

**Name of Church**

Fox Island United Church of Christ

**Address**PO Box 475  
Fox Island, WA 98333**Conference:**

Pacific Northwest

**Association:**

No Associations

**Title**

Pastor

**Start Date**

Jan 1, 2025

**Description**

PLACEHOLDER

**Church Contact Information**

No contact information has been added to this profile.

**Listing Information****Web Presences**<https://foxislanducc.org>

Type: Professional

<https://www.facebook.com/foxislanducc>

Type: Other

<https://www.facebook.com/groups/1721133411495896>

Type: Other

**Additional Formal Ecumenical Affiliations***No response***UCC Conference or Association Staff Contact Person****Name:**

Rev. Phil Hodson

**Title:**

Designated Conference Minister

**Phone:**

209-725-8383

**Email:**

phil@pncucc.org

**Summary Ministry Description**

Our congregation has matured since the departure of our pastor in September 2022, deepening our understanding of what ministry requires. Now we are searching for a halftime settled pastor who will partner with us in every area of our church's endeavors, including Worship Planning, Christian Education, Outreach, Mission and Pastoral Care. We hope for a pastor who will lead with theological depth and Christian commitment in all of these areas, while celebrating the reality that we are a very engaged group of parishioners. We look forward to collaborating with our pastor.

The following Marks of Faith are the qualities we are searching for in a new pastor.

Exhibiting a Spiritual Foundation and ongoing Spiritual Practices

Engaging Sacred Stories and Traditions

Caring for All Creation

Working Together for Justice and Mercy

We recognize that a part time commitment would require careful use of a pastor's time. Be assured that each area of church activities is supported by numerous parishioners who are willing to support our pastor's efforts. We would expect a part time pastor to preach once or twice a month, provide pastoral care to parishioners in need, and coordinate with the various committees overseeing church activities. The pastor would not be required to attend all committee meetings.

We also recognize that a part time pastor may have other commitments, and we will make every effort to be accommodating.

**Church pictures****What we value about living in our area.**

Our island church is blessed to have a picturesque western view of Puget Sound (also known as the Salish Sea), and the Olympic Mountains. We are located in an ideal region for four seasons of outdoor recreation. Residents can indulge in many activities including: hiking, skiing, boating, and more. To the east is Mount Rainier, a most beautiful mountain, and a recreation area for the entire Northwest. Gig Harbor, the nearest town to Fox Island is only minutes away. It's a charming village, thriving with shops, restaurants, museums, and maritime history. Across the Narrows Bridge (famous for having collapsed into Puget Sound in 1940 during a wind storm), is the city of Tacoma, with several universities, community colleges, technical colleges, museums, shops and restaurants. Further north is the bustling, cosmopolitan city of Seattle where the Pacific Northwest Conference office is located. Western Washington is not only known for its beauty, but for its progressive outlook. This creates opportunities for our church members to contribute to those in need, and interface with diverse nonprofit organizations. In Gig Harbor and Tacoma, there are several forward thinking churches, which offer opportunities for interacting with other faith communities.

**Current size of membership**

146

**Average in person attendance**

75

**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?

8

**Video Hosting Platform**

On average, how many views are received per service?

56

**Languages used in ministry**

English

**Position Title**

Pastor

**Position Duration**

Settled

**Compensation Level**

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

**Does the total support package meet conference compensation guidelines?**

Yes

**Link to current Conference guidelines**

[Download compensation guidelines](#)

**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:**

We hope for a pastor who is skilled in partnering with the congregation, and our worship planning team. We welcome their caring leadership and support, encouraging worship as a group effort. We seek a pastor who brings theological depth, not only to the pulpit, but to every area of our church's activities, including pastoral care, Christian Education, and community outreach. We are especially looking for a pastor with skills in pastoral care.

**Second:**

We believe what best suits our congregation is a pastor with a flexible style that encourages collaboration with the congregation. We seek a pastor who will understand the need for clarity around responsibilities, and at the same time help us work toward consensus.

**Third:**

We expect our pastor will have a vision of ministry that reaches out beyond the walls of the church and helps the congregation to channel their energies for justice and Christian giving.

**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)	40000	<input type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 40000			
Pension/Annuity	0	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	0	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<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.

We will provide mileage to the candidate for pastoral work.

The expected living situation for our next minister.

We expect our next minister to provide their own housing. We do not have a parsonage.

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

Our pastor will need to provide their own housing. We do not have a parsonage.

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

We expect that a part-time pastor may indeed have other vocational interests and activities, and we stand prepared to work in tandem with them, so that their other interests can be pursued. This will require our mutual relationship to be agile, so that we can make changes without disrupting the church's routines or the pastor's outside endeavors. We have many lay volunteers who are willing and able to step up to help with worship at a moment's notice. Pastoral care may need to be prioritized over worship planning if our pastor needs to choose between the two.

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

Community of Practice Participation.

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

The Pacific Northwest Conference of the United Church of Christ provides clergy opportunities to connect through Communities of Practice, our Annual Meeting, and various educational events throughout the year.

## Who Is God Calling to Minister with Us?

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

As a part-time minister we believe it is essential that the new minister continues the work that has been established by our current Interim Leadership team, regarding church services, and church activities for both the church and the community. We envision the person called for this position to be excited when they find out more about the complete involvement of the church body. This ought to be a strength to take advantage of to further move the church in our spiritual growth, our community outreach and our membership growth, with additional young families with children. The new minister's schedule needs to mesh with our congregation's commitment to creative worship and active involvement in the church's life. Currently lay leaders plan worship. They engage supply preachers, both lay and ordained from within the congregation and beyond. At an annual retreat they establish themes for the season of the church year, and with input from parishioners, create liturgy. This includes prayers and other resources appropriate for the chosen themes and seasons. There is an expectation that this lay involvement will continue, in partnership with our called part-time minister.

As we have accomplished much in the area of worship, we also see that pastoral care is an area in need of more attention. Without a pastor we have relied on parishioners in need to ask for pastoral support, and our Deacons have worked to fill the void by fielding requests for visits, prayers and meals. Also, until recently we paid a pastor who was a church member to provide care, but due to travel issues, she is no longer available. A new settled pastor could be of significant assistance in this important area.

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

Our minister will assist the congregation to make an impact beyond its walls by:

Continuing to encourage meaningful congregant participation beyond church walls, as evidenced by the number of members involved in planning, supporting and participating in community events and justice-related service activities.

Helping us understand and interpret what ancient biblical texts may have meant, particularly in the context of 21st century life. In doing so, our minister would include leaders from other faith traditions, theologians and academics to give sermons or presentations that have both theological and service applications of our Christian faith in the modern world.

Infusing our worship services with moments of spiritual, emotional, mystical, intellectual and rational experiences of God within creation that we can take with us to impact our family, friends, neighborhoods, communities and nations.

Exhibiting conduct that models the Loving Way of Jesus. Demonstrating the ability to model for those inside and beyond our community, with the hand of a guiding shepherd, rather than the control of an authoritarian leader.

The minister's vision will encourage and organize ways we can better understand and join with other faith traditions, particularly in ways we can promote justice and continue helping our neighbors who are struggling to experience joyful and productive lives.

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

Our congregation speaks English as our primary language. We have several members who are able to speak other languages.

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.

FIUCC honors all the Marks of Ministry. The four areas in the Marks of Faithful & Effective Ministry that we most seek in a minister are.

#### 1. Exhibiting a Spiritual Foundation and ongoing Spiritual Practices

- Loving God, following Jesus Christ, and being guided by the Holy Spirit, living a life of discipleship.
- Praying actively and nurturing spiritual practices.
- Being called to ordained ministry by God and the Church.
- Continuing discernment of one's call in community.
- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

#### 4. Engaging Sacred Stories and Traditions

- Exhibiting knowledge, understanding, and continuing study of the Hebrew Scriptures, the New Testament, and the factual history of the Christian Church.
- Maturing in effective proclamation and preaching.
- Understanding the history of the Christian Church from biblical times forward.
- Bringing life to sacred stories, traditions in worship, proclamation and witness.
- Leading faith formation effectively across generations.
- Holding the Holy with integrity, especially as represented in the Sacraments.

#### 5. Caring for All Creation

- Strategically creating the future of God's Church.
- Working collaboratively with intercultural awareness and sensitivity.
- Encouraging leadership development of self and others through continuing education and lifelong learning.
- Nurturing care and compassion for God's creation.

- Practicing self-care and life balance.
7. Working Together for Justice and Mercy
- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
  - Practicing the radical hospitality of God.
  - Identifying and working to overcome explicit and implicit bias in the life of the Church.
  - Building relationships of mutual trust and interdependence.
  - Exhibiting strong moral character and personal integrity.
  - Respecting the dignity of all God's people.
  - Demonstrating excellent communication skills.

## Who Is God Calling Us to Become?

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"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.

We are a warm, welcoming and nonjudgmental place where people can come together to support and appreciate each other as we acknowledge our desire to seek our best life.

We believe God is calling us to become an even more welcoming, kind and spirit-filled congregation than we are at this point. We feel called to learn more about each other as we function much like a loving family, listening to each other's concerns, praying and supporting each other. We are doing well at extravagant welcome with our signage and our welcome table. Even our children joyfully greet folks at our entrance on Sunday mornings.

We want to continue to be a self-sustaining church with a minister in support, which means, it is a continuous collaboration between the church and the minister. We are a congregation of self-thinkers which accelerated after the departure of the previous minister.

