

# INTRODUCING THE NEW LOCAL CHURCH PROFILE



The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

Rachel Hackenberg

**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST

## LOCAL CHURCH PROFILE

Congregational Church on Mercer Island  
Mercer Island, Washington

Settled Pastor

Pacific Northwest Conference of the United Church of Christ

**July 5, 2022**

### LOCAL CHURCH PROFILE CONTENTS

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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)*

## INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings and many prayers. As the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (**WHO IS GOD CALLING US TO BECOME**). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub, and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge

available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



## 1a. LISTING INFORMATION

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1. Church name: **Congregational Church on Mercer Island**

**4545 Island Crest Way, Mercer Island, WA 98040**

**206-232-7800**

**ucc-ccmi.org**

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

Conference: **The Pacific Northwest Conference of the United Church of Christ**

**<https://pncucc.org>**

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

**Mike Denton, Conference Minister**

**325 N125th St, Seattle, WA 98133**

**206-725-8383 / 800-954-8777**

**[mike@pncucc.org](mailto:mike@pncucc.org)**

Summary Ministry Description:

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

**The Congregational Church on Mercer Island is a faith-filled church located on an island between the cities of Seattle and Bellevue and is beautifully nestled in the trees. It is filled with a congregation that loves one another and has been worshiping together for, in many cases, decades. We are a congregation of people committed to serving the Lord through service and love and are looking for a pastor partner to lead us in a revitalizing era. Through the strength of our incredibly rich sermons (and likely the best choir in the conference!), commitment to environmental stewardship, and being a welcoming and affirming congregation, we have added 18 new members to our church over the last couple of years, though our membership has decreased overall from 94 to 84 driven mainly by the truth that we are an aging congregation. We need a visionary pastor who can both continue to nurture the spiritual lives of our current members and supervise new programmatic staff to lead in a transformational era of this church.**

**We will need a settled pastor who is a skilled orator, talented people-manager, and a natural visionary who is very comfortable partnering with well-educated church members who hold a wide range of Christian spiritual beliefs. In addition, we need a pastor who can lead outreach efforts to all people who seek spiritual growth and understanding (including but not limited to young families as well as members of our BIPOC and LGBTQA+ communities) and think critically about what value we can provide to our community to help draw them in to partnership and membership in our magnificent church.**

Photographs:

*Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.*







What we value about living in our area (2 – 3 sentences):

**We value the socially liberal world view of our metropolitan area where our liberal theology and open and affirming commitment are a natural fit. We value being in a beautiful west coast community on the Pacific Rim facing Asia. We value the diversity of our region and aspire to mirror that diversity in our congregation. We value living in one of the greatest centers of technological innovation in the world. We value being located at the center of King County, where on a Sunday morning our church can be reached in a half hour from most locations. More than half of CCMI's membership lives "off island" and we desire to strengthen our identity as a regional church rather than a Mercer Island community church.**

Current size of membership: **84**

Languages used in ministry (*other than English*):

Position Title: **Settled Pastor**



Position Duration (*choose one, delete the other options listed*):

**Settled** – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level (*choose one, delete the other options listed*):

**Full Time**

Does the total support package meet conference compensation guidelines?

**Yes**

## **1b. SCOPE OF WORK**

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*(add here the Scope of Work developed by your church using the Call Agreement Workbook)*

**Full time Pastoral Position (40-50 hours weekly / 10-12 units\*)**

- **Preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.**
- **Lead adult education program including Pastor's Bible Study**
- **Leadership development by working with people in the church to create ministry and programs**
- **Pastoral care in collaboration with lay people**
- **Community engagement and leading the way for the church to be an ambassador of God's love**
- **Weddings and funerals for participants in the worshiping community**
- **Strategic planning for current and new directions in ministry**
- **Attend meetings and give leadership as needed to church programs, in collaboration with lay Leadership**
- **Participate in wider church activities such as conference and association meetings**
- **Responsibility for supervision of staff**
- **Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations**
- **Counseling, listening and referral**
- **Energizing and deepening spiritual connections and faith understandings of others in all they do**
- **Visualizing and energizing local and global outreach**
- **Lead the congregation's effort in membership growth and diversity**

- **Understanding community context and navigating change within the community**

Core Competencies:

*(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)*

- **Person of strong faith, with a heart for pastoral care and a passion for preaching**
- **Outgoing, energetic, and driven**
- **Confident, emotionally secure, with strong organizational, leadership, and conflict resolution skills**
- **Visionary, with a mind full of possibilities**

## 1c. COMPENSATION AND SUPPORT

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Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$

Benefits (*choose one*):

**Salary plus Benefits.**

**Everything that the conference recommends + dental.**

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

**Commute as needed. Housing allowance.**

Comment on the residential/commuting expectations for your next minister.

**A commute of 45-minute or less on a Sunday morning, if possible.**

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*):

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

**Yes, a Conference program called "Communities of Practice."**

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

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

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

- **Grow the membership.**
- **Develop children's and youth programs, possibly in partnership with staff.**
- **Diversify the membership.**
- **Continue to promote our music ministry.**
- **Empower spiritual growth through ministry to the local and global community.**
- **Maintain an emphasis on responding to issues of social and environmental injustice.**

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

**We seek a pastor who is engaged in the community and who leads through example. We want to work with a new pastor that helps us and the program staff work with groups that have a passion for issues overlapping with the congregation (for example, youth in middle and high schools and adults working with refugees). We also want to work with the new pastor in making an impact on the issues about which the new pastor is passionate.**

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 open to the gifts the new pastor would bring. Any language and cultural skills our new pastor brings could be used.**

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

**We feel all these areas are important and a baseline proficiency is expected.**

***To take on the challenging task of growing our church and making it vibrant and relevant for our community, the new minister will especially need to excel in the 4 categories of “The Marks of Faithful & Effective Authorized Ministry” listed below.***

### **1. Building Transformational Leadership skills**

- Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit
- Strategically creating the future of God's Church.
- Witnessing in the public square to God's redeeming power.
- Performing necessary and appropriate administrative tasks.
- Working collaboratively with intercultural awareness and sensitivity.
- Encouraging leadership development of self and others through continuing education and lifelong learning.

