

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

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!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

**Community Congregational Church of Belvedere/Tiburon
Tiburon, CA**

Settled Pastor

**Conference: Northern California/Nevada Conference
Association: Golden Gate Association**

January 27, 2023

LOCAL CHURCH PROFILE CONTENTS

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- Who Is God Calling Us to Become?
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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.

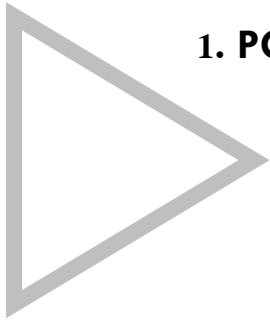
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years. 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.



1. POSITION POSTING

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

1a. LISTING INFORMATION

Church name: Community Congregational Church of Belvedere/Tiburon
Street address: 145 Rock Hill Drive, Tiburon, CA 94920
Supplemental web links: <http://www.ccctiburon.org/>

Additional ecumenical affiliations: UCC only

Conference: Northern California/Nevada Conference
Association: Golden Gate Association
UCC Conference or Association Staff Contact Person

Name: Davena Jones
Title: Bridge Conference Minister
Phone: (650) 937-7208
Email: davena@ncncucc.org

Summary Ministry Description:

Community Congregational Church (CCC) is an engaged, spiritually mature, loving, caring and welcoming congregation with a long history of progressive religious and spiritual exploration, with a commitment to support the vulnerable among us and in the wider community. We feel God is calling us to discern the future of our church. Our worship and spiritual practices are a creative blend of contemplation and celebration. We seek a Settled minister who will walk with and lead us through the next steps in our congregation's life as our vision and way forward become clear. We look forward to the inspiration of new ideas and action for living the questions of life in the spirit of love.

Photographs:



One of our neighbors



The Rock on Rock Hill Road



View of CCC Sanctuary, offices, Seminar Room from the labyrinth from Rock Hill Road

Please view our photo gallery here: <https://www.cctiburon.org/photos.html>

What we value about living in our area:

We live in a beautiful and progressive county. There are many opportunities to find proximity to, and support, those less fortunate. The beauty and open space that is available to us supports us in finding peace and balance.

Current size of membership: Active members 69, active friends 20, inactive members 2 (active in the past few years but now inactive for health reasons).

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

Position Title: Pastor

Position Duration:

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

Compensation Level: Full Time.

Does the total support package meet conference compensation guidelines?

Yes

1b. SCOPE OF WORK

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

The Community Congregational Church of Tiburon is seeking a fulltime pastor who is an energetic, progressive leader who can nurture our church community and increase engagement with our wider, largely secular community. The Pastor serves as minister, teacher and mentor to members and friends of the congregation, and performs duties related to growth and revitalization of the church, including:

- Prepare and lead Sunday and other worship including scripture study, crafting of liturgy, sermon preparation and delivery, guiding lay liturgists, planning of music in coordination with musical staff or volunteers, offering of prayers, etc.
- Provide faith formation and vitality through prayer, poetry, contemplative practices, progressive biblical and other spiritual study
- Lead congregation in discernment process related to CCC's future and lead strategic planning for future directions of the church
- Lead engagement and reflection on life's questions from a spiritual perspective for the congregation and the wider community through educational experiences
- Supervise staff
- Attend Governing board and other meetings and offer leadership in collaboration with lay leadership
- Recruit, train and motivate lay persons to volunteer and become leaders in our community
- Provide pastoral care to individuals and collaborate with our Nurture Team
- Provide counseling, listening and referral
- Have a working understanding of and be comfortable with social media and current technology needed for effective hybrid services/meetings and electronic communications
- Engage with the wider community by participating in interfaith and social justice activities

- Engage in self-study and prayer to improve skills to lead, teach, and preach effectively as well as promote minister's self-care
- Conduct weddings and funerals for participants in the CCC community
- Participate in wider church activities such as conference and association meetings

Tasks and Ministries of CCC that are led by the congregation or co-led with the Pastor

- The Governing Board has oversight of planning and congregational needs and identifies ad hoc teams to support those plans and needs.
- The Taize service has been co-led by laypersons (cantor and flutist) and the Pastor.
- Lay members schedule other laypersons as Sunday liturgists who read Sunday's poetry and scripture.
- The Nurture Team regularly calls and visits congregants who are having health or other challenges or otherwise can't attend services, to supplement contact by the minister.
- Congregants open the church on Sundays, welcome attendees, host coffee hour and lock up the church after services and church-sponsored events.
- Designated congregants manage contractors to maintain the indoor and outdoor space.

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.)

We seek a minister who:

- Is experienced in church transformation and growth
- Is progressive, mature, and open to spiritual diversity
- Is prepared to plan and lead creative, nurturing worship services and programming including creative educational opportunities for spiritual formation.
- Can motivate congregants to be actively involved in *both the spiritual* and community life of the church and provide guidance in leading our congregation, which is *spiritually enthusiastic*, and which has been decreasing in numbers.

1c. COMPENSATION AND SUPPORT

Salary Basis

Compensation is based on the NCNCUCC Compensation Guidelines.

<https://ncncc.org/nurturing-local-churches/fair-just-compensation-for-church-workers/>

Benefits:

Pension contribution

Health insurance

UCC Life Insurance and Disability

Paid time off
Educational leave

What is the expected living situation for your next minister?

Housing to be chosen by minister. We do not have a parsonage.

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

We have a strong preference that our minister live in our county.

State any incentives: none at this time

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

The NCNC-UCC Conference and/or Golden Gate Association, to which CCC belongs, provides Authorized Ministers' Retreat, Annual Gatherings, leadership development, and Communities of Practice.

San Francisco Theological Seminary in Marin County offers a wide range of continuing education opportunities as well as advanced degree programs such as the Doctor of Ministry. The Graduate Theological Union, located in Berkeley, CA, which is within our conference, includes a UCC-related seminary at Pacific School of Religion, offering continuing education opportunities. The Marin Interfaith Council provides meetings, trainings and workshops for Marin clergy and faith leaders.

There are also two internationally known Buddhist communities and teaching centers in Marin County: Green Gulch Farm Zen Center and Spirit Rock Meditation Center.

For individual spiritual support, there are Spiritual Directors available in Marin County. Some are associated with our local seminary, San Francisco Theological Seminary, and others with the local order of Dominican sisters.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: Not applicable

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

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

We seek a minister:

- Who can co-create a nurturing spiritual home that is a place for congregants and the wider community to wrestle with life's questions and walk together in the spirit of love.
- Who can co-create inspirational worship experiences both celebratory and contemplative.

- Who can broaden our appeal to our largely secular community through, for example, creative worship, celebratory events, educational offerings, contemplative practices, and social justice support.
- Who can collaborate with us in discerning and cooperatively implementing our future and who is flexible enough to adapt and grow with us.

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

Many persons in our community are navigating conflicts and crises with little support. We are seeking a candidate who will work to engage the wider community with meaningful opportunities for contemplation, spiritual formation and a sense of belonging.

