** Search Committee appointed by the congregation, church Treasurer and Finance secretary, historian, office manager, Senior Pastor, Finance committee, Personnel committee, previous search committee, Church Council, Volunteer and Engagement Coordinator.

2. **Additional comments for interpreting the profile:** none

Signed:

Jenny Mandt, Chair, and Search committee members Terry Burgess, Clayton Hamill, Carolyn Tucker, Bob Embrey, Sarah Bjornson and Rev. Leah Atkinson Bilinski (ex officio)

Date: February 11, 2019

6c. **VALIDATION BY CONFERENCE**

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

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:
Name / Title:
Email:
Phone:
Date: