



# Skyland Community Church



## Local Church Profile



# SKYLAND COMMUNITY CHURCH

Los Gatos, California

## UNITED CHURCH OF CHRIST

Northern California Nevada Conference,

Santa Clara Association

December 18, 2019

### Search Committee:

John Heyes (chair)	Julie Victorine
Jan Parker	Brian Wood

### Church Profile Contents

Position Posting . . . . .	3
Who Is God Calling Us To Become? . . . . .	11
Who Are We Now? . . . . .	13
Who Is Our Neighbor? . . . . .	30
References . . . . .	37
Closing Thoughts . . . . .	41
Appendix . . . . .	46

“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 NRSV)



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

### LISTING INFORMATION

Skyland Community Church

Street address: 25100 Skyland Road, Los Gatos, CA 95033-8163

Mailing address: P.O. Box 245, Los Gatos, CA, 95031

Website: [SkylandChurch.com](http://SkylandChurch.com)

#### **Additional ecumenical affiliations:**

We are a United Church of Christ congregation and provide significant financial support to the Conference, the UCC's special offerings, and disaster relief, both through the UCC and directly. We became a "Five for Five" church in 2019 for the first time. We participate with nearby churches for the Easter Sunday morning service in a nearby park and for a Christmas concert. We are working to find ways to share outreach services with the community. Additionally, we support a number of human service organizations in Santa Cruz and Davenport. Our interim senior minister has developed good relationships with the pastor at a nearby non-denominational church and the priest at a Catholic church, which we would hope our settled pastor would continue.

Conference: Northern California Nevada Conference [www.ncncucc.org](http://www.ncncucc.org)

Association: Santa Clara Association

UCC Conference or Association Staff Contact Person:

Name: Reverend Davena Jones

Position: Associate Conference Minister

Telephone number: 510-247-8990

Email address: [Davena@ncncucc.org](mailto:Davena@ncncucc.org)

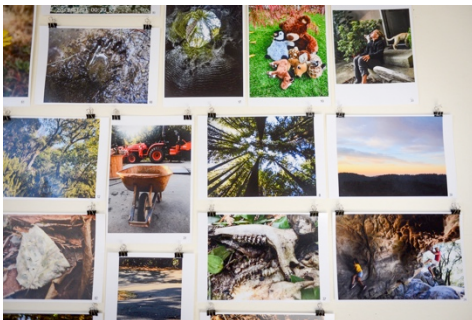
### **Summary Ministry Description:**

Our goal is to work with our neighbors to create a new vision of who we are as a community and our role in it—one that is energizing and compelling for all. Our congregation has spent the past year in a process of examination and discovery, both of ourselves and our community, by adapting and implementing the reVision program designed by the Center for Progressive Renewal. At the end of the reVision process, most participants joined an Action Team to serve our neighbors:

- Connected through Adventures focuses on children, seniors, and families as a way to bring together community members.
- Fire Safe Roads works with others in the community to provide safe emergency exit routes.
- Community Building Events provides a lunch and documentary film once a month.
- Sharing Mountain Living Strategies holds workshops, demonstrations, and informational discussions on mountain-living topics.
- Mountain Hangout Team provides an opportunity for community members to have dinner and become better acquainted one Friday evening each month.

We are looking for guidance and continued leadership in this ongoing work with our community at large.





*Connected Through Adventures: Children's Photography Show photos, "My World in the Mountains" Exhibition at Skyland.*

**What we value about living in our area:**

Our church is located in a rural area in the Santa Cruz Mountains above Silicon Valley on one side and the Pacific Ocean on the other. We value the peacefulness and beauty of our forested hillsides, the serenity of the ocean, and the proximity to the cultural and intellectual richness of the Valley and the whole San Francisco Bay Area. Although we are somewhat remote and independent, we highly value our local community. More than anything, we value each other, our faith community.

**Current size of membership:**

Our membership list includes eighty persons; however, many live out of the area, and others rarely attend services. Forty-eight members are currently active, along with sixteen community members, for a total of sixty-four participants.

**Languages used in ministry (other than English):** None

**Position Title:** Pastor, Three-quarter-time

**Position Duration:** Settled

**Compensation Level:** Three-quarter-time

**Does the total support package meet conference compensation guidelines?**

Yes

SCOPE OF WORK

**Scope of work for a three-quarter-time Settled Pastor:**

- Preparation for and leadership of Sunday worship service
- Faith formation and vitality through prayer, Bible study, and service
- Leadership development by working with members of the church
- Pastoral care in collaboration with Deacons

- Community engagement and leading the way for the church to be an ambassador of God's love
- Strategic planning for current and new directions in ministry
- Weddings and funerals for participants in the worshipping community
- Faithful financial development and stewardship
- Study and prayer to increase faith and skill to better lead, teach, and preach
- Energizing and deepening spiritual connections and faith understandings.
- Participation, as time permits, in wider community and church activities.

### **Core Competencies:**

Our church is small and very involved in our mountain community. We require a minister who can work well within our locality and guide us in our role as servants and helpers to those around us.

We desire inspiring and thought-provoking sermons.

We need forward-thinking guidance to help us plan for long-term sustainability.

## COMPENSATION AND SUPPORT

**Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Housing Allowance):** Estimated at \$59,573. This includes cost of living adjustment for three-quarter salary. Estimate is based on 20 experience and education points; your actual points may vary. For more information on the Northern California Nevada Conference guidelines, please see <https://ncnc.dreamhosters.com/nurturing-local-churches/fair-just-compensation-for-church-workers/>.

**Benefits:** Benefits include Health Insurance, UCC Annuity, Social Security Offset, Vacation and reimbursement for Professional Development expenses.

### **What is the expected living situation for your next minister?**

We do not have a parsonage. There is a limited number of rentals in the vicinity of the church. Most available housing is in the nearby towns of Los Gatos and Scotts Valley, and the Santa Cruz area although it can be expensive. The commute from these locations is approximately 25-30 minutes. While there are commute

challenges, our church is located in a breath-taking environment with multiple cultural and outdoor events nearby.

Because the church is in a rural area, roads can be blocked during winter storms, and power is sometimes lost. Our pastor needs to be adaptable.

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

Skyland Community Church is a member church of the Santa Clara Association, which has two meetings a year (spring and fall) and an informal assembly at the NCNC's Annual Gathering. Within the Santa Clara Association, there are "Deans," whose role is to support local church pastors.

