

Name of Church

Eagle Harbor Congregational

Address105 Winslow Way W
Bainbridge Island, WA 98110**Conference:**

Pacific Northwest

Association:

No Associations

Title

Settled Pastor Full-Time

Start Date

Aug 1, 2025

Description

As we seek our next full-time Pastor, we invite you to join a strong, loving, and open and affirming “free-range Christian” congregation where all are welcome. Our church family cares about and for each other in times of joy and sorrow. Most of us worship together regularly, and at least a third of us participate in additional smaller-group activities. We place a premium on intelligent and challenging sermons that encourage us to deepen spiritually and to more actively participate in and support social justice work locally and abroad.

Church Contact Information

(206) 842-4657 (Church Primary Phone)

Listing Information

Web Presences

<https://eagleharborshurch.org>

Type: Professional

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person**Name:**

Rev. Phil Hodson

Title:

Designated Conference Minister

Phone:

(206) 725-8383

Email:

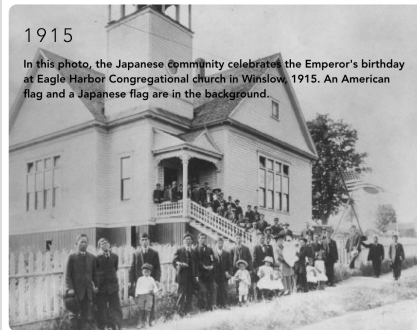
phil@pncucc.org

Summary Ministry Description

Since 1882, Eagle Harbor Congregational Church (EHCC) has been a beloved landmark in the Bainbridge Island community. As an Open and Affirming, explicitly welcoming-to-one-and-all congregation, many of our neighbors regularly use the church and buildings for both faith- and non-faith related activities.

We are a stable congregation seeking a pastor to help us enter the next phase of our faith journey. We seek a settled pastor who will join our church family and help us discern who God is calling us to become. We take our faith and our mission seriously, but we are not a strictly serious congregation; laughter and joy are essential parts of who we are.

Church pictures



What we value about living in our area.

Bainbridge Island is a friendly and engaged community of about 10,000 households (25,000 people). While just a 40-minute ferry ride from Seattle and all it has to offer, many of us appreciate the less stressful Island lifestyle. We particularly enjoy our vibrant arts community (two movie theaters, a free art museum and several galleries, a community theater, and several other venues offering music, drama, speaking events, etc.) and our easy access to hundreds of acres of parks and beaches. Our schools are among the best in the State, offering public, private, and alternative schooling approaches.

Current size of membership

75

Average in person attendance

No response

Does your church hold virtual worship services?

No

Languages used in ministry

English

Position Title

Settled Pastor Full-Time

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

<https://static1.squarespace.com/static/561823c9e4b0448989bf7fcb/t/652f067bd11d3d0e62340c3e/1697580667770/PNC+Guidelines+for+2024+Compensation+and+Reimbursement-2.pdf>

Scope of Work

Some fields reference [The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ](#).

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the [Call Agreement Workbook](#).

🔗 [Download scope of Work](#)

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

The pastor must be **compassionate, empathetic, and approachable**. They must have a genuine desire to pray for and aid the sick, troubled, and those experiencing challenging times. The pastor should have the ability to emotionally engage, both publicly and privately; to be empathetic to the feelings of others; and to be willing to listen. The pastor should be appropriately available to the congregation while also making sure to take time for their own rest and renewal.

Second:

Our pastor must be a **skilled communicator** and a strong, invigorating preacher. They must be able to articulate our church's vision for ministry in a clear and effective way, not only to our congregation but also to other church and community leaders. We seek a pastor who is proficient with a timely use of humor to help reveal "how God is still speaking" and to ease our resistance to difficult topics and conversations; they will be able to laugh with us.

Third:

We seek a pastor who is able to **lead and administrate effectively**, balancing practical and spiritual matters. They will work in an organized, timely manner, coordinating with staff and congregants as appropriate. They will encourage in themselves, and in staff and congregants, the development of skills and attitudes necessary to further and deepen our mission work.

Compensation and Support

The salary basis comes from the [Call Agreement Workbook](#), equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE (IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	70000	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Housing Allowance	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 70000			
Pension/Annuity	9800	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	5355	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	1050	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input type="checkbox"/>	<input type="checkbox"/>

If needed, please comment further on your church's salary and benefits for the minister.

