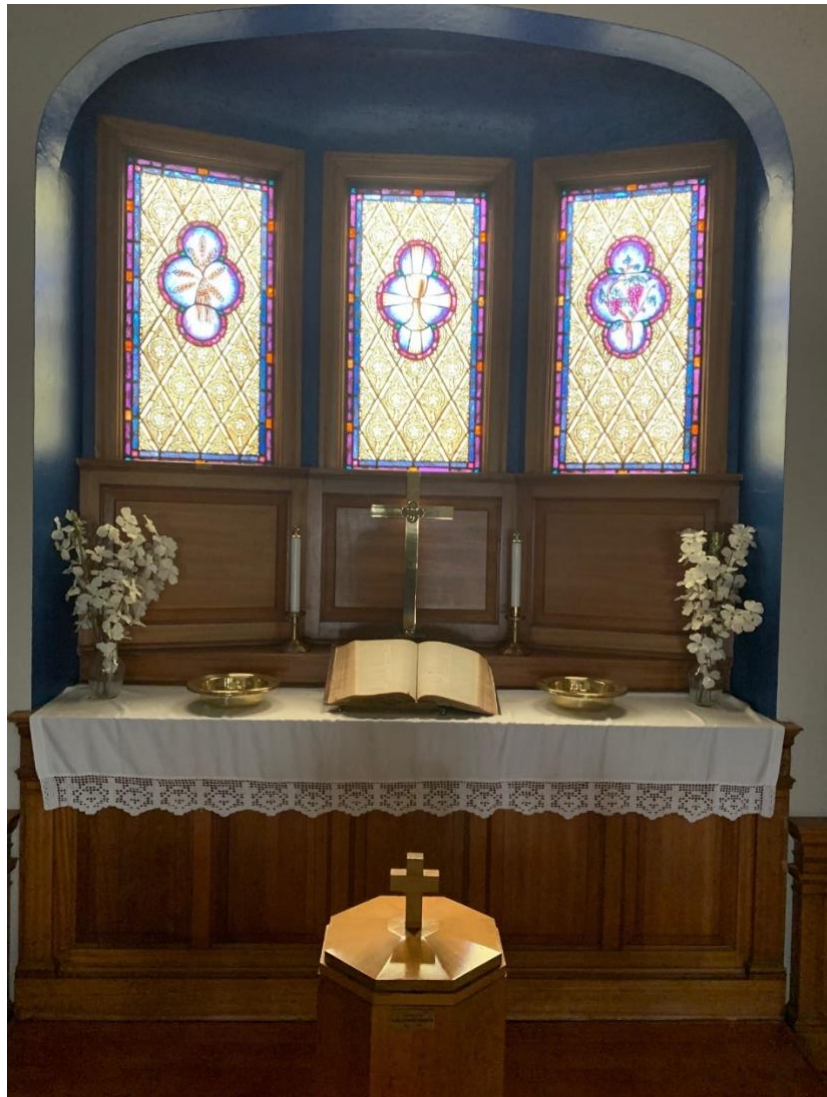


UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE: ST. PAUL'S



Seattle, Washington in the Pacific Northwest Conference

Position of Pastor

[Validation Date]

**UNITED CHURCH
OF CHRIST**



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*"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

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?



"At St. Paul's United Church of Christ, we seek to follow the example of Jesus' radical love, reaching out in openness and affirmation to seekers, believers and doubters: to all who come looking for God and community. At St. Paul's we are not called to change people; we are called to offer a space where growth can take place. Through worship, prayer, learning, and service, we honor and celebrate God's presence in ourselves, in each other, and in the world."

1a. LISTING INFORMATION

Church name:	St. Paul United Church of Christ
Street address:	6512 12 th Ave NW, Seattle WA 98117
Website:	www.stpucc.org
Ecumenical affiliations:	United Church of Christ
Conference:	Pacific Northwest Conference
UCC Conference Contact:	Arlene Hobson, Executive Administrator Arlene@pncucc.org ; phone: 206-725-8383 ext. 101

Current size of membership:	33
Position Title:	Pastor
Position Duration:	Designated Term – Two years
Compensation Level:	Three Quarters Time
Does the total support package meet conference compensation guidelines:	Yes

Summary Ministry Description:

We are an “Open and Affirming” congregation. We believe that “God is still speaking” and that no matter who we are, or where we are on life’s journey, all are welcome here. At St. Paul’s we are seekers, believers, and doubters with a breadth of theological beliefs. We are of different ages, sexual orientations, and abilities. We deeply value our diversity. As a mostly white congregation, we seek to listen to voices of racial justice. Here, people are not told what to believe or asked to change but given a space where growing their faith is possible.

St Paul's is an emotionally healthy congregation that can communicate effectively. We have minimal conflicts and resolve them quickly and effectively when they emerge. There is a tremendous sense of community at St. Paul's, especially given the small size of the congregation. We have an informal approach to all aspects of church life, where formality comes secondary to our relationships. This may be related to the quality of our prayer time during worship: it is honest. We value people's stories – true and complex – and we make ourselves vulnerable in worship together. It makes our worship and community life faithful and vital. We also enjoy being a teaching church, having hosted six interns over the last five years. We have benefited tremendously from their different perspectives and approaches to faith life.

We have a passion for social justice. Our worship service contains voices of social justice, providing the congregation with messages to reflect on. We host a self-managed shelter 24/7 in our Fellowship Hall. By far, the greatest number of people in our building are members of Twelve-Step Recovery. Before the pandemic, our building was in heavy use 7 days a week, hosting about 1,500 people in recovery groups of every kind and many of our members have strong connections to various recovery groups.

