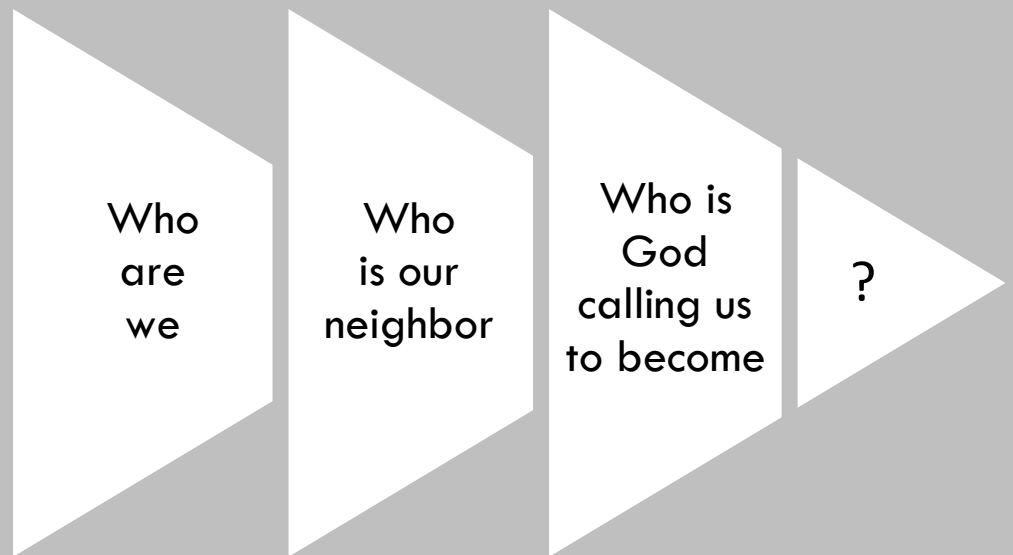


Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

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!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Community Congregational Church, UCC of Benicia

Co-Pastor

Northern California-Nevada Conference, Bay Association

March 22, 2024

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

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

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.

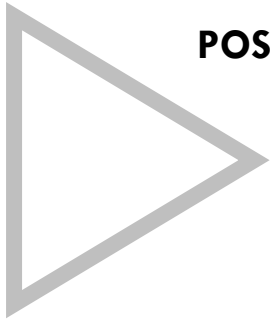
The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – **WHO ARE WE NOW**, **WHO IS OUR NEIGHBOR**, and **WHO IS GOD CALLING US TO BECOME** – are meant to be updated every 3-5 years.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



POSITION POSTING

LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: Community Congregational Church, UCC of Benicia
Street address: 1305 West 2nd Street, Benicia, CA 94510
Supplemental web links: www.cccucc.org
Correspondence email: personnel@cccucc.org

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):
Disciples of Christ, United Methodist Church, UCC Canada, Presbyterian USA

Conference: Northern California Nevada Conference
Association: Bay
UCC Conference or Association Staff Contact Person: Rev. Dr. Davena Jones
Title: Conference Minister
Phone: (510) 247-8990
Email: davena@ncnccucc.org

Summary Ministry Description:

We see our ministry as following the teachings of Jesus to grow our church and develop a diverse worshiping congregation. Our area has one of the largest Filipino populations in the country, with many who are at or below the poverty level. Some are leaving their communities of faith because they are being shut out over one “sin” or another. There is also a large LGBTQ+ community around us. We desire to be a safe space for them and us to worship and to bring our whole selves into the life and leadership of the church. Our goal is to develop a co-pastor team dedicated to this outreach vision, who will not only reach out to the Filipino community, but will allow us to become integrated into various community organizations as we extend an invitation to diverse communities seeking a more inclusive church experience. We seek a minister who will assist us in growing our church, in broadening our appeal to all age groups (children, youth, adults and elders), in serving a multi-cultural congregation, and in reaching out to the disenfranchised in our community.

Our church sees itself moving into the next decade looking forward into the future, not back into the past, while seeking to build a diverse and safe community where all are welcome and accepted for who they are and who they desire to be. Our door is open to all within and without our community from various ethnic, socio-economic, spiritual, and sexual diversities. We need a co-pastor who also sees this vision and understands the need to reach out to various disenfranchised groups. Attracting families with children to a safe place of worship and growth is also a high priority. We understand and accept that the youth of today are the future of the church. To that end we desire to grow youth ministries and opportunities and hope that our new co-pastor will have similar interests and goals. To accomplish these goals we need to partner with our co-pastors to increase outreach to the community, appeal to young families, and display our openness to diverse groups of people.

We have a vision of who we might become, a way of being that holds that all individuals are accepted and respected for their unique characteristics and culture, and where no one is judged less than or better than.

Photographs:

The following photographs show the vibrant nature of our church, the beauty of the worship space, the diversity of our interests and people, and our commitment to social justice and helping others as displayed in our Easter decorations for our aging out foster youth.



Chinese New Year Dinner held February 25, 2024 with over 80 in attendance

Easter 2023 with altar items for aging out foster youth
And children during Children's Message



2023 Filipino Independence Day Dinner attendance
And Filipino Flower Dancers



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

Benicia is a largely suburban/commuter community with an historic downtown (former Capital of California) and Main Street with a large artist community. It is known for its temperate weather, low crime rate, excellent schools and is located on the waterfront (Carquinez Strait) with easy access to the greater Bay Area activities.

Current size of membership:

- 75 Active members (plus 1 active Associate member)
- 44 Active Non-members
- 45 Average weekly attendance at worship [including some Zoom]
- 4 Average participation of children/youth
- 7 Members and active non-members who are ordained clergy:
 - 2 are current co-pastors
 - 1 was formerly a NCNC Conference Minister [retired]
 - 1 is the current NCNC Assoc. Minister
 - 1 is a clergy with UCC standing
 - 1 is a retired pastor from another denomination
 - 1 is a former, now retired, CCCUCC pastor

70 Households (singles, couples, families) per the following cities:

Benicia	32
Vallejo	21
Fairfield/Vacaville	4
Tracy/Modesto	4
Other*	9

*Crockett, Concord, Napa, Pittsburg, Dublin, Bethel Island, San Francisco, CA; as well as Sayville, New York and Leesburg, Florida

Languages used in ministry (other than English):

Tagalog and Visayan dialect [used by our current and continuing co-pastor]

Position Title: Co-Pastor

Position Duration: 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: ½ Time

Does the total support package meet conference compensation guidelines?

YES, prorated 50%.

SCOPE OF WORK

Scope of work for Half Time PASTORAL POSITION (20-25 hours weekly / 5 units) shared as a co-pastor in conjunction with a second co-pastor partner in leadership.

- **Design and lead worship** in conjunction with lay leadership
- **Pastoral care** in collaboration with lay people in our new multicultural community and working closely with the continuing co-pastor of CCCUCC.
- **Faith formation and vitality** through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- **Leadership development** to create new ministries and programs, and to rekindle old programs.
- **Strategic planning for current and new directions in ministry**, such as supporting the greater community and attracting new families.
- **Outreach** to under-served, LGBTQ+ and other diverse communities in our area
- **Community engagement** and leading the way for the church to be an ambassador of God's love and the teachings of Jesus, with both the local community and the wider community.
- **Weddings and funerals** for participants in the worshipping community of CCCUCC
- **Attend meetings and provide leadership** as needed to church programs, in collaboration with co-pastor and lay leadership.
- **Shared Administrative responsibilities** (unless delegated), such as email, website, church supply, purchasing, and any other appropriate responsibilities
- **Shared responsibility with our continuing co-pastor for supervision of staff**
- **Participate in wider church activities** such as conference and association meetings
- **Faithful financial development** and stewardship
- **Availability to wider community** for funerals, weddings, special worship programs, ecumenical events, and as a representative of the church to local organizations
- **Counseling, listening and referral** in moderation and with respect to credentials.
- **Study and prayer** to increase faith, spiritual grounding, and to improve skills to lead, teach, and preach.
- **Energizing and deepening the spiritual connections** and faith understandings of the CCCUCC community.
- **Maintain standing in the Conference** following all conference requirements for boundary training, lifelong learning and mandatory reporting.
- **Maintain good self-care boundaries** – knowing that a healthy self makes a healthy pastor.