We seek a minister who will help us continue and expand our impact beyond our walls in supportable ways. During COVID we provided meals to guests at Trans HeartLine house, on a rotating basis with other churches and groups. For over 30 years, we have provided Christmas gifts for struggling families via a local non-profit organization. In the past, our congregation and its members have engaged in a variety of initiatives designed to make an impact outside our walls. Through organizations like the Marin Organizing Committee and the Marin Interfaith Council we have worked with other faith communities on issues like homelessness, and to better understand other faiths. The pandemic, and our reduced membership and energy have made it more difficult to support congregation-wide social justice projects at the level we have in the past.

In addition, the minister offers inspiration to certain individuals in our congregation who have a passion to improve California's healthcare system with Medicare for All or "single payer". Others are focused on the impacts of climate change, improving public education, tutoring, supporting recent immigrants and visiting prisoners at San Quentin prison, and more.

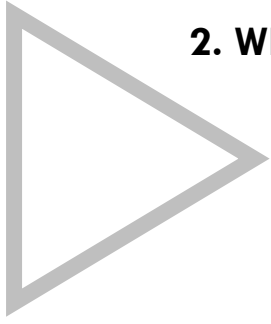
Specify language requirements or cultural-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

While we are currently a primarily Anglo congregation, and our services and meetings are conducted in English, we welcome more diversity in our community. Our congregation values inclusive language. We frequently adapt words in music and prayer to make them more inclusive and reflect our progressive Christian beliefs. We would welcome this type of collaboration to continue with our next minister.

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.

- 1) **Building Transformational Leadership Skills.** The elements of this Mark that most speak to us are: "Strategically creating the future of God's Church", and "Encouraging leadership development of self and others through continuing education and lifelong learning." At present, CCC's leadership base is small, and most have been in these roles for a number of years. We have identified the need to develop more leadership from within our congregation to support us in the changes that are likely to come in future years. Recent efforts to expand our mission of providing a safe space for spiritual healing and formation were dashed by the pandemic. We seek pastoral leadership to co-create the vision going forward and lead us in revitalizing the church for the 21st Century in largely secular Marin County.

- 2) **Engaging in Sacred Stories and Traditions.** The element of this Mark that most speaks to us is: “Bringing life to sacred stories and traditions in worship, proclamation, and witness.” Our congregational life has long incorporated information and experiences of various sacred and spiritual traditions, Christian and others. We seek a minister who will foster engagement with the stories and traditions of our own faith tradition and is open to a variety of other faith journeys to support us in pursuing our own spiritual paths. Many members of the church were brought into the church community through “Pilgrimage Home”, an extensive educational program offered in the past at CCC that explored diverse contemplative faith traditions through reading, meditation, journaling, etc.
- 3) **Caring for All Creation.** The element of this Mark that most speaks to us is: “Stewarding the resources of the church.” Our congregation has taken seriously caring for our creation. We have followed “green” practices for many years and been a part of California Interfaith Power and Light (CIPL) since its inception. In 2020 we installed solar panels that cover most of the church’s electrical needs. We have made other recent improvements to our building and expect our next minister will support us in stewarding our resources to the best long-term advantage of the environment and the church.
- 4) **Working Together for Justice and Mercy.** The element of this Mark that most speaks to us is: “Drawing on the ministry of Jesus Christ to confront injustice and oppression.” Our congregation has actively supported Social Justice issues for many decades. For 9 years we participated in the county-wide Rotating Emergency Shelters Team (REST). For the first 3 years we provided food for this program, and for the next 6 years we provided a meal and a sleeping site one night a week for men without shelter during the winter months. A few years ago, we mobilized our congregation and local businesses and groups to help provide materials to fill 46 backpacks for those released from a local immigrant detention center with only the clothes on their backs. At Christmas, we participate in Adopt-a-Family in which church members provide gifts to low-income families. As previously stated, we currently do not have a church-wide social justice project, but our weekly newsletter notifies congregants of opportunities for action, and individuals and small groups participate as they are able. Many members of the congregation are involved in other organizations that work for social and environmental justice and rely on CCC for nurture and grounding. We expect our next minister will support us in this focus, including through outreach and building trusting relationships in our community.



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 are called to deepen our relationships as a loving community and to find ways to effectively project that love and caring, and show its relevance, to the wider community.

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?

Multi-year Strategic Plan

In 2016-2017, the entire congregation engaged in a major visioning effort about a path forward for CCC. The process involved a survey and in-depth discussions. We identified nine vision options. The combination of Mid-Life Seekers and Contemplative Practices was by far the strongest vision:

Mid-Life Seekers: CCC will be a place where people in mid-life who are wrestling with the BIG questions of life can come and join us in walking a spiritual path. This could include a wide range of classes and speakers that will be open to the broader community where CCC people will be able to connect with other seekers and invite them into CCC.

Contemplative Practices: CCC will be a place that provides a spiritual home to those who will engage spiritual community through a combination of contemplative practices. It will include a rich labyrinth program, Taize services and classes focused on inter-faith mysticism and meditation practices.

The next most popular vision was **Social Justice Support**.

Implementation based on visioning:

With a focus on mid-life seekers and contemplative practices, we developed a plan to grow our congregation that we felt had a reasonable chance of attracting and welcoming a new generation of spiritual seekers. We created a Program Team, employed a new Program Director, and developed new programming including contemplative offerings, book studies, yoga and speakers. We formed an Online Ministry Team to get the word out about CCC to a younger more tech savvy group, primarily via Facebook. We also developed a plan to update our indoor spaces.

In February 2020 as part of a Celtic spirituality series, John Philip Newell visited and spoke at CCC. Unfortunately, in March 2020 the pandemic brought our new programming experiment to a close when we were no longer able to hold in-person gatherings and had to reconstruct our lives online.

A bright spot during 2020 is that we were able to complete the planned upgrade to our space with interior painting, new flooring and installation of solar on our new roofs.

Visioning and discernment since COVID

We are grateful that our ministry team was able to create an innovative way to worship. On the first Sunday of the COVID lockdown we switched to Zoom for most of our ministry and gatherings (described more fully in the “Describe what worship is like when your congregation gathers” below). Through this interactive online presence, some members who had moved out of the area have established ties with us and a few new people discovered CCC.

We also used the need to be online as an opportunity to increase the interactivity of our worship. Prior to the pandemic, a discussion of the message followed the message in the early service. During COVID we expanded this format to the 10 am service using break-out groups -- initially on Zoom and, after returning to hybrid in-person services in June of 2021, simultaneously for those in the Sanctuary and on Zoom. Participants in these small group discussions reported getting to better know people they had long known. We developed a deeper spiritual intimacy.