Summary of Current Challenges

The number of church members has never been huge, and it has slowly reduced over the last decade. The pandemic caused St Paul's to close our doors and move to Zoom only services just 6 weeks after a long-time pastor retired. Both of those events on top of each other sped up the recent membership reduction. The low membership means we must be mindful about what we can take on and energy is low as we all struggle to emerge from the pandemic times. As the church has reopened to in-person worship we have seen new guests join us almost every Sunday, which is a great blessing.

We reduced to a half time pastor in 2018 for budgetary reasons and we continue to have financial challenges. Despite the membership reduction our donations have remained stable which is very positive. Pre-pandemic the building and facility expenses were completely covered by recovery group fees and now that recovery groups are coming back in person we hope to get back to that level in a year. We also bring in donations through a semi-annual auction that features a community dinner.

Summary of Interim Time

June 2020, four months after the retirement of our long-time pastor, we called Rev. Brigitta Remole to be our interim pastor. Her time with us began as it became clear that the pandemic would last quite a long time. The first several months were spent fine tuning our hybrid worship format and then beginning a series of congregational conversations. Eventually Brigitta designed and the Council guided an investment in long term hybrid services for both in person and zoom attendance which allow members

to join if they live far away, are traveling or having vision, hearing, or mobility difficulties. While the system isn't perfect it feels like an equitable step into worship services of the future.

St Paul's members formed an expanded strategic council and studied three primary pathways:

1. What are the possibilities for sharing a pastor with another church?
2. What are the possibilities for altering our building and/or property?
3. What would it look like for St. Paul's to retire or close?

What emerged from two years of prayer, reflection and conversation is that we have so much to offer the world, our community and each other that we hope to remain open and very much alive. We would like to strengthen all the existing relationships with the recovery community, the homeless community and nearby churches. Ideally, we would like to have a more formal partnership with a nearby UCC church where both congregations benefit and grow. We are interested in the idea of sharing pastors or yoking pastors. We hope to bring back live music and programs for kids and adults. We are interested in renting out our sanctuary to both non- and for-profit organizations that support our mission. We want to continue our investigation into redeveloping our land into affordable or transitional housing or starting a recovery café and many more ideas. There is no shortage of things we hope to do, and we are excited to welcome a pastor who shares our sporadic enthusiasm and can provide guidance to our journey.

Reflections from St Paul's Interim Pastor

"I am struck by the unique personality of St. Paul's. There is a vibe of respect, humility and vulnerability that translates into authenticity--something that "the spiritual, not religious" people of the NW especially resonate with. And they seem to be very attuned when it is lacking.

I see this in worship:

1.) The extemporaneous prayer time when people lift up and share what is going on in their lives--their struggles and joys. I have never experienced this on a consistent basis in any church. Sometimes this may happen in a small group setting but not in worship.

2.) I also see it in the share time during the offering. It is a wonderful tapestry of reflections that reveal more about the person and our connectedness with each other thanks to St. Paul's. Again, I have never experienced this as a regular practice in my 31 years of ministry. Sometimes, there are 'testimonies' during the season of Stewardship, but I have not experienced shares on a weekly basis.

3.) The reflection time following the message has been a rich time of learning and growth through the sharing of experience, asking questions (and respecting the questions), and the powerful sense of being together on this journey of faith with God.

Yes, St. Paul's isn't polished. But it seems to me if you're going to make room for the Holy Spirit then you can't plan or orchestrate every detail, whether it is worship or hosting recovery groups and a shelter.

Because of this, I see the people of St. Paul's as flexible, willing to try new things. This is huge. Especially in this time where everything has been upended by COVID. The temperament of St. Paul's is uniquely suited to these challenging times.

I would be remiss if I didn't say something about the recovery ethos of St. Paul's. Recovery is part of St. Paul's DNA. It is not just about "hosting" (i.e., keeping a distance). There are members who live "recovery" of one sort or another and know what it's like to have been to hell and back. They know something about "resurrection". That is very powerful, and a big church endowment can't hold a candle to this."



What we value about living in our area:

St. Paul's is in a (demographically) young and vibrant neighborhood in a progressive metropolis that offers every opportunity for entertainment, education, and business. The natural environment around the city is simply breathtaking: mountains, salt water, fresh water, rainforest, and desert, all within a few hours' drive. It's an outdoor enthusiast's paradise. The University of Washington, just a few minutes away, is a world-class institution of higher education and research. There is no income tax in the state of Washington.

The area now called Ballard was originally settled by the Duwamish Tribe. European and especially Scandinavian settlers began arriving in the mid 1800's and soon it became a village known for fishing and timber work, then a city and then part of Seattle by 1907. Ballard has a long history of faith organizations and there are over 20 Christian churches within a 1-mile radius of St Paul's. There are housing options for almost all levels of income although arguably not enough for the lowest income earners. Regularly attending members of St Paul's live as close as 2 blocks away and as far away as Naches, 160 miles. Many members tend to live north of St Paul's in communities like Shoreline and Edmonds. Ballard has its own town center with other micro centers like Phinney Ridge and Greenwood, both close by. St. Paul's is on NW 65th Street next to a large thriving public high school and a small commercial center lies just to the east. The commercial centers all provide a vitality to the overall area and vacant storefronts are rare. The area has been transitioning towards more services for the homeless in the last decade and St Paul's has been at the forefront of those efforts which we feel called to do. We value all these things about Ballard, and we feel blessed to be part of an area that has been growing and changing for over 200 years.