***To grow our church and make it vibrant and relevant in the community, the minister should be able to assess the needs of the community, frame a vision for the future, and then take the lead in planning and building the ministry towards that vision. An area like Mercer Island/Greater Seattle especially needs a charismatic minister who can build teams and engage with people across different age groups and cultures. The minister will witness in the public square by leading the church in resolving issues of social injustice and responding to local and global events.***

### **2. Working Together for Justice and Mercy**

- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Practicing the radical hospitality of God.
- Identifying and working to overcome explicit and implicit bias in the life of the Church.
- Understanding community context and navigating change with a community.
- Engaging in mission and outreach.
- Building relationships of mutual trust and interdependence

***We want the minister to lead as an educator, advocate and community organizer in social, racial, economic and environmental justice in the community, and treat them as an essential part of the gospel of Jesus Christ.***

### **3. Engaging Sacred Stories and Traditions**

- Exhibiting knowledge, understanding, and continuing Study of the Hebrew Scriptures and the New Testament.
- Maturing in effective proclamation and preaching.
- Understanding the history of the Christian Church, from biblical times forward. Bringing life to sacred stories and traditions in worship, proclamation, and witness.

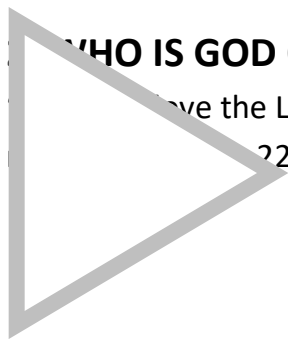
- Leading faith formation effectively across generations.
- Holding the Holy with integrity, especially as represented in the sacraments.

***We have been blessed with thought provoking and insightful sermons every week, accompanied by soul stirring music. We are hoping for more of the same in the future. Our new minister must be someone who deeply appreciates and respects the role of music/choir in worship; and must be able to deliver transformative sermons that are grounded in sacred stories and traditions.***

#### **4. Caring for All Creation**

- Nurturing care and compassion for God's creation. Maintaining a basic understanding of mental health and wellness.
- Practicing self-care and life balance.
- Providing hope and healing to a hurting world.
- Attending to one's own spiritual and pastoral care, Including engagement in supervision as appropriate,
- Stewarding the resources of the Church

***We need a minister who is mentally strong, balanced and confident, practices appropriate boundaries, prays with and for the members, provides appropriate spiritual counsel and leads us in how to live responsibly in relation to self, family, church, community, and the environment.***



## WHO IS GOD CALLING US TO BECOME?

Love the Lord your God with all your heart, and with all your soul, and with all your  
22:37 NRSV)

Who is God calling you to become as a congregation?

**God is calling us to become a living church, helping the local community and truly practicing Christianity. We(the members) want to take greater part in current social justice issues and increase the church's outreach to youth. *"Diversity and love should be central to all future plans"*.**

**We want church sermons that are practicable - we have a desire to learn more about what Jesus would do today in our divided society.**

**We also want to be there for each other, and improve our listening skills to be a better church community. Small group projects allowed us to work on useful projects, enjoying the process and camaraderie, while making friends.**

**The traditions of in-person Sunday worship and the soul uplifting music from the choir is a very centering ritual for a lot of us. However, the virtual Zoom Sunday worship during the Covid quarantine instilled a desire for global outreach. *"There was a oneness that surfaced that was a gift and a surprise. Zoom allowed those of us at a distance to feel not only included, but embraced. And those that tuned in across the world gave us perspective, insight, and the ability to reach back out. In our limitations we gained breadth and spiritual connection we never could have imagined before the Pandemic."***

**And lastly, we want to be a more vibrant part of the local community. We want to have the church building and grounds used not just for Sunday worship but put to good use by the congregation and community during the rest of the week.**

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



*For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

**We have many challenges and opportunities ahead. However, given optimism and drive, we can continue to grow stronger.**

**One challenge is how does a Christian church stay relevant in society today? And especially, in a strongly liberal area like Seattle? We need to play a bigger part in social justice issues including climate change, and find ways to provide direct service to our local community.**

**Another challenge is what does it mean to be a church that shares in hybrid worship? How do we nourish relationships and create community that way? We offered hybrid worship because God called us to reach out in response to the challenge of Covid. People from outside our congregation found us and began worshiping with us. Now, many of our most regular attenders attend virtually. So, continuing and expanding our hybrid ministry is an important part of our church's future.**

**We have many opportunities to give back to our local community, which we *are* doing. The church is seen as an active partner and supporter of Mercer Island climate initiatives such as the Climate Challenge and the coming “Energize” campaign. There are a couple of childrens’ groups using the church building. The Island Choral Experience that rehearses and performs in our church is a group of 200 girls. There are another 30 young women in our Scout troop, and many of them want to do Eagle projects that benefit us.**

## WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

SUPPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

e. CHURCH FINANCES

f. HISTORICAL INFORMATION

### 3a. CONGREGATIONAL REFLECTIONS

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Describe your congregation’s life of faith.

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

**The Congregational Church on Mercer Island embraces all people on their faith journey wherever they happen to be. The church is a spirit filled place and feels like sacred ground upon entering. The sculpture of hands embracing on and around the cross says a profound Welcome. And the sanctuary opens up to soaring heights and windows to reflect God's magnificence in a setting of glorious trees, a garden columbarium and outside worship space.**

Describe several strengths or positive qualities of your congregation.

- **A strong commitment to one another and to the life of our congregation**
- **A strong commitment to follow the teachings of Jesus and to gently encourage each other**
- **A strong commitment to respect one another’s faith journeys**
- **A strong commitment to act with compassion and for justice in the world**
- **A strong commitment to be a center for community action**
- **A respect for and desire to partner with diverse people, including in our membership**
- **A love for music and a commitment to a strong music program**
- **A love for learning and a desire for life-influencing preaching**
- **A willingness to look at tough issues and respond with humble service**

Describe what worship is like when your congregation gathers.

