

Name of Church

Richmond Beach Congregational UCC

Address1512 NW 195th St
Shoreline, WA 98177**Conference:**

Pacific Northwest

Association:

No Associations

Title

Settled Pastor Full-Time

Start Date

Mar 1, 2026

Description

PLACEHOLDER

Church Contact Information[\(206\) 542-7477](tel:2065427477) (Church Primary Phone)**Listing Information****Web Presences**<https://www.rbccucc.org/>

Type: Professional

<https://www.youtube.com/@rbcc-ucc>

Type: Professional

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

Type: Professional

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

Rev. Phil Hodson

Title:

Designated Conference Minister

Phone:*No response***Email:**

phil@pncucc.org

Summary Ministry Description

In a world that is changing rapidly around us, we seek to be a beacon of light and love. We are moving forward with excitement about our future. Ours is a church with dedicated congregants and devoted staff. We are up for the adventure, not stuck in our ways. We are looking for a Pastor to join us, learn with us, and lead us. Your prior life experience will be valued here. We will see you as an individual and respect the new ideas you bring to your ministry. We are ready to live into our purpose, and we want to plant, tend, and feed, making new things grow. We require a Pastor who also has a passion for collaborative management. You will have at your disposal a complete Board and ministerial staff. Music Direction, Faith Formation, and Office Management are staffed. Budgets exist for Worship and Outreach. We want our Pastor to be successful, and you will have the support of a dedicated Pastor-Parish committee and the Conference leadership. Our church is more than just our building. We have hosted and continue to support a transitional tent city. We worked with the Lutherans to resettle an Afghan refugee family, and our quarterly food drives have provided tons of food for a local food bank. Whether we are making sandwiches for a homeless hygiene center or putting on community theater in our fellowship hall, we are making a visible difference in our area, and we know we can do more with the right leadership.

Church pictures



What we value about living in our area.

There are few more picturesque views, or more obvious declarations of God's glory, than that of the Olympic Mountains over Puget Sound—the view that is part of the winding drive down to RBCC UCC. The magic of the Pacific Northwest is that it is all here: mountains, beaches, forests, lakes, trails for all manner of feet and wheels, a mild climate, a major city, charming small towns, stable suburbs, a thriving music and arts scene, world-renowned sports teams (Storm, Seahawks, Sounders, Mariners, and Kraken), and diversity in all manner of background and lifestyle. Focusing on Shoreline (where our church is located) and neighboring Edmonds, we have highly reputable school districts with more than 50 nations represented in the student bodies. If a label is necessary, the greater Seattle area is of a liberal mindset, which means that we welcome all people as exactly who they are, without judgment or censure. With the expansion of the Sound Transit light rail service, which allows effortless transit to the exciting hotspots of the city without the inconvenience of driving, this is one of the best times to be living in the greater Seattle area. Whether you are seeking fresh seafood, pizza, an eclectic food fusion experience, or a gold medal Washington wine or microbrew, you will be able to taste and see everything the Pacific Northwest has to offer while calling the comfort of the neighborhood of Richmond Beach and the city of Shoreline your home.

Current size of membership

109

Average in person attendance

40

Does your church hold virtual worship services?

Yes

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

Video Hosting Platform

On average, how many views are received per service?

15

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

[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:

Communication: Our congregation emphasizes the importance of effective listening and speaking skills. The Pastor needs to be an active, empathetic listener, able to relate to people of all ages and backgrounds. The Pastor needs to deliver inspirational, intellectual, and relevant sermons that apply Christian teachings and the ministry of Jesus to situations in daily life, using engaging techniques such as storytelling and humor. In the life of the church, the Pastor will be able to clearly convey news and information in a transparent manner to the congregation. Computer skills, strong familiarity with social media and marketing, and competency with technology are strongly desired.

Second:

Collaborative Leadership: The Pastor needs to mesh the work of the church creatively and positively with members of the congregation. We are looking for someone who can recognize and incorporate our members' gifts. As a congregation of experienced volunteers, we need our Pastor to bring new, fresh ideas that will inspire us toward continued engagement and action. The Pastor will meet weekly with staff, leveraging their strengths and creativity, setting expectations, and managing collaboratively.