Pastors are part of the Northern California Nevada Conference (NCNC). Conference pastors are supported by:

- Participation in NCNC's Annual Gathering, which includes worship and workshops;
- Annual retreats for Authorized Ministers and Members-in-Discernment;
- "Clergy cluster" informal peer group gatherings, based on geography, attended by the Associate Conference Minister;
- NCNC's staff, including Conference Minister and Associate Conference Ministers;
- Periodic "ministerial check-ins" (about every three or four years) with Section B of the Committee on Ministry, and meetings that pastors can initiate;
- Networking opportunities that may arise through attendance at professional educational gatherings or taking a role in the association, conference, or national setting of the UCC.

Our interim pastor also participates in weekly prayer gatherings with the pastor at Mountain Bible Church and the priest at Christ Child Catholic Church, as well as in monthly gatherings of the Santa Cruz County Pastors Fellowship (a generally more conservative group).

**Describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.**

Our Deacons will assume more of the role of pastoral care, and other members will need to take on administrative and publicity tasks. Our leaders are willing to serve with less hands-on support from the minister.



## WHO IS GOD CALLING TO MINISTER WITH US?

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

As our new ministries move outward into our local community to meet the deepest needs of our neighbors, our ministry goals reflect this mission. Our next minister will collaborate with our congregation to

- provide support and outreach to our local community, especially to families, seniors, and the under-served in our community;
- encourage and support our ministries as we work to discern, create, and implement opportunities for service;
- further develop spiritual growth and strengthen connections among our members and the wider community.

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

Our settled pastor will be gifted in outreach to and engagement with our mountain community to sustain and support our new ministries.

Our pastor will continue to develop strong relationships with other local churches and community leaders.

Our pastor will collaborate with church members to create and sustain ministry in non-traditional settings as well as at non-traditional times, such as the meditation series for parents.

Our pastor will challenge us to live the practice of "extravagant hospitality" in the Christian tradition and to help local residents feel connected and safe.

**Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.** None

**Describe three 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.**

While all marks are ones we would value in our minister, the areas of excellence we seek most are the following:

#### Strengthening Inter- and Intra-personal Assets

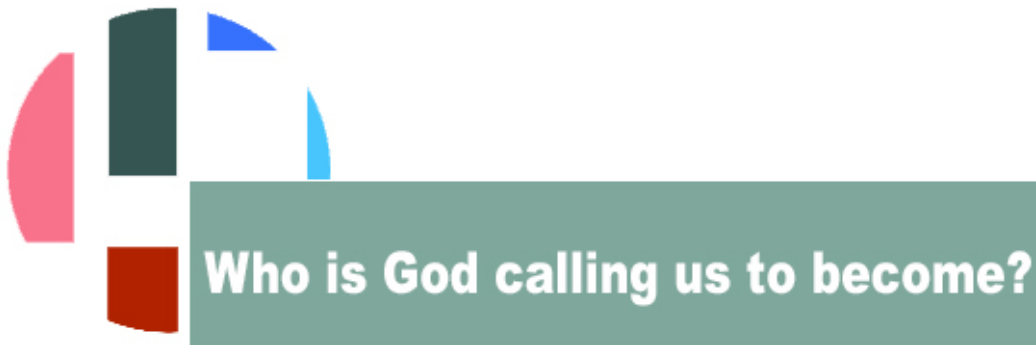
Because our church's ministries depend on healthy collaboration and mutual respect among members, we expect that our new minister will have well-developed intrapersonal skills. Especially important are qualities such as open-mindedness, flexible thinking, healthy self-esteem, and an optimistic outlook. Interpersonal assets will be equally essential for our minister. A document recently adopted for use at all group meetings asserts the value of communication skills, including active listening, empathy, respect for divergent views, and expressing gratitude. Our congregation also expects its minister to live according to the Authorized Ministers' Code.

#### Caring for All Creation

Central to our church's life of faith is the firm belief that every human is a unique and treasured child of God. Welcoming all, both near and far, and attending to their welfare is the cornerstone of our various ministries. Consequently, the task of caring for creation—the land, the ocean, and all creatures therein—is one we hope our next minister will embrace wholeheartedly. We encourage our minister to prioritize self-care as our work on God's behalf requires a healthy balance of body, soul, mind, and spirit. Guiding church members in these habits will greatly enhance our effectiveness in service to others.

#### Working Together for Justice and Mercy

Because we see God as a loving, ever-creating Spirit and the source of endless mercy, we expect that our next minister will enthusiastically guide our works of healing and compassion. These tasks require our minister to understand and appreciate our local community and to direct its resources to help expand our outreach to the isolated and the under-served. As an outward looking church, we seek to practice the boundless hospitality of God, best exemplified by Jesus' command that we "love one another."



“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 discern God's primary call as one to provide service and outreach to our mountain community. Our developing ministries provide a range of social opportunities and practical support to area residents of all ages, with an emphasis on seniors and families with children. We are also partnering with other local organizations to address fire safety in our forested community. We seek to make our church a welcoming gathering place for a variety of activities.

As we recognize the limitation of a single Sunday morning service, our goal is to offer other opportunities for worship and contemplation, such as morning meditation, weekly Bible study, and seasonal retreats. We aspire to grow spiritually and share God's love and compassion with others.

Our congregation values its relationship with the wider UCC and is working toward making that connection more immediate and vibrant. We also continue to upgrade our buildings and property to make Skyland Community Church a more accessible and lovely space for all.

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

With the inspiration of the Holy Spirit, we are in a process of responding to the deepest needs of our mountain community by easing the struggles and isolation of our vulnerable populations: the elderly who are often socially isolated due to health and transportation challenges; families with young children who struggle because of financial challenges, conflict with work, separation and divorce; and low-income persons who need food.

We encourage social connection through monthly community-building events.

Our church provides a sacred space to be and to become, to receive comfort among the challenges and losses that we suffer, as well as a place to share moments of joy and celebration.

Within our congregation, our by-laws and our governance system require updating, and we are in the process of accomplishing this task. We have instituted a behavioral covenant at our meetings and transparency in our process so that disagreements can occur without escalating into serious conflict. Much work, self-discipline, empathy, and laughter are required in the face of fear amidst change.

With an aging congregation arises the question of how to sustain our church and our ministries financially. Therefore, we are examining the stewardship of our resources. The recently created Philanthropy Committee will provide recommendations for greater financial security.

With each of the challenges and opportunities that we face as a church, we ask the question “How are we bringing about the realm of God?”