Core Competencies:

Our church seeks a co-pastor with the core competencies of being inspirational, a team builder, a community minister, and a shepherd of youth and families as we seek to grow the church.

COMPENSATION AND SUPPORT

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

Salary is in the range from \$36,830 to \$55,642 depending on prior clergy experience and educational degrees (in compliance with Fair & Just Compensation for Church Workers, NCNC-UCC, 2024 edition). There is no parsonage, but the IRS allows specifying a portion of Salary as non-taxed housing. Benefits as listed below are also included in ‘total compensation.’ The Total Compensation package (Salary & Housing plus benefits) is in the range from \$49,937 to \$80,155 for ½ FTE.

Benefits: Salary plus SECA and Pro-rated Benefits (pension, insurance, medical) [50%]

What is the expected living situation for your next minister?

Our preference is living nearby, but we are open to living elsewhere to commute as needed. The Council votes yearly to allow a portion of salary to be designated as housing as per IRS regulations.

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

We are open to a reasonable distance for commuting, approximately 25 miles, but this is negotiable.

State any incentives (e.g. school debt reduction or retention bonus after a certain number of years in position): None

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

The Bay Association has regular support meetings and conversations among its clergy. There is also the BIPOC [Black, Islander, People of Color] Clergy group that regularly meets to discuss uses of prejudice and social justice.

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

As this is a co-pastor position, there is a given recognition of flexibility in the pastoral schedule that will be negotiated and coordinated with the other co-pastor and Council. However, it is our hope that the pastoral position is considered one’s primary responsibility.

WHO IS GOD CALLING TO MINISTER WITH US?

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

Our ministry goals encompass the normal pastoral duties and responsibilities with a goal toward church growth, while working for greater outreach to the wider community in support of social justice. We also envision a focus on building youth and family ministries as well as serving the needs of the LGBTQ+ community in an all inclusive, welcoming church experience.

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

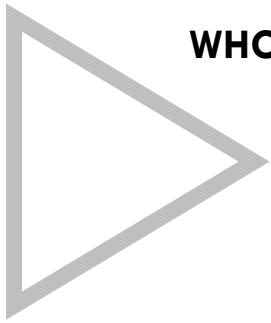
It is our desire that the new co-pastor will use community building skills, innovation, and team building skills. These skills will assist the congregation in participating in social justice issues, in reaching out to local organizations that serve the homeless, the food insecure, the housing insecure, and the disenfranchised in our community. This would include leading our church members/friends to participate in helping these groups with “boots on the ground.”

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

We are looking for a ministerial leader who lives into and believes that all are welcome here because our church community seeks to be a safe place for all. We accept everyone, without judgment, who desires to join us, no matter their belief or the absence of it, socio/economic background, sexual orientation, or personal path to God. This will be of primary consideration because it is the essence of who we are as a congregation. The history of our congregation for over 100 years has been one of “our doors are open to all.” We are looking for a leader to work co-operatively and jointly with, and complimentary to, our continuing co-pastor, Rev. Bladimer Paeste, who is Filipino.

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. Exhibiting a Spiritual Foundation and ongoing Spiritual Practice*
- 2. Working together for Justice and Mercy*
- 3. Building Transformational Leadership Skills*
- 4. Strengthening Inter- and Intra- Personal Assets & Caring for all Creation*



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?

The mission of the Community Congregational Church is to follow the example of Jesus by being a welcoming community that cares for and honors each other and the world. We welcome everyone: young and old, gay and straight, singles and families, exuberant children, and inquiring adults. We celebrate our diversity in vibrant music, sacred worship, and lively fellowship. We are a justice-making and radically inclusive community. To that end, we seek to expand our racially and culturally diverse community with a mission toward the Filipino and other ethnic communities in the Bay Area. We seek to live fully, love wastefully, and lead courageously.

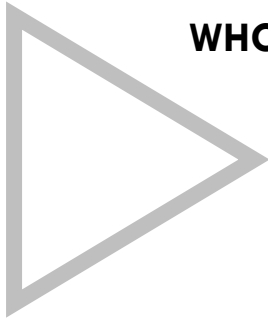
Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

We anticipate growing in number and diversity in membership during this pastoral tenure. We recognize that we need to grow in our ministries by creating an environment that will attract diversity as well as new families. We hope to increase our visibility in the community and better articulate our image as a church with liberal to moderate theology that is open to all seeking God’s love or seeking to follow the teachings of Jesus.

Two experiments we have initiated include 1) outreach to the Filipino community by taking a financial leap of faith; and 2) passing a deficit budget to hire and support a Filipino associate pastor in 2023 (elevated to co-pastor in 2024); and moving to a more contemporary order of service and hybrid worship service fully utilizing online technology and Zoom.

There are two sayings that we believe embody our welcome: first, “Jesus didn’t reject anyone; neither do we,” and second, “No matter who you are, or where you are on life’s journey, you are welcome here.” We see ourselves as a “visionary” church whose core values will take us into the future. We regularly participate in “futuring” to identify what visions/plans we desire to address. In 2011 we completed a major re-visioning process, redefined our core values and wrote a new Mission Statement. In 2016 we revised our membership requirement to be less restrictive and more inclusive of non-aligned seekers and un-churched people, including atheists. Furthermore, in 2022 we held a mini-re-visioning meeting and identified priorities for the future, which led to the calling of a Filipino co-pastor to help expand the diversity of our congregation.

Our goal is to build a radically inclusive community that represents a multi-ethnic, diverse cross section of our surrounding area. At CCCUCC all people will feel safe to worship and gather as followers of Jesus. We will live up to our mission that welcomes everyone and celebrates diversity in a safe and loving community.



WHO ARE WE NOW?

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

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

Membership in our church respects the members’ spiritual journeys and the integrity of those journeys without being required to proclaim a set of beliefs. Members are supported on their spiritual journeys through connection and engagement in many ways and invited to join us in the journey to follow in the example set by Jesus.

This church believes that LGBTQ+ people share with all other people the worth that comes from being unique individuals and children of God. This church welcomes all people to join our congregation in the same spirit and manner used in the acceptance of all new members.

Our Core Values (as approved by the congregation on June 26, 2011) include: welcoming, being responsible stewards, planning for change & growth, being open and affirming, honoring congregational governance, sharing joy and fun by celebrating life with others, caring for each other, investing in people of all ages, actively supporting and involving our youth, and providing an emotionally and physically safe environment for all.

In our sense of inclusivity we describe God in worship as Father/Mother, Creator, and Loving God. We describe the Holy Spirit as being in the people in our midst who care, help and cherish others and God’s creation.

Describe several strengths or positive qualities of your congregation.