Third:

Community Care: The Pastor needs to be a warm, caring, and welcoming presence, treating all people with respect and compassion. The Pastor needs to be aware of congregants who are troubled or in need and, through working with others, provide compassionate and appropriate assistance. Along with members of the congregation, the Pastor needs to develop relationships within the local community in a variety of different ways to be aware of those needing help or attention and discern how the church can respond.

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)	50164	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	42000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 92164			
Pension/Annuity	12903	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	7051	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	11208	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	1383	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	208	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

The expected living situation for our next minister.

Living within commuting distance of the church with a housing allowance provided. ..

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

Not Applicable.

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.

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.

The Pacific Northwest Conference offers peer support groups for clergy, as well as opportunities for continuing education and participation in the wider work of the Church.

These include:

1. Membership and attendance at "Communities of Practice," a group of UCC pastors that meets monthly
2. Opportunities to serve on committees and teams doing collaborative ministry work across the PNW Conference
3. Attendance at the annual meeting of the PNW Conference

Pastor-Parish meetings will use the Communities of Practice model, where those attending will select one topic to discuss and brainstorm for success.

Who Is God Calling to Minister with Us?

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

- Develop creative, inspirational, and impactful worship experiences
- Utilize existing leadership skills within the congregation
- Respond proactively to congregational needs
- Build a community of activity and involvement among church membership
- Develop and oversee Adult Education classes
- Support the spiritual growth of the youth and young adult population of the congregation
- Connect the church community to the wider community through outreach

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

Seattle lived for many years with a Seahawks coach who was eager, enthusiastic, and able to balance attention on skill with humor and creativity. He defied age and left the team when he was 72. We would rejoice in a new Pastor who leads the congregation with the spirit of a coach, someone with the ability to provide leadership beyond doing Sunday sermons. Our new Pastor will gladly partner with other churches in both projects and service and will be someone who will thrive in times of clarity and times of chaos as we reestablish our church's role in the community.

There is nothing that unites our congregation more than working together toward a specific goal. We have seen this living out in the "4th Sunday Meetings" that have been held regularly for the past three years. Our specific goal has been to provide the collective vision we will put in place for working with our settled Pastor. A wealth of materials has been collected and many of the ideas in this profile come from the work we have done together. With the energy that comes from new beginnings, the opportunities for making an impact beyond our walls feels endless.

Having a Pastor who brings the skills of a coach means we will have someone who understands both the intent and the support needed for going forward. Sometimes a coach is required to work one-on-one with team members to ensure the success of the whole. Being able to support individuals to grow as part of a team is important for our congregation. The oversight that comes from working candidly with individuals is a blessing for us all. We are ready to understand and respect the skill that comes from identifying those who take on too much and encouraging those who take on too little. Assisting the congregation to make adjustments in how they approach the work we do as a team is a mature skill for anyone and is especially desirable in our Pastor.

It won't be surprising to see how quickly we can become the winning team with the right coach.

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

We believe God is of many forms, so we use multiple pronouns, gender-neutral pronouns, or no pronouns when describing God. We value historical accuracy, so we teach that Jesus was a brown man. Recently, we have grown in our worship language through one of our past members, a Black woman from the Southern Baptist tradition. She would say "hallelujah" when a message struck her, or sing praise when telling of a joy from God. She thawed us out, until when she shouted "God is GOOD," we would reply with a rousing "All the Time!"

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.

Drawing on the ministry of Jesus Christ to confront injustice and oppression

Our daily news provides a rich resource for this challenge, and we encourage a ministry that stays current with the news, wraps sermons in the healing that comes from love, and avoids political commentary when possible. Our minister will guide and inspire us in our efforts to restore peace, respect, and love in the places in our community where hate and injustice reside. Our minister will work to ensure that our church is a welcoming safe haven from injustice and oppression. In return, we commit to ongoing efforts within our church to confront these issues in our outreach projects.

Exhibiting strong moral character and personal integrity

Indicators include consistent honesty in what is said and done, rather than adjusting the truth for the comfort of the individual, and a clear knowledge of the standards expected by a Pastor of the UCC. In return, we bring years of work understanding the rules of boundaries that are the standards set for Pastor/parish relationships.