Total compensation will include health, dental, vision, and life/disability insurance, as well as a 14% contribution to the UCC Pension program. It is negotiable based on years of service.

The expected living situation for our next minister.

The new pastor is expected to live within 15-20 minutes of the Church, with a housing allowance included within the salary.

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

No response

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

Not Applicable.

Additional reimbursements the next Pastor can expect to receive as part of their employment:

Reimbursement for use of personal vehicle.

Conference and/or Association meeting registrations

Other meeting registrations (or educational requirement registrations).

Criminal background checks.

Community of Practice Participation.

Peer and professional supports available for ministers in our association/conferences.

Communities of Practice are support groups organized by the Committee on Ministry, led by trained facilitators, for people who are in a variety of ministries in our Conference.

Bainbridge Island/North Kitsap Interfaith Council, among other functions, provides informal support for area ministers and lay leaders.

Leaders and members of EHCC are also informal sounding boards and support centers for the pastor.

Who Is God Calling to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

EHCC has a stable, well-educated, and older congregation, the majority of whom primarily want the church to become bigger and more diverse. We want more outreach to those in society who feel they are overlooked or even shunned, such as area seniors and the LGBTQ+ community.

We want to be bolder, to implement new forms of worship, to bring the Holy Spirit alive in our worship, and to encourage all to proclaim their faith/give testimonies through lay sermons and other opportunities. We seek more faith enrichment opportunities for all who join our congregation, and we want to increase our caring for others through service outreach and advocacy.

To become bigger and bolder, we must: set our table to explicitly nourish diversity; enhance the aesthetics of the worship and fellowship space; and be a place of hope and healing for all, particularly elders and the LGBTQ+ community.

We want to be known as a center for social justice, offering guest speakers, concerts, interfaith activities, and other such events to the wider community.

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

We seek a pastor who has experience with our ministry goals and who has been successful in helping churches grow in numbers and focus. We want a pastor who knows what it is: to love and be loved; to serve and be served; to teach and to learn; to lift those who may be struggling in body or spirit; to energize our service and mission; to preach sermons that comfort the soul and challenge the mind; and to lead and join with us in standing for social justice.

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

Our services are conducted in English. However, we are seeking a pastor who will welcome and accept cultural, ethnic, and sexual diversity consistent with our progressive values. We would welcome a pastor who is a member of the LGBTQ+ community and/or of a minority racial or ethnic background.

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

In no particular order, we want our next pastor to show these areas of excellence:

Building Transformational Leadership Skills

We seek a pastor able to guide the congregation to be faithful to God's call, to reflect Christ's mission, and to be open to the surprises of the Holy Spirit. They will lead development of a plan for the future of EHCC, and effectively manage that plan. They will help us work sensitively with people who previously may have felt unwelcome.

Participating in Theological Praxis

We seek a pastor who can translate "God is still speaking" into everyday thoughts and actions, integrating theological reflection into teaching, preaching, and ecclesial and community leadership.

Strengthening Inter- and Intra- Personal Assets

We seek a pastor with a healthy sense of self as shaped by God, community, and life experiences. They will: understand and minister to all ages and stages of life; listen to understand; be open to accepting differences while respecting the dignity of all God's people. A sense of humor is always welcome.

Working Together for Justice and Mercy

We seek a pastor who can use the teachings of Jesus Christ to help us identify and work to overcome explicit and implicit bias in our lives. We're looking for a pastor to exhibit the radical hospitality of Jesus Christ, spurring us to engage in mission and outreach while building relationships of mutual trust and interdependence.

Engaging Sacred Stories and Traditions

We seek a pastor who offers knowledge, understanding, and continues to study both the Old and the New Testaments. Their biblical knowledge and interpretation will breathe life into sacred stories, traditions in worship, proclamation, and witness, showing us how "God is still speaking."

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 God is calling us to become as a congregation.

God is calling us primarily in two directions: to be wider and to be bolder. **Wider:** The congregation feels a strong call to grow in numbers, in the demographic variety of participants (especially families with children), and in faith enrichment opportunities. We want to attract and nurture people of all ages and stages from diverse backgrounds and cultures, and to be a place of hope and healing for all. We want to be a place of support, companionship and love for seniors in our area who may be isolated and lonely. **Bolder:** We want to experience bolder, spirit-led forms of worship, and to increase our caring for others through community service, outreach, and social justice advocacy.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

God continues to call us to help alleviate loneliness both within our congregation and on Bainbridge Island.

