

Name of Church

Northshore UCC

Address18900 168th Ave NE
Woodinville, WA 98072**Conference:**

Pacific Northwest

Association:

No Associations

Title

Intentional Interim Minister

Start Date

May 1, 2025

Description

Northshore United Church of Christ is built on 4.33 acres of wooded property in a quiet, peaceful part of the Seattle suburb of beautiful Woodinville, Washington. Located just 15 miles northeast of Seattle in the heavily wooded Sammamish River Valley, it offers excellent schools, waterfront parks, recreation and hiking and biking trails along the river, beautiful winery and brewery grounds, tight-knit neighborhoods, and a bustling downtown.

The church was built in 1984 by its members and can be recognized by the distinctive "Dancing Jesus" sculpture on the front of our church. This sculpture was designed by our founding pastor and assembled and mounted by the congregation symbolizing a "Band of Many Persons". It continues to be a symbol and inspiration for our church. We work to continue to be a "Band of Many Persons". Not only literally in terms of our membership numbers, but also in our outreach to make all feel welcome at our church and to make our

presence felt in the world. We want to continue to grow and expand so that others may feel part of our "band" whether members or not.

Over the years, we have had our challenges. For example, caring for the homeless has always been part of who we are. As such, we offer space on our property to support tent cities to provide shelter and support to those who need it. However, in 2004, the City of Woodinville objected to camps at our church, but NUCC sued and in 2006, won when the Washington State Supreme Court ruled in our favor. Since then it has been a tradition for us to offer to host a camp when needed at our church in the warm dry months and the City of Woodinville has become supportive. We were challenged again in 2014 when we suffered a loss when our pastor quit. Conflict had arisen within the church and we became divided. Many people left the congregation. Since then we have struggled to rebuild our membership, but ultimately, the experience has made us stronger. We have become very close.

One of the best things about our congregation at NUCC is that we offer community to all, but are like a family. We may even disagree, but always with love and respect. We take care of each other. We reach out to provide meals or transportation, to call or visit, and to offer prayers and support. When we are together, we celebrate each other and have fun. Our church is filled with warm, welcoming, kind, and caring members. We are a "Band of Many Persons".

We seek an Interim Pastor that will provide sermons for Sundays and special holidays, pastoral crisis care, and transitional leadership. We want this person to be open and affirming, a good speaker, have a sense of humor, be intelligent, honest and fair, a good listener, empathetic, to be warm, friendly, likable, caring, and knowledgeable.

We are looking for a leader for our "Band of Many Persons".

Church Contact Information

(425) 483-6557 (Church Primary Phone)

Listing Information

Web Presences

<http://northshoreucc.org> Type: Other

<https://www.facebook.com/search/top?q=northshore%20united%20church%20of%20christ> 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

What we value about living in our area.

Woodinville is part of the Seattle metro area of small suburbs conveniently located on the Eastside of King County. It is part of the excellent, award-winning Northshore School District and close to several local community colleges, universities, and technical schools. It is part of the King County Library System.

It is a heavily wooded area located at the heart of the picturesque Sammamish River Valley. It is famous for its wineries and offers walking and biking trails and waterfront parks. It also offers great dining, shopping, and recreational opportunities. It is an area of mostly middle to upper middle class homeowners and is easily accessible from the surrounding metro areas. It is a safe, low-crime area and is a wonderful place to raise a family.

We appreciate the diversity of our congregation which consists of a variety of professional and educational backgrounds all drawn from the surrounding areas to Woodinville by the beauty of the area and to the lovely trees and gardens of our church, as well as, our UCC affiliation. We are proud that NUCC offers a beautiful, quiet, safe and peaceful place.

We have developed a strong association with other churches in the area and support from the City of Woodinville. This offers us the opportunity to participate in the many social and civic activities sponsored in Woodinville.

During the summer months we are able to open the doors of the sanctuary to enjoy the temperate weather and to occasionally hold the service outdoors.

Current size of membership

78

Average in person attendance

30

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.**Video Conferencing**

On average, how many devices are logged in per service?

5

Languages used in ministry

English

Position Title

Intentional Interim Minister

Position Duration

Intentional Interim

Compensation Level

1/2 Time (approximately 20-22 hours/week)

Does the total support package meet conference compensation guidelines?