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

### History:

Before Covid 19 limited outreach activities, we went monthly to the ICE Tacoma Detention Center, a regional facility that imprisons people whose immigration status is in question. We set up a tent outside to serve coffee, cocoa, and snacks to family members visiting relatives at the Center. Often with their children in tow, visitors were welcomed by us, shown love and compassion for their predicaments. Toys were offered to the little ones. We may resume this.

Aid Northwest is a nonprofit that supports detainees both inside the Detention Center, and those who are being released. We've supported that nonprofit both before Covid 19 and since, with money and clothing donations.

As an Open and Affirming congregation we have made our beliefs known to the community by posting LGBTQ+ rainbow banners at our entrance. This has attracted several new members.

We have members who volunteer at the women's prison in Gig Harbor, teaching skills for re-entry into society.

We have several members who help with the nonprofit "Rebuilding Together," which originated in Texas and is operating nationwide. Its mission is to help people in the community whose homes have fallen into disrepair, and don't have the means themselves.

Several of our members assist with Meals on Wheels by delivering meals to the elderly and shut-ins.

We support Homestead, an organization that supports children in foster care, and works to keep children who are siblings together in foster homes.

**Evolving plans:** We recently formed a "Friends in Action" committee (formerly our Women's Fellowship). This more inclusive group meets monthly and works on defining opportunities for outreach. This is a new endeavor with much promise and one which would dovetail nicely with a new pastor. We want to utilize our congregation's spiritual gifts and willingness to serve God and each other. We do not have a multi-year strategic plan but are confident that we will respond organically to areas we discern as needing our support.

## Congregation Reflections

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

We are a diverse collection of believers whose unifying principle is respect for each other's faith. We recognize that we need one another to create a community that seeks to follow Jesus. We acknowledge that we are on our own faith journeys. In our worship and in our common life, we encourage each person to have their own relationship with the Holy. Our worship seeks to equip and empower us to live our faith in the world.

In words from our mission statement: *"We seek to grow in our love of God and neighbor, while reaching out to the world around us, that all people may be transformed by the unconditional love of God in Christ."*

We respect the freedom of the individual conscience.

How is God most often described? Our worship service includes a multitude of words, images, and metaphors to describe God. We seek God's presence through music, art, scripture, preaching, and prayer. It is not uncommon for members of our congregation to spend time looking out the sanctuary wall of windows experiencing God's presence in the beauty of creation.

Strengths or positive qualities of our congregation.

- Extravagantly welcoming
- Talented leaders and active members



- Sufficient financial resources
- A functional and attractive building and grounds
- A deep relationship with the larger United Church of Christ
- A rich 100+ year history with an amazing birth story
- A diverse theology among members
- A stunning music program and appreciation for all the arts
- We are Open and Affirming
- A unique and well-attended children's program
- A willingness to try new ideas
- Outstanding participation in programs

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

We have emerged from a difficult time in our life together. This included the Pandemic, some open conflict leading to diminished resources which forced the retirement of our pastor. The congregation did some intentional healing and rallied around intense lay participation in worship planning and deep engagement with one another.

This 'growing edge' has led to increased membership and attendance, greater financial stability, and a feeling of positive energy in the congregation. Other growing edges include how to continue to achieve greater viability as a congregation, greater visibility in the community, greater engagement in mission and outreach, and holding together intensely creative and independent-minded people who often have honest differences together to work as a team.

We do not share a single vision for the church or the role of formal leadership or authority. A significant challenge is living in the blessed reality that we don't have to. We need a leader who gets that, who is comfortable with the challenges that presents, and who can, through their faith, training and vision, help us on the journey.

#### What worship is like when our congregation gathers.

**A search committee member's words:** I arrive early on a Sunday morning as the choir is rehearsing. Others arrive, a Trustee or two, coffee hour hosts, audio techs, the Godly Play teacher, her assistant, and the nursery caregiver. I'll be at the Welcome Table greeting and offering newcomers a name tag and the guest book to sign. The liturgist arrives to greet the guest pastor. They join in a moment of prayer. As worshippers arrive, they are welcomed at the door and given a bulletin. At 10:00 the historic Eel's missionary bell is rung as a few more people hurry to take their seats.

Worship includes a welcome, introit, centering words, lighting the Peace Candle, unison prayer, scripture reading, sermon, hymns, music by our amazing choir, offering, and "Prayers of the People". We close with a benediction and "Circle Up!", as we circle the sanctuary to sing our blessing.

Each part of the worship service contributes to the creation of a safe space: inspiring, affirming, and thought-provoking. We honor expressions of art on the cover of our bulletins, and in the sanctuary. Windows at the front of the sanctuary offer breathtaking views of the Salish Sea, Olympic Mountains and wide-open sky.