In recent years, several new service projects have been developed and led by church members, from creating and gifting prayer shawls, to using meal trains and ensuring that caregivers are supported during difficult times. We also offer regular opportunities for church and community members to meet for coffee fellowship and conversation. Though we have no specific plans for future efforts, we invite the Holy Spirit and our new pastor(s) to awaken us to other needs we might address.

Congregation Reflections

We would describe our congregation's life of faith as...

EHCC is an Open and Affirming church, and our Mission Statement accurately describes us as striving to be "God-loving, Christ-centered, Spirit-led people of faith who humbly seek God's truth together, open ourselves to the Spirit, join with other faith communities in a quest for harmony, and work together, reaching beyond ourselves to foster the kin-dom of God on earth." Our congregants, care team, and prayer team are responsive; we are generous supporters of meaningful social justice causes, both local and global; and Bible studies are well attended.

Strengths or positive qualities of our congregation.

Sermon quality is important to our congregation; our preference is for Christ-centered sermons that are intelligent, loving, inspiring to our faith, and applicable to daily life. Being a warm and welcoming congregation, having an engaging music presence, and offering a variety of extra-worship fellowship activities are also positive qualities. We are recognized locally as a service-oriented church building meaningful community relationships.

A growing edge for our congregation and what we plan to strengthen as a congregation

We want to reach wider and be bolder.

Wider: We want and need to strengthen our welcoming to, and our active inclusion of, those who may feel overlooked or shunned in our larger culture (such as those in the LGBTQ+ community and senior citizens) and those who consider church attendance irrelevant (families with children especially). We want to be explicitly known, even more than we are now, as a place of healing and hope for any and all.

Bolder: We want to embolden our faith, advocate for justice, and reach out to those in need. Through more faith-enrichment opportunities and by implementing new and varied ways of worshipping, we hope to enliven the Holy Spirit when we gather, which will, in turn, encourage us to proclaim our faith through lay sermons, witnessing times, and other opportunities. We want to be even better known as a voice for social justice by hosting guest speakers, concerts, interfaith activities, etc., and by more frequently participating in explicit advocacy work (marches, festivals, lobbying campaigns, etc.). We hope that as our demographics broaden, we will be better suited to expand our outreach to include more physically active opportunities again.

What worship is like when our congregation gathers.

Weekly Sunday morning worship at EHCC is a healthy mix of tradition and participation. It takes place in our sanctuary and is also broadcast via YouTube.

Worship elements include the call to Worship, the Lord's Prayer and Prayers of the People, Scripture readings, a sermon, sharing of concerns, celebrations, and insights, three hymns, passing the peace, a choir anthem, an offering, and a benediction. The order of worship may vary slightly, depending upon the liturgical season and the thematic suggestions from Marcia McFee/Worship Design Studio, which EHCC has been subscribing to and using for several years.

Highlights of worship include our homage to the indigenous people of the coast of the Salish Sea (specifically the Suquamish Tribe), the very warm and inclusive Passing of the Peace, lots of singing and music, and the time to share deeply what is on our hearts and minds.

The educational program/faith formation vision of our church.

Opportunities for digging deeper are available and open to all, including two weekly Bible studies, a monthly book group, and weekly Advent and Lent small group sessions. Several years ago, we hosted a Jesus Seminar on the Road, which was very well attended and opened our notions about scripture interpretation. Weekly worship is where most of our congregants are challenged and comforted in their faith lives. We offer an all-ages Sunday School, but children rarely attend worship. We currently do not have a youth group.

How our congregation is organized for ministry and mission.

Our lay leadership team, pastor, and staff are the prime movers for ministry and mission. Our pastor is often the initial, big-picture person for outreach/service/mission focus and seasonal ministry/worship focus. That said, she very much relies on the support and feedback of lay leaders, trusted congregants, and staff. Mission Council meets once a month for several hours; staff usually meets two times a month for several hours.

When it comes to decision-making, 10 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

COVID was a time when action needed to be taken quickly. Within a couple of weeks, we transformed from a church of in-person worship and smaller-group gatherings to one that was solely virtual. The use of all-church email and the quick set-up of Basecamp allowed the pastor and staff to communicate quickly and effectively with the congregation and to support and train many congregants in the skills necessary for "Zooming."