No

Scope of Work

Select the expectations of the church's next pastor using the list below and following the [Call Agreement Workbook](#).

Some additional goals for the pastor may also be included here. Expectations should be reasonable based upon the compensation level selected above; for example, a ¼ time pastor likely has time for Worship Leadership, preaching, service preparation, and possibly emergency on-call pastoral care.

Expectations:

Worship Leadership, Preaching, Service Preparation.
Pastoral care, visitation of hospitalized, homebound, and members in care facilities.
Special services (weddings, funerals, liturgical year services).
Maintain collegial and denominational relationships.

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)	39600	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	20400	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 60000			
Pension/Annuity	8400	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	4590	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	450	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	450	<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.

Pension/Annuity contribution is 14% of Cash Basis (Salary and Housing combined)
Social Security/Medicare offset is 7.65% of Cash Basis (Salary and Housing combined)
Medical, Vision, Dental, Life and Disability insurance are negotiable.
Travel expenses and continuing education is budgeted at \$3,750 per year
Criminal background check expenses will be reimbursed

The expected living situation for our next minister.

We are flexible - ideally our pastor would live nearby with a housing allowance. But we are open to living elsewhere when a reasonable commute would be involved.

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.

This would be negotiable depending on the specifics of the bi-vocational employment. For example, if a pastor has other commitments that are half-days, we could accommodate the other half.

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

Reimbursement for use of personal vehicle.
Cell Phone and/or Internet.
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.

Clergy in the Pacific Northwest Conference can participate in Communities of Practice. Additionally, they attend the Conference Annual Meeting and are encouraged to participate in the life of the wider church.

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 to come out of the Pandemic and continue to be the close, warm, caring, welcoming, Open & Affirming (ONA) congregation we are and to begin again to reach out to those who face homelessness, loneliness, isolation, and/or injustice. We are being called to offer a sense of community to others.

God is calling us to explore this challenge of finding a new Pastor as an opportunity to focus on the future, to examine and set our priorities, and to redefine ourselves if necessary, so that we may continue to receive and spread God's love.

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

We are an Open & Affirming congregation. As such, we reach out to the LGBTQ community through participation in the Seattle Pride Parade, a booth at the Woodinville Pride Day Celebration, and through engagement with guest speakers from and a financial donation to Lambert House (an organization for the support of LGBTQ youth), and through our association with a local organization supporting and counseling gay youth.

We want to be known as a safe place for everyone, but it has been a challenge to reach those outside of our congregation in the LGBTQ community. Many have experienced trauma from negative religious experiences and do not trust churches.

We will continue to work to build a greater rapport through these activities and associations and work to become known as a place of welcome, acceptance, and love, but it continues to be a challenge.

Homelessness is of major concern for us. We have historically offered support to our houseless population through tent camps on our property. This past year, several members of our congregation spent a great deal of time in discussions with the LIHI (Low Income Housing Institute) in support of their attempts to secure appropriate housing for those in need. At the time, it was winter and a critical situation for the Roberson tent camp. Unfortunately, our property is not a good option during the winter, but we were willing to try. Fortunately, more appropriate accommodations were found. In the meantime, we do provide dinner every other month to Camp United We Stand and we will continue to offer space as needed for tent camps in late Spring, Summer, and early Fall.

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:	78
NUMBER OF ACTIVE NON-MEMBERS:	10
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	88

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	109
MEMBERSHIP 10 YEARS AGO:	109
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	0
YOUTH MINISTRY ATTENDANCE: (IF ANY)	0

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	3
12-17	3
18-24	6
25-34	2
35-44	4
45-54	7
55-64	9
65-74	30
75+	13

ARE THESE NUMBERS ESTIMATES?

No

Staff and Volunteer Leadership

List of all current staff:

No Response

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

We are a small, but committed group of people with a deep love for our church and a desire to serve. We recognize the need to re-evaluate our leadership and structures going forward.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	149100
Total	171320

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

No response

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.

[Download church budget](#)

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

No

Total amount of loan debt:

No response

Reason for debt:

The church has no debt

Are capital and other payments current?

No

Does the church currently have any endowments? If so, what are the values of those endowments?