#### The educational program/faith formation vision of our church.

Godly Play © ([https:// www.godlyplayfoundation.org/](https://www.godlyplayfoundation.org/)) is a vibrant program for our young children ages 3-10 drawing an average attendance of 10 kids weekly. Participation from parents, grandparents and members, alongside a skilled teacher and two young assistants have enabled the program to flourish in rich and rewarding ways. It has been one of our biggest blessings during this 2-year seven month transition to see families and children in our growing congregation. As our children mature, a new program for intermediate grades is in the works.

We will continue to support a joint program started in 2020 for middle schoolers in cooperation with 3 local churches: United Methodist, Episcopal, and Lutheran, with hopes of building a program for high schoolers in the future. We value the collaboration with these progressive churches.

Wednesday Night Live and Lenten Studies were regular adult programs pre-Covid. Via Zoom we offered several book and hymn studies. Now, members interested in offering a particular in person study of their choosing may do so by organizing and facilitating. A study on the Israeli Palestinian conflict was offered in this way. We are now doing a Lenten study.

#### How our congregation is organized for ministry and mission.

We have a traditional organizational structure shared by many UCC congregations. Classes and other activities are generated by the energy and creativity that individual members offer. This has been the genesis of our current vitality.

Our leaders are attuned to possibilities and do not normally operate as permission granters, but rather as activity enablers. Unlike some congregations, there are few boundaries that hinder individual initiatives.

A significant percentage of members often attend activities and classes. Each Sunday's festive coffee hour attracts a crowd that enjoys fellowship lasting nearly an hour. Many attend a reflection time which offers members the opportunity to reflect on the service. This gathering has become a pathway to deeper involvement in the life of the congregation.

A majority of the congregation is involved in activities beyond worship attendance, including caring for our building and grounds, participating in a music program that consists of a large chancel choir, a chime choir and other planned activities. We believe possibilities for deeper involvement in outreach and individual growth will be provided by our new leader.

#### When it comes to decision-making, 6 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...

Posted near the road, for all passers-by to see is our Rainbow banner, supporting the LGBTQ+ community. This banner has brought in new members, both LGBTQ+ and others. In the summer of 2023 we discovered that the banner had been torn down. Without hesitation, members immediately put it back up. Sadly, the next day the banner wasn't just removed, but was defaced.

Our Interim Leadership Team called a meeting after the next service. A big portion of the congregation attended. It was felt that this was a significant enough event to elicit everyone's input. People expressed all types of reactions including being fearful that things could escalate. Others were determined not to be bullied by the vandals. A decision was made to put up another Rainbow banner that we had in storage, and a generous couple donated money to buy another banner, as a back up. Vandals have not since ventured to damage or remove our banners. If they did, we would replace them again.

In a recent instance, a visitor came to church and during reflection time, made threatening remarks about our church's LGBTQ+ beliefs. She was asked not to return and for a period of time we had a police presence here on Sundays.

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

[2024 Annual Report.pdf](#)

[FIUCC By-laws - Revised May 30, 2023.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:	15
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	90

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	42%
LESS THAN 10, MORE THAN 5 YEARS:	38%
LESS THAN 5 YEARS:	20%

ARE THESE NUMBERS ESTIMATES?

Yes



**Number of total participants by age:**

AGE	NUMBER
0-11	14
12-17	6
18-24	2
25-34	5
35-44	15
45-54	10
55-64	10
65-74	15
75+	40

ARE THESE NUMBERS ESTIMATES?

Yes

**Percentage of adults in various household types:**

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	2%
HOUSEHOLDS WITH MINORS:	17%
SINGLE ADULTS AGE 35-65:	17%
JOINT HOUSEHOLDS WITH NO MINORS:	39%
SINGLE ADULTS OVER 65:	25%

ARE THESE NUMBERS ESTIMATES?

Yes

**Education level of adult participants by percentage:**

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	10%
COLLEGE:	50%
GRADUATE SCHOOL:	30%
SPECIALTY TRAINING:	10%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

**Percentage of adults in various employment types:**

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	30%
ADULTS WHO ARE RETIRED:	60%
ADULTS WHO ARE NOT FULLY EMPLOYED:	10%

**ARE THESE NUMBERS ESTIMATES?**

Yes

**The range of occupations of working adults in the congregation:**

While over half of the congregation is retired, many of our members served in the helping professions: as educators, counselors, pastors, and medical personnel. We have several members who have or had active business careers. All of these fields are represented among those who are still working. This mix of skills within the congregation gives us the ability to respond to the different needs that arise, whether they be financial, educational, social activities, or mission.

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

We are predominantly a Euro-American congregation, many of whom have a Scandinavian heritage. A few members have deep roots in the UCC from New England and the Midwest. There are a few members of Asian-American heritage and one or two whose heritage is African-American. We reflect in large measure an economic monoculture.