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

[EHCC Constitution and ByLaws 03012010 as modified by 2010 congegation meeting.pdf](#)

11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[Download 11-Year Report](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	75
NUMBER OF ACTIVE NON-MEMBERS:	8
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	83

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	50%
LESS THAN 10, MORE THAN 5 YEARS:	30%
LESS THAN 5 YEARS:	20%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	1
12-17	1
18-24	0
25-34	2
35-44	7
45-54	10
55-64	4
65-74	40
75+	20

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	0%
HOUSEHOLDS WITH MINORS:	0%
SINGLE ADULTS AGE 35-65:	0%
JOINT HOUSEHOLDS WITH NO MINORS:	0%
SINGLE ADULTS OVER 65:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	0%
COLLEGE:	0%
GRADUATE SCHOOL:	0%
SPECIALTY TRAINING:	0%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	25%
ADULTS WHO ARE RETIRED:	74%
ADULTS WHO ARE NOT FULLY EMPLOYED:	1%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

Musicians to community water-management experts to health and safety managers to veterinarians

The mix of ethnic heritages in our congregation, and the overall racial make-up.

Our congregation is predominantly Caucasian with fewer than 10 people-of-other-ethnic origins.

What diversity means in our context?

As we say every Sunday at the beginning of our worship service: "No matter who you are or where you are on life's journey, you are welcome here." We are also an Open and Affirming church.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

No

Participation and Staffing

Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	10	Pastor
Baptisms (number last year)	0	Pastor
Children's Groups or Classes	2	Sunday School Teacher
Christmas Eve and Easter Worship	60	Worship Planning Group
Church-wide Meals	30	Rotation of Congregation Members
Choirs and Music Groups	20	Music & Choir Directors
Church-based Bible Study	8	Rotation of Congregation Members
Communion (served how often?)	40	Pastor
Community Meals	30	Rotation of Congregation Members
Funerals (number last year)	3	Pastor
Outdoor Worship	0	Worship Planning Group
Weddings (number last year)	1	Pastor

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
9:30 AM	50	Worship Planning Group

Additional comments:

Sunday worship is held at 9:30 a.m. once per week with approximately 50 attendees. The service is planned by the pastor and music staff. Christmas Eve and Easter Worship services each draw approximately 100 people and are also planned by the pastor and music staff. On average there have been 2 funerals per year and the church has been full. The celebration-of-life services are planned by the pastor and family. Communion is served on the first Sunday of the month and is led by the pastor.

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

NAME	THREE-WAY OR FOUR-WAY COVENANT	MINISTRY SETTING	TYPE OF MINISTRY ROLE	RETIRED
Jessica Star Rockers	3	United Church of Christ	Communications and Administration	<input type="checkbox"/>
Ken Coleman	3	Unknown	Unknown	<input type="checkbox"/>
Bill Comfort	4	Retired	N/A	<input checked="" type="checkbox"/>
Chris Delmar	none	Retired	N/A	<input checked="" type="checkbox"/>
Mark Travis	4	Unknown	Chaplain	<input type="checkbox"/>

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

Each occasionally preaches and/or leads the full worship service.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Music Director	No	part	Pastor	20 years
Accompanist	No	part	Music Director	4 years
Custodian	No	part	Pastor & Office Manager	2 years
Pastor of Communications and Administration	No	part	Pastor	18 months
Choir Director	No	part	Pastor & Music Director	open
Sunday School Teacher	No	part	Pastor	open

Reflection: What this information reflect about our congregation's overall ministry:

Our church members are currently predominantly 65+ years of age, similar to the neighborhood where the church is. Our ministry has transitioned from physically active and far-reaching to more internal and locally focused. We now largely pay heed to faith-formation and faith-expansion opportunities as well as to social engagement and support activities. However, we maintain an outward-directed ministry by financially supporting local and international programs that aid underprivileged people.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	202221
Rentals of Church Building	90179
Total	292400

Current annual expenses (dollars budgeted for most recent fiscal year):

302290

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget–list current budgeted expenses here.

No response

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

38

Has the church ever failed to pay its financial obligations to a minister of the church?

No

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

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

In what way is OCWM (Basic Support) gathered?