Endowment:

23194

Endowment:

4266

Endowment:

No response

Capital Campaigns

Description of any building programs projected or underway.

N/A

Pictures



Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

The main church building includes the sanctuary, office, kitchen and classrooms (in addition to bathrooms, storage, etc).

The education building is next door, connected by an open breezeway. It includes one classroom, a large room currently used for worship by one of our two tenants, a kitchen and bathrooms, as well as some storage space.

We also have a storage shed and a playground used by the pre-school (the second tenant).

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

None

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 worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids
Access to child care spaces for wheelchair users and people with other mobility aids
Large print bulletins
Wheelchair access in bathrooms
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 spaces are wheelchair accessible.

Historical Information

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

- 1979, A small group of people began meeting in homes. On March, 30, 1980, the first worship service was held with Rev. Bob Haertig as the organizing pastor. They began to build a church acting as their own contractor and including volunteer labor. On Palm Sunday, 1984, the first service at Northshore UCC was held. On the front is our "Dancing Jesus" sculpture (designed by Rev. Haertig), hammered together and mounted by founding members, symbolizing the "Band of Many Persons".
- 2004-2006, The congregation invited Tent City 4 to reside on our property. The City of Woodinville objected, but NUCC sued and was victorious as The Supreme Court of Washington found in favor of our right to host the camp.
- 2014, Conflict arose within the congregation which led to the resignation of the pastor. This created a divide in the church with some members leaving. We are continuing to work on rebuilding our membership. On October 1, 2017, we installed our new settled pastor.

Ministerial History:

No response

Community Vision

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

We believe it is our mission to seek justice in this world. Locally, we do this through our work to address homelessness and food insecurity, support the LGBTQ+ community, care for the environment, and seek peace.

We support a tent encampment on our property, provide meals to United We Stand camp, make donations to food banks and diapers to KidVantage, work with LIHI (Low Income Housing Initiative).

It is important to us that we show support to LGBTQ+ individuals. We participate in Seattle Pride Parade, Woodinville Pride Day, support Lambert House, and display the pride flag.

We planted trees in Auburn, grew seedlings for donation, landscaped with native plants, and we recycle to support our environment.

We reach out to our neighbors with love and care by joining in Celebrate Woodinville, singing with another church, sharing church services, teaching OWL to local youth, showing respect for other religions with banners, and inviting a Gaza refugee to speak and donating to his support.

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).

Open and Affirming (ONA).

Other UCC designations:

Our Whole Lives (OWL)

References



☒ Tom Hagedorn

Completed: 4 days ago

Former member of Northshore UCC

Personal: 206 409 5053

Reference Response

My spouse and I were members for approximately 30 years. We transferred our membership to Spirit of Peace UCC when our daughter became the pastor at Spirit of Peace in a neighboring community. Our move was a difficult choice but ultimately we felt it was easier to support our daughter if we are part of her congregation.

NUCC has always been a warm welcoming group. It is a mix of the folks who raised their children along with ours and people who have moved into the community through the years. We still have many friends at NUCC that we are close to.



☐ Kathlyn James

Contacted: Saturday, Jan 25, 2025

Reference Response

No response

Closing Prayer

For God's holy presence amidst change, we pray,
For comfort because loss is part of change, we pray,
For Christ-like steadfastness during the challenges of transition and seasons of faith, we pray,
For reassurance through frailty and failings, we pray,
For the abundant creativity the Spirit provides, we pray,
For our loved ones in this community of faith, we pray,
For God's children beyond this community, we pray.
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.

Richard Merte, Victoria Robbe, Alison Christensen, Vera Bremner, Dennis Lone, Ruth Kading, Claudia Farnsworth-Smith, Colleen Babcock, Council members, and the Congregation of Northshore United Church of Christ.

2. Additional comments for interpreting the profile:

We have fun together and care deeply about:

1. **Each other.** We celebrate God and each other through prayer, song, and spending time together. We have an amazing choir.
2. **Our Pastor.** We strongly support and encourage a good work/balance. We offer good benefits and we encourage and financially support continuing education.
3. **Our community.** We are open and accepting congregation. We offer shelter to the homeless. We work all year to welcome all and to let everyone know they are valued.
4. **Our environment.** We recycle, landscape with native plants and to support wildlife. We work to conserve energy.