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

**Worship in the sanctuary feels literally like a gift from God, gazing out on His creation accompanied by a glorious music program and choir. God, Mother, Father, Abba, Lord, Holy One, Eternal Spirit are all names that ring out in our sanctuary. We have a very dedicated and participatory congregation. We gather to worship as one church holding music, prayer, and sermons that touch our soul, as our guiding light.**

**Music is a central piece of our worship and the hymns are coupled with the sermon. Our choir is approximately 16 strong with lead voices that are sublime. Our pianist of many years is extraordinary. Our music director brings Joy to the congregation each Sunday.**

**Prayers in our worship service are seminal, heartfelt, and all encompassing in a broken world in need of prayer. Individual prayer concerns are shared during the service and then all the prayers are lifted up for the week by our prayer chain which numbers almost 30. It is a powerful ministry.**

**We have been blessed by break-open sermons and have a congregation that hungers for a good sermon. Worship is all about being broken open and it feels like it touches all of us.**

**We have a thoughtful, prayerful congregation concerned with social justice and the world at large, and a strong need to address our environment. Zoom has brought us people tuning in across the globe and has made us a better church. We seek to fill our sanctuary with a congregation of all ages and greater diversity.**

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

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

**We have remained faith based and have two weekly bible studies with very committed members. We have engaged with pro active programs from Diana Butler Bass and Tripp Fuller followed by discussion groups. We have tapped into services from the National Cathedral and Lenten reflections from St Ignatius Chapel at Seattle University. We have a small morning yoga group that meets online every weekday morning. We have completed two eight-week classes on racism and white privilege. There are two movie night discussion groups that meet monthly at the church.**

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

*For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*

- When it comes to decision-making, how many hours are spent in meetings per month?
- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
- 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**


**Council spends about two hours a month in meetings with the Moderator and Minister, in addition to occasional emails. Sometimes Council discusses and decides issues via email if a matter needs to be addressed before its next scheduled Council meeting.**

**The pastor and the moderator of Council also interact on a per-needed basis, but normally spend at least an hour preparing for the monthly Council meeting. In addition, they converse via text, email, phone and in person, depending on what was happening and what they need to plan for.**

**COVID was probably the biggest crisis Council confronted. Decisions were made via phone, email and Zoom meetings, with the help of a COVID advisory committee.**

### 3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

| UNITED CHURCH OF CHRIST<br>ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC<br>YEARBOOKS  |                  |                       |                    |                           |                |                      |                     |                        |                        |                       |
|---|------------------|-----------------------|--------------------|---------------------------|----------------|----------------------|---------------------|------------------------|------------------------|-----------------------|
| <i>God is still speaking,</i><br><b>UNITED CHURCH OF CHRIST</b>  |                  |                       |                    |                           |                |                      |                     |                        |                        |                       |
| Church#:  | 840550           |                       |                    |                           |                |                      |                     |                        |                        |                       |
| Assoc:  | 820              | Schedule:             | 0                  | Congregational Church UCC | Mercer Island  | WA                   | 98040               |                        |                        |                       |
| YEAR  | MEMBERS          | AVG WEEKLY ATTENDANCE | CHR ED/ FAITH FORM | CONFIRMATION              | CONFESSION     | TRANSFER OR REAFFIRM | DEATHS OR TRANS OUT | OTHER LOSSES           | NET MEMBS ADDS-REMOVED |                       |
| 2011  | 115              | 72                    | 19                 | 3                         | 9              | 1                    | 2                   | 2                      | 9                      |                       |
| 2012  | 115              | 68                    | 20                 | 0                         | 2              | 0                    | 2                   | 0                      | 0                      |                       |
| 2013  | 111              | 61                    | 0                  | 0                         | 0              | 2                    | 5                   | 1                      | -4                     |                       |
| 2014  | 111              | 61                    | 0                  | 0                         | 0              | 0                    | 0                   | 0                      | 0                      |                       |
| 2015  | 97               | 58                    | 18                 | 0                         | 0              | 6                    | 1                   | 19                     | -14                    |                       |
| 2016  | 96               | 60                    | 18                 | 0                         | 0              | 5                    | 6                   | 0                      | -1                     |                       |
| 2017  | 96               | 54                    | 25                 | 0                         | 0              | 5                    | 5                   | 0                      | 0                      |                       |
| 2018  | 93               | 54                    | 14                 | 0                         | 2              | 2                    | 0                   | 7                      | -3                     |                       |
| 2019  | 86               | 52                    | 20                 | 0                         | 0              | 2                    | 4                   | 5                      | -7                     |                       |
| 2020  | 86               | 52                    | 20                 | 0                         | 0              | 0                    | 0                   | 0                      | 0                      |                       |
| 2021  | 85               | 52                    | 25                 | 0                         | 2              | 13                   | 4                   | 12                     | -1                     |                       |
| YEAR  | CURRENT EXPENSES | CAPITAL PAYMENTS      | BASIC SUPPORT      | TOT OTHER UCC GIVING      | TOTAL OCWM     | OTHER GIFTS          | WIDER MISSION       | BASIC SUPP% CURR LOCAL | TOTAL EXPEND           | PLEDGES AND OFFERINGS |
| 2011  | \$262,734        | \$0                   | \$8,650            | \$5,892                   | \$14,542       | \$4,940              | \$19,482            | 3.29                   | \$282,216              | \$211,325             |
| 2012  | \$317,278        | \$0                   | \$9,300            | \$680                     | \$9,980        | \$3,023              | \$13,003            | 2.93                   | \$330,281              | \$204,140             |
| 2013  | \$574,475        | \$0                   | \$8,500            | \$1,308                   | \$9,808        | \$2,662              | \$12,470            | 1.48                   | \$586,945              | \$216,366             |
| 2014  | \$574,475        | \$0                   | \$9,200            | \$1,607                   | \$10,807       | \$0                  | \$10,807            | 1.60                   | \$585,282              | \$0                   |
| 2015  | \$242,426        | \$0                   | \$10,000           | \$4,427                   | \$14,427       | \$2,708              | \$17,135            | 4.12                   | \$259,561              | \$203,800             |
| 2016  | \$248,450        | \$0                   | \$10,200           | \$3,446                   | \$13,646       | \$4,698              | \$18,344            | 4.11                   | \$266,794              | \$197,111             |
| 2017  | \$273,589        | \$0                   | \$10,200           | \$6,802                   | \$17,002       | \$0                  | \$17,002            | 3.73                   | \$290,591              | \$215,250             |
| 2018  | \$277,905        | \$0                   | \$10,200           | \$3,095                   | \$13,295       | \$4,432              | \$17,727            | 3.67                   | \$295,632              | \$222,189             |
| 2019  | \$261,326        | \$65,109              | \$10,200           | \$4,278                   | \$14,478       | \$0                  | \$14,478            | 3.90                   | \$275,804              | \$219,994             |
| 2020  | \$261,326        | \$0                   | \$10,200           | \$0                       | \$10,200       | \$0                  | \$10,200            | 3.90                   | \$271,526              | \$0                   |
| 2021  | \$333,003        | \$0                   | \$10,980           | \$6,669                   | \$17,649       | \$30,000             | \$47,649            | 3.30                   | \$380,652              | \$291,666             |
| % CHANGE  | MEMBERS          | AVG WEEKLY ATTENDANCE | CHR ED/ FAITH FORM | TOTAL ADDITIONS           | TOTAL REMOVALS | CURR LOCAL EXPENSES  | TOTAL OCWM          | TOTAL EXPENDITURE      |                        |                       |
| 2016-2021   | -11.46           | -13.33                | 38.89              | 200.00                    | 166.67         | 34.03                | 29.33               | 42.68                  |                        |                       |
| 2011-2021   | -26.09           | -27.78                | 31.58              | 15.38                     | 300.00         | 26.75                | 21.37               | 34.88                  |                        |                       |