**What diversity means in our context?**

We are predominantly a white congregation, not so much by choice, but circumstances. We live in a mostly white community, both on Fox Island and in the surrounding region, with the exception of Tacoma. We have some economic class diversity. Several years ago we completed the study and voted to become an Open and Affirming Congregation. In addition, about 1/3rd of the congregation completed a multi-week course using the UCC's White Privilege curriculum several years ago.

We have had some discussions to consider becoming a "Just Peace," congregation.

**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**

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## 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)	12	Lay leaders
Baptisms (number last year)	1	Supply Pastor & Deacons
Children's Groups or Classes	12	Godly Play leaders & assistants
Christmas Eve and Easter Worship	175	Worship Team & Guest Clergy
Church-wide Meals	50	Social Committee
Choirs and Music Groups	50	Choir Director, Pianist/Organist, Chime Director
Church-based Bible Study	40	Ministers who are members, & Lay leaders
Communion (served how often?)	70	Deacons, Worship Team, Guest Preacher
Community Meals	1000	Lay leaders
Funerals (number last year)	1	Guest Minister & Deacons
Outdoor Worship	120	Worship Team
Prayer or Meditation Groups	56	Lay Leaders
Public Advocacy Work	40	Lay members
Retreats	70	Worship team, Music Director, Interim leadership team.
Weddings (number last year)	1	Supply Pastor & Wedding Planner
Worship (digital / online / livestream)	52	Managed by our Sound Booth volunteers
Youth Groups or Classes	2	Run by Community Pastors paid staff, and volunteers.
Other	35	Men's Group run by laymen; Friends in Action led by lay members

## Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10:00	75	Supply Pastors, Deacons, Musical Director, & Worship Team

## Additional comments:

We are grateful for the intentionality of our worship planning. These efforts are lay-led with the cooperation of guest preachers and the active use of collaborative, online worship planning software.

In addition to the groups above, we have offered a weekly Centering Prayer group since 2011, currently on Zoom. The hour together begins with an opening prayer, sitting in silent meditation, chanting, sharing a sacred text using the monastic guidelines from *lectio divina*, and closing with individual prayers. This spiritual practice reaches people both within the congregation and beyond.

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
Reverend Steve Raine	none	None	Supportive member	<input checked="" type="checkbox"/>
Reverend Doctor Ron Patterson	none	None	Supportive member	<input checked="" type="checkbox"/>
Reverend Carl Gann	none	None	Supportive participant	<input checked="" type="checkbox"/>
Reverend Mary Raine	none	None	Supportive member	<input checked="" type="checkbox"/>

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

Those retired ministers who hold membership (and those that don't), participate through committee involvement, supply preaching, choir participation, Christian Education, and Mission outreach. They have deeply enriched our congregation with their experience, wisdom and guidance, both before and after our pastor retired. Each one brings unique skills and perspectives, and they do it with humility. Happily, several have culinary skills that enhance our coffee hours and church potlucks. Each one will welcome and support our new settled pastor. Some might even heave a sigh of relief.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Office Manager	No	part	Trustees & Moderator	3 years
Choir Director	No	part	Trustees	12 years
Treasurer	No	part	Trustees	4 years
Housekeeper	No	part	Trustees	8 years
Organist/pianist	No	part	Choir Director	12+ years

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

Reviewing our demographics and activities, we see that we have many strengths, on which we'd like to build. Our worship team works well by creating vibrant and thought-provoking Sunday services. Our Christian Education, especially in the areas of children one to ten, and middle-schoolers, is a going concern. Plans are afoot for senior high students. Our "Friends in Action" group is learning more about our community's needs and already established nonprofits, with the expectation we will choose to reach out to support these endeavors. A settled pastor will help to enhance this work.

## Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	184239
Gifts Designated for a Specific Purpose	3000
Rentals of Church Building	2000
Support from Related Organizations (e.g. Women's Group)	4033
Total	193272

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

149084

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](#)

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

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

No

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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

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In what way is OCWM (Basic Support) gathered?

Leading up to each of the Five for Five special offerings, we have speakers from the congregation explain to us the purpose and importance of each offering prior to the day of giving. This helps us to elicit generous support for each offering. And it gives the congregation an understanding of how the wider UCC is organized for mission. It is so helpful to have a structured plan for giving, and our congregation responds generously.

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

2

Total amount of loan debt:

58000

Reason for debt:

Debentures were created to help fund the building of our new church in 2001. Debentures are held by members. We expect to pay these off within the next couple of years.

Are capital and other payments current?

Yes

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## Capital Campaigns

Description of any building programs projected or underway.