There are many strengths and positive qualities exhibited in our church. First and foremost we are a welcoming congregation that exudes friendliness and generosity. We welcome diversity, individuality and talents. We have a “Kid’s Corner” in the sanctuary and a weekly Children’s Message during worship. We believe children are always welcome and an important part of our community. We are known for our music program that includes an adult choir, a bell choir, an instrumental ensemble, guest performers and soloists. We also have a strong commitment to mission giving and social outreach. In addition, we are a church that loves to come together, whether at various dinners and events, or during our weekly church fellowship.

Describe what worship is like when your congregation gathers.

In our spiritual life, we take the Bible too seriously to take it literally. We believe in being inspired by the Still-Speaking God, providing a Bible-guided education and worship, emphasizing meaningful worship, providing a music ministry, valuing intellectual stimulation, respecting doubts, and encouraging questions.

We have a hybrid weekly worship service that is in our sanctuary as well as live streamed on Zoom. We celebrate communion once a month. We work to have creative worship services and build our worship on both seasonal themes (Advent, Lent) and non-seasonal themes (All Belong Here, The Door is Always Open), which often follow the lectionary (typically the Gospels or New Testament).

We would describe good preaching as: inspirational, thought provoking, relevant, encouraging, uplifting, relatable, carrying a message, personal, and often light and humorous.

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

We lost most of our youth to other outside activities during the COVID 19 pandemic shutdown. Our current Sunday school consists of 1-6 children, all under the age of 8. So, we are in a rebuilding phase, and we have a paid childcare provider, Sunday school teachers, and adhere to AB506 guidelines. Our Sunday school curriculum basically follows the same scriptures as the weekly church scriptures (lectionary based). We also have Adult Faith Studies that occur periodically, often tied to a particular book or thematic worship series. Our vision is to continue to grow our Sunday school class size, as well as to start confirmation classes in the future, followed by starting a youth group.

Describe how your congregation is organized for ministry and mission.

Our congregation is organized with a Church Council and Moderator. We have various church committees, most organized with co-chairs, which meet approximately once a month. Committees bring recommendations to council as the representative body of the congregation, which is elected once a year. Currently the council meets monthly via Zoom, with occasional meetings in person. We typically have 2 congregational meetings per year with special meetings as needed. Communication with the congregation takes place via a weekly email called “News from the Pews” and other announcements sent out electronically using “Constant Contact” emails. If we have a need for immediate action, it is done via emergency meetings of the council using email or Zoom.

Our mission work is based upon the phrase: “Justice isn’t about ‘Just Us’.” Our discipleship in action can be described as pursuing justice in our community, nation and world, acting as Christ’s hands and voices in the world, engaging the faith community and honoring God’s creation. We have a strong and vital Mission and Outreach Committee that works on various UCC missions as well as local missions and worldwide disasters. We support foster youth in transition, school children backpack projects, local feeding the poor and homeless organizations, Christmas Families and personal products for the homeless at Christmas. Instead of buying poinsettias and lilies from memorial donations at Christmas and Easter, we buy underwear and supplies for the homeless at Christmas and essential household startup supplies for youth transitioning from the foster care system. We place them around the altar instead of flowers.

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

Yes, we can provide the next minister with a copy of our Constitution, Bylaws and Annual Reports. These are also available for download from our website, www.cccucc.org

11-YEAR REPORT

(See Addendum)

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? No</i>
Number of active members:	76	This includes one active associate member
Number of active non-members:	44	Includes member spouses & children
Total of church participants (sum of the numbers above):	120	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? No</i>
More than 10 years:	54%	
Less than 10, more than 5 years:	23%	
Less than 5 years:	23%	

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? No</i>
9	5	1	6	6	13	10	32	29	

Note: The total of 111 participants represents the “actual” number of people represented in the demographic survey responses of 56 households (out of a possible 68 households).

Percentage of adults in various household types:

		<i>Is this number an estimate? No</i>
Single adults under 35:	0	
Joint household with minors:	16%	
Single adults age 35-65:	5%	
Joint household with no minors:	45%	
Single adults over 65:	34%	

Education level of adult participants by percentage:

		<i>Is this number an estimate? No</i>
High school:	17%	
College:	34%	
Graduate School:	42%	
Specialty Training:	4%	
Other (please specify): military	2%	

Percentage of adults in various employment types:

		<i>Is this number an estimate? No</i>
Adults who are employed:	25%	
Adults who are retired:	62%	
Adults who are not fully employed:	13%	

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

The range of occupations of working adults range from business, clerical, service industry, caregivers, laborers and tradespersons to the vast majority being in a profession that requires some sort of degree. These include medical professionals, veterinarians, engineers, teachers and the like. That said, the vast majority of our adults are retired, mainly from professions with college or graduate degrees.

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?

Although our church has traditionally been a “white” congregation, we are moving to establish a strong Filipino group within our congregation. That said, 75% of our congregation still identifies as “white”, while the remaining 25% are people identifying as Filipino & Asian (9%), Latino (9%) and African-American/Black (7%).

Our members come from diverse religious backgrounds as well, including churched and un-churched. We have UCC, former Presbyterians & Reformed, Methodists, Roman Catholics, Disciples of Christ, to name a few, as well as those who are Unitarian or non-theistic.

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

We have not used the Welcoming Diversity Inventory, but we have had many conversations about welcoming diversity and actively practice an open welcome to all people, including LGBTQ+ and various ethnic groups, especially Filipino, Latino and Black.

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	10	Book Club, Lay Leader
Baptisms (<i>number last year</i>)	0	Co-Pastors, Worship Committee
Children’s Groups or Classes	4	CE chair, Lay Leader
Christmas Eve and Easter Worship	60-80	Co-Pastors, Worship Committee, Minister of Music
Church-wide Meals	60-80	Stewardship & Fellowship
Choir	8	Minister of Music
Bell Choir	6	Lay Leader/director
Instrumental Ensemble	6	Minister of Music

Church-based Bible Study	7	Pastor led book study
Communion (<i>served how often?</i>)	Once a month	Co-Pastors, Worship Committee
Community Meals	100	A monthly bag lunch program for the Homeless through “Vallejo Together”, discontinued in May due to 501C3 issues.
New Member Classes	4	Co-Pastors
New Members	13	
Drama Program	14	Christmas Pageant, Lay Director
Funerals (<i>number last year</i>)	7	Co-Pastors, Minister of Music, Family
Intergenerational Groups	0	
Outdoor Worship	0	
Prayer or Meditation Groups	5	Co-Pastor, Filipino Group
Public Advocacy Work	5	Mission & Outreach Committee
Retreats	0	Discontinued due to COVID
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	0	
Worship (time slot: 10-11am)	Avg. 40-50 wk.	Co-Pastors, Worship Committee, Welcome & Growth Committee, Minister of Music & Song Leaders
Worship (time slot: _____)		
Youth/Young Adult Groups/Classes	0	
Other: Game Night	8-10 once a month	Co-Pastor and lay leadership
Other: Dogs & Dominoes	8-12 weekly	Co-Pastor and lay leadership

Additional comments:

We have a variety of interests and opportunities in which to gather. One major interest in this church is its music programs with 3 major groups (Handbells, Choir, Instrumental Ensemble), which regularly play. We also have various smaller combos (duets and trios) and soloists who also regularly add to the music ministry. We invite various groups to use our space for concerts (Vallejo Choral Society and Benicia Chamber Players).