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

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

|   |    | <i>Is this number an estimate? (check if yes)</i> |
|---|----|---|
| Number of active members:                                 | 71 |   |
| Number of active non-members:                             | 12 |   |
| Total of active church participants (sum of 1 & 3 above): | 83 |   |

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 |   |
| Less than 10, more than 5 years: | 3  |   |
| Less than 5 years:               | 22 |   |

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> |
|------|-------|-------|-------|-------|-------|-------|-------|-----|--|
| 1    | 0     | 0     | 0     | 2     | 11    | 9     | 31    | 30  | Yes  |

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:          | 5  |   |
| Single adults age 35-65:         | 7  | Yes   |
| Joint households with no minors: | 34 |   |
| Single adults over 65:           | 15 | Yes   |

Education level of adult participants by percentage:

|                         |      | <i>Is this number an estimate? (check if yes)</i> |
|-------------------------|------|---|
| High school:            | 100% | Yes   |
| College:                | 95%  | Yes   |
| Graduate School:        | 25%  | Yes   |
| Specialty Training:     | 12%  | Yes   |
| Other (please specify): |      |   |

Percentage of adults in various employment types:



|                                    |    | <i>Is this number an estimate? (check if yes)</i> |
|------------------------------------|----|---|
| Adults who are employed:           | 24 |   |
| Adults who are retired:            | 58 |   |
| Adults who are not fully employed: | 1  |   |

Describe the range of occupations of working adults in the congregation: **Teaching (high school, college, music teachers), HR, law, retail, administration, tech industry.**

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?

**Currently, we are an older, progressive, well-educated, mainly white congregation with a few Asian members, and a few LBGTQIA+ members. We have a few active members and attendees who come from different religious backgrounds and philosophies like Judaism, Catholicism, and Hinduism.**

**For us, diversity is about much more than just race and ethnicity. It is also about age, gender, sexuality, religious and political beliefs, ability or disability, socioeconomic status, and representation among other things. It is about the church listening to and valuing the thoughts and opinions of all members. In striving to do so, we have council meetings that are transparent and open to everyone to join and voice any concern. The church also has a number of active committees and everyone is welcome to join and contribute their skills, and thereby add to the vitality of the church.**

**We hope that in the next five years, we can grow and achieve greater diversity in age and ethnicity to reflect our regional community.**

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise: **We have completed two eight-week classes on racism and white privilege. We are an Open and Affirming church and welcome people from all walks of life. We have had many conversations and introspections about welcoming diversity, but struggle with the chicken and egg aspect of it, because in order to foster diversity, an organization has to be diverse.**

### 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                          | 15  | Pastor  |
| Baptisms <i>(number last year)</i>               | 0   |   |
| Children's Groups or Classes                     | 0   | Our children's worker, Julie Fay, is ready to return if/when she is needed.   |
| Christmas Eve and Easter Worship                 | Normally 110<br>(70 during Covid)                 | Pastor, Worship & Arts Committee  |
| Church-wide Meals                                | 60  | Fellowship Committee  |
| Choirs and Music Groups                          | 16  | Music Director  |
| Church-based Bible Study                         | 17  | Two groups, lay leaders   |
| Communion <i>(served how often?)</i>             | 60  | Pastor – Once per month in church   |
| Community Meals                                  | N/A   |   |
| Confirmation <i>(number confirmed last year)</i> | 0   |   |
| Drama or Dance Program                           | 0   | Island Choral Experience meets and performs in our building and is looking for deeper partnership   |
| Funerals <i>(number last year)</i>               | 5   |   |
| Intergenerational Groups                         | All   | We have no children or youth in our congregation at present, but all our events include ages 40-90+   |
| Outdoor Worship                                  | 6   | Additional service on Summer Sundays before the main worship led by the pastor  |

|   |     |   |
|---|-----|---|
| Prayer or Meditation Groups                 | 27  | Online prayer chain led by a member                 |
| Public Advocacy Work                        | 6   | Climate Action Team offers monthly community events |
| Retreats                                    | 12  | Pastor and planning group                           |
| Theology or Bible Programs in the Community | N/A |   |
| Weddings ( <i>number last year</i> )        | 1   | Pastor, wedding coordinator                         |
| Worship (time slot: 10:30)                  | 55  | Pastor, Worship & Arts Committee, Music Director    |
| Worship (time slot: 9:00, summer only)      | 6   | Pastor  |
| Young Adult Groups or Classes               | N/A |   |
| Youth Groups or Classes                     | N/A |   |
| Other                                       |     |   |

Additional comments:

**None.**

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?<br>(3 or 4 or No) | Ministry Setting | Type of Ministry Role | Retired?<br>(Y or N) |
|--------------|--|------------------|-----------------------|----------------------|
| Peggy Derick | No   | Retired          |                       | Y                    |
| Dale Sewall  | No   | Retired          |                       | Y                    |

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:

**Peggy Derick participates in church events as a member. She is willing to lead worship occasionally. We have called on her when we needed a worship leader at short notice.**

**Dale Sewall has been a superb chair of our Stewardship Committee. He is an active participant in one of the Bible study groups, though it is led by another church member.**

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, volunteer) | Supervised by | Length of Tenure for current person in this position |
|-------------------------------|----------------|--|---------------|--|
| Pastor: Roberta Rominger      | Yes            | \$ NA  | The Board     | 7 years  |
| Office Manager: Gina Bullock  | No             | \$ PT  | Roberta       | 3 years  |
| Music Minister: Deeji Killian | Yes            | \$ PT  | Roberta       | 4 months   |
| Pianist-Glenda Williams       | No             | \$ PT  | Deeji         | 8 years  |
| Choir Section Leaders (4)     | No             | \$ PT  | Deeji         | 1 month to 5+ years                                  |