“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

#### **Describe your congregation’s life of faith.**

We are a Christian fellowship whose members and friends form a sharing and caring extended family. As an Open and Affirming congregation of the United Church of Christ, we value each person’s uniqueness. We welcome all people—regardless of race, sex, age, sexual orientation, gender identity or expression, mental or physical ability, marital or financial status—to join us as we work and play together. Most of us agree about the following:

- God is a creative, loving spirit who is present in all places, times and people. The Holy Spirit is evident in our generosity of giving, planned and spontaneous, to both local and overseas programs; enthusiasm for new ventures (e.g. reVision-inspired events); and deep concern for one another’s welfare.
- Human beings are created in God’s image and may know God through the mind, heart and practice of loving-kindness.
- Jesus was a teacher, preacher, and healer whose spirit continues to live within and among us. His way of life and love as recorded in Scripture and his living presence are the central truths that inspire our spiritual community.

Our worship services are based on passages from the Bible. We refer to the

scriptures to discern the loving and healing word of God and apply it in our daily lives. Prayer is an important part of our worship services.

We treasure children and are committed to providing them with opportunities to grow in spiritual community.

We value all religious traditions and respect their faiths and practices.

**Describe several strengths or positive qualities of your congregation.**

Our congregation is a loving and supportive one. We help one another in times of need, support our neighbors with a food pantry, collect hygiene products and clothing for migrant and seasonal workers, provide snacks for hungry school children, and donate Christmas food and gifts to local families in need.

Prominent traits of our congregation also include enthusiasm, cooperation, and commitment. These are always evident in the preparations for Harvest Festival, our



annual fundraiser and a community event since 1945. In the weeks prior, members are busy making jams and jellies, sorting donated clothing and jewelry, organizing books by genre, soliciting items for the silent auction, and publicizing the event. On the day of Harvest Festival, we warmly welcome local residents.

The summer of 2019 represented a crucial transition from a time of reflection to one of action. After assessing needs within our community, the newly formed reVision Action Teams began planning activities that would increase engagement with our neighbors. These efforts exemplify a willingness to meet new challenges with creativity and determination.

Ours is a congenial congregation. Gathering after service in Whitaker Hall, especially for terrific homemade food at the monthly potluck, creates a time for fellowship and meaningful conversation.

Many members bring vital leadership, organizational expertise, and communication skills to their work of service.

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

Driving around a bend in the road, we see Skyland Community Church, a white wooden building that has been welcoming worshipers since 1887. We greet each other, the bell is rung, and we are present in our sanctuary. Artistic hand-painted



banners hang from sturdy beams, a bouquet of flowers is centered on the altar, and stained glass windows circle the room.

When the candle is lit, we come into the silence. The dozen members of our choir and our pianist, often with the aid of a flutist or other musician, help us flow through the service and offer a heartfelt anthem. We welcome children and have small baskets of art materials on the pews for them. There is a designated "time for children" during the service, but as we are seldom blessed with young ones, the words are appropriate for all. Much prayer, thought and effort go into preparing the service, and the sermon is based on the teachings of Jesus and other scripture. Stories and commentary help us connect the sermon to our world, our work, and our relationships. We bless the food we bring for our food pantry, collect the offering, pray for ourselves and others, and sing together, usually hymns from the *New Century Hymnal*. We celebrate open communion the first Sunday of each month.

At the end of the service, the minister and the liturgist walk to the back of the church, the choir sings a blessing, a benediction is offered, and we greet each other by offering the Peace of Christ. We then walk over to Whitaker Hall, where coffee, treats, and conversation await.

### **Describe the educational program/faith formation vision of your church.**

Our weekly Bible study and seasonal retreats provide opportunities to broaden knowledge of our Christian faith tradition and deepen our relationships with God, Christ Jesus, and one another.

Bible study often focuses on the Scripture reading for the coming Sunday and considers the passage in its historical context and in current applications, allowing for fuller understanding. We are also encouraged to reflect on the ways in which Scripture holds meaning for us individually and collectively.

Seasonal retreats, such as those during Advent and Lent, provide quiet and holy space for exploring both the messages and mystery of Christianity. Sacred music, images, and readings allow for entering more deeply into the retreat experience. This year's Lenten retreat was based in part on the book *Wondrous Encounters* by Richard Rohr. The retreats offer space for prayer, contemplation, and sharing—for recognizing anew Christ's light in ourselves and in one another.

Our church has invited others to join us during Epiphany 2020 for a seven-week retreat series of prayer and silence, introducing several prayer forms offered in Tilden Edward's book *Living in the Presence*. The retreat will be an opportunity to develop further attunement to God's particular call to each of us. We look forward to sharing this retreat experience with our neighbors.

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

Currently, our congregational responsibilities and activities are distributed among various boards, committees, and reVision Action Teams. The Deacons, along with the pastor, are responsible for ministering to the spiritual needs of the congregation and community members. The Trustees care for and maintain the property as well as oversee the church's financial affairs. The Missions Board provides information and leadership in charitable opportunities. The Religious Education Board is responsible for spiritual formation.

For many years, the Women's Group has been active, holding annual retreats and organizing special seasonal meals. Although on hiatus in 2019, the Women's Group is expected to be active again in the near future.

The governance of our church is vested in the active members who participate as officers and members of the various boards and committees as well as the member-elected church officers: moderator, vice-moderator or co-moderator, clerk, treasurer, vice-treasurer, and auditor.

The individual boards and committees make decisions that lie within their respective purviews. Those that affect the church as a whole are decided by the Church Council, composed of the officers and chairpersons of each board and committee.

The moderator(s) and the pastor, with input from the chairpersons, set the agenda and general direction. The Council usually meets once a month to discuss current issues, make decisions, and approve actions to be taken. Major topics that affect the church as a whole are first approved in the Council and then presented members at a congregational meeting.

At least two congregational meetings are called each year: in January to select officers and board and committee members for the upcoming year, and in June to approve the budget presented by the Council. Other meetings may be called when needed for major decisions of importance and matters affecting all church members.

The Council's decisions are communicated directly by the chairpersons to the members of the boards and committees. Information is also conveyed in the monthly newsletter that contains articles of current interest, including a report of the latest Council meeting discussions and decisions and the treasurer's monthly report.

Because of our recent reVision activities, we do not currently struggle for vision.

**When it comes to decision-making, how many hours are spent in meetings per month?**

The Council, the Boards of Trustees, and the Deacons meet one Sunday each month for one to two hours. The other boards and the reVision Action Teams meet only when needed; information is often relayed via email and online, so face-to-face meetings are sometimes unnecessary.

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

Two years ago during a winter storm, trees blocked the main road to the church on Saturday evening. The information was reported by a member who lives close to the church and then spread to other congregants via phone tree and email.

**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, our bylaws and the Annual Report will be provided on request.



*A Council meeting in 2019*

**11-YEAR REPORT**

The 11-year report is included in the appendix.

## CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	48	
Number of active non-members:	16	
Total of church participants (sum of the numbers above):	64	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	59% (38)	
Less than 10, more than 5 years:	32% (20)	
Less than 5 years:	9% (6)	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
2	5	0	0	2	4	18	22	17	

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0	
Households with minors:	11% (7)	
Single adults age 35-65:	8% (5)	
Joint households with no minors:	61% (39)	
Single adults over 65:	20% (13)	

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	1.6% (1)	
College:	68.7% (44)	
Graduate School:	29.7% (19)	

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	41% (26)	
Adults who are retired:	59% (38)	

**Describe the range of occupations of working adults in the congregation.**

A wide range of occupations is represented among our working members, including

- Teachers: from middle school to junior college, teaching science, art, photography, ESL, and English; teaching students with visual impairments

- Engineers: software, hardware, sound engineer
- Social services: social worker, therapist, disability specialist
- Other professionals: CPA, lawyer, web designer, CEO of tech firm, non-profit administration, real estate agents, wallpaper hanger, painter, artist, organic farm specialist.

**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?**

Our congregation consists entirely of Caucasian members. We are essentially a mono-culture that welcomes diversity. The church has existed for over a hundred years, but it is in a rural area that was settled by white farmers. New families moving into the area are more diverse; many are busy hi-tech professionals, some of whom are unchurched or consider themselves as spiritual but not religious. Our church is working on ways to engage with them.

**Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)?**

In the late 1990s, the congregation considered a proposal to become an Open and Affirming (ONA) member of the United Church of Christ. After much discussion, a majority of members voted in favor. Since then, the back of our Sunday service sheet has declared that we welcome “all people” and “value each person’s individuality and uniqueness.” Our commitment to these ideals is reflected in many of our outreach endeavors, including educational funding for students on four continents and material support for programs that serve local migrant farm workers. While our membership is largely homogeneous with regard to age and ethnicity, we welcome diversity of all kinds and are eager to examine this topic more deeply. It is an area of education and growth in which we hope our settled pastor will provide leadership.

### PARTICIPATION AND STAFFING

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



Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings?
Adult Groups or Classes	0	
Baptisms ( <i>number last year</i> )	0	
Children's Groups or Classes	0	
Christmas Eve and Easter Worship	41	Pastor and Deacons
Church-wide Meals	30	Congregants
Choirs and Music Groups	9	Choir director plans music
Church-based Bible Study	3-8	Pastor
Communion ( <i>served how often?</i> )	First Sunday of each month	Pastor and Deacons
Community Meals	70-80	Annual Spaghetti Dinner planned by Women's Group
Confirmation ( <i>number confirmed last year</i> )	0	
Drama or Dance Program	0	
Funerals ( <i>number last year</i> )	6	Pastor
Intergenerational Groups	0	
Outdoor Worship ( <i>number last year</i> )	1	Local Pastors
Prayer or Meditation Attendees	4-9	Pastor or lay leader

Public Advocacy Work		Various members are engaged in public advocacy work, but not the church as a whole
Retreats	12	Led by our Interim Minister
Theology or Bible Programs in the Community	0	
Weddings ( <i>number last year</i> )	1	Officiant
Worship (time slot: 10:30 AM)	20-35	Pastor and choir director
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
reVision Action Team events	24-100	Action Teams

**List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers.**

Name	Three- or Four-Way Covenant?	Ministry Setting	Type of Ministry Role	Retired? ( <i>Y or N</i> )
Patricia Wood	Four-Way Covenant	Mountain Neighbors Helping Neighbors	Community Ministry	N
Carol Barriger	No Covenant			LOA

**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.**

The ministers who currently hold membership in the church, other than our current interim pastor, are neither retired nor have been previous ministers at Skyland Community Church. Patricia Wood has provided emergency pastoral coverage during our pastor's time away from the church and is a member of the Board of Religious Education. She continues to lead an organization called Mountain

Neighbors Helping Neighbors that matches volunteers with nearby residents who require occasional or short-term services such as transportation, light home maintenance, and form filling. Carol Barriger has provided an information workshop on the UCC, sings in the choir, and provides pulpit supply at other churches.

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

Staff Position	Head of Staff?	Compensation (full time, part time,)	Supervised by	Length of Tenure for current person in this position
Interim Minister Rev. Kevin Omi	Yes	Full time	N/A	One year
Choir Director Glenda McCalla	No	Part time	Pastor	One year

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

Our congregation's demographics reveal that we are an aging and creative group, many of whom are artists, engineers, teachers, and therapists. We want to continue to grow spiritually and to conduct outreach to the younger members of our mountain community as well as care for our aging population. We do not lack in vision but will wrestle with questions of sustainability of our efforts.

### CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

Source	Amount

Annual Offerings and Pledged Giving	\$141,000
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$ 0
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$ 0
Fundraising Events (HF)	\$11,000
Gifts Designated for a Specific Purpose	\$32,380
Grants	\$ 0
Rentals of Church Building	\$3,200
Rentals of Church Parsonage	N/A
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$1,000
Transfers from Special Accounts (one-time transfer) note 1	\$21,128
<b>TOTAL</b>	<b>\$209,708</b>

**Note 1:** One-time transfer needed to meet 2019-2020 budget due to pastoral search.

**Current annual expenses (budgeted for 2019--2020):** \$177,904

The most recent church budget is included in the appendix.

**Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?** 61% for current 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?**

Y\_ Our Church's Wider Mission (OCWM – Basic Support)

Y\_ One Great Hour of Sharing

Y\_ Strengthen the Church  
Y\_ Neighbors in Need  
Y\_ Christmas Fund

**In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage?** 10% of Operating Expenses

**What is the church's current indebtedness?**

Total amount of loan debt: \$0

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.**

1. Elevator project for Whitaker Hall: Start August 2019, End May 2020. \$60K
2. Update to the women's restroom: Start June 2019, End April 2020. \$6K

The church has had no capital campaign in the last ten years.

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

**What is the market value of the assets?** \$58,886

**Are funds drawn as needed, regularly, or under certain circumstances?** No  
funds have been drawn during the past five years.

**Other Assets:**

Reserves (savings and checking): \$149,149 (\$57,183 + \$91,966)

Investments (other than endowment): \$91,987

**Does your church have a parsonage?** No

## **Describe all buildings owned by the church:**

The buildings owned by the church include sanctuary, Whitaker Hall and adjoining wing with nursery and restrooms, bell tower, storage shed. All these buildings are well maintained.