No current building program is planned. Our building is sufficient in size and accessibility to accommodate our congregation, with room to grow. We have a large parking lot and easy access through the front door. Our narthex serves for coffee hour, and other congregational gatherings. We have a wing with a large Fireside Room, and rooms for Sunday School and a nursery. Our sanctuary accommodates large worship and big weddings, but is comfortable for smaller crowds. Our patio, just off the Fireside room is spacious for fine weather gatherings. Our Chartres-style labyrinth fascinates attendees.

## Pictures



## Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
2022	Partial Green Belt Sale	40000	40000	Helped church weather pandemic downturn.
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.

We have had no recent capital campaign.

Our building is in good shape, but being 25 years old, it is beginning to need a few things. We hope to replace our carpeting in the future. We just replaced a heat pump that heats the sanctuary. Our congregation is very generous, and often steps up to help finance needed repairs.

## Does your church have an endowment?

No

## Other Assets

No response

## Reserves (savings):

No response

## Investments (other than endowment):

No response

## Does the church have a parsonage?

No

## Description of all buildings owned by the church:

The only building we own is the church itself. We have no properties separate from the church grounds.

## 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  
Listening devices in the sanctuary, or wireless technology to connect to hearing aids  
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:**

The entire main level of the church is accessible by wheelchair, including our parking lot, Narthex, Sanctuary, restrooms, Sunday school spaces, offices, and outside patio. Wheelchairs cannot access the lower yard where the playground and labyrinth are located. The daylight basement level of the church is basically used for storing of extra tables, chairs, tools, mowers etc.

**Policies regarding financial practices of the church:**

Our Board of Trustees manages our finances with the help of our paid accountant. We have a church member who performs our annual audit.

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

Reflecting on our finances and assets, our church is in a good position to continue with our current practices and add to our activities. Our Stewardship drive went well and brought in more money than we had expected. Sometimes a parishioner will write a check without being asked. Our annual fall rummage sale (part of an all-island sale) brings in substantial funds. This event is very joyful. We provide cobblers at the annual Fox Island Center for Recreational Activities Fair. The building used to be Fox Island's schoolhouse. Who doesn't like blackberry cobbler on a sunny summer day?

## Historical Information

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

In 1900 a group of believers came to Fox Island from the First Congregational Church of Grinnell, Iowa and built their Chapel on the shores of Puget Sound on Echo Bay.

100 years later, in the year 2000, due to overcrowding and accessibility issues, members voted to build a new church on land purchased previously. This transition was a challenge at the time. It was a good decision, enabling the church to grow and flourish. The old chapel was sold and now serves as a community venue.

In 2021 during the throes of Covid 19 we had a difficult situation, where staff and several church leaders resigned. Eighteen months later our pastor retired, in part due to insufficient funds to pay her salary. We weathered this incident because people rallied to hold the church together. As a result, many who had left returned, and the membership continues to grow and mature.

This difficult period proved to us that we are resilient. Our ability to forgive, and our faith in God has helped us to thrive.

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

With our pastor's retirement in the fall of 2022, we managed in a creative way. Church Council formed an Interim Leadership Team. This required a small change in the By-Laws, which was quickly achieved by a congregational vote. The Interim Leadership Team then took on the task of overseeing the functions of the church, with the primary focus being on Worship Planning, but with additional attention to all areas of the church's functioning, from Christian Education to the front office. Several women in the church met for a time and called their group the "Listening and Discerning" group. Their purpose was to process thoughts and emotions surrounding the pastor's departure. After a while, this group suggested we begin a Reflection Time after church services as a way to facilitate bringing parishioners together. The Reflection time has become an important feature of our church life, where folks can delve more deeply into what is important to them in their faith journey.

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.

Our most recent conflict (referred to under significant happenings in our history) arose as Covid-19 shutdowns were in effect, so we believe it compounded the issue. We made use of our church's Staff Parish Relationship team which set the stage for deep and truthful discussions. We enlisted the support of our Pacific Northwest Conference Minister, the Reverend Mike Denton at the time. We persevered, in faith with the belief there would be a proper resolution. This was a particularly painful time for the church, as we were divided, yet together. Much learning took place for each of us as we navigated through the crisis. We became aware of certain structures and practices that needed to be established or re-established. We also learned that we as a group had to care for each other in spite of our differences. With God's help we were able to do this. We are a better church for having made it through this time of darkness, now seeing much light and hope and love within our congregation.

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

It was the issues mentioned above. People had differing views about the conflict, but chose to continue in faith to find equilibrium. That is why we believe our church is truly ready for a new chapter where our settled pastor and the congregation work together to create something even better.

#### Ministerial History:

Name: Bruce Kline	Years of service: 9	UCC Standing
Name: Dick Torgerson	Years of service: 1	
Name: B.J. Beu	Years of service: 13	UCC Standing
Name: Chris Causey	Years of service: 1	
Name: Janet Matthews	Years of service: 12	UCC Standing

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

In the past 30 years we have had pastors who stayed with us for 10+ years. This means we draw pastors who want to stay with us. This is a good thing. On the other hand, since we have been without a settled pastor for over 2 years, we have found that the use of supply pastors, including pastors in our midst, has opened each of us to new perspectives and created a sense of community that didn't exist to the same degree before. We have also learned about the many gifts our parishioners have, and how they can work with a pastor to enrich our community.