There are also other ways to meet, mingle and be involved with each other including our weekly meeting of “Dogs and Dominoes” for fun and talk, the Book Club which has been going strong for some time, special dinners (both as fund raisers and as just fun) such as our 2024 Chinese New Year Dinner with the DulTones, and our Ash Wednesday Spaghetti Dinner and Movie. We also hold a monthly Game Night with snacks as well as a free annual all-church Thanksgiving Dinner Feast.

Our Advent services are typically well attended, as well as our candlelight Christmas Eve service. Every year we typically have a Christmas Concert spot-lighting all our musical talent, although in 2023 we did a Christmas Cantata (“Love” by Joel Raney), which included some people from the local Presbyterian Church and a 5-piece music ensemble. For this larger musical event we extended an invitation to all local churches to participate. We also do a Christmas Pageant each year involving both adults and children. This last year we did part 3 of a trilogy, called “The Magi Cometh.” People always look forward to these events. We have also done creative services like our Filipino Maundy Thursday dinner and Communion in 2023.

We look forward to resurrecting some major church activities that were stopped due to COVID, including the Annual Church Retreat (also known as “Weekend in the Trees”) which we held once a year for many decades, as well as “Feeding the Homeless” (also known as Second Saturday) where we fed the homeless in Vallejo a hot breakfast with music once a month, as well as First Friday Feeding of the homeless where we drove to encampments and served bag lunches and hot coffee.

We are still providing youth/children activities such as our annual Easter Egg Hunt, decorating cookies for Halloween, and our annual Christmas Pageant.

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. Dr. Celestine Fields	No	UCC Standing	Former Associate Conference Minister	N
Rev. Renie Kirk	3	CCCUCC	Sr. Co-Pastor	N
Rev. Bladimer Paeste	3	CCCUCC	Co-Pastor	N
Rev. Dr Mary Susan Gast	No	NCNC	Conference Minister Emerita	Y
Rev. Roger Reaber	No	Presbyterian USA Minister	Minister	Y
Rev. Dr. Faune Towery	No	UCC Standing	None	N
Rev. Roger Straw	No	Local Church	Former Pastor	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:

Previous or retired pastors engage as regular members of the congregation, provide pulpit supply/preach from time to time as needed, act as learned advisors, and advise on polity. They are a vital part of the fabric of our congregation and we honor and cherish their involvement.

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

	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Co-Pastor	Yes, shared with other co-pastor	Part-time	Council	1 year
Music Director	No	Part-time	Co-Pastor	27 years
Officer Manager	No	Part-time	Co-Pastor	2 years
Child Care Person	No	Part-time	CE Chair	2 years

REFLECTION

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

This church has a very vital overall ministry with an eye toward innovative worship. Our music program attracts musicians who desire to provide a worshipful music ministry. We enjoy meeting outside of Sunday worship via Book Clubs, Meditation/Prayer Group, Evening Game Night, Daytime Dominoes Group, special dinners [often themed] and even have fun working in our church gardens. We are very lucky to have enthusiastic and creative people attending our church who are willing to share their talents.

We have a vibrant mission ministry with an eye toward social justice and helping the homeless, struggling and disenfranchised. There is a strong interest to do more. At this time it is about pinpointing the best local non-profits with whom to volunteer and/or partner.

We do all of this with caring volunteers and part-time staff. However, by sharing duties and supporting one another we can get much done. Looking to have two co-pastors is a way to maximize and complement their strengths and talents and serve the greater good of our church community and the greater community around us.

CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year) **2023**

Source	Amount
Annual Offerings and Pledged Giving	\$235,115
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$0
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$0
Fundraising Events	\$5,573
Gifts Designated for a Specific Purpose	\$ [see other]
Grants	\$11,500
Rentals of Church Buildings (Main building and Education building)	\$42,155
Rentals of Church Parsonage [N/A]	\$0
Support from Related Organizations [N/A] (<i>e.g. Women's Group</i>)	\$0
Transfers from Special Accounts	\$17,600
Other (specify): Interest Loan Rebate	\$2,955
Other (specify): Donations to restricted accts. [not on budget] Cornerstone Fund (Loan Principle Reduction)	[\$8,960] [\$71,886]
TOTAL OPERATING BUDGET	\$314,848
Total with Restricted accounts and Loan Principle Reduction	[\$395,744]

Current annual expenses (dollars budgeted for most recent fiscal year): \$324,154

The 2024 Annual Budget can be found in the Addendum.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 49% of 2024 budgeted expenses.

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

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (Indicate those included during the most recent fiscal year)

- 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? If calculated as a percentage of operating budget, what is that percentage?

The church sets aside 5% of received pledges to our operating budget for missions and outreach. The Mission & Outreach Committee allocates a portion of the 5% to OCWM.

What is the church's current indebtedness? NONE..... as of Feb. 2024

Total amount of loan debt: Paid off balance of Loan in January 2024

Reason for debt: See below – 2014 Campus Renovation & Parking Lot

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 2014 we committed to a church renovation project of fixing/upgrading the parking lot and campus with a 30-year loan through the UCC Cornerstone Fund. It was paid off in full in January 2024 (10 years)!

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

2014	Renovate Parking Lot, Retaining Walls, Landscaping, Sewer [P&I]	\$476,400
2016	Repaint outside of buildings	\$18,143
2018	New laminate flooring in Sanctuary, Offices & Fellowship Hall	\$19,474
2018	Replace Pews with Chairs (Improve seating)	\$5,105
2019	New Ceiling Lights in Sanctuary	\$7,287
2019	Upgraded Sound System	\$13,802
2019	Renovation of Stage	\$6,406
2021	Renovation of Chancel and AV/Zoom	\$20,436
2021	New Letters & Cross on front of church	\$2,859
2022	New Water Heater	\$5,300
2022	Replace Skylight in Sanctuary	\$5,132
2022	Renovate unused organ pit for storage	\$6,135
2022	New window shades/curtains Fellowship Hall & Office	\$2,567

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
2024-2032	Roofing, gutters, painting, drainage, parking lot care	\$120,000	On-going Capital campaign	Capital improvements to extend the life of buildings and campus
		\$	\$	

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

We are dedicated to ensuring that the buildings and campus remain available and debt free for future generations of the church with community access to the labyrinth, meeting place for local music groups, Twelve-Step groups, and other non-profit groups.

Does your church have an endowment? **NO**

Although we do not have an endowment, we maintain a number of restricted funds that have restricted uses that are outside of our annual operating budget, such as sabbatical set-aside, gift funds, pastor discretionary funds and capital improvements. These are listed under “Endowment & Bequests” in the UCC 11-Year Report (as per instructions from the Datahub). Disbursements of these funds are under the discretion of committee chairs, the Council or the pastors.

Other Assets

Reserves: [as of 1/31/24]

Total checking/savings: \$71,600
 Non-restricted: \$13,519
 Restricted: \$58,081

Investments (other than endowment):

Cornerstone CD: \$11,077
 Cornerstone Demand: \$2,247
 Vanguard Brokerage MMF \$40,005

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

Describe all buildings owned by the church:

Sanctuary and Fellowship Hall

CE Building (currently leased to a private child care provider)

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

Which spaces are accessible to wheelchairs?

Sanctuary/Fellowship Hall, 1 Restroom, CE Building, Labyrinth,
Parking Lot & Patio area

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

Our budget is prepared annually, reviewed by the Council and passed by the congregation in January of each year. The budget is reviewed monthly by the Budget and Finance Committee and the Church Council. In 2023-2024 we engaged a 1.5 FTE pastor leadership team (one FT and one half time) to embrace a new ministry of a multi-cultural congregation. Budget and Finance and Stewardship run a pledge drive and money raisers as part of the basis of building the budget. Our budget reflects our dedication to appropriately compensate our staff, significantly fund Missions and Outreach, and run our church with fiduciary responsibility.