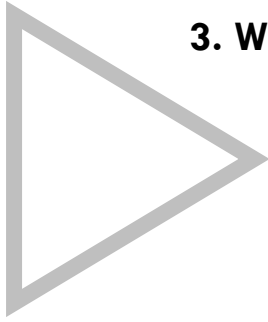
During 2021 and 2022 the Board engaged in frequent discussions about what we had learned in the two years before COVID and to explore how we could envision moving forward with a focus on the 5-10-year time frame. Our minister shared with the Board videos produced by Convergence, including speakers such as Cameron Trimble, Jim Keat, Brian McLaren, and Diana Butler Bass which focused on changes other churches were making to broaden their appeal to a new, wider audience.

We knew we were not alone in this struggle to identify a future for a Christian church. But we also knew we had to be honest about our situation. After much reflection, the Board and pastor concluded that the renewal plan based on the 2017 visioning process would need to be modified due to the pandemic and attrition.

Two congregational discussions and a survey were conducted in the Spring of 2022 regarding our future as a church. Discussions were conducted simultaneously in person and on Zoom. The results of the congregational survey, “Where Are We Now”, are in Appendix A. During these discussions, members shared a variety of beliefs about the future of the church in our current form and beyond the next 5-7 years. Many congregants agreed that we are at a point when we need to re-consider how we move forward.

We would not want to leave the subject of vision without noting that the vision of CCC includes the beloved community, local and global. Our congregation has a history of responding financially and energetically to local and global needs.

We seek a minister who can support us in discerning and living our best, most generous way forward as a church community, to address our congregational needs and those of the wider world, especially in light of the significant bequest we have recently received.



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.

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

We find the Holy Spirit through the love that we show one another.

Since its founding in 1959, CCC has promoted and modeled progressive Spiritual and Christian values. The love and continuity of this community has nurtured a spiritual space where members can come with varied religious history and a diversity of beliefs. Here at CCC it is possible to be authentic to one’s own understanding of what God is.

We accept that everyone in our congregation has their own way of relating to the divine and the word “God” and have no expectation that everyone’s theology will be the same. As one congregant described it: *“We can’t always agree with what is said, but nobody is put down for disagreeing.”* Some of the names we use for God include Mother/Father God, Creator, Source, Holy One, Divine Presence, Ground of Being, Great Mystery.

We appreciate a minister who offers expansive and creative ideas and ways to relate to and understand scripture in a contemporary light, and who fosters a non-dogmatic approach. We like being stretched, especially by music, poetry and nature-based writings as a way to connect with Spirit. Some of our speakers and workshop providers have been Marcus Borg, Rachel Naomi Remen, Matthew Fox, John Shelby Spong, Lew Richmond, Bryan Stevenson, John R. Mabry, and John Philip Newell. Some of our favorite poets are Mary Oliver, Rumi, William Stafford, Olav Hauge, Jan Richardson, Howard Thurman, and John O’Donohue.

Our Sunday services include inspirational readings, the minister’s message, chants and other beautiful music. Members share their concerns and joys during the service and the love of the community can

be very healing. For more detail about the structure of our services, please see an example of an order of service and our weekly e-newsletter, in **Appendix B**.

"The Sunday service is a place where I always feel that I am encouraged to see the world from a positive place and my soul feels nourished. That happens through poems read, music, sermon and being a part of a loving congregation."

"CCC includes readings from poets and authors, not just scripture. Poetry is a real part of our service, and not just a token."

Stone Soup is a group that meets on Thursday mornings with the minister to discuss the scripture and readings from the prior Sunday and the upcoming Sunday to deepen our experience of the Sunday message and readings. This group is open for all to contribute, question, reflect, and gain insight from the minister's and others' thoughts and experiences.

Describe several strengths or positive qualities of your congregation.

Our primary strength is our deep and loving connection with each other. This, our Covenant, and touchstone, has remained unchanged for decades:

To live out the questions together hand in hand, supporting the fragile, protecting the wounded, giving the angered space and time, dancing with the freed, celebrating moments of balance and not fearing the unfolding of imbalance.

Believing in the power of God's revelation, we share a living awareness that faith and hope and love are the inhaling and exhaling of life – as necessary and real as the air we breathe.

Therefore, while praying, studying, working and celebrating together we shall experience the moments of our lives in spontaneous response to the call of God.

We remind each other of its words as we celebrate joys and support each other in struggles. In worshipping together, sharing social times, supporting one another through difficult life experiences, and serving the wider community, we are a caring community that seeks to follow the exhortation to "Love one another."

"The Holy Spirit is powerful here. We have a very strong community feeling, love for each other, and a way of being together that allows differences of opinion and expression. For me, this is the expression of the Holy Spirit."

"Our congregation supports each other in times of personal need. I've been told by my grief counselor that support like our family's when my husband was dying and for many months afterwards are rare. At one point 50 people showed up on a Saturday morning to make prayer flags for him. They still hang in my garden."

"Although I can no longer attend CCC in person, attending the Sunday service through Zoom keeps alive my connection with the CCC community. The live Zoom service allows me to participate with a community in praying, enjoying the music, contemplating the message, and sharing our joys and sorrows. The break-out group discussions deepen the experience of connection, community, and contemplation of life's pressing questions."

"I am so very grateful to be attending CCC's worship service via Zoom. Going through chemotherapy during the COVID pandemic has made any outings very risky for me. I am delighted by the warm welcome I have received by the CCC congregation when we meet on Zoom and definitely noticed that I feel better on any Sunday I have attended my 'Zoom church' at CCC."

CCC has long had a Social Justice focus. We are a founding church of the Marin Organizing Committee, which employs a community organizer under the umbrella of Industrial Areas Foundation (IAF). This year it has focused on housing/homelessness, aging/disability, & mental health for youth. Two church representatives sit on the Board of Tamalpais Pacific, which makes grants for housing projects in Marin and Sonoma Counties. The Marin Street Chaplaincy is an organization we have supported financially for many years. CCC was actively involved for many years in the REST program, a county wide program to house the homeless as described on page 27.

CCC has a history of supporting interfaith dialogue and action. In 1982, we helped found the Marin Interfaith Council and a local United Religions Initiative Cooperation Circle that celebrates diverse faith traditions, advocates justice, and builds community. Many of our members have participated in their gatherings, many of which focus on interfaith understanding and dialogue between Muslims, Christians and Jews. Our Friday contemplative practices also include many interfaith practices. In addition, Yoga classes and meditation groups, which our congregants participate in, meet at our facility.

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?

Our church has four worship services: an in-person early Sunday morning contemplative service at 8:30 am; a hybrid celebratory service on Sunday at 10 am; a Taize service once a month on Sunday evening by Zoom; and a weekly communion service Wednesday noon by Zoom. In addition, we offer an online contemplative practice Fridays at noon.

The early Sunday morning service, held in our beautiful smaller Seminar Room with views of San Francisco Bay, provides an intimate worship experience that includes times of silence, unaccompanied chants, and an opportunity for responding to the message.

The 10:00 am service is held in the sanctuary, which has chairs rather than pews, allowing us to be flexible and creative with seating arrangements. Our very talented pianist-songwriter Music Director has been with us for over 30 years and provides music (sometimes which he has just written that morning) that deeply complements this service. He has also introduced other musicians and groups to the service.