1b. SCOPE OF WORK

Sunday worship is the prime focus for our new pastor. St Paul's is open to change and would like to look at new ways to celebrate and investigate our spirituality together.

We are currently doing one Sunday service at 11 am and it is hybrid so that people can join in person or by Zoom if they live far away or are traveling. We ideally would like the pastor to be in person when leading the service. We are open and excited about having all kinds of other people leading services like our members, other pastors, community leaders, artists, activists, etc. Since we are hybrid, these voices can be woven in service by video or live zoom. We seek and find inspiration in the human experience and love to hear and share whenever we can.

Current scope of work for Sunday service includes creating a PowerPoint presentation, writing and delivering prayers and a sermon, finding and creating musical, spiritual and inspirational videos of all kinds to weave into the presentation, coordinating with the lay worship leader and connecting with both in person and zoom participants before and after service.

Additional duties include pastoral care as needed, connecting with other conference pastors as needed, leading a weekly prayer reflection group, attending monthly pastoral relations meetings and council meetings and finalizing the weekly email communication that goes to all active members.

Core Competencies:

The three core competencies we are seeking in a pastor are: open and accepting, authentic and a good listener / communicator.

Additional competencies include organized, collaborative, adventurous and a change leader

1c. COMPENSATION AND SUPPORT

<i>Salary Basis:</i>	\$60,000 (inclusive of benefits)
<i>Benefits:</i>	salary plus benefits
<i>Expected living situation:</i>	living nearby with a housing allowance included in the benefits
<i>Commuting expectations:</i>	within a one-hour driving commute of the church

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

"Communities of Practice": facilitated clergy peer groups that provide mutual accountability, wisdom, and support.

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

We would whole-heartedly support a pastor who had bi-vocational employment, especially since we are only able to pay a three quarters time salary and Seattle is a very expensive place to live. The way we mostly support this is to use the volunteer time of our members to manage all the facilities including

maintenance, church office administration and group organization. While this has been working for the past five years it does need to be monitored as it can contribute to member burnout when the membership is low. We are a very flexible group and changes to schedule can usually be accommodated for a pastor's other employment needs.

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

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

1. We would like to establish a strong partner church relationship with another Seattle area UCC to offer diversity and a broader range of spiritual experiences to the members of both churches.
2. We would like to deepen our connections with our neighbors, the recovery community, and the homeless community.
3. We would like to use our building more fully as a ministry and share the sanctuary and land with any kind of organization that fits our mission and ministry of welcoming hospitality and support.
4. We want to foster a "culture of call and engagement" among members of the congregation: to build a sense that WE are the church, and that WE are empowered.

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

We hope for a minister who will help us refresh our sense of ministry and purpose. We've had two settled pastors in 45 years, which has been an amazing gift. But we've been doing certain things in a certain way for a while, and we'd love to have a pastor help us see things with "new glasses". We have many ideas about how to engage the world around us and we hope that the pastor will help to guide and channel the energy so that we are able to maintain the social work without burning out our members.

Our membership knows that St. Paul's is a church for people who are leery of church. But we'd like everyone to know this – there are so many people who yearn for spirituality and community, but would never set foot in a traditional church, whether because of past wounds, or current assumptions. We think they'd feel at home at St. Paul's. We'd like a minister who can help us spread that message.

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

We are looking for a pastor who is committed to using inclusive and affirming language in worship and communications.

Four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that your next minister will display:

CARING FOR ALL CREATION – This is extremely St. Paul's. Mental health and wellness; hope and healing to a hurting world; stewarding the church's resources. YES.

STRENGTHENING INTER- & INTRA-PERSONAL ASSETS - Respecting the dignity of all God's people; excellent communication skills.

BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS – We are culturally and racially quite homogeneous and know that we must make changes in ourselves and in our faith community to change this. St. Paul's has a powerful history of encouraging leadership development and has fostered numerous ordained ministers in the last several decades.

ENGAGING SACRED STORIES AND TRADITIONS – Especially bringing life to these stories and leading faith formation across generations.



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 seek to continue to provide a safe space for 12-step groups and the SHARE shelter while also providing a welcoming and inclusive worship space on Sundays for those called to Christian community. Our worship style is informal and interactive. We believe that a partnership with another nearby compatible, vibrant congregation or ministry would strengthen our ministry and allow the part-time pastor we seek to augment their income and ministry. We were early adopters of an Open and Affirming stance, and it continues to be a basic tenet of our congregation.

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

SHARE Shelter - We had been offering overnight homeless shelter to this organization; but when COVID limited the daytime options for their clients, we decided to expand our hospitality and turned over the use of our Fellowship Hall for 24-hour use. This protected the health and dignity of the homeless people staying here in this difficult time and resulted in a partnership which continues even now that quarantine restrictions have ended. We decided to transform our former church nursery into a day lounge for our friends from the SHARE shelter, giving them a sense of home and safety while they work to find permanent housing.

Recovery - Our Fellowship Hall and four smaller meeting rooms have returned to its pre-COVID daytime role as a meeting space for the multiple 12-Step recovery meetings that we host throughout the week. We would like to maximize the space we offer to recovery groups and other non-profits by relocating the office and/or the pastor's study to the loft over the sanctuary, thereby freeing up those spaces for meeting or office space to rent to non-profits

Hybrid worship – When COVID restrictions forced us to close our building to worship (and all other public functions), we immediately began online worship using Zoom. Then, when we were again allowed to meet in person, we opted to keep Zoom access, as it had improved access for people with disabilities, those with transportation challenges, and even allowed us to connect with old friends who now live far, far away. We continue to worship using a hybrid format – allowing both in-person and online attendance.