The sanctuary, built in 1891, has an entrance from an outside porch with a ramp for those unable to manage the four stairs. The sanctuary has the historic look of a church of its time: single-story wooden structure, an open-space worship area, simple stained glass windows, redwood paneling, wooden pews that seat about ninety people, and a raised chancel at the front.

In addition to the sanctuary, we have Whitaker Hall, a two-story office and meeting building. The upper story, on the same level as the sanctuary, is a large, bright room with a baby grand piano and windows that look out onto a beautiful mountainscape many of us live in. This room is used for coffee hour and potluck lunches on Sunday, and for Qi Gong and other exercise classes on weekday mornings. In the afternoon and evening, it is used for community gatherings, AA meetings, Yoga, and social events. It is available for rental. Adjacent to the main room in Whitaker Hall is a large modern kitchen as well as supplies needed for large meal preparation. The kitchen adjoins another room used for storing chairs, tables, linens, and our food pantry.

The lower floor of Whitaker houses the pastor's office, a general office space, a meeting room for boards and committees that doubles as a choir practice room, and a central open area that at one time was used for Sunday School classes. Although the lower floor of Whitaker is not currently wheelchair accessible, we are in the process of installing an exterior elevator for those who unable to take the stairs.

The small building adjacent to Whitaker Hall houses the children's nursery room and bathrooms. There is also a small closet for cleaning supplies. Another building owned by the church is a garage-like structure behind the sanctuary building; it stores maintenance equipment and some rarely used items.



*Panorama of the grounds and Skyland Church during a rare snow in 2019*

**Describe non-owned buildings or space used or rented by the church. None**



**Which spaces are accessible to wheelchairs?** Worship space, fellowship space, and one restroom.

**Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry? For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?**

The budget is developed by the Church Council and the treasurer and then presented to the congregation at the annual budget meeting in late May.

During the past fiscal year, June 2019-June 2020, we recognized that one generous pledge donor supported a significant portion of the operating budget. We have formed a Philanthropy Committee to provide recommendations on how to make our budget more sustainable and less reliant on any single donor. We have taken unused monies out of the special funds and placed them in our operating expense—for one year only—to cover the pastoral search process. This topic was discussed and voted on by the congregation at the Annual Budget Meeting in May 2019.

The Philanthropy Committee will also make recommendations about our endowment fund and investments. They will be reviewed and discussed in the Council and then voted on by the congregation.

In 2019, the congregation voted to hire a settled minister at three-quarter time.

Our church has financed the reVision ministry initiatives, and all members are excited about the changes that are in progress.

## 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.**

- Although not within the last ten years, the 1989 Loma Prieta earthquake was a major event in the life of the church. In the area, 80% of the homes were damaged, and aftershocks continued for a couple of years. Some people

moved out of the area, while others rebuilt their homes and lives. The then “brand new” interim pastor, Reverend Jo Siders, focused on providing excellent pastoral care and led worship in the church parking lot and other sites. The Trustees took care of having the church moved several feet back onto its foundations and oversaw other repairs. At that time, the church implemented a policy of setting aside money each year to be used in the event of another large earthquake.

- In 1998 we became an Open and Affirming church. The process used and the decision reached were challenging and led to some members leaving the church. More educational and experiential work can be done to educate the congregation about society’s increased understanding of the complexities of gender identity, gender expression, and relationships, including transgender and more fluid forms of identity. We expect that working more closely with younger persons in our community will be helpful in this process.
- Episodic heavy winter rains (99 inches fell in the winter of 2017/18), fires, and a lack of infrastructure are part of living on the mountain. Long-time residents cope well, but some elders move away. Our church has worked with others in the community to address some of these ongoing challenges by fundraising for a fire tender, seeking new water sources, and improving fire safety.

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

The reVision process has been carefully managed since the end of 2018. A great amount of discernment, communication, and working together in large and small groups has occurred. Over the course of several months, five new ministry teams have been formed, and events focused on the wider community have been held. reVision has had great value in refocusing the congregation’s role of serving the community and strengthening spiritual practices. We have been guided well by a strong team of lay leaders and our interim minister, with occasional coaching from our Associate Conference Minister.

**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.**

One of the topics our church has addressed directly and openly is how to discuss differences of opinion and behavioral patterns in a healthy way. Through the reVision process, we have developed a document called “Safe Space Guidelines,” which is

read aloud at every church meeting. The topics of covenantal behavior and healing wounds from the past have been addressed from the pulpit and in reVision meetings.

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

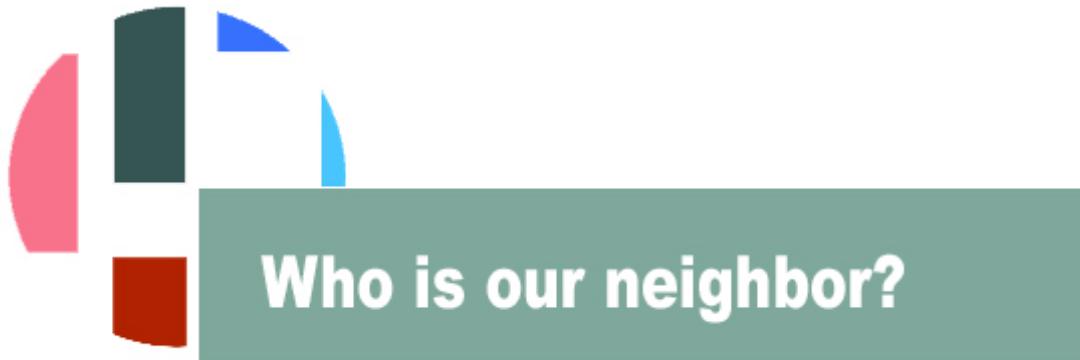
Staff member's name	Years of service	UCC Standing (Y/N)
Jo Siders	2	yes
Stephen Glauz-Todrank	27	yes
Kevin Omi	1	yes

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

We deeply valued the commitment, the spiritual guidance, the love and care provided by our pastor for twenty-seven years. It was a huge adjustment when he retired. Our bridge pastor introduced us to valuable, engaging ways of worship and hospitality. Our senior interim minister is providing us with care and guidance as we work together on reVision topics and connections with our larger community. He brings many and varied skills, and we are appreciative of his empathy, hard work, and leadership. Over the years, ministers-in-training have broadened our experience of communion, sermons, and different musical styles. While treasuring the continuity and comfort of the past, we are open-minded and working hard to move into the next chapter of our journey.