The first Sunday of COVID, we pivoted to an online Sunday experience. The minister pre-recorded the Message, and the link to that recording was sent out to the congregation to watch before our scheduled Zoom meeting/service at 10:00am. At that Zoom service we shared joys and concerns and went into breakout groups to discuss the message and readings. In June 2021, we began a hybrid service at 10 am simultaneously in person and on Zoom. On most Sundays we go into breakout groups after the message to discuss a question posed by the minister with separate breakout groups for those in the sanctuary and on Zoom. Recordings of our 10:00am service and other gatherings can be found on our YouTube channel:

<https://www.youtube.com/channel/UCKxoWIBHAQx7BJr9joFKRCQ>.

A Taizé service is held on one Sunday evening each month led by CCC members, a cantor and flutist, and the minister who guide the simple and spirit-deepening chants with brief readings, silent reflection, and prayer time for those in need. Since the pandemic it has been held on Zoom.

During COVID, we added a Wednesday noon communion service on Zoom, led by the minister, where participants provide their own elements and take communion together. This has been an important mid-week and mid-day opportunity to stop, center, and connect.

During COVID we initiated a Friday noon contemplative practice on Zoom that offers a variety of contemplative practices from different spiritual traditions, including centering prayer, yoga, poetry and contemplative writing, among others. This is led primarily by members who are experienced in these practices.

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?

Each minister has led educational and experiential programs that have spoken to their own interests and congregational interests. Our reading of the literature on church renewal indicates that effective educational programming can be a key element if it is responsive to community as well as congregational needs. We believe educational programming may have an important role to play in church revitalization.

“When serving on a previous search committee, one member described CCC as a church ‘rooted in Christianity, but NOT root-bound by it.’ This statement most informs my faith as I see us gathering spiritual wisdom from diverse sources and programs.” This member’s input epitomizes the diversity and range of groups and programs that have assisted each of our members along their individual spiritual paths. And as one member stated: “I have valued programs which give me access to and understanding of people with whom I have limited experience: Understanding the history of underlying racism in US; Criminal Justice Reform; better understanding of the LGBTQ community.”

Our previous minister recently conducted a well-attended book study of Brian McLaren’s book *Do I Stay Christian? A Guide for the Doubters, the Disappointed, and the Disillusioned*. This book study inspired us to explore ways our church might evolve. It also opened some impactful conversations within families and friends of several of our members.

For many older members, participation in Pilgrimage Home, a structured 10-week exploration of diverse faith traditions, offered a number of years ago at CCC, was an important educational program that formed their vision of CCC and provided the portal into church membership.

Other regular activities that people feel positively influence their faith include book discussion groups, Healing Circle, Taizé, and Writing from the Heart. Currently, we have an annual silent retreat led by congregants, a Women’s retreat, and one or more labyrinth walks (we have a permanent outdoor labyrinth as well as a portable canvas labyrinth for use indoors). In the past we have held an annual men’s retreat and, prior to Covid, a Labor Day weekend family camp at River’s Bend Retreat Center in Mendocino County that was well attended by many, including family and friends of congregants. This year’s Women’s retreat drew 57 enthusiastic women to this all-day event and included women from outside of the congregation.

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?

- The CCC Governing Board shares their decisions and processes with the congregation on the fourth Sunday of each month, when the Moderator meets with the congregation after both

morning services to give an update on board and team activities. A summary of this discussion is emailed to all congregants to include those who weren't present, and additional news is posted in our e-newsletter each Friday. The Board is often described by members of the congregation as dedicated, hardworking, transparent and responsive.

- Work parties are held occasionally to beautify and care for our physical space, ending in the sharing of food. We have been faithful in keeping our eye on the wise use of environmental resources and in 2020 completed our dream of equipping the church with rooftop solar.
- Our Art Team is responsible for selecting artists for a year-round art show on our walls, hanging the art, giving a reception and being liaison with the church for art sales. While this activity has been curtailed due to COVID, our art team continues to organize beautiful art displays by members and friends.
- Our weekly Healing Group has been meeting for over 40 years, now online.
- Our Nurture Team provides ongoing contact and sometimes meals to our vulnerable members, to supplement the minister's pastoral care. Activities related to other areas such as community meals, retreats, and social outings, including full moon walks hikes and canoe trips, are organized effectively by individuals and groups.
- Events such as the Women's Retreat and the Thanksgiving Dinner are organized and implemented with ad hoc teams of volunteers.

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

The Governing Board meets for a minimum of three hours per month, on Zoom. Executive session (Board members only) and meetings called for specific purposes can increase this meeting time. Board meeting discussions are supplemented by email discussions, when needed. Ad-hoc and other teams meet as needed and provide information and recommendations to the Governing Board.

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

Response to COVID shutdown

- We learned on Thursday March 12, 2020, that we needed to stop holding in-person services effective immediately due to the Pandemic. The immediate response was to consider how we could keep our congregation together if we could not meet in person.
- Three days later, on Sunday, March 15, through the joint efforts of the Governing Board, our minister, choir director, and music director, we provided a video of the minister's sermon as well as accompanying graphics and music on YouTube. A link was provided to the congregation to watch the video, and those who were able, met on Zoom for a discussion about the message and our current times.
- Almost everyone in our congregation learned quickly to use Zoom. We immediately transitioned our weekly Stone Soup gathering, a discussion of the readings and Sunday message, to Zoom, and later added an online mid-week Communion service and Friday Contemplative Practice, both on Zoom.
- We resumed services in our building in June 2021, and created a hybrid Zoom/in-person 10am service, maintaining Marin County Health Department protocols for sanitation, food handling,

and air filtering. We continue the other three weekly gatherings on Zoom, welcoming some congregants who had moved away and others who have recently found us.

- From July 2020 through fall of 2022, the Governing Board doubled its meetings to twice a month for 2 hours each. One meeting was dedicated to business items, and the other to strategy for negotiating this unprecedented time. This additional board meeting time was crucial during the pandemic.

Navigating government loan programs

- Another item that required navigation and quick learning during COVID was the government’s provision of loan programs (Payroll Protection Plans) and grants (Employee Retention Credit).
- Two Board members spent many hours on webinars learning about the requirements of these programs.
- We successfully applied and received the applicable loans (later forgiven), and grant providing much needed funds during a time when we were still paying staff but had lost funds from building rentals and other sources.

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? A copy of our by-laws will be provided on request.