3.WHO ARE WE NOW?

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

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION



3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

It is a core value at St. Paul's that we meet people where they are, without precondition that they accept a creed, or follow a commandment, or pass any other requirement to entrance. Our mission statement declares that we "seek to follow the example of Jesus' radical love, reaching out in openness and affirmation to seekers, believers and doubters: to all who come looking for God and community." Our members come from a variety of faith traditions, and we respect and value what they bring to our community. Membership vows include belief in a higher power but no specific belief in Jesus as personal savior.

The Holy Spirit is almost palpable at times at St. Paul's. Our tradition for prayers during worship is to invite anyone wishing to make a public prayer to speak it aloud – whether from their seat, from their Zoom camera, or by going to the chancel, lighting a candle, and speaking into the microphone positioned there. These prayers can be raw and vulnerable and honest in a way that surprises seasoned clergy, who may be more accustomed to worshipers asking them to say the prayers.

Our language referring to God is inclusive and non-binary. When reciting the Lord's prayer, most of us refer to a "Father/Mother God" or a God even less specific than that.

Describe several strengths or positive qualities of your congregation.

The congregation is willing to be vulnerable and honest. We are a sincerely welcoming congregation. There is very little conflict (possibly related to the vulnerability and honesty just mentioned.) We operate with transparency and flexibility. As a small congregation we can sometimes achieve things bigger churches take much longer to agree on.

Describe what worship is like when your congregation gathers.

We worship every Sunday beginning at 11 a.m. The pastor has planned the service and is the main leader of the service, but there is also a “worship leader” who is a member of the congregation and who participates in various parts of the service.

The pastor welcomes everyone and notes that we at St. Paul’s UCC listen for the voice of the still-speaking God and that all are welcome here. The pastor gives thanks to the Native Americans, the Duwamish, who have been stewards of the land for millennia. A member of the congregation lights the community candle, as does another member at their home, to remind us that God’s spirit dwells within us and amongst us. In the Threshold Moment the pastor asks us to take a deep breath and become fully present, reminding ourselves of the reasons we are here.

The worship leader leads the Call to Worship.

We all sing the Gathering Song, which is the Serenity Prayer. Early in the pandemic our former music director put together a video of herself playing the piano and members of the congregation singing this song, and we all sing along with this video.

Next come Announcements relevant to our lives together, noting the truth that we belong to God, and that we can explore the dreams that God has for all of us. This includes such items as upcoming dinners that we help with or participate in, conference meetings, and special events at our church or nearby churches.

Next is the Call to Confession, addressing God as Holy One, followed by Words of Assurance. We affirm the Peace Among Us by offering peace to all the members present and on Zoom with a hug, a Namaste, or some gesture of love.

There is then a Musical Offering. Since we do not currently have a choir, the pastor has chosen a recorded piece of music, always beautiful and inspiring.

The worship leader reads the chosen scripture passage, and this is followed by the sermon that the pastor has prepared. This is recorded and is later available via the church’s web site. At the end of the sermon, “record” is turned off, and congregation members are invited to share their thoughts on the sermon.

Then it’s time for prayers. During the Prayers of the People, we are invited to light a candle at the front of the sanctuary and share a personal prayer. Each prayer is followed by our unison plea of “Hear our prayer, O Lord.” Then we say the “Jesus Prayer” or Lord’s Prayer in unison. The traditional “Our Father” is replaced by “Mother/Father God” or whatever appellation each one is comfortable with.

The worship leader shares a personal statement or a chosen reading before the Offering. This is often a time when we get to know more about each other as the worship leader often discusses their faith journey or their experiences at St. Paul's.

To close the service, there is a Blessing Circle, a symbol of the unending love of God. The pastor speaks a blessing, and we all sing the "Shalom, Salaam" prayer, also recorded early in the pandemic when we could not gather in person. We sing along with that recording.

This service feels quite intimate to all since there are so many times that encourage personal sharing.

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

For two years, 2020-2021, the Rev. Tamara Roberts was the Minister for Youth and Family Faith Formation. Even with the challenges of the pandemic, Tamara was able to minister to the youth of our church. She had three young people act as Lay Leaders during church services. She devised an "interview-sermon" with one young man who shared his faith journey with the congregation. (He had attended a confirmation course at University Congregational UCC.) The children of our congregation help with worship (sometimes as formally as being worship leader), and they are also invited to participate in things like the special expanded church council we recently established, or musical offerings. The Christmas Pageant of 2021 was led by two young people, supported by community participation on Zoom and in the church, ending in a moving Christmas Carol played as a postlude by one of the youths. Although we have had various forms of Sunday school in the past, at this time we do not have a traditional Sunday School program.

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?

St. Paul's is a church that encourages and empowers its members to discern their own calls to ministry and service. You see this every Sunday, when the lay worship leader not only reads the morning's scripture and liturgy, but also shares personal invitations to offering, and may write original prayers of blessing and petition. But it's reflected in many other undertakings, such as the member who organized a mission trip to Mexico for the children in Sunday School; or the member who felt called to continue our ministry to feed the hungry by joining the forces at St. Paul's with an ecumenical monthly dinner; or the member who proposed a new play structure in the back of the building, and saw the project through to its completion. The Serenity Garden on the west side of the building was conceived, created, and maintained by a member. At this time our office is managed by a member who has committed to one year of this service. Most of the time, those who are inspired share their vision – starting with the pastor, possibly moving on to the church council, and then sharing, explaining, and inviting participation in announcements and newsletters. It's an organic process: all hands-on deck, see a need, fill a need.