**Has any past leader left under pressure or by involuntary termination or been subject of a Fitness Review while at your church? No**

**Has your church been involved in a Situational Support Consultation? No**



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

- COMMUNITY VISION
- MISSION InSite

### 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?**

For several years, our church has been active in serving the needs of marginalized and under-served individuals. Donations of clothing, housewares, toiletries, and food are regularly delivered to agencies in Santa Cruz County, such as the Davenport Resource Service Center and the Mental Health Client Action Network of Santa Cruz. We keep a food pantry in our church hall for the benefit of local residents in our area. During Advent we take collections to buy gift cards so that families in need may purchase food, clothing, and toys for the holidays.

**Where has the church participated in global connections of care and justice?**

Our service activities extend far afield: each year we collect donations to provide education for students in India, Guatemala, Fiji, and Tanzania. For several years, we have participated in the African Library Project, collaborating with local families and schools who donate used books. In July 2019 a special collection was taken to support the Refugee and Immigrant Center for Education and Legal Services. The \$1,750 we raised will “provide services such as legal consultations, post bonds for those detained, and help DACA recipients stay in the country” (RAICESTexas.org).

**What is currently transformational in your church’s engagement with neighbors near or far?**

Engagement in the reVision process has greatly energized our congregation and inspired us to engage with and to serve our local community. One tangible consequence is the creation of new ministries, each with a focus on discrete populations: seniors, young families, and children. Five Action Teams are now at work on community-building activities. In the fall of 2019, all of these ministries held their first events. During our annual Harvest Festival, the “Sharing Mountain Living Strategies” team presented talks by local residents on topics such as mountain birds, keeping chickens, and gardening. The “Fire-Safe Roads” team held a community-wide meeting to begin planning escape routes for use in emergencies. The monthly “Mountain Hangout” debuted with a Taco Night that drew a large crowd for dinner and conversation. The “Fourth Friday Lunch and Documentary” team opened with a showing of *The Biggest Little Farm*. In early November, the “Connected through Adventures” ministry held a children's photo show entitled *My World in the Mountains*. This event drew more than 100 attendees.

These new ministries are transforming congregants’ and community members’ appreciation of our church and its potential.



*Fire-safe Roads Meeting*



*Sharing Mountain Strategies*



*Mountain Hang-out Taco Night*



*Connected Through Adventures Photo Show*



*Fourth Friday Documentaries*

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

Our church has always had at least two or three people involved in meetings of our Association and Conference, including both lay and clergy members. In 2019 one lay

member attended the NCNC annual gathering, along with three clergy, while several members attended the fall meeting of the Santa Clara Association. Our interim minister was a member of the UCC Board for several years, as well as of NCNC's Committee on Ministry, and he has frequently shared information about our connections to the wider UCC. In 2019 he encouraged us to become a Five-for-Five church and to learn more about UCC's Justice and Witness ministries. Rev. Carol Barriger, who has also served on the Committee on Ministry, gave a presentation about UCC history, polity, and ethos. Our church has provided learning opportunities for several ministers-in-training on their paths to ordained ministry. Rev. Patricia Wood participates in the Santa Clara Association, has served on the NCNC's Committee on Ministry, and shares her knowledge of the wider UCC with us.

**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](http://ucc.org).) Check any statements below that apply to your UCC faith community.**

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A)           | <input type="checkbox"/> Global Mission Church               |
| <input type="checkbox"/> Creation Justice                  | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Economic Justice                  | <input type="checkbox"/> WISE Congregation for MentalHealth  |
| <input type="checkbox"/> Faithful and Welcoming            | <input type="checkbox"/> Other UCC designations:             |
| <input type="checkbox"/> God Is Still Speaking (GISS)      | <input type="checkbox"/> Designations from other             |
| <input type="checkbox"/> Border and Immigrant Justice      | denominations  |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> None                                |
| <input type="checkbox"/> 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?**

Our church has been Open and Affirming for approximately twenty years. We ask that our new minister help us become a congregation that more visibly welcomes the LGBTQ+ community.

In order to make our property more accessible, a generous donation from a church member will ensure the installation of an elevator; our intent is to have this project completed in 2020.

We have been a certified California Green Business since 2007.

As described elsewhere, a number of new ministries have been born of our immersion in the reVision process; they are currently our primary focus. Our new minister will collaborate with us in discerning ways that we might enhance these and other ministries.

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

Every Monday morning our interim minister meets with the pastor of the non-denominational Mountain Bible Church and the priest of Christ Child Catholic Church to share prayers and information about events and activities in our community. We participate with these churches in the Easter Sunrise Service in a nearby park. We also join in an annual Christmas music concert held at the nearby Church of Jesus Christ of Latter-day Saints. Some of our members have had experiences with other faith traditions. Our reVision-inspired new ministries are helping us connect with members of the wider community, which includes people of no professed faith or different faiths.

**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.**

Interim Mission Statement: The goal of Skyland Community Church is to work with our neighbors to create an energizing and compelling new vision of who we are as a community and of our role in it.

Currently most of our members' time is spent on the planning and production of the reVision Action Team activities. For example, we host two monthly events at which food is provided that require both pre-planning and volunteer time on the day. It is our hope that community members will find these activities enriching to their lives and that they will want to engage in and help sustain them.

**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?**

Our interim minister plans and leads worship and prepares the worship bulletin; provides pastoral care, including to some in the wider community who are not church members; has helped lead our reVision process; networks with other interim ministers both within NCNC and the Interim Ministry Network; handles a variety of

communication and technical tasks; and participates in the NCNC and national setting activities. The Call Letter for our settled pastor will include provision for activities outside our local church.

### MISSION InSite

**Comment on your congregation's Mission InSite report with data for your neighborhood(s) or area. How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?**

The Mission InSite report for the zip code area 95033, in which our church resides, covers a total area of approximately 92 square miles. It is a long, narrow swath of land that follows the ridge top of the Santa Cruz Mountains, including parts of Santa Cruz and Santa Clara counties. Within the area there are multi-million-dollar estates, as well as old farmhouses, mobile homes, and everything in between. Little ethnic or economic diversity is evident: 86% are Caucasian, and most are well-educated, high-income professionals with families.

In terms of demographics, the biggest single difference between our congregation and those living in the surrounding area is age. The average age of our members, most of whom are retired, is higher than that of the population in our area. This disparity affects several aspects of our demographics, such as income, families with children, and employment.

**What trends and opportunities are shown? How are the demographics of the community currently shaping ministry, or not?**

While demographics reflect our community as one of relative socioeconomic prosperity, pockets of poverty do exist, particularly in the more isolated areas. For families with children, even for those without financial stress, there is often a struggle to balance work and family life. Seniors face the challenges that come with changes in health and loss of loved ones. Though origins of stress may vary due to stage of life and socioeconomic status, feelings of anxiety and isolation appear to be shared.