## REFLECTION

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

**The congregation does not reflect the regional community generationally. We are missing youth and young people under forty. Our community has also changed rapidly in race and ethnicity in the last ten years. Once very homogeneous and white, the community is now at least 50% non-white, with 71% of the change in population being foreign born. But the congregation remains a monoculture and does not reflect the regional community's diversity.**

**Although the congregation is small, with an aging population, we still pack a mighty punch with relation to how we contribute to our community and each other. The congregation is generous with its contributions of money and time.**

**We are well known in climate advocacy work on Mercer Island and the Eastside. We are present at every local gathering and vigil to show our support for justice and equality.**

**Prayer requests from Sunday and additional requests are prayed for, all week long by the prayer chain. Church members are there to be for each other and care for each other.**

**As a congregation we use many opportunities to gather together. The many church meals organized by the Fellowship Committee, Bible study groups and other classes, movie nights to reflect on a good movie or documentary, all indicate our love for camaraderie, fellowship and sense of community.**

**We have always had a large and talented music choir with outstanding music directors and accompanists. This reflects how important music worship is to us.**

### **3e. CHURCH FINANCES**

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

| Source  | Amount    |
|---|-----------|
| Annual Offerings and Pledged Giving   | \$250,000 |
| Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> ) | \$40,000  |
| Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )                   | \$0       |
| Fundraising Events  | \$10,000  |
| Gifts Designated for a Specific Purpose   | \$30,000  |
| Grants  | \$0       |
| Rentals of Church Building  | \$16,000  |
| Rentals of Church Parsonage   | \$0       |
| Support from Related Organizations ( <i>e.g. Women's Group</i> )  | \$0       |
| Transfers from Special Accounts   | \$15,000  |
| Other (specify):  | \$        |
| Other (specify):  | \$        |

|       |           |
|-------|-----------|
| TOTAL | \$361,000 |
|-------|-----------|

Current annual expenses (dollars budgeted for most recent fiscal year): **\$334,766**





# 2021 Highlights

| Revenue  |
|--|
| <ul style="list-style-type: none"> <li>• Pledges and Contributions \$41K over budget at \$292K</li> <li>• 2020 PPP \$29K loan forgiven</li> <li>• Unable to hold annual fundraiser -10K</li> </ul> |

| Expenses  |
|---|
| <ul style="list-style-type: none"> <li>• Compensation expenses on budget</li> <li>• Office expenses slightly higher than budget</li> <li>• Building and grounds maintenance and improvements \$4K over budget largely due to hybrid worship investments</li> <li>• Liability insurance \$9K over budget due to underbudget and rate increase</li> <li>• Overall trustee expenses \$14K over budget</li> <li>• Music program slightly over budget</li> </ul> |

## 2021 Summary (\$000s)

|                  | Actual |     | Budget |     | Net |    |
|------------------|--------|-----|--------|-----|-----|----|
| Adjusted Revenue | \$     | 339 | \$     | 283 | \$  | 56 |
| Adjusted Expense | \$     | 305 | \$     | 292 | \$  | 14 |
| Net              | \$     | 34  | \$     | (9) | \$  | 43 |

## 2022 Budget Considerations

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Without a stewardship committee we have less visibility into true pledges

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Some donors will not donate this year

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\$29K PPP loan will not be a factor

---

We are budgeting for cost-of-living increases

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## Budget Methodology

Look at 4 years of expenses

Average 2 years of pandemic and 2 years prior

Budget based upon

- Last year +- an adjustment (e.g. COLA)
- Average of 4 years
- Average Pre-Pandemic or Post-Pandemic

Assumptions

- We will be back to full operation in the second half of 2022
- We will be able to do a fundraiser
- There will be expenses to invite people back

# 2022 Projections

| Revenue   | \$ 289  |
|---|---------|
| Expenses  | \$ 325  |
| Projection  | \$ (36) |
| Expected Investment<br>Return & Memorial<br>Garden payments | \$ 20   |
| Net   | \$ (17) |

## Opportunities for Improving the Budget

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Not all pledges are in

---

Look for less expensive insurance -  
earthquake coverage alone is \$11K

---

Modify our spend on landscaping

---

Evaluate less expensive printer options

---

Check with Recology for less expensive  
options



What is the church's current indebtedness?

Total amount of loan debt: **\$0**

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.

**Council has discussed the need for significant renovations in the interior lower and third floor levels for the building. They want to do it and have the means to do it through the sale of church-owned land. But they want to discuss this with the congregation before final action. The sale of land could also create the ability to fund program staff positions in children's and youth ministry for several years while our membership grows.**

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

| Year(s)   | Purpose   | Goal      | Result    | Impact                  |
|-----------|---|-----------|-----------|-------------------------|
| 2011-2014 | interior repairs, exterior painting and parking lot improvement | \$185,000 | \$118,000 | Most repairs completed. |
|           |   | \$        | \$        |                         |

If a capital campaign is underway or anticipated, describe:

| Year(s) | Purpose | Goal | Result | Impact |
|---------|---------|------|--------|--------|
|         |         | \$   | \$     |        |
|         |         | \$   | \$     |        |

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.

**There was no mission component of the 2011-2014 capital campaign.**

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

What is the market value of the assets? **\$40,000**

Are funds drawn as needed, regularly, or under certain circumstances? **No**

What is the percentage rate of draw (last year, compared to 5 years ago)? **0%**

Other Assets

Reserves (savings): **\$ 46,823**

Investments (other than endowment): **\$ 357,611**

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

Describe all buildings owned by the church:

**The Church building is a ~15,000 square foot wooden structure built in 1972. It is a flexible structure designed for use by the community.**

Describe non-owned buildings or space used or rented by the church: **NA**

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

**The majority of the church – sanctuary and downcenter – are accessible via wheelchair. Upper floor meeting rooms and nursery are not accessible.**

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?*

**Budgeting has been largely based upon prior experience for the last 4 years with significant increases to the budget for social outreach for pandemic, homelessness, and other causes that are directed by members. We have a socially active and generous congregation, but increasingly our members make direct investments in charities outside the church.**

### **3f. HISTORICAL INFORMATION**

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

**In the 1980's Pastor Bruce Van Blair, a recovering alcoholic, drew several people in recovery into church membership. Many of these members have remained as beloved members of CCMI and shaped the open and welcoming attitude of the congregation which remains the core of CCMI's identity today.**