OCWM is a line item in the annual EHCC budget. We aim to contribute 10% of our total budget to OCWM, but are not often able to meet that goal. In 2023 EHCC donated \$18,750 to OCWM out of a budget of \$288,780.

If calculated as a percentage of operating budget, this is the percentage?

6

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

No response

Pictures



Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
2	Energy Conservation "Rain & Shine" Campaign	200000	205000	Reduce EHCC's carbon footprint by replacing an oil-fired furnace with heat pumps and solar panels, as well as improving water run-off systems surrounding the church
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

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

No response

Does your church have an endowment?

Yes

What is the market value of the assets?

156289

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

Funds can be drawn at the Mission Council's discretion. However, there have not been any draws on the fund since its inception.

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

0

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

N/A

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

N/A

Please comment on the above calculations or estimates:

N/A

Other Assets

No response

Reserves (savings):

93141

Investments (other than endowment):

No response

Does the church have a parsonage?

No

Description of all buildings owned by the church:

1. EHCC owns a 9,948 sq.ft. church building.
2. EHCC owns a 0.55-acre land parcel located adjacent to the church.
3. EHCC owns a 1,785 sq.ft. two-story building adjacent to the Church. Property is currently leased to a Montessori school until September, 2026.

Description of non-owned buildings or space used or rented by the church:

Not Applicable

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
Access to child care spaces for wheelchair users and people with other mobility aids
Listening devices in the sanctuary, or wireless technology to connect to hearing aids
Large print bulletins

Wheelchair access in bathrooms
"Quiet room" with worship viewing and listening availability
Handrails on all stairs
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Curb cuts
Accessible bathroom on each floor
Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

All EHCC buildings are accessible by wheelchair, except for the church's sanctuary, though handrails are at the center and sides of that raised area. We have an excellent A/V system in the church, with large screens facing the sanctuary and nave. The screens display all responsive parts of the service, including hymns and prayers. Over-the-ear hearing devices are available. Hardcopies of the order of service are available. Worship services are broadcast in real-time and recorded for later viewing. The recordings can be accessed through our website.

Policies regarding financial practices of the church:

The Treasurer maintains the church's accounting system, oversees paying bills, and reports monthly to the Mission Council and annually to the congregation. The Treasurer and the Financial Secretary ensure that all papers relating to the real and personal property of the church are handled safely and securely. The Financial Secretary tracks all money paid to the church, makes bank deposits, and reports to the Treasurer on at least a monthly basis. A budget committee prepares the church's annual budget. Once the Mission Council approves, it is voted on at the church's annual meeting.

Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

EHCC puts its money where its mouth is. Our solid financial footing and the generosity of our congregation means that we have been able to maintain and improve our buildings, hire new staff when needed, and be a 5-for-5 Church. We provide spaces for many varied local organizations and events "where everyone is welcome." From providing meals for lower-income people to supporting a school in Kenya, we give ourselves and our resources and integrate them into the life of our church, reaching beyond ourselves to foster the "Kin-dom of God on Earth."

Historical Information

Significant happenings in the history of our church that have shaped the identity of our congregation.

Open and Affirming: When our retiring pastor was called in 1998, she joined our efforts to make us an Open and Affirming congregation. We began this process several years earlier but could not reach a consensus. Our revised approach—which focused on opportunities for all to voice their opinions fully—took four years and embodied an approach that resonated positively with nearly all the congregation. This shows our desire and ability to address divisive issues compassionately.

The Belltower: Our belltower, a symbol of our welcoming and inclusive identity, badly needed restoration. We asked the local community to help us financially with the restoration, replacing the damaged bell and adding a "Town Bell," and how the community stepped up! During the COVID lockdown, church volunteers rang both bells every evening as an audible sign of community solidarity and hope. We also have a portable replica of the bell tower, which we adorn and display in local parades and festivals.

A specific change our church has managed in the recent past.

The COVID-19 pandemic brought significant changes to our church. We proved surprisingly adaptable and flexible in the face of the shutdown challenges. We acquired high-quality A/V equipment for online worship and learned how to broadcast our Sunday morning services successfully. As soon as the technology became available, we moved our small group meetings to Zoom, and our ability to hold online and hybrid meetings continues.