3b. 11-YEAR REPORT

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

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	69	
Number of active non-members:	20	
Total of church participants (sum of the numbers above):	89	

Percentage of total participants who have been in the church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	80%	X
Less than 10, more than 5 years:	7%	X

Less than 5 years:	13%	X
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Number of total participants by age:

0-11	12-17	18-34	35-44	45-54	55-64	65-74	75+	Are these numbers an estimate? (check if yes)
				4	7	19	59	X

Percentage of adults in various household types:

		Is this percentage an estimate? (check if yes)
Single adults under 35:	0	
Joint household with minors:	0	
Single adults age 35-65:	4%	X
Joint household with no minors:	27%	X
Single adults over 65:	69%	X

Education level of adult participants by percentage:

		Is this percentage an estimate? (check if yes)
High school:	2%	X
College:	61%	X
Graduate School:	35%	X
Specialty Training:	2%	X
Other (please specify):	0	X

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)
Adults who are employed:	15%	X
Adults who are retired:	85%	X
Adults who are not fully employed:	0%	We take this to mean that these are adults who would like to be fully employed. Some of those who are retired are employed part time.

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

Business, medical, consulting/counseling/therapy, education

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?

Though we are primarily a white non-Hispanic congregation, located in a facility on a hill in a wealthy residential area, these facts don’t define us. Our diversity comes from our welcoming of all, regardless of their beliefs and experiences of diverse faiths and lifestyles. Members of our congregation, as well as several of our prior ministers, identify as members of the LGBTQ+ community.

List the date your congregation has had or will have a conversation using a resource such as the Welcoming Diversity Inventory. Comment on the results.

We have not had a conversation or workshop recently using a specific resource related to welcoming diversity. However, as noted elsewhere in this profile, as a congregation we have participated in a number of projects in which we either interact with or learn about diverse populations. In the past the church has run educational programs regarding LGBTQ issues focused on “God loves everyone”.

About 4 years ago, we were introduced to Trans HeartLine by its founder, who spoke at our Sunday service. This organization builds bridges between the transgender community and the rest of the world through direct post-op housing and wrap-around services related to gender affirmation surgery. For about a year and a half during COVID, we provided a week’s worth of meals to guests at Trans HeartLine house, on a rotating basis with other churches and groups.

One Sunday in 2022, a transgender woman activist led our services. This was followed by an extended Q&A period as we sought to better understand the experience and needs of the transgender population.

One of our local towns has a primarily African American population, and volunteers from CCC have been active with their school population, leading to a beautiful and compelling display in our Sanctuary of art and a musical concert by the students. Congregants also attended a number of the school art program’s open house celebrations prior to the Pandemic.

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? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes	37	Pastor, book study on <i>Do I Stay Christian</i> , by Brian MacLaren
Baptisms (number last year)	1	Pastor

Children's Groups or Classes		Our efforts to attract families with children have been unsuccessful in recent years.
Easter Worship	114 adults, 4 children	Pastor, Music Director, special musicians
Christmas Eve Worship	47	Pastor, Music Director, special musician
Church-wide Meals	72	We resumed our traditional pre-Thanksgiving meal in 2022.
Choirs and Music Groups	16	Our choir re-assembled for our Christmas concert 2022
Church-based Bible Study	14	Pastor - weekly "Stone Soup" group meets to share thoughts about readings and sermons
Communion (<i>served how often?</i>) <i>Online mid week- weekly</i> <i>Sunday - once per month</i>	12 All attendees are invited	Pastor
Community Meals	0	
Confirmation (<i>number confirmed last year</i>)	0	
Drama or Dance Program	0	
Funerals (<i>number last 12 months</i>)	7	Pastor (There were 13 deaths of congregants, and 7 memorial services)
Intergenerational Groups	0	
Outdoor Worship Labyrinth Walk	25	Lay leaders, musicians. Quarterly, resuming 2022
Prayer or Meditation Groups	25-38	Ongoing weekly healing group since 1973 (5) and ongoing weekly meditation group for about 30 years. (10) Taizé service held monthly. (15) These groups switched to online during COVID and continue so today. In addition, a weekly Contemplation experience was added during COVID, held online (8). These groups are lay led with pastor involved in Taize as available.
Public Advocacy Work	12	We are a founding church of Marin Organizing Committee, an organization under the umbrella of Industrial Areas Foundation (IAF) which focuses on housing/homelessness,

		aging/disability, & mental health - Two CCC representatives sit on the Board of Tamalpais Pacific Foundation, which makes grants for housing projects in Marin and Sonoma Counties. We are also involved in advocating for a solution to a long-standing housing issue in Marin City.
Retreats	57	Retreats were stopped during COVID. A recent silent retreat was lay led. A women's retreat, also lay led, took place in Oct. 2022 with 57 attending.
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	0	Assume this does not count rentals
Worship (time slot: 8:30am)	15	
Worship (time slot: 10:00am): In person and Zoom	53	
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Other - Nurture team	12	Led by our certified Faith Community Nurse, this group meets monthly and supports vulnerable members of our congregation with phone calls, visits, rides and meals.

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-Way or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Bill Eichhorn	No	CCC	Pastor Emeritus, Bridge Minister	N
Ann Eichhorn	No	CCC	Pastor Emeritus, Faith Community Nurse, Bridge Minister	N

Dan Hatch	No	CCC	Pastor Emeritus	Y
Carol Saysette	No	Interfaith Counseling Center	Spiritual Director and Pastoral Counselor (Fellow, AAPC)	Y
		CCC	Pastor Emeritus	Y
Elizabeth River	No	Various	Spiritual Director Led groups re: aging, and death & dying	N

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:

We have four previous CCC pastors in our congregation. All are designated as Pastor Emeritus. Two are serving as our bridge pastors during this transition period. The others have served in various ways such as organizing the women's retreats and serving on the pastoral support team. All of these people have led services and/or provided pastoral care when the minister was away.

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
Bridge Pastors	Yes	Full time	CCC Board	Until our new pastor arrives
Operations Manager		Part-time	Bridge pastors	1 year
Custodian		Part time	Operations Manager	3 years
Music Director (contractor)		Part time	Bridge pastors	33 years
Bookkeeper (contractor)		Part time	Treasurer	1 year

REFLECTION

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

Over the past several years the number of new members has not kept up with members lost due to death or moving away. More of our members have become vulnerable and often need support of various kinds. The ability of the congregation to serve as volunteer team members for our own or community projects has declined. We are committed to finding new ways to provide continuing

nurturance and services to our congregation. An example is our continuing commitment to hold services and gatherings on Zoom, which enables congregants to participate even though they can't physically travel to the church.

In addition to the other pastoral services listed above, given the demographics of our congregation, it is clear that the pastor will need to provide pastoral services to our most vulnerable members as well as officiate at memorial services.

It is our intention to explore and open new possibilities for supporting each other and the wider community going forward.