**In the 2000's CCMI called a pastor who was from a much more hierarchical tradition. His authoritative and sometimes abrasive style clashed with our more collegial, consensus style, and led to the departure of many members. CCMI became a significantly smaller congregation and has not regained its former membership strength of numbers.**

**In 2019 CCMI began a sustained focus on Climate Action under the leadership of our current pastor. This focus has included a sermon series, adding solar panels to our roof, hosting "Sustainable Mercer Island" community meetings, divesting church funds from fossil fuel investments, using our reader board for climate related messages, hosting an Earth Ministry event on environmental grief, signing the church up with Recology for composting, meatless meals at church events, supporting state environmental legislation, supporting the Environmental Voter Project, and more. See the addendum "Climate Action at CCMI."**

**One of the important events of CCMI in the last 10 years was, in conjunction with the 50th anniversary of CCMI's building completion, a renovation by the building trustees of our building and grounds. This renovation included new parking lot lighting, pruning and trimming of trees, new sidewalks, new outdoor signage, irrigation system repair, outdoor stairs rebuilt with secure railing, remembrance garden freshening, contracting with a yard and grounds service to upgrade the regular care of our outdoors area, roof repairs, installation of solar panels, sanding and waxing of the worship area floor, installation of hearing loop system, replacement of all ceiling tiles, purchase of round and rectangular tables, purchase of new chairs for Sunday worship, purchase of new kitchen appliances, new carpets, and new software purchased for the office.**

**In conjunction with the renovation, an analysis was made by the Stewardship Committee of our financial strengths and vulnerabilities. We noted that several of our largest pledgers are in their late 80's and early 90's, and that we needed to prepare for their passing. We asked our "elders" to provide some short term financial stability by making 3-year commitments to the church, which several did. Their example, along with the building**

**renovation, and the ministry of our current pastor, uplifted and inspired the congregation and encouraged us to have confidence in the future of our church. We seek a settled pastor who will share our confidence in CCMI's future and will work with us with vision and creativity to make it happen.**

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

**Like many congregations, the Covid pandemic required us to go to 100% online worship services for the first phase of the pandemic, and then to hybrid online/onsite services.**

**In the middle of the week that the pandemic broke out in the Kirkland nursing home an emergency zoom meeting of the church council was called to discuss whether to hold worship the following Sunday. The King County Health Commissioner had announced that there should be no gatherings of 10 people or more so we knew we couldn't meet in the sanctuary. Our pastor suggested we could try to get everyone onto Zoom and hold worship that way. She was quite familiar with Zoom and thought it could work. By Sunday we did in fact have worship on Zoom.**

**In the early days of online worship Zoom was really bad at transmitting music, as we discovered when we got the soloists together to present music. We wanted to use Zoom rather than a Youtube type livestream because we wanted to preserve the interactivity of the chat function for greetings, prayer requests, and post-worship breakout rooms. Eventually a volunteer stepped in and experimented with technologies that could be used to feed music into the zoom feed through a separate program and that improved things tremendously. For a while we were projecting slides in Powerpoint as the announcements were given; but eventually two volunteers figured out a way to feed the slides so an extra slide person was not needed. For quite some time worship rehearsals were held on Saturday evenings.**

**We soon learned that one of the advantages of Zoom worship was the participation from international worshipers including regular worshipers from England and South Africa. Other remote worshipers were friends of congregation members and members who had moved away. At the same time we lost some regular worshipers who were not comfortable with Zoom.**

**As it became clear that it was going to be a long time before we could resume worship in the sanctuary, our music director organized the choir members to record section parts individually, to be combined by a volunteer music editor. We eventually developed a team of 5 or 6 volunteers familiar with the technical aspects of Zoom worship at CCMI. This**

**team also assisted some members unfamiliar with Zoom in learning how to access our worship services.**

**Much of the work to make this happen was done by our pastor who sends a script for worship to our volunteer technicians, with camera angles, words to hymns, and directions if someone is going to do a reading from home, or might be recorded on video.**

**Now that we have returned to the sanctuary for worship some of our congregation worship in our building and some still worship through Zoom. Several issues face us as we move forward. Can we persuade those who could drive to the church to forgo the convenience of worship at home in pajamas with coffee and come back to onsite worship? Currently our onsite attendance is half of what it was before the pandemic, with the other half currently choosing to worship with us from home. Half a congregation onsite feels pretty empty and makes our connections weaker. How do we reconnect our members who never worshiped via Zoom, and thus have not worshiped with us for 2 years? What welcome back effort do we need to make? And will the future of worship at CCMI always be both onsite and on Zoom simultaneously?**

**The pastor we are seeking will need to be technologically savvy. And we will need to work together to shape the decisions about effective future worship at CCMI.**

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

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

**We are not great at conflict and tend to avoid it when we can. Our relationship with the pastor who left under pressure (see below) is one example. Though we eventually brought in an outside facilitator, a mutually satisfactory solution was not found and the pastor eventually left at the suggestion of some members. Meanwhile significant damage was done to the congregation (and probably the pastor) both spiritually and in membership loss. We also had conflict over the process of becoming an open and affirming church (rather than the decision itself). Some wanted to avoid possible conflict by making the process short while others advocated for the longer UCC-suggested process.**

**We’ve create policies, but we continue to be conflict-adverse.**

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

| Staff member's name | Years of service | UCC Standing (Y/N) |
|---------------------|------------------|--------------------|
| Bruce Van Blair     | 1981-1996        | Deceased           |
| Michael Bush        | 1994-2001        | Y                  |
| Deborah Adams       | 1996-1998        | Y                  |
| Samuel Sawitski     | 2003-2008        | Deceased           |
| Mark Travis         | 2008-2013        | Y - Retired        |
| Roberta Rominger    | 2014-Present     | Y                  |

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

**We have learned the importance of a pastoral relations committee.**

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

**Yes. Two pastors left under pressure or by involuntary termination. One left hurriedly without the congregation's knowledge. The reason given, after the fact, was that the church could not financially support an Assistant Pastor. Some suspect the pastor was involuntarily terminated as some of the more conservative members of the Church did not find her to be a good fit.**