During the period of isolation, we organized several projects to deliver small gifts to our congregants, themed around the worship seasons. Church members also rang the steeple bell each evening as a message of solidarity and support to our local community and healthcare workers.

Overall, the congregation emerged quite strongly from the pandemic. However, our connections with some younger families did not fully recover. While attendance and financial giving remained robust, the median age of our congregation did increase.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

Though we have been blessed that our disagreements have been minor, we have faced issues over which the congregation had strong and conflicting views. We have used process, open communication, and discernment to address and resolve them.

For example, several years ago, we considered whether our national flag should be displayed in the front of the sanctuary. Opinions were strong and varied. We prepared with a "difficult conversations" resource and invited everyone to participate. The event was candid and engaging. Some wanted the national flag in its traditional position by the cross, while others wanted it removed from the church building altogether. We ended up with a compromise, deciding to keep the flag in the sanctuary and move it from the front of the sanctuary.

It now stands at the side of the sanctuary, presented in such a way that reflects our hierarchy of values- an Earth flag, a Christian flag, and our national flag.

The most recent major conflict through which our church has navigated.

In September, 2011, our part-time Associate Pastor felt a call by the Holy Spirit to plant a new church on Bainbridge Island or North Kitsap County that was specifically geared toward interactive, intergenerational worship. She was hoping that the church would support her venture both with financial contributions and volunteer support. The leadership appointed a discernment task force to explore her dream and consider the potential impact of a competing UCC congregation so nearby. The task force designed a process and carried it out faithfully. In the end, the leadership, with the information and recommendation of the task force, declined to give any tangible support to the new venture, although giving the pastor our blessing to follow her heart. The pastor left EHCC's employment soon thereafter to give her energy to the new venture. There was disappointment on her part, but no acrimony as the pastor and the church parted ways with a celebration of her time in ministry at EHCC.

Ministerial History:

Name: Rev. Dr. Dee Eisenhauer

Years of service: 25

UCC Standing

Name: Rev. Emily Tanis-Likkel

Years of service: 2

UCC Standing

Name: Rev. Judith Beardsley (Interim)

Years of service: 1

UCC Standing

Name: Rev. Don Mayer

Years of service: 10

UCC Standing

What our church has learned about itself and its relationship with people who provided ministerial leadership.

Most people participating in the life of faith and service at EHCC have been doing so only under the leadership of our current pastor. We've learned that we highly value ministers who deliver thought-provoking sermons that challenge us to consider fully and deeply "what Jesus would do" in the face of personal, local, national, and global conflict.

We've also learned that we want to be a wholly open-armed and inviting church that always welcomes the opportunity to smile.

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

No

Has your church been involved in a Situational Support Consultation?

No

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

No

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

Community Vision

How the relationships and activities of our congregation extend outward in service and advocacy.

Creating community: Our church welcomes congregants and neighbors, fostering community and connection. It serves as a safe space for various support groups: We host a weekly men's breakfast group where local and national issues are discussed; we lease yard and classroom space to a Waldorf school; our sanctuary is used for a variety of concerts and recitals; our kitchen and fellowship hall provide meals to area low-income people, and we have a popular Pea Patch.

Fulfilling a need: Support for others' needs, such as neighbors or strangers, is an explicit value of our congregation. We support various organizations through our weekly designated offerings and annual fundraising events. We support local organizations as requested with gifts of meals, clothes, gift cards, etc. We give our time by participating in various awareness-raising events and environmental clean-up efforts, and by preparing and serving a meal for area low-income residents every month.

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

EHCC faithfully attends the Pacific Northwest Conference Annual meetings with clergy and lay delegates. In addition, our pastor (with the church's blessing) has served on Conference committees most years of her ministry, including the Board of Directors, the Ministry Resources Committee, and the Committee on Ministry. Our pastor is currently a facilitator of a Communities of Practice group for other clergy.

Lay members of the church occasionally serve on Conference committees; one was the Chair of the Conference Personnel Committee for several years and helped rewrite the Constitution and Bylaws at one point. Currently another lay member serves on the Conference Committee on Ministry. Additionally, the pastor and several lay members have been faithful volunteers at Conference camps and retreats. Several other members have been regular participants in camps and retreats. Our congregation looks forward to the gifts and vision our new pastor will bring.

How our church engages with the community organizing movements in our community.