Sometimes our ministry and mission call for work that may not be inspired, but is required: volunteer office staffing, for example, or the many maintenance needs of the aging building. Sometimes it is the pastor, sometimes it is the church council, and sometimes it is just a dedicated member or friend of the

congregation who becomes aware of the need and finds a way to address it, by their own hand or by finding the skilled labor called for. Much of the landscaping was designed, planted, and maintained in this manner, for example, until the last few years when it became clear that we needed regular, professional maintenance.

With our small membership, this approach has always been a struggle, and has been known to cause fatigue and disengagement among some of the most involved volunteers. We seek a pastor who communicates openly and who establishes strong personal boundaries, reminding us where and how we need to step up as a congregation.

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

The church council meets monthly for 1.5 – 2 hours. Committee task groups can meet up to 2-4 hours per month. Examples of small group meetings are the auction committee, search committee, pastoral relations committee, etc.

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

When a devastating fire struck our basement and sanctuary in 2016, the council met immediately to tour the building and plan a strategy. The congregation was notified by email. The council and pastor together worked to find a temporary worship space AND space for the displaced recovery meetings. A volunteer in the congregation worked tirelessly with our insurance providers and the contractors doing the restoration work, which allowed us to return to our restored sanctuary within a year.

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, please ask for a copy.

3b. 11-YEAR REPORT

Church#:	840930						
Assoc:	820	Schedule:	0	Saint Paul's United Church of Christ	Seattle	WA	98117

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2010	60	42	17	0	0	0	0	0	0
2011	62	36	4	0	0	8	5	1	2
2012	54	37	23	0	0	0	7	1	-8
2013	67	39	13	0	0	15	1	1	13
2014	70	36	0	0	2	4	3	0	3
2015	59	31	11	0	0	0	2	9	-11
2016	55	35	10	0	0	3	3	4	-4
2017	60	32	8	0	0	8	2	1	5
2018	61	29	11	0	0	2	1	0	1
2019	58	22	4	0	0	0	2	1	-3
2020	58	29	0	0	0	0	0	0	0

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2010	\$115,096	\$0	\$3,500	\$2,629	\$6,129	\$2,278	\$8,407	3.04	\$123,503	\$79,278
2011	\$114,259	\$0	\$3,500	\$2,912	\$6,412	\$1,705	\$8,117	3.06	\$122,376	\$74,058
2012	\$116,636	\$0	\$3,500	\$2,005	\$5,505	\$2,185	\$7,690	3.00	\$124,326	\$77,179
2013	\$110,606	\$0	\$3,500	\$2,194	\$5,694	\$1,648	\$7,342	3.16	\$117,948	\$72,191
2014	\$107,928	\$0	\$3,500	\$2,493	\$5,993	\$175	\$6,168	3.24	\$114,096	\$71,773
2015	\$120,364	\$0	\$3,500	\$2,081	\$5,581	\$448	\$6,029	2.91	\$126,393	\$81,112
2016	\$121,455	\$0	\$3,000	\$2,462	\$5,462	\$463	\$5,925	2.47	\$127,380	\$118,630
2017	\$117,467	\$0	\$3,000	\$3,109	\$6,109	\$2,546	\$8,655	2.55	\$126,122	\$76,962
2018	\$126,684	\$0	\$3,387	\$1,127	\$4,514	\$3,794	\$8,308	2.67	\$134,992	\$92,816
2019	\$101,710	\$0	\$3,200	\$6,152	\$9,352	\$2,042	\$11,394	3.15	\$113,104	\$69,495
2020	\$101,710	\$0	\$2,985	\$400	\$3,385	\$0	\$3,385	2.93	\$105,095	\$60,997

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2015-2020	-1.69	-6.45	-100.00	0.00	-100.00	-15.50	-39.35	-16.85
2010-2020	-3.33	-30.95	-100.00	0.00	0.00	-11.63	-44.77	-14.90

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

Number of active members:	50
Number of active non-members:	8
Total of church participants (sum of the numbers above):	58

Describe the range of occupations of working adults in the congregation:

Busker, therapists, architect, accountant, physicist, educators, musician, administrators, etc.

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 is not racially diverse (though it is also not completely homogeneous). Almost entirely white. There is wide economic diversity, with some members who are literally unhoused, and others who more closely match the demographics of our neighborhood (higher income and education).

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)?

Not right now. We are interested and open to changing this.