**The other pastor, while loved and admired by some members, proved to have a style that did not work well for many congregants. This led to a loss of spiritual energy and membership attrition, which became enough of a concern that an outside facilitator was brought in. During this time, a vision initiative was undertaken. Although the Council put forth effort to work with the pastor to address his contribution to the problem, there was never official talk of termination. However, there were congregants who encouraged the pastor to leave, and he subsequently transitioned to another church.**

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)

### 4a. COMMUNITY VISION

Site

#### 4a. COMMUNITY VISION

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

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

**International Video Connections:** Two months into the Covid lockdown, our pastor had the idea of requesting video greetings from overseas colleagues she and her husband had met in their travels. Church members joined in, contacting family and friends. Using their phones, each recorded a message describing the effects of the pandemic on their communities and how their churches were responding. By the end of 2020, we had shown 16 videos recorded just for us (Madagascar, New Zealand, Ukraine, Canada, Czech Republic, Scotland, England, Wales, Thailand, South Africa – twice, South Korea, Burundi, Japan, Hong Kong, Sweden, and the Mexican border) and a further 10 (Palestine, Ecuador, Singapore, West Timor, Jordan, Lebanon – twice, Bangladesh, Sierra Leone, Congo, and Chile) from the UCC Global Ministries website. We also shared a video from a refugee interned at the Northwest Detention Center in Tacoma. This project really addressed the isolation we were all feeling during the lockdown. We felt connected, part of a great human family confronting the virus together.

**Pandemic Benevolence:** In October 2020 CCMI adopted a needy family who, through no fault of their own, was physically and emotionally "stuck" in the Mary's Place Shelter in Burien. This amazing family consists of a dad and three children in grades 5-8; the oldest child is a student at a school where one of CCMI's members worked. While in the shelter, the dad was not able to work because he was required to stay with his kids in the shelter. (The schools were closed because of the pandemic.) On the occasional day that dad did work, the three children had to stay all day in the car at dad's worksite.

**CCMI raised over \$24,000 through member donations to rent a two-bedroom apartment for a year beginning October 2020. We also provided furniture and household items. Generous giving also supplied the internet for a year and a babysitter/tutor (six hours a day) to help the kids stay engaged in school while dad was at work. This has allowed this family to thrive and get out of homelessness. This was an ongoing outreach throughout 2021 that will permanently change the trajectory of this family. The family is now on their feet and thriving. Dad recently had his van stolen, in it were all his sheetrock and drywall hanging tools. CCMI, through the pandemic benevolence fund, was able to pay to replace these tools so dad could keep working. We also gave a \$100 gift card to each family member so that their Christmas would be merry and bright.**

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

**CCMI is an active member of the Pacific Northwest Conference, which acts as an association as necessary. We are represented at Conference annual meetings and occasionally other conference meetings. Members have also attended virtual meetings of General Synod when offered. Recently a member served on the Conference Committee on Ministry for several years, two of those as Co-Chair. She actively participated in the drafting of the new Manual on Ministry. Another member just retired from 3 years on the Church Development Committee. One member served as Treasurer of the Conference for eight years, and another served on the Budget Committee. CCMI supports the national UCC through One Great Hour of Sharing as well as all four of the other annual UCC offerings, and also through special disaster offerings such as the offering for Ukraine.**

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

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 congregation mostly connects with Seattle area organizations working on homelessness, domestic violence, poverty, and has also supported an organization working with foster care youth. We have taken the lead in hosting and supporting Climate Action groups. We may use these UCC resources in the future.**

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

**Our pastor typically belongs to the Mercer Island Clergy Association whose activities include a yearly interfaith Thanksgiving service and a yearly baccalaureate service for graduating seniors. The Clergy Association meets to discuss and respond to issues of immediate concern in the community. For example they were awarded Mercer Island "Citizen of the Year" recognition several years ago for their successful effort to keep low income housing on Mercer Island. For several years Mercer Island clergy volunteered as chaplains for the Mercer Island police and fire services, serving monthly on a rotating basis. And they sponsored the only Tent City for the homeless to ever be located on Mercer Island, in the parking lot of the Methodist Church.**

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

**Our Mission Statement: We are a welcoming and open community inspired by inclusive beliefs and progressive values on a journey of compassion and justice.**

**Our congregation participates in 14 outreach ministries in cooperation with other organizations and churches. Among these are meals taken to Sophia Way (women's shelter), toys for kids through the Atlantic Street Center's annual Christmas drive, socks for homeless men and women through Operation Nightwatch (4000 pair last year), participation in First United Methodist Church's Shared Breakfast program for the homeless with CCMI serving on the third Sunday each month, sponsoring 5 children in Zimbabwe, Israel, Armenia and India through Child & Elder Sponsorship Program, hosting Sustainable Mercer Island (climate action), and being a community deposit center for recycling. Our congregation raising \$24,000 for a year's rent for a homeless family is another example of our congregational response of compassion and justice. Most recently**



**CCMI ran one of several booths at the Juneteenth Celebration organized by the local high school student “Black Lives Matter” group.**

**Many additional outreach activities are undertaken by individual members, for examples; the member who teaches in an alternative school and counsels at risk teenagers, the member who tutors refugees in writing work resumes at World Relief, the member who reads on tape for the blind through AudioBook Ministries, and the members who visit inmates struggling with mental illness and having no other visitors in the regional state prison. The congregation’s mutual commitment to love and justice provides a safe and encouraging environment for this kind of individual outreach.**

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?

**Because CCMI wants to be significantly connected to the community, the work of our pastor in community outreach and in involving the congregation in the community is an integral part of their ministry. The congregation recognizes and affirms this reality.**

#### **4b. MISSION InSite**

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

**Information unavailable from MissionInsite or UCC national office.**

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?

**Our congregation is significantly older than our neighborhood and mostly white. Our neighborhood is majority white, but much more diverse than our church membership. The neighborhoods we connect with through our social outreach ministries are economically poorer and more racially diverse than our adjacent neighborhood or our congregation.**

How are the demographics of the community currently shaping ministry, or not?

**Many in the adjacent community are socially active in efforts like climate response. We partner with them and host many of their meetings. We seek to support and ally with groups of youth who**

**organize themselves for justice causes. CCMI has a long history of opening our building to community organizations with causes compatible with our spiritual beliefs.**

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

**They say our church is known for climate response, for our streetside message board which often celebrates and supports marginalized communities or asks for prayers for devastated communities, for our willingness to open our building to the community, and for our support of the music community and our music program.**

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

**They mention our choir's inspirational music, or a social cause like climate action that inspires them, or the thoughtfulness of the sermons, or the impact of special services like Maundy Thursday. And they mention the openness and welcome of the congregation.**



## REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

### REFERENCE 1

Jim Miller

Home: 425-373-5415

Email: [James.Miller@alum.mit.edu](mailto:James.Miller@alum.mit.edu)

Attends services and sing in the choir, but is not a member.