3e. CHURCH FINANCES

Fiscal year, 2022 (unaudited)

Source of Funds	Amount
Annual Offerings and Pledged Giving	\$147,681
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$0
Use of prior year reserves	\$43,136
Fundraising Events	\$0
Gifts Designated for a Specific Purpose Special offerings	\$2,100
Federal Grants (COVID)	\$38,590
Rentals of Church Building (primarily Nursery School)	\$75,060
Rentals of Church Parsonage	N/A
Support from Related Organizations: Thrift shop run by 4 churches and one non-profit	\$12,000
Other: Bequests and memorial gifts	36,492
Other: program revenue and miscellaneous	\$4,528
Other Insurance settlement	\$9,935
TOTAL	\$369,523

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Use of Funds

Employees and contracted expenses

Minister's salary and benefits	\$151,696
Office mgr, Creative Dir, Custodian salaries	78,102
Workers Comp and Payroll taxes	7,755
Music Program	15,692
Building and Grounds upkeep	37,520
Computer, bookkeeping, rental support	20,199

Operations

Supplies and equipment	11,332
Utilities	10,638
Insurance, property taxes, fees	18,282

Program 2,316

Social Action 6,990

UCC support 9,000

Total **\$369,523**

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 41%

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?

All of these were included during the most recent fiscal year.

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

In what way is OCWM (Basic Support) gathered?

We determine what we are able to pay based on all of our priorities.

What is the church's current indebtedness?

Total amount of loan debt: \$0

Are capital and other payments current? N/A

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.

In the past five years, we have made significant investments in our aging buildings and grounds. This included new roofs on both buildings, installation of solar panels for electricity, three new furnaces, new flooring in our Sanctuary and Seminar room, and new paint and updating of our Sanctuary, offices and bathrooms. In addition, we revamped some of our landscaping including hardscape. We also complied with requirements of the Town related to undergrounding of utilities in the area. At this time, we foresee no major additional investment will be required in the foreseeable future although due to the age of our building and grounds, the unexpected could arise.

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

If a capital campaign is underway or anticipated, describe: Not anticipated at this time.

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

Does your church have an endowment? Yes

What is the market value of the assets? The CCC endowment has a value of \$602,597 as of 12/31/2022. In addition, in November 2022 we received a bequest of \$1,000,000. This bequest is an initial payment from a Trust which we anticipate will be settled in 2023.

Are funds drawn as needed, regularly, or under certain circumstances?

An annual amount is generally drawn to support operating expenses. We also drew funds from the Endowment to complete our re-roofing project in 2019. In 2021 and 2022 due to a bequest and funds provided by the Federal government for COVID relief as well as expense reductions, we did not draw any funds from the Endowment. We anticipate the need to return to drawing funds in 2023.

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

In recent years we were drawing 5% or \$30,000 and we anticipate returning to this level of draw in 2023.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

We typically have drawn on the Endowment in the 5% range to meet our breakeven budget. However, during the years from 2020 through 2022 a number of things changed that pattern - COVID funding and bequests in particular. Our Endowment Policy limits us to no more than 5% of value at end of prior fiscal year without a congregational vote.

At the current rate of draw, how long might the endowment last?

In 2021 a major donor passed away unexpectedly. She left us with a sizable bequest, the magnitude of which is still unclear. We expect the income from the Endowment and this new gift will support our operating expenses at current levels for a number of years. Given the age of our congregation it is difficult to predict how much will be needed to supplement the loss of

donations from congregants as they leave us. When new congregants join CCC, they typically do not provide the same level of financial support as do many of our long-time members.

Please comment on the above calculations or estimates:

Our financial picture is in transition. COVID funding from the Federal government has provided significant support in the past three years. However, rental income from weddings and other groups using our facility has decreased. We are actively working to restore our wedding income. But some of our regular renters have learned that on-line meetings/gatherings have their advantages and are choosing not to rent our space in person. We are looking for new sources of rental income to address both the decrease in traditional rentals as well as the decreased pledge income cited above. However, the new bequest has put us on solid ground financially as we explore new funding sources over the next several years.

Other Assets

Reserves (savings): As of 12/31/2022: Unrestricted \$34,742 and Restricted \$36,386.

Investments (other than endowment): \$1,000,067 (see explanation under Endowment)

Does your church have a parsonage? No

Describe all buildings owned by the church:

CCC owns 4.6 acres of land at the top of a hill with a spectacular view of the San Francisco Bay. The main building is surrounded by gardens on three sides, and includes sanctuary, meeting area, kitchen, offices, restrooms, and a preschool area that is rented out during the week. The preschool area may be used on Sundays for children who attend the 10:00 am service.

Our second building, the Seminar Room, is a comfortable and attractive separate one-room meeting space with piano, seating, and closet space. This room is used for our more contemplative Sunday service, the Taize service when it was in-person, meetings and groups, small weddings/memorials, and other gatherings.

We also have a hardscape outdoor labyrinth.

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

Which spaces are accessible to wheelchairs?

All of our space is on one level. Worship and fellowship space are accessible as is our outdoor labyrinth. Our bathrooms are not currently ADA compliant, and a bathroom remodel project has been discussed. We have added some features to existing bathrooms to make them more convenient for the elderly/physically challenged.

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

The information above supports our congregation's mission and ministry.

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.

There are three themes/happenings that have shaped the identity of our congregation which we will illustrate.

1. CCC addresses social issues with action.

Response to Homelessness in Marin County.

From 2008 to 2019, CCC participated with other churches in the REST (Rotating Emergency Shelters Team) program. We provided meals and shelter to members of our community living without shelter, including six years when a group of 20 men slept at the church one night a week during the winter months including Christmas Eve when they joined us for services. We provided them with air mattresses to sleep on. In all of the other 40+ congregations, the men slept on the floor. Over 90% of our members participated in this program over the years the program existed. We got to know our “neighbors” as individuals. This experience is the single most important event in the church in the past 10 years.

2. CCC members support open communication.

We have lovingly referred to ourselves as “Community Conversational Church” for years and a member designed an illustrative cartoon for our directory. (One of our church administrators answered the phone this way one day, and it stuck.) During COVID we discovered a whole new way to “converse”.



One of the features of our Sunday Service on Zoom during COVID was break-out sessions. The pastor posed a question based on the week’s message and we discussed the question in small break-out groups. This became a much-appreciated aspect of our Zoom worship. People remarked that they got to know others on a deeper level – even some with whom they had worshipped for years. New attendees shared that they felt quickly welcomed by this practice. And members who had moved away were able to join us and it seemed as if they had never left. These small group discussions were so appreciated that they have become a regular feature of our service – both for those now gathered in our sanctuary at 10am as well as those who still join via Zoom. Attendees of our early service have resumed their practice of a group conversation after the pastor’s message when they “finish the sermon”.

3. One minister's long tenure created membership that resonated to diverse faith traditions and spiritual practices. The controversy over his leaving significantly changed the size and identity of the church.

The Rev. Frank Evans came to CCC in 1967 and served the congregation through 1991. Under his leadership a wide variety of spiritual offerings and practices were introduced. These included speakers and educational series, and interfaith and contemplative workshops. Poetry and music from many faith traditions were liberally incorporated into worship services. The Pilgrimage Home program, introduced during this period, gave participants an opportunity to practice diverse faith traditions. These practices evolved over many years during the ministry of Frank Evans and Carol Saysette. Subsequent ministers added to or enhanced these practices, but the basics remained, and the commitment of openness to diverse spiritual and faith journeys remains key to our church congregation.