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

Yes

#### 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.

We as a congregation feel called to serve the underserved. Since its foundation in 2009, we have supported Food Backpacks for Kids, providing hundreds of students and families with food access. We also support the Key Peninsula Food Bank, a place that serves seniors and many homeless people. We have a strong connection with Orphans Africa, which serves orphans in Tanzania, originally established by a congregant and co-founder, and now with two more from our congregation who have joined the Orphans Africa Board of Directors. Individuals and the group, "Friends in Action" support this outreach. As an Open & Affirming congregation, we have set up a booth, joining with local advocates at the annual Pride Festival in Gig Harbor. The Pride Fair is a new addition to Gig Harbor and very successful. Our trustees readily offered our building in the last 2 years to hold the Annual Transgender Remembrance Day Service, recognizing those marginalized by gender who have died violently or from suicide.

As a congregation we are Five for Five and strive to engage with the wider denomination and its leaders. Members of our congregation attend meetings of the Pacific Northwest Conference of the UCC. In the past, members of the congregation and our Pastor have served on the PNC Stewardship Committee, the Board of Directors of the Conference, and the Committee on Ministry. Currently one member serves on the Committee on Ministry, and one serves on the PNC Board as Scribe for the Conference and serves on a committee of the National UCC Board. We have also had and currently have one member serving as a delegate to General Synod.

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

Individual members have participated in legislative lobbying days and in the work of Faith Action Network and various Environmental groups. We have also been involved in AIDNW, a refugee advocacy group, supporting and participating in their work at the Northwest ICE Detention Center. Members of our congregation have publicly advocated for the LGBTQ+ community and have staffed a booth at the local Pride Fair. In addition, members supported efforts in the local community to have the Pride Flag flown in the community during the month of June. Our Friends in Action group is learning more each day about nonprofits in the community and how we can interface with them.

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.

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 celebrate our Open and Affirming covenant by actively welcoming LGBTQ+ members and joining them by engaging in the wider community in advocacy and action. We participate annually in the local pride festival, host an annual memorial worship service on Transgender Remembrance Day and have publicly advocated for justice for the larger community.

As a congregation we would like to learn more about these different categories. We are open to considering some or all of these programs in the future because we are people who are deeply engaged in our community and our world.

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

In addition to participating in a joint Youth group with three other congregations, members of our congregation have attended community celebrations for Martin Luther King Day, and have welcomed a local program of interfaith dialogue to our building. Many of our members participate in an interfaith musical group which performs at interfaith gatherings. Several members also attend the annual "United in Spirit," event, led by leaders of different faith traditions: Christian, Muslim, and Jewish. Reverend Dave Brown, one of our references, is part of this unique and affirming event.

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

As our mission statement says:

*We, the congregation of the Fox Island United Church of Christ, strive to provide a caring, nurturing environment where people of faith can celebrate the word of God, worship together through prayer, song, and the observance of the sacraments, and help each other to Christian maturity through a deepened spiritual life. We seek to grow in our love of God and neighbor, while reaching out to the world around us, that all people may be transformed by the unconditional love of God in Christ.*

This statement is increasingly manifested in the growing vitality of our congregation. Our people are engaged and active and truly growing in their faith and giving time as volunteers in the community and in the congregation.

#### 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.

We are clear that we expect our pastor to support the work of the Pacific Northwest Conference by attending annual meetings and engaging in the community and the wider church in ways that will enhance the ministry of our congregation.

## The ARDA or MissionInsite Reflection

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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.

ARDA list shows the one other church on Fox Island, The Alliance Church, now called the Heart Church, as nondenominational and evangelical. We have not recently interacted with this church but previous pastors did. New Life Foursquare on the island has closed. We believe Heart Church is the opposite from UCC in their views about LGBTQ+ and other social issues. We do interact with United Methodist, Lutheran, and Episcopal churches in the nearby community of Gig Harbor that are more liberal in their views. We share a combined youth group with those churches.

#### 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.

Our congregation's internal demographics mostly match the demographics of the neighborhoods adjacent to our church and other neighborhoods with which our church connects. We are a mostly white community, not just on the island but in the larger area, with some pockets of poverty. There is more racial and economic diversity in Tacoma. Our church membership is more progressive than many of the residents and the other church on Fox Island. Both the geographical reality of being on an island, and the demographics of the surrounding area makes efforts to promote racial diversity complicated.