### REFERENCE 2

Henriette Anne Klauser

Cell: 425-269-8718

Email: [henriette@henrietteklauser.com](mailto:henriette@henrietteklauser.com)

Attends services and sing in the choir, but is not a member.

### REFERENCE 3

Cheryl Prophater

[Cherylprophater@yahoo.com](mailto:Cherylprophater@yahoo.com)

513-850-4455

Leads scout troop which meets at the church.

## PROMPTS FOR REFERENCES

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

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

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

Anything else you wish to share.



## CLOSING THOUGHTS

PRAYER

OF CONSENT

REFERENCE/ASSOCIATION VALIDATION

### 6a. CLOSING PRAYER

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*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:*

**We include this passage from 1st Corinthians 13 because this reading timelessly embodies what it means to be a Christian.**

#### *1st Corinthians 13*

***If I speak in the tongues of men and of angels, but have not love, I am a noisy gong or a clanging cymbal.***

***And if I have prophetic powers, and understand all mysteries and all knowledge, and if I have all faith, so as to remove mountains, but have not love, I am nothing.***

***If I give away all I have, and if I deliver up my body to be burned, but have not love, I gain nothing.***

***Love is patient and kind; love does not envy or boast; it is not arrogant***

***or rude. It does not insist on its own way; it is not irritable or resentful;***

***it does not rejoice at wrongdoing, but rejoices with the truth.***

***Love bears all things, believes all things, hopes all things, endures all things.***

***Love never ends. As for prophecies, they will pass away; as for tongues, they will cease; as for knowledge, it will pass away.***

***For we know in part and we prophesy in part,***

***but when the perfect comes, the partial will pass away.***

***When I was a child, I spoke like a child, I thought like a child, I reasoned like a child. When I became a man, I gave up childish ways.***

***For now we see in a mirror dimly, but then face to face. Now I know in part; then I shall know fully, even as I have been fully known.***

***So now faith, hope, and love abide, these three; but the greatest of these is love.***

**Hymn: Here I am Lord**

## 6b. STATEMENT OF CONSENT

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The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*

**In addition to the 8 search committee members, most of whom have served on council or a committee of council in the recent past and who are representative of the congregation as a whole, the following individuals provided help in answering questions: the current moderator of council, the former moderator of council, the former chair of the Facilities Trustees committee, the former chair of the Worship and Arts committee, the former chair of the Social Concerns committee, the pastor (regarding international videos), the former liaison to the Conference, the member of CCMI with expertise in climate action (Addendum on Climate Action at CCMI), and the treasurer.**

**The Council's transition committee filled in the charts about demographics in sections 3c, 3d and 3e, and answered questions about compensation.**

**Congregational input was gathered from the 2016 Action Plan and the October 2021 "Big Conversation."**

**The search committee also reviewed the 2014 CCMI Church Profile.**

2. Additional comments for interpreting the profile:

**Signed: Dan P. Hungate**

**Chair of CCMI pastoral search committee**  
**July 8, 2022**



## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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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:



Name / Title: Mike Denton, Conference Minister

Email: [mike@pncucc.org](mailto:mike@pncucc.org)

Phone: (206) 725-8383 ext 102

Date: July 12, 2022

## Addendum

### Climate Action at CCMI

1. Sermon series April-May 2019 on spiritual resources so that church can be a safe place “to know what we know and feel what we feel”
2. Solar panels 2019 – due to roof restrictions, we decided to go for more expensive LG panels to maximize output – 20.6 years payback period – the congregation was fully aware that our motivation was image as much as substance
3. Hosting Sustainable Mercer Island community meetings – lots of speakers, lots of local updates. We hosted one of the Ready for 100 solar promotion training events in 2018.
4. We have given active support to Ross Freeman, the Mercer Island Sustainability Program Analyst. We were Zoom hosts for the launch of the City Climate Plan, we invited Ross to be a presenter at our Earth Day fairs, we have committed to becoming a team in the City Climate Challenge 2022, and we have volunteered to host a community promotion event for the new Energize (heat pump) campaign.
5. Reader board – regular climate-related messages, sometimes theological but normally topical (COP25 and 26, student strike support) or practical (recycling, waste reduction).
6. Divested church funds from fossil fuel investments, reinvested with United Church Funds Beyond Fossil Fuels fund.
7. Community events – two film showings, two concerts, sign-making for the September 2018 climate march, an education evening on recycling with Recology/Ridwell. We have an email list of 50 local people and were offering monthly events until Covid intervened. We’re beginning again next week.
8. Hosted an Earth Ministry event on environmental grief – 50 people from around the region.
9. Recycling – signed up with Recology for composting, which we hadn’t had before. Working hard to educate the congregation. Compostable paper towels in the bathrooms and compostable paper plates and cups for our events.
10. More recycling – signed up with Ridwell on the understanding that we would be a drop-off point for the community. Have collected LOTS of broken Christmas lights and wine corks. Also plastic film. Lots of batteries and light bulbs from church members.
11. Meatless meals at church events. Publication and distribution of a meatless recipe book.
12. Support for Washington’s SB5947, the Sustainable Farms and Fields bill – Letters to our state senators. (This was a special project of our UCC Conference.) More recently, hosted signature gathering for the proposed Eastside Public Utility District.
13. Support for the Environmental Voter Project ([www.environmentalvoter.org](http://www.environmentalvoter.org)) through text-banking in 2020 and postcard-writing in 2022.
14. Energy improvements – slow on this!! We’ve done some weatherization work to prevent drafts from doorways. We had a PSE energy audit but have done nothing so far in response.
15. One of our members is very active in the MI Rotary Club climate action group. We like to have partners. I participate in the Environmental Justice Team of the UCC Conference, and I have actively cultivated partnership with the Climate Action Team at Bellevue First Congregational UCC.
16. Employment of an Environmental Justice fellow, a student at Mercer Island High School, summer 2022. Her role is to lead our participation in the City Climate Challenge and help us embrace the wider agenda of environmental justice.
17. Participation in the Mercer Island Climate Challenge in which each person measures their carbon footprint and identifies ways of reducing it.

**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*