Under Rev. Evans' ministry, CCC Sunday services drew 400 to 500 people, and we had over 900 people on our mailing list. However, in mid-1989, several female members filed charges of sexual misconduct and professional indiscretions against him. The charges and the events that followed had a dramatic and divisive effect on the church and on the wider community. The congregation and the NCN Conference worked with the minister for approximately 2.5 years to address the misconduct without success. In the fall of 1991 the CCC Council, with the support of the NCN Conference, unanimously recommended and subsequently received and accepted Rev. Evans' resignation. The church lost a significant number of its members during this period of upheaval and the congregation remaining was approximately 250 members.

This situation, among others, helped initiate the current Boundary Training requirement for all UCC Ministers.

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

When CCC built our facility, the lot was treeless. Over the years, trees were planted and grew such that they had a powerful presence around our buildings. A grove of three tall coastal redwoods and several pines graced our labyrinth area and the deck area in the back of the building.

In August of 2020 we were contacted by a neighbor who demanded that we remove, in particular, the redwoods, as they were impacting his view of the Bay. This was the second time in a year that a neighbor had made this demand about some of our trees. The town of Tiburon has a tree ordinance that is very favorable to those whose views are impacted. After consultation with an attorney, we determined that a lengthy process of mediation, and possibly a legal fight, would ensue unless we reached a settlement with what had grown to be five neighbors. The Board negotiated a settlement that resulted in the removal of many of our large trees, including the redwoods, paid for by the neighbors.

During this very painful process we had two church-wide discussions on Zoom. First, we informed the congregation of what was being asked of us and sought their input. Later the Board presented the settlement that had been reached. In both discussions, views were varied, and the conversations were heartfelt but difficult. People were angry at the neighbors. People were grieving over the loss of these beautiful trees, which had been a part of our landscape for so many years.

But we got through it without blame or judgment of the Board members who ultimately concluded that the settlement was in the best interest of the community. One member discovered a firm that would remove the redwoods in a way that the wood could be repurposed into something more longer lasting than wood chips. Before the trees were removed, we gathered on the labyrinth to say goodbye to these much beloved green members of our community. And we made a special donation at year end to Save

the Redwoods League whose goal is to “protect and restore California redwood forests and connect people with their peace and beauty so these wonders of the natural world flourish.”

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?)

There have been situations in which a person has a different concept of their best contribution than is seen by the Governing Board, team leaders, or minister. In some cases, these persons have been asked to step down from leadership or membership. In these situations, the Governing Board and minister, and often other congregants independently, strive to support the person in finding their best area of contribution. We strive not to step away from these situations, but to address them proactively despite any tendency to avoid conflict.

We define the process based on the situation, maintaining confidentiality as appropriate. Since most conflicts have a pastoral component, the minister would take the lead. If the issue involved the minister the board would take the lead.

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

Staff member’s name	Years of service	UCC Standing (Y/No)
David Starbuck Gregory	4.5	Y
Curran Reichert	8	Y
Ann and Bill Eichhorn (co-ministers)	6	Y
Gayle Madison	2	Y
Phil Rider	3	Y
Carol Saysette (co-minister)	11	Y
Frank Evans	26	Y

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

We have learned that we are best served by a minister who knows us, likes who we are, is energized by our diverse spiritual paths and provides inspiration, education, and cooperative leadership. Top-down leadership is not well received by our community.

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

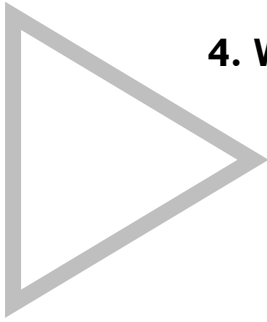
In the early 1990's our long-time minister Frank Evans was asked to leave due to reported inappropriate conduct. This was after working with the Conference and the minister for approximately two years to resolve the issue.

Has your church been involved in a Situational Support Consultation?

Yes, related to the situation with minister Frank Evans.

Has a past pastor been the subject of a Fitness Review while at your church?

The one minister referred to in the above question. The Fitness Review resulted in an involuntary termination.



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?

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?

- Housing issues are among the most pressing problems in Marin. Our church is a founding member of the Marin Organizing Committee (MOC). CCC members have been active in this organization over the years, and we support the organization financially. MOC currently focuses on housing/homelessness, aging/disability, & mental health.
- Two individuals who represent CCC sit on the Board of the Tamalpais Pacific Foundation, which makes grants to nonprofit organizations that develop housing for low- and moderate-income individuals, families, seniors, people with disabilities, and people experiencing homelessness.
- For many years, CCC was involved in management and operation of a local low-income housing project by providing board members.
- CCC members are also involved in advocating for a solution to a long-standing public housing issue in a local town.
- CCC participated for nine years in St. Vincent de Paul's Rotating Emergency Shelter Team (REST) program at which point it was ended by St. Vincent's to focus on permanent housing.

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

Prior to the pandemic, our congregants were informed of local UCC conferences and encouraged to attend. Those who attended reported back to the congregation. Our recent past ministers were very much involved with the local UCC Conference. Currently, interface with UCC is not a visible part of the involvement of the general CCC congregation, in part because of the pandemic.

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 all of the following “statements of witness” that apply to your UCC faith community.

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Immigrant Welcoming
- Inter-cultural/Multi-racial (I’M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Other similar designations in affiliated denominations
- 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?

All of these statements of witness apply to our church in one form or another. The only official UCC process of affirmation the church has gone through is Open and Affirming. We became an official Open and Affirming church within the UCC structure in 1995 and joined the Coalition of Welcoming Congregations of the Bay Area in 2011.

Although CCC has not gone through the UCC Creation Justice program, we are a founding member of California Interfaith Power and Light (CIPL), and we have made our whole church as environmentally friendly as possible (e.g., we recently installed automatic faucets in our primary bathrooms). In 2020 we completed installation of solar panels on the church and were featured by CIPL in their annual acknowledgements of congregations who installed solar on their facilities.

Due to ongoing drought in California, we have redone our landscape over the years with an eye toward reducing the need for irrigation.

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

CCC has supported financially and participated in the Marin Interfaith Council (MIC) gatherings for many years. Recently we participated in the Marin Interfaith Climate Action, a project of MIC, through speakers on a climate issue and spiritual gatherings in nature.

Another much appreciated interfaith program was Building Bridges of Understanding, a community wide study group of various religions that was started by the leaders of the International Association of Sufism, based in Novato, here in Marin County. Three of our members served on the steering committee of that group for many years, and many members of CCC attended the programs co-sponsored by that group and Dominican University.

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 was written at least 25 years ago. It is very descriptive of how we live our church life, but it's impossible to quantify how much time is spent in each activity. This is what we do and who we are all the time. As stated in our by-laws:

CCC's mission is to act with integrity and accountability to:

- explore and create what it means to be an authentic community, in which individuals are free to express their full range of feelings, beliefs, and ideas, and be heard
- support, encourage, inspire and challenge individuals and families to pursue spiritual quests
- be responsible stewards of our earth
- be involved in compassionate outreach to the wider community and the world
- explore all avenues (i.e., the arts - music, dance, the written and spoken word) through which we might experience our relationship with the Indwelling Presence in all creation
- seek out a unifying language that communicates and celebrates our diversity
- be a healing community.