3d. 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? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	5	Pastor. Race matters, intercessory prayer. Zoom meeting Fridays from 12:45-1 PM
Baptisms <i>(number last year)</i>	1	Pastor

Christmas Eve and Easter Worship	50	Pastor. Christmas pageant planned by members.
Church-wide Meals	15	Pre-COVID 30 attending typically.
Choirs and Music Groups	8-10	Paid musical director for videos.
Communion (<i>served how often?</i>)	20	Communion is served on the first Sunday of each month.
Community Meals	25	Volunteer meal planners (2)
Confirmation (<i>number confirmed last year</i>)	1	Member attended University Congregational
Funerals / Memorials (<i>number last year</i>)	2	Pastor
Prayer or Meditation Groups	6	Some St. Paul's members attend the meditation groups held by Magnolia UCC.
Retreats	0	Before COVID-19, we had an annual retreat jointly with the Olympia church at Pilgrim Firs.
Weddings (<i>number last year</i>)	0	
Worship (time slot: 11 AM Sundays)	25	We have a hybrid service
Other	20	Blessing of the Pets done by Pastor

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).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Tamara Roberts	No	St. Paul's	<i>Pastor for Youth Spiritual Formation, St. Paul's, 2 years, resigned Dec., 2022</i>	No

Courtney Stange-Tregear	Not known	Conference Minister	Associate Conference Minister for Church Vitality	No
Judi Edwards	No			Yes

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:

None of these pastors currently has an official role other than as enrolled members. However, they do serve important “bridge” functions – pinch hitting for the pastor when needed, as pulpit supply etc.

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	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Johnny Searle, Building manager	Part time	Church Council	4 years
Mike Weitzel, Accountant	Part time	Church council	5 years
Karen Delaney	Volunteer	Church council	4 years
Sadie Cunningham, Office manager	Volunteer	Church council	2 years

REFLECTION

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

St. Paul’s is a tiny-but-mighty congregation, with dedicated volunteers and a surprising number of families with children.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$61,768

Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$0.00
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0.00
Fundraising Events	\$19,332
Grants (PNUCC Insurance Assistance Fund)	\$3,000
Rentals of Church Building	\$7,680
Other (specify): PPP loan forgiveness	\$10,965
Other (specify): Misc., Interest, etc.	\$1,474
TOTAL	\$104,219

Current annual expenses (dollars budgeted for most recent fiscal year): \$108,500. Please ask for copy

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 39%

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? (indicate those included during the most recent fiscal year)

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

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

Consistently pay \$3,000 annually for OCWA support, paid out of pledges/giving.

What is the church's current indebtedness? No debt.
Any Building programs? No
Does your church have an endowment? No

Other Assets

Reserves (savings): \$45,458
Investments (other than endowment): N/A

Does your church have a parsonage? No

Describe all buildings owned by the church:

The actual church at 6512 12th Ave NW, Seattle WA. The original structure, built in 1940, consisted of only the sanctuary with an organ, a sacristy, a narthex, and a choir loft. In 1960 an education wing was added, with a fellowship hall and kitchen on the ground floor, and with several offices and classrooms on the main floor. The main entrance to the building is on this wing. There is a gravel parking lot on the east side of the building, and a garden on the west.

Which spaces are accessible to wheelchairs? (worship space, pulpit, fellowship space, facilities, etc.)

All spaces are accessible to wheelchairs, although the ramps are somewhat steep and not ADA-compliant. For a wheelchair to move from one level to the other it must exit the building and use an outdoor walkway. There is a wheelchair-accessible restroom on the ground floor off of Fellowship Hall.

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?

We are currently operating with a deficit budget due to the COVID reduced room rental revenue. We have some reserves to cover for a while. We decided to look for a designated term pastor because of our financial situation and we are confident that we will find a way forward through partnerships, expanded community rentals, congregational growth and fundraising.

The annual budget is drafted by the treasurer and bookkeeper, approved by the Council in December and presented to the congregation in January at our annual meeting.

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.

OPEN AND AFFIRMING CHURCH

The committee to consider becoming an open and affirming church was led by long-time member Dotty Armstrong. The congregation voted to become an open and affirming congregation on November 26, 1995, one of the first UCC churches in the region to do so.

\$900,000 FIRE, 2016

In the early morning of March 29, 2016, a fire broke out at St. Paul's. Most likely the fire started in the furnace. The fire did significant damage to the sanctuary and other parts of the building. We moved our Sunday worship to Ballard First Lutheran Church a few blocks away.

During the recovery effort, the Church Council was able to add upgrades to the building including a state-of-the-art filtration system as well as the installation of Ethernet cabling throughout the building with A/V wiring in the Sanctuary. David Anderson and Rev. Tim Devine worked tirelessly with the fire recovery company and insurance company. The total cost of restoration was around \$900,000. We returned to Foster Hall for Sunday services in September 2016 and to the Sanctuary on January 8, 2017.

RECOVERY PROGRAMS

Prior to Covid-19, over 1500 people a week came to the church for recovery programs. Both during the fire recovery and the worst of the pandemic, 12-step programs found other homes, went on Zoom or disbanded. The recovery programs are gradually returning to St. Paul's. New groups have formed. Now approximately 250 people per week attend recovery meetings in the church. This number will grow in time.

SHELTER

Prior to the pandemic, St. Paul's had a nightly self-managed SHARE shelter in Foster Hall. During the day and evening, Foster Hall was used for recovery meetings. Due to the pandemic, the recovery groups went on Zoom or disbanded. The shelter was expanded to a 24-hour shelter for up to 15 persons, men and women. As the pandemic receded, the shelter became a nightly shelter again. However, those in the shelter community can spend their days in the former nursery, upstairs, with access to water and restrooms. Member Sadie Cunningham is the liaison for the church with the SHARE Shelter.

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

COVID-19 PANDEMIC

The pandemic officially began in March 2020. Washington State instituted mask mandates and other precautions to prevent the spread of the virus. Dave Heater, chair of the Church Council, and others helped St. Paul's shift to online Sunday services using Zoom. As restrictions have loosened over time, St. Paul's resumed services in the Sanctuary first with "masks required" and then with "masks optional." We will continue this hybrid approach, Zoom and in-person, for services as it enables those who live outside Seattle (among others) to attend.