Bainbridge Island is a small enough community that it is relatively easy to know what community organizations are planning and how we might support them or become involved. Our location in the heart of the community provides us with the opportunity to engage and advocate for justice. Our active presence at events such as pride festivals and local parades demonstrates our commitment to diversity. Our focus on sustainability and environmental advocacy includes community clean-up efforts, as well as educating our members on these issues.

We participate in peace and civil rights marches and, as a member of the Faith Action Network, we collaborate with other faith groups to raise our collective voice on legislative issues of justice.

We also engage with community organizations by providing safe spaces for movements to meet and share. Our congregants engage with, support and have even founded such groups (e.g. Transfriending). They also are members of many other charitable organizations.

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, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

Accessible to All (A2A).

Just Peace.

Open and Affirming (ONA).

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

We start each worship service by acclaiming that "...no matter who you are or where you are on life's journey, YOU are welcome here!" "You" means anyone, whether they know of us or not. Whatever physical, mental, financial, racial, or identity challenges they face, they will be included in our support of one another. These four words say everything about caring for each other, our community, and the world. We feel the Spirit moves us to do what we can, no matter how much or little, to "foster the Kingdom of God on Earth." Our efforts include making our buildings as accessible as possible to all, sharing our spaces with various support groups, and giving our spiritual and financial support within our local community and to those who have never known EHCC. We are recognized locally as a service-oriented church building meaningful community relationships "...recognized for your efforts to be open to ALL people..." and "...done a fabulous job of being engaged and inclusive."

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

EHCC participates in two ecumenical and interfaith organizations: Bainbridge Island/North Kitsap Interfaith Council (the Council) and the Faith Action Network.

EHCC clergy and lay leaders attend the Council's monthly meetings. The Council hosts, annually, an interfaith Thanksgiving service, a spring interfaith concert, and a baccalaureate service for high school seniors. The Council also coordinates Super Supper, during which various faith groups provide free meals to people in the area who may be low-of-funds or without housing at the end of each month. EHCC's pastor and several-to-many congregants participate in all of these activities.

EHCC supports the Faith Action Network financially and by enlisting church members to advocate for or against various legislative bills.

How our mission statement compares to the actual time spent engaging in different activities.

Our Mission Statement reads: "We are: God-loving, Christ-centered, Spirit-led people of faith. On our journey, we: humbly seek God's truth together; welcome all seekers as Christ has welcomed us; open ourselves to the Spirit; join with other faith communities in a quest for harmony; and work together, reaching beyond ourselves to foster the kin-dom of God on Earth."

While, of course, this is something of an ideal statement, our congregants and our pastor keep this ideal as the focus both for much, if not all, of our work within and outside of our church, and for our humble and welcoming attitude towards each other and all those we encounter outside of our immediate community. We look forward to our new pastor guiding us as we seek to more fully actualize the ideal.

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

The congregation appreciates the current pastor's wider ministry including active engagement in the community and expects involvement in Interfaith Council, UCC Pacific Northwest Conference, and Faith Action Network. (She is known and appreciated in the community as being an effective leader with vision, compassion and dedication.) Again, though, while attending to needs and desires of the EHCC flock will necessarily account for the majority of the new pastor's time, we expect, and look forward to, their gifts and talents also being directed outward.

The ARDA or MissionInsite Reflection

ARDA/MI File

[Download ARDA/MI File](#)

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

The Island is becoming increasingly expensive to live on. Household incomes of \$125,000+ have recently increased by approximately 25 percent, while around 30 percent of households are income-qualified for various forms of assistance.

The Island's population is aging. We've recently seen a 20-percent increase in the number of people aged 65 to 74 and a 15-percent increase in those over 75. Younger people and those with families who do move here are usually in the middle-to-upper income bracket. Racial and cultural ethnicity is slowly increasing; 80 percent of Islanders identify as Caucasian.

How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

EHCC's demographics contrast in two ways with the demographics of Bainbridge Island as a whole. Seventy-five percent of our congregants are aged 65 or older compared to the 35% of the Island. Also 54% of our congregation hold graduate degrees and 34% hold college degrees, while 34% of Bainbridge Islanders have graduate degrees, and 39% have college degrees.

The majority of both EHCC congregants and Island residents are Caucasian, progressive, and socially liberal.