One 96-year-old long-term participant in our Stone Soup discussion group who self-describes as a person who has attended a lot of groups, has said this is the most open and accepting group she has ever been in – supportive and encouraging of all to express their questions and thoughts without being restricted by dogma or judgment.

The range of activities that the church and its congregants engage in are very broad:

- We have many congregants who actively work with environmental projects, including climate change and biodiversity, and many who hike in the beautiful parks and open space of Marin County.
- We have reinstated work parties, temporarily halted due to COVID, for our buildings and grounds, ensuring the beauty, sustainability, and safety of our space.
- We have an annual bird walk led by two of our congregants.
- We have a monthly Full Moon hike to a viewing location for celebration of the glories of nature.
- Another congregant leads frequent hikes through our local open space area on Mount Tamalpais.
- In recent years there has been an annual canoe trip on local rivers.
- Our annual Family Retreat at River's Bend Retreat Center in Mendocino County over Labor Day weekend (paused during the pandemic) features a nature walk into Hendy Woods State Park and many other craft and nature activities.
- Our Arts Team manages Rock Hill Gallery (consisting of the sanctuary and Seminar Room) that displays work of local and professional artists.

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

Our congregation, and the pastors who have served our congregation, choose to participate in issues and needs that "call" them. As a congregation, we have understood that our pastors have responsibility and opportunities to serve our local, regional, and national United Church of Christ committees and offices. Our pastors have been free to find the special ways that they feel called to serve the Marin community as well.

4b. MISSION InSite

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

Because CCC's membership has always been drawn from all parts of Marin County, and not just our local towns, we reviewed the MissionInSite data for the full county of Marin.

The MissionInSite report shows little change in population projected over the next years, with very high educational attainment and median income. It is a homogenous population, and ethnically mostly white, with more white-collar than blue-collar occupations. The population is expected to remain stable over the next ten years, with the average age remaining in the mid-forties. Twenty-five percent of the current population is 65 and over.

The top three Mosaic Segments for our county are Booming with Confidence/Philanthropic Sophisticates (34%), Power Elite/American Royalty (19%), and Remaining/Other (15%). Thirty-seven percent of the county population is not in the work force, and possibly retired.

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?

In contrast to our county demographics described above, our church population is older, approximately 88% aged 65 and older, with the majority of people on moderate or fixed incomes.

The description of the Mosaic categories of Booming with Confidence/Philanthropic (upper-middle-class baby boomer-age couples living comfortable lifestyles) and Power Elite/American Royalty (wealthy households living in exclusive neighborhoods) are not significantly represented in our congregation. Our church congregation probably falls mostly into the Mosaic category of Remaining/Other, for which there is no Mosaic description. As a group, we are probably less technologically adept than our neighbors, though all of our congregants adapted to meeting on Zoom rather quickly during COVID.

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

Marin County has a high proportion of people who are without a religious affiliation and a low proportion of those who regularly attend church or other religious institutions. It also has many who would claim to be spiritual but not religious. How to reach out and provide programs that serve the spiritual needs of people who have little or no experience with "church" is an ongoing challenge.

Although Marin County is known as a well-educated, high-income county, it has significant pockets of poverty and homelessness. CCC has participated in many social justice efforts over the years. This has included:

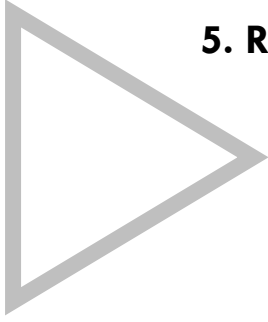
- participation and support in the REST program described above in “How do the relationships and activities of your congregation extend outward in service and advocacy?”
- Marin Organizing Committee
- Marin Street Chaplaincy
- school and housing issues in a primarily African American area of the County

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

CCC is currently thought of as a church that encourages interfaith practice and dialog as well as social justice actions.

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

Most people first come to CCC because someone refers or brings them. Some are attracted by our beautiful space or our Covenant. Those visitors who become regular attendees often comment on the strong, progressive, non-judgmental, and heart-centered nature of our community and the warm welcome they received when they first came.



5. 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

Rev. Dr. Jane Spahr / Founder, LGBTQ+ Center, now the Spahr Center, in Marin County / Private
415-559-9442 / jane@spahr.com / Friend of CCC

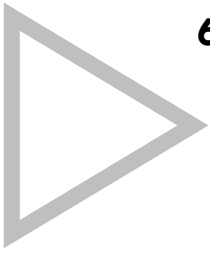
REFERENCE 2

Joanne Lefferts / Former Office Manager at CCC / Private
1 (415) 686-1439 / joannelefferts@gmail.com / Friend of CCC

REFERENCE 3

Rev. Donene Blair / part-time Minister of Community Care, Plymouth UCC, Seattle / Private
415-577-0049 / enenod@hotmail.com / Former member of CCC

See **Appendix D** for letters of reference.



6. CLOSING THOUGHTS

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

6a. CLOSING PRAYER

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

Blessed are you
who are filled with the fire of compassion,
the courage of vision,
the peace of hope, and the endurance of love,
for you will awaken the Sacred One
who is awakening within you.
Amen

Searching for the Sacred, Cameron Trimble

6b. STATEMENT OF CONSENT

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

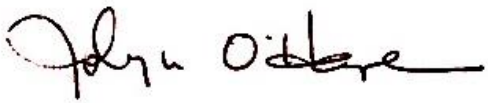
As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about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

1. **Which individuals and groups in the church contributed to the contents of this Local Church Profile?** Search Committee, congregation through surveys and workshops, review and approval by Governing Board

2. **Additional comments for interpreting the profile:**

We have involved the congregation extensively in generating the information and ideas from which this profile has been developed. When sharing the profile sections with the congregation, we received many appreciative comments specifically on the Who Are We Now section.

Signed:

A handwritten signature in black ink that reads "Jolyn O'Hare". The signature is written in a cursive style with a long horizontal stroke at the end.

Jolyn O'Hare / Co-moderator / Jan. 25, 2023

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: ***Yes, according to our records and church participation, Community Congregational Church of Belvedere/Tiburon is in good standing in the Golden Gate Association of the Northern California Nevada Conference United Church of Christ.***

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

Staff Comment: ***The History present is accurate best of my knowledge.***

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

Staff Comment: ***Yes, the financial information is presented thoroughly to my knowledge.***

My signature below attests to the above three items.

Signature: *Rev. Davena L. Jones*
Name / Title: Rev. Davena L. Jones
Email: davena@ncncucc.org
Phone: (510) 359-7208
Date: January 27, 2023

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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OF CHRIST**