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

<i>Staff member's name</i>	<i>Years of service</i>	<i>UCC Standing (Y/N)</i>
Tim Devine 2001-2020	18	Y
Del Elliott 1971-1998	27	Y

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

Has any past leader left under pressure or by involuntary termination? No

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

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)

a. COMMUNITY VISION

b. MISSION InSite



4a. COMMUNITY VISION

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

- St Paul's hosts many 12-Step meetings every week (pre-pandemic we had about 1500 people use our building every week for 12-Step meetings and the like). This is a well-established ministry for us, but it is perennially transformational for the neighbors who attend.
- St Paul's has been hosting a SHARE shelter for homeless folks in our basement since before the pandemic. This shelter has switched to providing 24-hour sheltered access for its residents.
- St Paul's has for years participated in weekly lunches/dinners for the homeless and supported a local Food Bank.
- We participate in all 5 of the UCC special offerings every year.

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

The ordained members of our congregation attend wider UCC events. One of our members is the Conference Minister of Church Vitality.

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

☐ Faithful and Welcoming

☒ God Is Still Speaking (GISS)

☐ Border and Immigrant Justice

☐ Inter-cultural/Multi-racial (I'M)

☐ Just Peace

☐ Global Mission Church

☒ **Open and Affirming (ONA)**

☐ WISE Congregation for Mental Health

☐ Other UCC designations:

☒ **Designations from other denominations**

☐ Greening Congregation

☐ None

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

We used to serve a monthly dinner to the hungry for years as part of an ecumenical effort with local churches of several other denominations. Our participation has just recently been reduced as we are lacking a menu planner who can shop and bring the food to prepare.

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 work at St. Paul's flows from our mission statement – from our worship to our hospitality, to our community:

Mission Statement

At St. Paul's United Church of Christ, we seek to follow the example of Jesus' radical love, reaching out in openness and affirmation to seekers, believers and doubters: to all who come looking for God and community. At St. Paul's we are not called to change people; we are called to offer a space where growth can take place. Through worship, prayer, learning, and service, we honor and celebrate God's presence in ourselves, in each other, and in the world.

2 Corinthians 5:17-18:

So, if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new! All this from God, who has given us the ministry of reconciliation.



5. REFERENCES



REFERENCE 1

David Anderson

Telephone: 206.819.2965

Email: david@andersondd.net

Relationship to the Congregation: Member, Spouse of the Rev. Tim Devine

Describe some areas of strength in this church's ministry.

- Commitment to welcome and inclusion, and intentional outreach and welcome to first-time and new visitors
- Deep care for each other, the community, and the world
- Honesty of prayer life and encouraging realness not facades in interaction and sharing
- Integrity and commitment to the ministry of St Paul's
- Respect and appreciation for each other and for the various spiritual and other paths that people are on

Describe some areas for improvement in this church's ministry.

- As with much of society, people are overcommitted in their lives so finding the right people for specified roles can be challenging
- Ongoing adequate financial resources to carry out the ministry.
- Describe a significant experience you have had of this church's ministry.
- After the fire of March 2016, people came together in some amazing ways. People showed up to help, showed up for worship, showed up for each other. Worshiping in the social hall of another church for eight months during the rebuilding did not diminish the sense of community but strengthened it. People saw firsthand that the church is the people, not the building. A significant concern was how to help the numerous 12-step groups find places to meet, and moving the groups back into the building had a higher priority than moving the congregation

back. Such wonderful care and commitment for the outreach and wider ministry! I was so grateful for and proud of this congregation through all that, and still.

REFERENCE 2

Cindy Ogasawara

Telephone: 206.708.5773

Email: ogasawaddle@gmail.com

Relationship to the Congregation: Former long-time member

Describe some areas of strength in this church's ministry.

St. Paul's is one of the most authentic spaces I've ever experienced. Folks feel supported to be their brave, unvarnished, imperfect selves in search of community and spiritual meaning. Their support of 12-step groups is a wonderful example of supporting those in our society who are struggling but otherwise totally normal human beings. I have sometimes mentally compared it to other churches where people have perfect teeth, perfect children, perfectly manicured services, perfect knowledge of scripture, and no soul at all. Love is the default at St. Paul's. They are small but mighty, and they don't try to be anything else.

Describe some areas for improvement in this church's ministry.

I haven't been a member for several years now, but I would imagine they are up against what many mainline churches are these days - a decline in numbers and (therefore) financial support, programming, etc. To me, this is a shame - what St. Paul's offers is quite countercultural (in a good way). They might consider taking that ministry outside the church walls somehow - taking a page from their support of the 12-step community. Sometimes church doesn't look like services - sometimes it looks like going to places where people already are. Many folk in today's world will not go near a church because of past trauma, rejection, judgment. Is there some way to 'trojan horse' the beauty of stpucc into secular settings?

Describe a significant experience you have had of this church's ministry.

I was on the church council, coordinated the Emergency Feeding Program donations, played piano and organ, preached backup sermons, etc. during my time at St. Paul's. I didn't do any of these things perfectly but I always felt perfectly accepted and loved.

You could also add whatever else you think is relevant.