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.

1993 We became one of the first UCC churches to become Open & Affirming.

2007 We went from having a string of PT pastors to stepping out in faith to hire our first FT pastor since the 1970's.

2011 The church went through a major re-visioning extending over 2 years 2010-2012.

2020 Moved to a hybrid service (due to COVID) & improved our technology with 3 tracking cameras, up-dated sound system, and computer tech board.

2023 We moved to a co-pastor model to facilitate moving to a more multi-cultural congregation by adding a half-time Associate Pastor, now Co-Pastor.

2024 We paid off a 30-year mortgage in 10 years! [This is the most important event in the life of our church in the past 10 years, just completed.]

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

In 2016 we amended our Constitution to allow for open membership to all followers regardless of statement of faith. We have instituted a true “open door” policy to anyone who desires to join us and be a part of our fellowship and live in the “example of Jesus” regardless of the status or level of their belief.

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.

Our congregation’s values and practices rely on the belief that everyone’s opinion has value. As long as members act in a manner that makes our church a safe place to worship, there is a place for varying opinions. There was much disagreement over going into debt over the Parking Lot Renovation project. That said, all were heard, we met, we discussed and we voted. We also have a separate PPRC (Pastor Parish Relations Committee) for each co-pastor so that issues of the congregation or the pastors can be discussed, sometimes with required action and always with support and an open mind.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Rev. Bladimer Paeste	1	Y
Rev. Renie Kirk (retiring May 2024)	17	Y
Rev. Roger Straw	8	Y at the time
Rev. Katherine Hammell	1	Y
Rev. James Riddell	5	Y

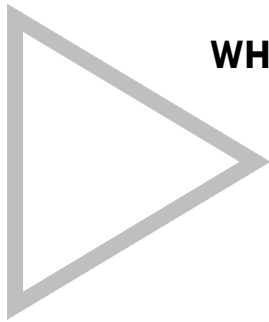
Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

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

Yes, in 1996.

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



WHO IS OUR NEIGHBOR?

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

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

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

We have a very active Mission and Outreach Committee that does incredible and needed work in our community and beyond. Prior to the Pandemic, we served a hot breakfast with live music once a month to the Vallejo homeless and low-income seniors (up to 140 meals) and provided up to 70 sandwiches once a month to those in homeless encampments.

Below is a list of all the work we did in 2023:

- \$5000 to OCWM (Our Churches Wider Mission)
- \$400 each to *One Great Hour of Sharing*, *Neighbors in Need* and *Strengthen the Church*
- Creation of an Action Plan to assist people who come to our door in need
- Started our own food pantry for our members who are food insecure
- Donated \$1350 through the UCC for Earthquake relief in Turkey and Syria
- Easter Lily fund is a collection of contributions that would be for “lilies”, but instead funds “Starter Kits” for aged-out foster youth being installed in their first apartments through “*First Place for Youth*” (a local non-profit) [Apr]
- Worked with *Vallejo Together* in feeding the homeless sandwiches [Jan-May]
- Summer Mission Project of providing filled backpacks to low-income kindergarteners at Stefan Manor Elementary in Vallejo [July]
- Collected \$1150 to send through UCC to Maui after the disastrous fires [Sept]
- Sent \$400 to the humanitarian crisis in Israel/Gaza through *Doctors without Borders* and the *World Central Kitchen* [Oct]
- “Gently Used Coats and Jackets” Drive to provide warm and waterproof outdoor wear to donate to our homeless friends on the street
- Provided 25, 20-lb. turkeys for the annual Thanksgiving Feast for the Homeless at 1st Baptist Church in Vallejo. [Nov]
- Provided Christmas gifts and gift cards for gas/groceries to help low-income Benicia families through Benicia Family Resource Center, a local non-profit. [Dec]
- Christmas Poinsettia Fund raised money for underwear, tarps, sleeping bags, etc. for the Homeless. [Dec]

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

Our current co-pastors have served in various positions in the Bay Association. One of our current co-pastors serves on the NCNC Executive Board and the other co-pastor serves on the Committee on Ministry (Sec. B). We have regularly participated in the NCNC Annual Gathering (often providing music), and we brought forth a Resolution on Membership to the UCC Synod.

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

Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input 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 is a strong proponent of the “God is Still Speaking” movement and early on adopted and supported the “Open and Affirming” movement. We support rights for all the disenfranchised in our community, especially transgender youth and gay/lesbian couples and children, who have often been ostracized from their communities of faith. Our retiring co-pastor is a member of the LGBTQ+ community.

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

Our church has participated in Blue Christmas and Ash Wednesday events with St. Paul’s Episcopal Church. We have participated in a joint outdoor service with Heritage Presbyterian Church, and we were a co-founding church of Common Ground in Vallejo, a broad-based, non-partisan organization of diverse religious and non-profit organizations in Solano and Napa Counties. Some of our musicians have played for various local feeding events, such as Vallejo Together Thanksgiving Meal, The Hunger Walk Fund-raiser, Faith Food Friday, and others.

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 centers on following the example of Jesus by being a radically welcoming community that cares for and honors each other and the world. Our worship reflects our interest in vibrant and diverse music, sacred worship and lively fellowship, which we do weekly. We are also a justice-making and safe and accepting sanctuary for all who choose to join us. The time we spend in governance typically has committees meeting once a month to “get the job done.” Our mission motto is: “We seek to live fully, love wastefully and lead courageously.” To that end, we spend time in various church fellowship events that help to build community, such as Ash Wednesday Movie and Dinner Night, Chinese New Year Dinner and Entertainment, Filipino Independence Day Dinner and Entertainment, St. Patrick’s Day Dinner and Music, Annual Christmas Concert, and such. We also spend many hours in mission work through a variety of activities from raising money for world disasters to providing underwear, coats/jackets, tarps, sleeping bags for the homeless, apartment starter kits for aging out foster youth, backpacks for low-income children, and helping low-income families have a nice Thanksgiving and Christmas. Much of what we do in both service and fun is outside of the usual Sunday morning worship time. Our musical outreach has included choir members (Christmas Caroling), Handbells (Senior Center, Feeling the unhoused), and instrumental groups (Jazz and Celtic groups at feeding events, senior centers and fund-raising events).

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?

There is an expectation that our congregation will be their primary responsibility, but they are encouraged to be involved and knowledgeable about social justice issues and opportunities in the community. Engagement and participation in the Bay Association, NCNC Conference and greater UCC will be at their discretion and availability. As a co-pastor partnership, we hope that our pastors will use their individual and unique skills to further the needs and growth of our church family.

MISSION InSite

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

The population in Benicia is more stagnant compared with Vallejo, which has had a 6% growth rate each of the last ten years. Most growth in Vallejo is of a diverse cultural nature with the majority being Filipino and Hispanic. This is one reason why we called a Filipino co-pastor with ties to Vallejo and the Fairfield communities.

In many ways, Vallejo offers a greater opportunity for growth since 36% of Vallejo residents are under the age of 16. There are also more youth in Vallejo per capita as compared with Benicia. However, there are many sports and youth activities scheduled for Sunday morning. Therefore, church opportunities may compete with traditional activities.

The city of Benicia is more stable in housing growth as well as employment status. The majority of people (64% according to the US Census Bureau and the annual American Community Survey) in Benicia and Vallejo claim to not be religious. We view this statistic as an opportunity to reach out to the unchurched in our area because we offer these people a true alternative to a more welcoming and accepting church experience.