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

Our ministry is focused on welcoming everyone extravagantly, no matter what their circumstances. In some ways we are a bit of an outlier, being progressive on a somewhat conservative island. This does not influence our ministry, but in some ways may solidify our commitment to justice and equity. As mentioned before, we connect through our youth group with Gig Harbor churches that are more in line with our views.

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

Our church is known for its Open and Affirming commitment. It is also known for being a very beautiful and welcoming church.

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

Some people say the rainbow banner brought them in. Others say the warmth and welcoming quality drew them. Others exclaim that they are enchanted with our choir and other musical performances. Last but not least, our children's program draws many families who are seeking a Christian foundation and understanding for their little ones. Many members truly value our commitment to justice, equality, and environmental concerns.

**References**☒ Carl Gann

Completed: Wednesday, Mar 12, 2025

I am the Volunteer President for Orphans Africa, a 501c3 charity. I decided to attend the Fox Island United Church of Christ.

Primary Email Address: carl@orphansafrica.org

Business: 253-252-3544

**Reference Response**

The FIUCC lives up to its statement that "all are welcome." They accept and encourage the attendance and participation of all people. They proudly fly the rainbow Pride flag at the roadside. Truly, anyone is welcome and it shows. This congregation is a place where people can come with their questions and not be told what they must believe.

A couple members joined the Orphans Africa Board. Orphans Africa has been invited to participate in "Alternative Christmas" and "Spirit of Christmas" at the church. I have also been asked to give the morning message several times.

The people are gracious, accepting, and giving. Church attendance has swelled since the end of the pandemic lockdown in 2021. Families with young children are coming and increasing. The musical part of worship is rich with a vibrant choir, occasional ban and musical specials. Public events are often held at the church.

☒ Dave Brown

Completed: Wednesday, Mar 19, 2025

I preach regularly at FIUCC and enjoy being with this special community. I have collaborated with leadership to create several successful programs.

Primary Email Address: dbrown7086@aol.com

Personal Cell: 253-951-9870

**Reference Response**

This is a community that has grown together and believes in their ministry. They are a strong church and have developed a leadership model that is unique and to be valued. At a time of decline they are growing. FIUCC is welcoming to all, grounded in our Christian tradition they nurture both spirituality and social engagement.

Areas where Fox Island could improve: 1) Getting the word out. 2) Increasing adult nurture programming and service opportunities. 3) Worship coordination is effective and done well but can't help but be taxing on the volunteers that manage it. Eventually there could be burn out.

Significant experiences: Arts night, Iona pilgrimage, Blues Vespers and the Interfaith program with Imam Jamal and myself all were successful and highlighted the ability of this community to meet the needs of folks around them or raise awareness of needs some folks didn't know were there.

☒ Sue Braaten

Completed: Thursday, Mar 13, 2025

Sue Braaten, President of a non profit organization the church has supported: The Homestead Community

Primary Email Address: sbraaten@homesteadcommunity.org

Business: 2538589690

**Reference Response**

I want to let you know how much your support, over the years, has meant to The Homestead Community. You have supported our mission of providing subsidized housing and support to foster families as we create homes with space for sibling groups to minimize the trauma of being separated. Your church has supported us financially for our annual Christmas party for children living in foster care and their families. We served over 40 families at this event, and you also provided handmade name tags for each gift we gave the kiddos.

Your women's group has provided toiletries and items for a ministry we have for women getting released from our local women's prison.

The gifts and financial support you have provided have helped make our mission successful.

**Closing Prayer**

Gracious Creator,

We lift up our voices, grateful for your guidance as we continue our search for a new pastor.

We ask for a shepherd who will have a heart for the lost, a passion for kindness and a deep love and understanding of your word.

Grant us a leader who will provide sound biblical insight, equipping us to live lives in our time that will bring glory to your name.

May our new pastor lead us in reaching out to our community and beyond, sharing your love and grace with those in need.

Bless this search and bring forth the person whom you have prepared for this calling.

In Jesus name,

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.*

The Interim Leadership Team helped organize the launch of the Search Committee. It also provided guidance regarding ideas for whom we are seeking as our settled pastor, as did the congregants who participated in our 2024 Spring Retreat. The Trustees created the budget and helped with the statistics. The Church Clerk shared the history of our ministers. Our Office Manager helped with printouts and announcements regarding the search. Our Christian Education members provided the information about our children and youth programs. Our seven-member Search Committee worked to pull it together.

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

We believe in FIUCC, which has thrived for 125 years on our island. We have both a rich history and a vibrant present. We transitioned from a small chapel to a spacious church on a hill. We continued worship during COVID, and we managed a major disruption with staff and leadership in 2021. But we have deep faith in God, and love each other enough to persevere. In this Profile, we've listed all of the aspects of this church for which we are grateful, and noted areas where we want to grow. We're definitely on a path toward more Christian Love, Joy, and Service.

Would you like to join us?