I recently attended a Zoom service that centered on watching a video by Jim Wallis and having open discussion afterward. I work in the field of diversity, equity and inclusion and was excited that the stpucc community was discussing this topic. The video was very powerful - and the discussion afterward was quite revealing. There was quite a lot along the lines of 'I don't know why we can't racially diversify our congregation' and 'I have friends / exes / colleagues / etc. who are people of color

and so I am advanced in my understanding.' These are normal reactions when people are at the very **start** of their journey of reckoning and reflection about race, privilege, and other heavy topics. I would encourage Stpucc to keep at this work, as it is truly the work of our time, and there is so much to be gained by understanding things like: why primarily White spaces are not appealing to most Black and brown individuals; the role mainline churches have played in upholding racist systems for hundreds of years; why it's totally possible to be a 'good person' with no explicit racist outward behaviors and still be complicit in systems that oppress Black and brown people, etc. The UCC (as you probably know) is one of those denominations that has prioritized racial justice and has tons of great resources. There are others out there, such as UU. Don't go it alone, and don't look away. If it feels uncomfortable, that's good, and you're doing it right. Stpucc will probably not meaningfully see racial diversity in its pews any time soon. Consider doing the work in other ways - learning how to recognize racism and address it in your workplace or at your Thanksgiving table, for example.

REFERENCE 3

Heather K.

email: kohler.hlg2@gmail.com

(360)280-6098 Recovery Community member

Hello Committee and St. Paul's Leadership,

As you are considering new leaders in your community, I wanted to share a bit about what St. Paul's has meant to me as a recovering alcoholic and addict.

Though I had an amazing experience in a women's outpatient program, I still tell people that I got sober at St. Paul's. I was a teenager when I was flung into AA, and I struggled to find my place. I tried all the young people meetings on Capitol Hill and in North Seattle, but I was uncomfortable in my skin, and I was really not ready to jump into a social "scene." I happened upon the 4PM meeting at St. Paul's (Living in Sobriety, or LIS) while I was doing my suggested 90 meetings in 90 days, and I just kept going back.

The basement of St. Paul's provided a safe space for so many people in early recovery. The 4PM meeting was very welcoming of new people, and it attracted a lot of struggling folks who got some good experience, strength and hope from folks with solid clean time. Different meetings fit different people at different times in their lives, and LIS is a laid back, accepting space for a lot of people who are beginning their 12-step journey. I saw a lot of people who lived in halfway houses and Oxford homes come through those doors. The people at LIS who loved me until I could love myself are such a huge part of my recovery story.

For many people, the most helpful thing about St. Paul's is the consistently available space: the sheer quantity of meetings. You can hit a 7am daily meeting, go grab coffee or walk with a sponsor, come back for the noon AGAPE meeting, go get lunch with some friends in recovery, hit LIS at 4PM, and then hang out afterwards talking in the parking lot. This is a life-changing scaffold for new folks who don't

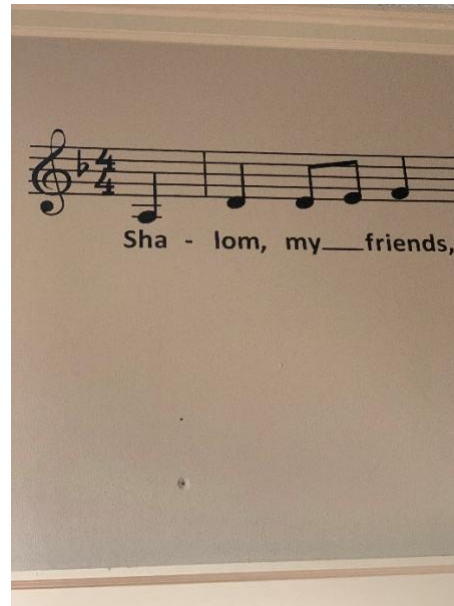
know how to be sober yet. I'm not sure how some of the smaller meetings have fared in the pandemic world, but I also attended EDA meetings, women's meetings, and meetings with childcare, which helped me form community and provided a space for so much growth among amazing women in my early recovery. I have spent many Thanksgivings in the St. Paul's basement, handing out food and introducing my biological family to my recovery family.

Thank you for creating this space for so many people! I am happy to chat further about all things recovery and St. Paul's.



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION
VALIDATION



6a. CLOSING PRAYER

[The Full Serenity Prayer](#) by Reinhold Niebuhr

God grant me the serenity
To accept the things I cannot change;
Courage to change the things I can;
And wisdom to know the difference.
Living one day at a time;
Enjoying one moment at a time;
Accepting hardships as the pathway to peace;
Taking, as He did, this sinful world
As it is, not as I would have it;
Trusting that He will make things right
If I surrender to His Will;
So that I may be reasonably happy in this life
And supremely happy with Him
Forever and ever in the next.
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.

Selection Committee: Bill S, Ruth V, Francine W, Kerri B, Vera B (lead)

Church Council: Dave H, Kerri B, Mike D, Karen D

Interim Pastor: Brigitta R (contract ended June 2022)

Signed:

A handwritten signature in black ink that reads "Dave Heater". The signature is written in a cursive, flowing style with a long horizontal stroke at the end.

Dave Heater, Council Moderator. October 19, 2022

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: [This church is currently in good standing with the Pacific Northwest Conference](#)

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

Staff Comment: [To the best of my knowledge, this information is accurate and true](#)

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

Staff Comment: [To the best of my knowledge, this information is accurate and true](#)

My signature below attests to the above three items.

Signature: Courtney Stange-Tregear

Name / Title: Acting Conference Minister

Email: courtney@pncucc.org
Phone: 206-725-8383 ext. 103
Date: October 20, 2022

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

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