As previously outlined, our church has discerned its immediate mission as ministering to the under-served members of our community: young families, seniors, and those afflicted by poverty. Monthly events such as Taco Night provide a delicious meal and fellowship for all, helping to relieve loneliness and foster new connections. Another such opportunity, Fourth Friday, offers lunch and a thoughtfully chosen documentary.



Our sponsorship of the children's photography project, My World in the Mountains, with its recent exhibit and reception, was another chance for those of all ages to meet, while celebrating and supporting our community's youngest residents.

For parents with school-aged children, our interim minister guides a weekly meditation time at the local schools, offering an opportunity for spiritual reflection outside of our Sunday morning service and weekly Bible study.

Currently, our ministries have not focused on serving single individuals ages 25-34. Area demographics indicate the likelihood of a small increase in this population over the next five years. We have faith that our new minister will guide us in discerning how best to move forward in both new and existing ministries.

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

We received the following testimonial from a local educator:

*As an educational leader relatively new to the Loma Prieta School District, it has become abundantly clear to me that the Skyland Church emulates what it means to be true community partners through their church fellowship serving both youth and adults, and their sincere outreach efforts. They have shown through words and actions that they care about the youth of our community and their service-orientation has been on display at numerous community functions and fundraisers. I consider Skyland Church to be a valuable stakeholder in helping to guide the future of our schools and our Loma mountain community.*

*Lisa Fraser  
Superintendent  
Loma Prieta Joint Union School District*

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

Terrie wanted to participate in her mountain community once she had retired from her job. At our church, she found a small church with people of a similar age who were also interested in giving back to their community. Terrie arrived among us in the middle of reVision, connected easily with members, and volunteered on an Action Team. She is profoundly interested in spiritual growth and has enjoyed the depth of opportunities our church affords.

Lesley, a forty-year-old mother of two young children, said that she fully participated in reVision's ninety-day journey last January because our church is full of older, kind, wise

people. It was a place for her to explore her spiritual side and "be a better person." Lesley said that not many of the young parents she knows are familiar with our church. Through reVision Lesley found that one of the deepest needs of the community is more interaction between the young families and the older generation in the mountain area. She is now a member of one of the Action Teams, Connected through Adventures, and feels that her contributions are valued here.



## Reference 1

Dear prospective minister,

You will love Skyland Community Church. I served there, as a seminary intern in 2016-2017, and both the people and the place are very special. It is a rural place full of sophisticated, kind people who are committed to meeting localized 21st century challenges. In addition to leading worship with them for a year and attending weekly meetings, I have been blessed to follow their transition process online, through their excellent communication channels and staying in touch with their talented lay leaders. They tend to attract excellent preachers and the place inspires messages that come straight from spirit, so I also often still listen to their sermons online to find my own comfort and renewal. If you are called to serve Skyland, you will find people with an adventurous spirit. After a long-tenured pastor and the regular decline and aging of church membership, they embraced a rigorous renewal program. When invited to travel four hours to meet another mountain UCC community that I was part of, they climbed in their cars and made lasting connections. They welcomed my family and friends, and when I arrived they made me feel at home quickly in order to do the work of church together. You don't have to dig deep to find the many ways that they give generously to their local communities, people in need, and social justice movements. It may take longer to realize how rooted their members are in prayer and nature, and willing to fight for what they believe in, because they seem so humble and laid back. Yet they are aware of how unique their place of ministry is and have an independent spirit to match the autonomy and ruggedness cultivated by mountain culture. It's a gem in the UCC and I'd be happy to answer any questions you may have.

Sincerely,

Reverend Chelsea Page  
Holladay UCC-Associate Pastor for Youth and Families  
2631 E Murray Holladay Rd, Holladay, UT 84117 [revchelseapage@gmail.com](mailto:revchelseapage@gmail.com)  
801-573-8056

## REFERENCE 2

October 31, 2019

To Whom It May  
Concern:

Skyland Community Church provides a warm and sincere welcome to everyone who enters its doors. It lives up to its promise of extravagant welcome and understanding, traits so dearly needed in the mountain community it serves.

"Mountain Neighbors Helping Neighbors," a non-profit serving the surrounding communities, started in the church. The Rev. Patricia Wood, an interfaith minister, saw a need to help people who valued their independence stay independent. The group helps many seniors in the area by providing a food bank, cleaning up the brush that could fuel forest fires, and other tangible assistance. I work in hospice and had occasion to call the Rev. Wood for help with a patient who lives on an isolated mountain road. The patient's caregiver needed someone to sit with the patient while the caregiver went to town to attend to needed employment activities. The Rev. Wood knew exactly what was needed and gave me some additional ideas to help the patient.

Skyland's ability to walk the Christian walk is exceptional. It may be that it is small enough for each member to be seen, truly seen, as a child of God and that care, that understanding, is carried over to other areas of the church's activities. Worship generally is focused on the Gospel readings, and the sermons carry the messages of God's love for us and the abounding grace that lights our lives.

Because its numbers are small, it can't do everything it wants to do, but it does provide a sanctuary for those who are seeking a closer relationship with our Creator, and it provides examples and guidance for those who want to live lives of service to others. It has been a blessing in my life to help serve the church with a women's art program one weekend and pulpit supply through the years of its previous minister and the current interim.

Skyland is set in a wonderful mountain location. However, it can be a forbidding location if you find winding mountain roads to be a challenge. Conquer your fear. The church is worth exploring, and it is worth your time to get to know the congregation.

You will find peace and understanding here.

Blessings,

The Rev. Evelyn Vigil  
3471 Surf Court, San Jose, CA 95127  
(408) 892-5804  
[rev.evelynvigil@gmail.com](mailto:rev.evelynvigil@gmail.com)

### REFERENCE 3

October 29, 2019

Dear prospective minister of Skyland UCC,

Skyland Community Church, UCC is a congregation dedicated to the gospel message of Jesus through the actions of love of neighbor, hospitality, and service. I had the privilege of serving as a bridge pastor at SCCUCC for 7 weeks in the late summer of 2018.

My time with Skyland began shortly after their beloved pastor of twenty-seven years retired, and the passing of some dear congregation members. With the understanding that I would be entering a community who was in a time of grief, I had some concerns about how best to minister to the people given we had no prior relationship. However, before I began my service with Skyland, I was told by the membership that they wanted me to focus my sermons on grief and loss; that they wanted to intentionally work on and process their grief together, and that focusing my sermons on grief and loss would be helpful to them.