A comparison can be found in the Addendum.

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 church education demographics are very aligned with the city of Benicia (high number of college and graduate degrees) and much less so with the city of Vallejo (mainly high school graduates). In the area of employment, 62% of our church population is retired. In the city of Benicia, 61.8% of the citizens are employed. Our ethnic make-up is very aligned with that of Benicia with the majority being white and totally different from the city of Vallejo, which is primarily Hispanic and Asian with the 4th largest Filipino group in the US. The median age of our congregation is approximately 60, while the median age in Benicia is 43 and in Vallejo is 36.8.

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

According to the US Census, the poverty rate in Vallejo is 11.53%, while in Benicia it is 5.6%. There are many "hidden" needs in the community, but we don't see tents on the streets in Benicia. Poverty, homelessness, and food insecurity shape our ministry and are avenues yet to be explored. In addition, a lack of public transportation (ie. buses) limits some people's participation in church activities and other ministries.

Politically, Benicia and Vallejo tend to be Democratic based on voting results in recent elections, but both cities also have a strong Republican presence. Solano County, CA is strongly liberal. In Solano County, CA 63.6% of the people voted Democratic in the last presidential

election, 33.5% voted for the Republican Party, and the remaining 2.8% voted Independent. Solano County voted Democratic in every Presidential election since 2000. In general, the political demographics of the area generally align with our church’s social justice ministries and our interest in helping the homeless, food insecure, low-income families and the disenfranchised.

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

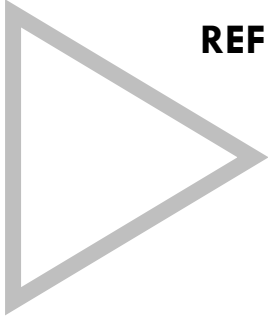
Overall, we do not have a high profile in the community. In the past, we have been called the “Liberal Hippie Church on the Hill.” We have also been labeled as the “Gay Church.” Others know us as the church that fed the homeless for many years on the first (sandwiches & coffee) and second Saturday (hot breakfast and live music) of the month; or the one that provides clothes and necessities at Christmas to low-income families, or buys Starter Kits for aging out foster youth, or provides backpacks for low-income kindergarteners. We are also known as a local AA meeting place in our community, where AA meets once a week in our Fellowship Hall. Our sanctuary is known as a great place for music venues where it hosts various concerts for local groups such as the Vallejo Choral Society and Benicia Chamber Players. Many of us have heard, “That’s the church I’d attend, IF I went to church.”



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

The below answers reflect both what brought people into the church, as well as what keeps them coming. Some answers are a reflection of what it was like when each came whether that was 20 years ago, 5-10 years ago or 2 years ago. The different reasons shows a wide reflection of who we are today.

- The church website's message of welcome and progressive theology.
- Our rainbow flutter flag and out-door message board.
- An active music program brought them to the church, but once here, the welcome and message made them stay.
- Safe, non-judgmental worship space (although some have left due to some of our stances on social justice and membership).
- The opportunity to give children a hands-on experience at Second Saturday breakfasts (inactive since COVID).
- Advocating for the last, the lost and the lonely in our community and world.
- O & A (Open and Affirming), LGBTQ+ recognition and celebration.
- Filipino co-pastor.
- Welcome and positive atmosphere.
- AA meets here and is welcomed to participate.
- Lesbian Pastor
- Location, view and labyrinth.
- The church helps increase one's faith through insightful sermons
- Helps build teammates and gain some communication, social skills and friendship.
- Provides a sense of belonging.
- Provides a spiritual grounding.
- Encourages spiritual growth through the pursuit of personal relationships and shared experiences.
- Pre-existing members welcome me (new comers) open heartedly.
- Does not enforce a dress code, makes one feel comfortable in one's own selves.
- The church does not hold a sense of prejudice or judgment on new members.



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.

See reference letters in the Addendum.

REFERENCE 1

Rev. Roger Reaber / Retired Pastor / Presbyterian Church
(707) 361-5339 / rogerreaber@gmail.com / Active non-member)

REFERENCE 2

Cindy Lortie / Pre-School Teacher/Wife of a UU Pastor/Military Chaplain
(708) 638-0189/ 1cindylortie@gmail.com / Former member)

REFERENCE 3

Melissa McBride / Pastoral Assistant & Substitute Minister / CCCUCC Aug. 2019 to Sept. 2020
(510) 684-8535 / preachermama@gmail.com / Former non-member staff)

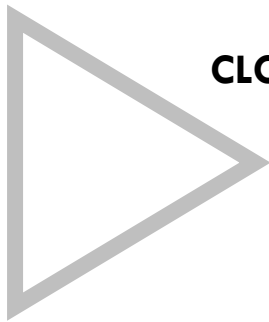
PROMPTS FOR REFERENCES

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

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

We dream of a community of young families, children, elders, LGBTQ+ and ethnic minorities where all can worship and come together in a place of safety and acceptance. We are looking for a minister who will walk with us to grow the church, provide strong leadership and communication skills, and bring us into the future by building a diverse church community based upon compassion and a sense of humor. As we are a very diverse group of people in age, theology, and church experiences, we also have a diverse interest and opinion in songs and lyrics (both style and message). So we have included various songs with extracts of lyrics that are meaningful to us and reflect who we believe we are.

Come to the Table of Grace by Barbara Hamm, our Director of Music

Come to the Table of Grace

Come to the Table of Grace

This is God's table, it's not yours or mine.

Come to the Table of Grace.

Draw the Circle Wide by Gordon Light

Draw the circle wide. Draw it wider still.

Let this be our song, no one stands alone, standing side by side, draw the circle wide.

God the still-point of the circle, 'round whom all creation turns;

Nothing lost, but held forever, in God's gracious arms.

Let our hearts touch far horizons, so encompass great and small;

Let our loving know no borders, faithful to God's call.

Let the dreams we dream be larger, than we've ever dreamed before.

Let the dream of Christ be in us, open every door.

Welcome by Mark Miller

Let's walk together for a while and ask where we begin

To build a world where love can grow and hope can enter in,

To be the hand of healing and to plant the seeds of peace,

Singing welcome, welcome to this place. You're invited to come and know God's grace.

All are welcome, the love of God to share, 'cause all of us are welcome here;

“All are welcome in this place.”

Part of the Family by Jim Manley

Come in, come in and sit down. You are a part of the family.
We are lost and we are found, and we are a part of the family.
You know the reason why you came, yet no reason can explain,
So share in the laughter and cry in the pain, for you are apart of the family.
God is with us in this place like a mother's warm embrace.
We're all forgiven by God's grace, for we are a part of the family.
Children and elders, middlers, and teens, singles and doubles and in-betweens,
Strong eighty-fivers and streetwise sixteens, we are a part of the family.
Come in, come in and sit down. You are a part of the family.
We are lost and we are found, and we are a part of the family.

All Are Welcome by Marty Haugen

Let us build a house where love can dwell and all can safely live,
A place where saints and children tell how hearts learn to forgive.
Built of hope and dreams and visions, rock of faith and vault of grace;
Here the love of Christ shall end divisions: All are welcome in this place.

Let us build a house where hands will reach beyond the wood and stone
To heal and strengthen, serve and teach, and live the Word they've known.
Here the outcast and the stranger bear the image of God's face;
Let us bring an end to fear and danger: All are welcome in this place.



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?