Demonstrating excellent communication skills

Clear and effective oral and written communication from the pulpit and in a variety of settings is a high priority. This includes the ability to listen to, understand, and respect what is being said by congregants. We want a Pastor who can tie the teachings of the Gospel to our role as Christians in our daily lives. We welcome and embrace creativity, diversity, and humor in communication style and delivery.

Working collaboratively with intercultural awareness and sensitivity

Intercultural awareness encompasses a multitude of ideas, including understanding the Bible as historical literature, inviting members of other faith communities to share our pulpit, and being sensitive to the different needs of congregants and the ways they worship based on diverse cultural and religious backgrounds. We bring an eagerness to understand and be exposed to other cultures and faiths.

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.

We, as progressive Christians, must take back the narrative of what it means to be Christian today. We have been thrown into a pot with those who call themselves Christian, yet spread hate and fear instead of love and tolerance. Often, we are misunderstood and maligned by those who simply don't know anything about us. God is calling us to share our faith and be an example of true Christian values and holy love to our community and world. We are being called to do things differently, try new things, challenge the way that Christianity is viewed in this day and age, and maybe even break a few rules and make good trouble.

We are called to be a congregation where all people feel welcome and respected. We are an intergenerational congregation, and we are discovering how important diverse methods of communication are in connecting with our congregation. We have learned that miscommunication or absence of communication can occur due to technology habits and abilities that affect people of different

generations and levels of education. We have incorporated a number of different ways of providing information to ensure that all people have equal opportunity to be included and informed.

We are a congregation of caring people who are looking to walk a new path. Let's throw open the doors and head out to meet people where they need us and invite in others who need the shelter of our strength. We know the faith of our many far outweighs the mistrust of the few. As the hymn says, they will know we are Christians by our love.

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

As in many congregations, our young adult population has dwindled. With cultural shifts in society, going to church with family is no longer a priority for many young people, especially when so many other activities demand attention on Sunday mornings. Overextended with commitments and stressed about the future, youth find it difficult to carve out time for worship. However, it is essential for their mental health to de-stress and to form intergenerational connections that are rare elsewhere. We know that we can be a peaceful, safe haven for our community's youth, and we feel the call to be just that. We recently invested in our youth program by remodeling the Youth Room to be a modern and welcoming space for youth to watch our live streamed worship, do homework, and share in community during Youth Group events. While we have yet to see growth in our youth numbers, we know that now when youth are looking for a space to connect, ours will be an inviting one. We believe that we must not wait for the future to invest in the future: we must build what we envision today to achieve our goals tomorrow.

Our most recent confirmation class was a huge success in terms of faith formation across generations. A cohort of 5 high school youths and 5 adults of different life experiences came together and explored our personal faiths. This experience let the participants feel the value of these intergenerational connections and recognize church as a place that provides a unique space for these valuable experiences that are missing for many of us in other places. We are called to nurture these relationships. We have some ideas on how to accomplish this, like intergenerational game nights and groups like Bible study or book club, but we need the fresh ideas and support of a Pastor to guide us.

We know that the Church must change, as the world around us evolves and changes. We are open to reimagining what worship and attendance might look like for our youth to fulfill this calling.

Congregation Reflections

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

We seek to offer a hospitable, meaningful, and joyful worship service where all ages feel welcome. We take the Bible seriously, but not literally, with respect for both the Hebrew and Christian Scriptures. We demand neither uncritical acceptance of any viewpoint nor a rigid formulation of doctrine, but mutual understanding and respect.

We seek to build a community that nurtures its members and encourages us to reach out to others. We are blessed with an able staff and committed volunteers. We offer a Sunday program for children and youth, as well as an involved youth group for middle and high schoolers. We are an open and affirming church, which challenges us to walk the path of God's inclusive compassion with all people, not just at church but in our workplaces, schools, and homes. We welcome people of all expressions and celebrate our diversity. This commitment is far-reaching in its purpose and value and is supported by God's grace. Our church building itself is a ministry, as we are home to many community groups. We invite everyone coming through our doors to grow with us, so we might learn from one another and seek to follow in the way of Christ.

Strengths or positive qualities of our congregation.