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

The church's location, within walking distance of several senior living facilities, makes EHCC convenient for older people, of all faith backgrounds, to gather for faith exploration and for companionship, both of which are ministries we value and promote. The variety of extra-worship opportunities—choir, Bible study, book group, etc.—are open to any age group; we do not specifically cater our offerings to seniors. We do, however, hear a calling to better attract families, younger adults, and people who may feel disenfranchised or marginalized.

What we hear when we talk to community leaders and ask them what our church is known for.

We recently sent a survey to the leaders of several community organizations seeking their thoughts about the value of our church to the Island. We were very blessed and pleasantly surprised by the responses, which included: our church is known for being a welcoming-to-all place, a place where people gather to offer knowledge and support, a place where food, culture, and faith are shared, and our lovely, old building is prized both for its beauty and as a symbol of progressive Christianity.

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

Some became involved because of our Open and Affirming, visibly inclusive, and warm approach. Others came because friends invited them, or they met or heard of our current pastor and wanted to hear her sermons. Some volunteered for church-sponsored events and subsequently joined after experiencing our community. Some came because EHCC is the "church next door," and it's the most convenient place for them to attend. We call ourselves the home of "free-range Christians," and we draw people from many denominational backgrounds.

References



☒ Maria Metzler

Completed: 4 days ago

Maria Metzler - Executive Director of Helpline House, a social service agency and food bank on Bainbridge Island.

Business: 2068427621

Reference Response

Helpline has partnered for many years with Eagle Harbor Church for the Cropwalk and this continues with the Crop Dance. Eagle Harbor Church members have also participated in food drives to help support donations for our food bank.

Helpline House feels grateful that you are a welcoming and helping place for some who don't feel integrated into the larger Bainbridge community. We appreciate the many ways you help the larger community by hosting and facilitating events and fundraisers, etc.

You all do phenomenally good work. We are honored and pleased to continue to partner with you and walk alongside you as you search for the next leader for this vibrant, active, and compassionate community.



☒ John Hunt

Completed: Saturday, Dec 28, 2024

My Role: Bainbridge Island and North Kitsap (BINK) Interfaith Council Co Chair.

My Relationship: Interfaith Council.

Business: 2069205413

Reference Response

UCC is an active member of BINK. Frances Atherton of Eagle Harbor Congregation UCC is the other Co Chair of BINK. As groups of faith, working together, we accomplish much in our local area. Our activities include a rotating free dinner for those in need, or needing company, for each evening on the last week of the month (every month). We also have a Thanksgiving Service and a Spring Music Festival where we worship together. Another key event is Baccalaureate; where as a common voice for those of faith, we sponsor Baccalaureate for Bainbridge Is. Highschool seniors. New in 2024 is sponsorship of the Crop Walk, this long standing Bainbridge tradition lost its sponsor after the 2023 year. Led by Eagle Harbor Congregation of UCC, BINK was able to keep this tradition going with the slight twist of making it a crop dance.

For more information on BINK see our web site. binkinterfaith.org



☒ Joanne Maher

Completed: Thursday, Jan 9, 2025

Island Volunteer Caregivers, a nonprofit supporting community members, partners with EHC Church.

Business: 206-842-4441

Reference Response

Dear Pastoral Candidate,

I am pleased to provide a reference for Eagle Harbor Congregational Church, a valued partner of Island Volunteer Caregivers (IVC).

IVC has served Bainbridge Island and surrounding communities since 1996, connecting older adults, adults with disabilities, and caregivers to resources and volunteers to support independent and fulfilling lives.

Eagle Harbor Church furthers our mission by providing space for volunteers to arrange flowers for delivery to residents and through congregants who volunteer to support our work, embodying the "hands and feet" of Jesus.

We look forward to exploring new opportunities with Eagle Harbor Church, such as hosting community meals to combat isolation and foster connection.

Sincerely, Joanne Maher IVC Executive Director

Closing Prayer

Creator God,

You call us into your unending work of justice, peace, and love.

Bless our congregation during this time of transition with a pastor who will seek to amplify your presence among us, strengthen us, transform us, and inspire us.

We trust the Holy Spirit is at work in us and with us, that the call will be heard for EHCC. For indeed, you are still speaking.

Amen

Statement of Consent

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

For example, church council or consistory, transition team, etc.

With input from the congregation along the way, this profile was completed by the Eagle Harbor Search Committee members.

2. Additional comments for interpreting the profile:

No response