A Transition Team of 8 members started the process in December 2023. It was then handed off to a Search Committee of 12 members approved by the Church Council. These 12 were chosen to represent the diversity of theological backgrounds, age, ethnicity, length of membership, sexual orientation and family structure. Their ages range from 16 to 78.

2. Additional comments for interpreting the profile:

There were many hands, opinions, ideas, and concerns reflected in this document. It was our intent to reflect the diversity of people, ideas, beliefs, and desires that our congregation holds. We hope that you see within us a vibrant community of diversity with an eye for the future, social engagement, justice within our world, and a worship experience that is relevant and inspires us to do more. Three separate surveys were completed by the congregation to identify core competencies and characteristics desired in a new co-pastor. We also surveyed members and active non-members in areas of faith and demographics. The profile, upon completion, was reviewed and approved by the Council for publication.

Signed: 

Dale Olm / Search Committee Chair / Date: March 14, 2024

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: *Yes, the Benicia Congregations is in good stand in the Bay Association of the Northern California Nevada Conference.*

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

Staff Comment: *Yes, the information providing is correct best to my knowledge.*

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

Staff Comment: *The information providing is accurate best to my knowledge.*

My signature below attests to the above three items.

Signature: *Rev. Davena L. Jones*

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

Email: davena@ncnuc.org

Phone: (510) 359-7208

Date: March 22, 2024

**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

Addendum

Demographic Comparison

	Our Survey	Benicia	Vallejo
Median Age	65	43	36.8
White	80%	61.70%	23%
Hispanic	7%	15.20%	28%
Black	3%	5.40%	19%
Asian/Filipino	10%	10.40%	25%
Employed	25%	61.80%	no data
Less/Unemployed	13%	5.50%	
Retired	62%	32.70%	
High School	16%	16%	73%
College	34%	44.00%	27%
Graduate	43%	15.50%	
Other	7%	24.50%	

Our Co-Pastor, Rev.
Bladimer Paeste



To those interested in the Co-Pastor Position at CCCUCC, Benicia, CA

I am a retired Presbyterian Church (USA) pastor and have been worshipping with this congregation for the past 5 years with my wife who is an associate member. I am attracted to this progressive congregation and it's work in the community. The membership expects the leadership to be outspoken when it comes to issues that affect those who are marginalized in society. And the congregational members want to know how to practically address such concerns. This has been lived out through such programs as supplying coats to and feeding the homeless, hosting an interfaith Martin Luther King Jr. celebration, maintaining a gay pride banner in front of its property, and providing for youth as they age-out of the foster care system.

For many years there was a program called "Second Saturdays." On that day of the month volunteers would provide a substantial breakfast to the homeless in Vallejo. Not only was there an abundance of food but also goodwill through interaction. It would not be unusual for 20 volunteers to be engaged in this ministry which often included live music which created a faire-like atmosphere. This ended because key lay-leadership moved out of the area and then the pandemic shut it down. The leadership shifted gears and for awhile members of the congregation put together bag lunches once a month to help another congregation with its care program. Though I miss the Second Saturdays program I appreciate that things change with the shift of leadership and that the desire to serve others was not lost.

In addition to worship I have enjoyed participating in studies and faith sharing opportunities with this congregation. I am part of a monthly book club that began during the lockdown and continues today. When we first arrived a daylong retreat was offered with the focus of discovering one's gifts. These experiences help me feel a personal connection with many of the members.

I've heard a few members say "we are the best kept secret in Benicia." The pride that the members feel about this congregation is lovely. The challenge is to find ways to let the secret out. Only recently have I seen any type of social media advertisement. And although I have often heard from the leadership "invite your friends" I cannot think of a time when tools were offered to help this process, something as simple as a paper flyer or invitation to distribute to neighbors and friends to come to special events would be helpful.

I am happy to share in a conversation with those who are seeking to discern if this is the right congregation to serve in ministry. Please feel free to reach me at rogerreaber@gmail.com or call my cell phone 925-324-4881.

Sincerely,

Roger Reaber

Name: Cindy Lortie
Relationship to congregation: Former member and vice-moderator
Phone: 708-638-0189
Email: lcindylortie@gmail.com

March 2, 2024

Dear Ministerial Candidates,

This is a church that does church well. It has a team of caring pastoral associates, a vibrant music and worship program, a strong social justice team, and a commitment to being an inclusive and welcoming church.

Community Congregational Church of Benicia was a home for my husband and I between 2018 and 2021. There was so much that made CCCUCC right for us. The welcoming committee did a fantastic job of bringing us into the life of the church. From how it crafted worship to the ways it invited people to events, the church lived into welcoming everyone “no matter where they were on their faith journeys.” Social justice is big in this congregation and treats everyone with love and respect, including: those who attend services; the local unhoused population; LGBTQ+ youth who are struggling in the community; everyone! This church is truly following Jesus’ example of loving and helping all.

One challenge facing this congregation is building a youth program. While I was a member, there was a small program with great volunteers, and the church is committed to young people. Children are welcome in worship and have a dedicated “wiggle” space in the back of the sanctuary. While the program didn’t seem to have momentum, it certainly has the will to minister to youth and young adults—and I know they will be receptive to your leadership in this area.

Having served on two church boards, including CCCUCC’s, I was impressed by how members took care of each other—from making sure their pastor’s needs were met to “checking in” during meetings to make sure tough issues were being handled well. For example, one time when a member was struggling and said something hurtful, the response was professional and rooted in love. They ministered to the hurt and were the stronger for it.

This congregation’s love of music is strong and has a mix of both professional and volunteer musicians keeping it going. There is a choir, bell choir, and instrumental ensemble. Everyone seems invited to bring their gifts to the table. All in all, this church has amazing volunteers who, together with the staff, in my experience made church work joyful and harmonious.

May you have a great conversation with the search committee!

In faith,

Cindy Lortie

Rev. Melissa Munger McBride
preachermama@gmail.com
510-684-8535

Interim Pastoral Care covering while senior pastor on leave-June-September 2019-
CCUCC-Benicia, and Associate Pastor-Community Congregational UCC-Benicia 2019-
2020

CCUCC-Benicia is a special and dynamic community that I was fortunate to serve. The pandemic struck during the time I was there. Most of my colleagues serving other congregations struggled, as did their members. Whether it was tech issues, (Zoom) or just trying to stay open and viable, their struggles were real.

However, at CCUCC our community thrived. It was wonderous to witness our church come together, figure out ways to stay in touch, serve those in need and still contribute all while on lockdown/quarantine. Fortunately, our senior pastor spent many years before ministry in tech. Therefore, our worship services via Zoom were above and beyond all expectations.

A phone tree was set up and the church council along with staff, divided up congregants and was responsible to check-in and keep in touch with their members on the list. The congregation as a whole felt seen and cared for. Needs were addressed from providing toilet paper to laptops to access zoom for prayers and emotional support.

This time with them proved what an incredible congregation this is. Everyone stepped up and were involved in some capacity. I left my position during the latter part of the pandemic due to family needs at home.

My wish for CCCUCC would be to work on drawing in more younger families, continue with diversity outreach and continue to always find ways for involvement with the wider community.

It was a pleasure and an honor to serve them.