I was delighted by this request because what it said to me, and what became clear as I spent time with the community, was that one of Skyland's strengths is the desire and ability to face hard situations and work very intentionally to get through those challenges. Of course, the depth of the grief and loss of the Skyland community was not resolved in the 7 weeks I was with them. But the community wanted to be as ready as they could be when the intentional interim minister arrived. It takes strength to accept hard realities and resolve to try to live into a new calling and a new leg of the church's journey.

The strength of Skyland to face the difficult reality of change and work to live into something new is exactly the strength needed to meet some of the challenges ahead to improve their ministry. Skyland, like many mainline churches, finds itself with an aging congregation, a building and grounds to maintain, and a smaller membership. The challenge for Skyland is to identify and attract folks from a wider and intergenerational swath of the population in the community. The first part of that challenge is designing and implementing new kinds of community outreach activities and programming. The reVision process that Skyland has been

doing since January of this year is already addressing some of these challenges. There are newly formed and forming community events and opportunities for the wider community to participate in the life of the church, including specific outreach to families with children. Part of the reVision for Skyland is a rekindled commitment to the mountain community in which it is located.

The second challenge may be actual changes to the way Sunday worship is done. In my experience, these changes can be very hard for some congregations to make. Church growth through outreach could mean changes in the worship-style needs of the pew dwellers. There may be a call for a different kind of music, change in the order of worship, or liturgy style. I know these kinds of changes can be tough to implement, as long-loved traditions are preserved. I believe, however, that it would be beneficial for Skyland to begin considering the way in which they might be willing to change worship, if need be, when new members start to come. Worship surveys are helpful in gauging member's enjoyment and experience of the Spirit during service. It may also be helpful to bring new people, as they are ready, into worship planning leadership to get the ideas and new enthusiasm from those newly committed to the community.

There is no doubt in my mind that Skyland is ready and continuing to ready itself for the challenges and the changes that are coming. My time with them in the late summer of 2018 was joyful, spirit-filled, and full of pleasant surprises. The second Sunday that I was in worship at Skyland, there were no children present for the children's sermon. So, I decided to call up the "young at heart." For the remainder of my time at Skyland, I continued to call up the "young at heart" whether or not there were children in service. During some of those moments in service we danced to Aretha Franklin, we read Mary Oliver poems, we read children's poems, we did guided meditations, and other spontaneous activities. I was thrilled at how open the Skyland community was to experiencing the Divine in a new way.

The minister who steps into this committed and faithful Body of Christ will be fortunate. Skyland Community Church, United Church of Christ is a beautiful community of faith in a beautiful location.

Yours in Christ

Jean L. Jeffress

Approved for Ordination Pending Call: NCNCUCC

Lay Leader: First Congregational Church of Oakland

415-710-8392

[jeanj199@gmail.com](mailto:jeanj199@gmail.com)



- CLOSING PRAYER
- STATEMENT OF CONSENT
- CONFERENCE/ASSOCIATION VALIDATION

### CLOSING PRAYER

**Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:**

In a recent Daily Devotional post, UCC Minister Vince Amlin describes the ebb and flow of activity at his Chicago church as a "divine ecosystem," one for "finding the space for which our souls have been longing." We are inspired by these words as we expand our vision for sharing the love of Christ with our community. It is our fervent hope to offer a similarly alive and holy place wherever our ministries might lead us.

*Dearest God, thank you for your ever-present love for each one of us exactly as we are. You know and love us so completely; it is beyond our full understanding.*

*As we engage in the search and call process, help us to also continue searching ourselves to discern how you would have us serve your people. Guide us in being both passionate and humble. Help our spiritual compasses orient toward Christ's light in each person we meet.*

*We thank you for guiding all those who are seeking a ministerial position. We have faith that, in listening for your voice, we will call a minister who will join with us in doing your work in serving all people and all creation.*

*We offer thanks and praise in the name of your son Jesus. Amen.*

## 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.

### **Which individuals and groups in the church contributed to the contents of this Local Church Profile?**

Our two co-Moderators began the process by gathering information about Skyland Church and its congregation. After the formation of a Search Committee in September, its four members and the co-Moderators met weekly to begin drafting written responses to questions.

Throughout the process, Kevin Omi, our senior interim pastor, provided both spiritual and practical guidance. He helped us to access needed information and submitted draft responses to some of the more challenging prompts. Pastor Kevin attended almost all meetings and graciously participated in one via cell phone while away on church business.

For about two months, the work of creating the Local Church Profile was shared equitably. We read one another's work and suggested additional information and clearer wording.

After much revising and editing, the Search Committee sent the Profile to all members and active participants on November 30. We also made hard copies for those who prefer this format. In a cover letter, we asked that anything needing more detail or clarification be brought to our attention. Sunday, December 8, was the last day for responses to be sent.



Comments received from members enabled the Search Committee to provide additional information and to clarify some details. The Search Committee also asked one member, a former Moderator, to proofread this draft and identify technical errors.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "J.S. Heyes", is centered below the text "Respectfully submitted,". The signature is written in a cursive style with a period at the end.

John S. Heyes, Chair of the Skyland Search Committee, December 13, 2019

## VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: Yes, Skyland Committee Church is in good standing with the Golden Gate Association and the Northern California Nevada Conference.

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

Staff Comment: Yes, the ministerial history is complete best to my knowledge.

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

Staff Comment: Yes, the financial information presented is accurate bast of knowledge.

My signature below attests to the above three items.

Signature: *Rev. Davena L. Jones*

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

Email: [davena@ncncucc.org](mailto:davena@ncncucc.org)

Phone: (510) 359-7208

Date: December 18, 2019

**UNITED CHURCH  
OF CHRIST**



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*

ELEVEN YEAR C

Church#: 20595  
 Assoc: 20                      Schedule: C

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE
2008	124	70
2009	127	70
2010	132	65
2011	129	55
2012	130	55
2013	134	50
2014	133	55
2015	136	56
2016	134	56
2017	133	50
2018	87	40

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS
2008	\$168,632	\$3,744
2009	\$141,231	\$3,744
2010	\$148,650	\$3,744
2011	\$160,290	\$9,851
2012	\$148,242	\$23,720
2013	\$165,519	\$3,744
2014	\$165,911	\$3,744
2015	\$167,489	\$3,744
2016	\$183,407	\$3,744
2017	\$178,407	\$3,744
2018	\$123,701	\$0

% CHANGE	MEMBERS	AVG WEEK ATTENDAN
2013-2018	-35.07	-20
2008-2018	-29.84	-42

Please note: Zero values ("0" or "\$0") may reflect 2007.

**UNITED CHURCH  
OF CHRIST**