Rev. Melissa Munger McBride

**ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED
IN UCC YEARBOOKS**

YEAR	MEMBERS	AVG. WEEKLY ATTENDANCE	CHR ED FAITH FORM	CONFIRMATION
2012	130	84	53	5
2013	125	75	31	0
2014	129	66	31	0
2015	109	57	25	0
2016	111	57	19	0
2017	108	52	23	0
2018	89	52	23	0
2019	89	52	23	0
2020	89	52	23	0
2021	74	27	4	0
2022	75	46	4	0

YEAR	CONFESSION	TRANSFER REAFFIRM	DEATHS TRANSFER	OTHER LOSSES	NET MEMBERS
2012	0	13	3	23	-8
2013	0	0	2	3	-5
2014	0	5	1	0	4
2015	0	6	5	21	-20
2016	0	7	3	2	2
2017	0	0	4	1	-5
2018	9	0	3	25	-19
2019	0	0	0	0	0
2020	0	0	0	0	0
2021	0	0	7	8	-15
2022	2	0	1	0	1

YEAR	EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	OTHER UCC GIVING	OCWM
2012	\$169,048	0	\$4,000	\$2,997	\$6,997
2013	\$174,073	\$15,115	\$4,000	\$1,310	\$5,310
2014	\$177,122	\$0	\$4,000	\$11,318	\$15,318
2015	\$217,599	\$5,252	\$0	\$473	\$473
2016	\$183,844	\$22,547	\$4,000	\$1,993	\$5,993
2017	\$200,421	\$25,631	\$4,000	\$1,777	\$5,777
2018	\$199,832	\$22,547	\$4,000	\$2,370	\$6,370
2019	\$199,832	\$0	\$4,000	\$1,224	\$5,224
2020	\$199,832	\$0	\$4,000	\$2,208	\$6,208
2021	\$250,680	\$134,784	\$7,675	\$500	\$8,175
2022	\$259,691	\$27,741	\$5,361	\$6,226	\$11,587

YEAR	GIFTS	WIDER MISSION	BASIC SUPP%	TOTAL EXPEND	PLEDGES & OFFERINGS
2012	\$10,585	\$17,582	2.37	\$186,630	\$168,267
2013	\$6,290	\$11,600	2.30	\$200,788	\$158,934
2014	\$0	\$15,318	2.26	\$192,440	\$171,017
2015	\$0	\$473	0.00	\$223,324	\$156,593
2016	\$4,521	\$10,514	2.18	\$216,905	\$160,400
2017	\$5,976	\$11,753	2.00	\$212,174	\$159,761
2018	\$4,485	\$10,855	2.00	\$210,687	\$147,735
2019	\$0	\$5,224	2.00	\$205,056	\$0
2020	\$0	\$6,208	2.00	\$206,040	\$0
2021	\$1,265	\$9,440	3.06	\$260,120	\$189,327
2022	\$6,132	\$17,719	2.06	\$277,410	\$160,879

YEAR	% CHANGES MEMBERS	AVG WEEKLY	CHR ED FAITH FORM	TOTAL ADDS
2017- 2022	-30.56	-11.54	-82.61	0
2012- 2022	-42.31	-45.24	-92.45	-88.89

YEAR	TOTAL OUTS	LOCAL EXP.	OCWM	EXPENSES
2017- 2022	-80	29.57	100.57	30.75
2012- 2022	-96.15	53.62	65.6	48.64



	A	B	C	D	E	F	G	H	I	J	K	L	M
1	Community Congregational Church UCC												
2	of Benicia				Approved	Actual	Proposed						
3	Budget for Fiscal Year 2024*				2023	2023	2024						
4	(January 1, 2024 to December 31, 2024)				Budget	R&E	Budget						
5													
6													
7	Funding (Operations and Ministries)												
8	Refunds & misc. deposits; special programs				0	-50	0	contributions for church programs					
9	Child Care Donation				2,480	1,589	2,550						
10	Loose Offering/Non-Pledged Donations				12,000	20,462	12,000	estimated non-pledged contributions					
11	Pledges to Operations & Ministries				169,258	186,398	209,840	Total of Pledge cards rec'd as of 1/15/24					
12	Capital Improvement/Loan Pledges & donations				17,400	16,378	20,130	Pledges for loan payment & Cap. Imprvmt as of 1/15/24					
13	Cap Improvement Fund - non-pledged contrib.				0	0	0						
14	Use of Building				41,830	42,155	43,682	Playing to Learn; 12 Step Groups, Outside Choirs					
15	Fundraisers				4,000	5,573	5,000	Auctions/Dinner Fundraisers					
16	Reimbursements				7,763	10,288	9,110	reimbursements for expenses by PTL and indiv. Donors					
17	Transfer from Reserves & Restricted accounts				4,470	17,600	5,361	to cover set-asides for future sabbatical, other restricted accounts					
18	Loan Principal Reduction from Reserves				0	0	0	to accelerate loan payoff (from reserves)					
19	Transfer to(-)/from(+) Cap Imprvmt/Parking Lot				0	0	0	excess/deficit of cap impr/loan pledges					
20	Other funding (interest +)				2,649	2,955	1,480	CD Interest & rebate on loan interest					
21	Grants				0	11,500	15,000	Outside grants for new joint ministry in 2023 & 2024					
22	Total Revenues				261,850	314,848	324,153						
23	Expense (Operations and Ministries)												
24	B&G - Utilities				14,896	17,797	19,283	shared by PTL (share included in revenue)					
25	B&G - Custodial (contract)				8,232	6,406	3,816	once a month in 2024					
26	B&G - Maint. & Housekeep				3,235	7,269	4,247	Supplies, TP, paper towels; tree services, building repairs					
27	B&G - Property Taxes				792	831	831	Paid by PTL (included in revenue)					
28	B&G - Property & Liability Insurances				7,467	8,014	7,700	anticipate increase in 2024					
29	B&G - Genesis House/Gardener				2,400	3,084	3,710	landscaping maintenance, weed control; PTL contributes					
30	Capital Improvement Set-aside & Loan payments				17,400	16,680	20,130	from capital improvement/loan pledges					
31	Additional Reduction in Loan Principal				0	0	0						
32	Christian Education / Youth				100	0	100	curriculum & supplies for Sunday School					
33	Congregational Care				100	0	100	supplies					
34	Covid-19 Pandemic Expenses				100	235	100	tests and masks					
35	Fellowship				805	1,546	1,200	food and supplies; 2024 budget in line with historical expenses					
36	Music Programs and Licenses				1,248	1,548	1,710	sheet music, copyright fees, piano tuning, streaming license					
37	Stewardship				100	0	100	postage and paper					
38	Mission&Outreach (incl. OCWM)				8,463	8,982	10,492	5% of pledges rec'd; for missions & OCWM (UCC Support)					
39	Welcome				595	562	595	banners, flags, advertising					
40	Worship				2,175	1,298	1,675	including on-line worship expenses					
41	Other committees & Ministries				0	0	12,530	search committee expenses TBD					
42	Council & Discretionary Funds				0	0	0						
43	Finance & Admin Expenses				8,742	10,435	10,515	Bank fees; Bookkeeper; IT; AB506; HR					
44	Office/Computers/Copier Supply				2,954	2,734	3,099						
45	Pastor Expenses				700	341	2,000	required Pastor training & expenses					
46	Sabbatical set aside				4,470	4,470	5,361	for future sabbaticals (funded from reserves)					
47	Child Care during Worship				2,480	1,589	2,550	Child care provider (offset by private donation)					
48	Staff & Workers Compensation Insurance				236,978	242,119	212,309	Pastor Renie retires end of May 2024; then F/T or P/T co-pastors					
49	Other						0						
50	Total Expense				324,431	335,940	324,153						
51	NET INCOME				-62,582	-21,092	0						
52				*revised 11/21/23									
53													
54													