We have worked hard to define how best to be in community with one another and how to respect our unique talents as we work to forward the mission of the church. This work has significantly enhanced our communication skills and day-to-day operations. Our recently revised Covenant, one result of that work, reveals many of our strengths and positive qualities:

"As a congregation of growing faith, we are a people who seek to understand, struggle with, and celebrate personal and public life in light of our faith, its scriptures, and traditions. We strive for an atmosphere of theological and spiritual tolerance through which we may be nurtured and connected as we share our doubts and discoveries. As an open and affirming church, we welcome all persons on this journey. We are committed to joining others in caring for the people and places of the broader community. We share in the struggle for justice and peace, forming partnerships and sharing our resources. We strive to live in harmony with nature, respecting and honoring the gifts of God's creation. As a United Church of Christ, we join in the mission of the wider church in seeking reconciliation and wholeness in the world."

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

As of January, 2025, we have implemented a new software package (Subsplash) designed specifically for churches. It includes an updated website and an app available for downloading. It allows us to stream the service and meetings, streamlines the online donations process, allows volunteer sign-up opportunities, advertises upcoming events, maintains a calendar, and has a separate members-only section. The research behind this selection and the enthusiasm with which it has been received supports our goal: better communication.

As is true for so many churches, membership has become a challenge. One element of this challenge is accurately determining the actual number of current members. Another is re-establishing the process by which membership is formalized. Previously, we offered two-session classes for those pursuing membership, followed by a special time during the service that was dedicated to honoring and welcoming the new members. Today, many church-goers are happy attending and are not anxious to formalize their membership, even if they attend every Sunday. Promoting, inducting, and maintaining an accurate count of members is an area that needs to be strengthened.

What worship is like when our congregation gathers.

Worship occurs in our sanctuary, guided by a lay leader. Included is a land acknowledgement for the Coast Salish people to recognize that the church is on Native land.

We regularly use inclusive worship programs by Worship Design Studio, A Sanctified Art, and Illustrated Ministries. The hymns and choir anthems support the themes of these programs.

The Director of Faith Formation Ministries provides a reflective moment prior to the sermon. Sermons often reflect current events and how scripture provides guidance for changing times.

Communion is served on the first Sunday of the month, and we use various cultural interpretations of the Lord's prayer.

Prayers of the people are included, with written requests for the minister to read aloud.

The stewardship moment gives lay leaders an opportunity to reflect on their personal connection to the church.

Lyrics, prayers, and announcements are shown on a screen above the altar.

Decorative touches are added during such times as Pride month, Christmas, Easter, and Homecoming Sunday.

The educational program/faith formation vision of our church.

A former pastor held Bible study classes every week for all who wished to attend. Those who chose to do so found these classes to be very educational and helpful in their spiritual growth. Our current Interim minister has led several educational series (including a Lenten series) that were also appreciated by those who attended.

We also offer Confirmation classes for high school youth to learn about the Bible and discover/deepen their personal faith.

One of the most constant and powerful ways we stay connected as a faith community is through our Prayer Chain. Over 20 years ago, our church established a prayer chain as a vehicle for those who wished to pray for others. When a request comes to the prayer chain, either by email or during the "Prayers of the People" time during worship, that request is sent out by email along with an appropriate prayer to say together. Over 60 faithful members participate in this prayerful community. It is not uncommon for those who move on from our congregation to request that they remain active on the Prayer Chain. Our worship extends beyond the walls of the church in this important way.

How our congregation is organized for ministry and mission.

Our church motto is "*Peace, Respect, and Love in Action.*" In order to live up to the "action" part, we are currently in the process of reconfiguring our overall structure. This includes committees, boards, and standing volunteer positions, to better fit our current needs and to realign power within our decision-making body. When our interim pastor arrived in February, 2022, we had 12 boards and six committees. We have reduced the number of boards to five to reflect our current organization: Community Care and Engagement, Finance, Trustees, Worship, and Outreach. The chairperson of each of our boards and committees sits on the Church Council. The Council, which includes our moderator and vice moderator, is the decision making body for our church.

When it comes to decision-making, 30 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...

Several years ago, a drunk driver missed a turn and slammed into the side of the church. Even as the police were arriving, members of our Trustees Board were at the scene. The pastor, the moderator, and the vice moderator were called immediately, and they were tasked with contacting the head of Horizon School, the educational facility that meets in the lower level of the church. The insurance issues and repairs were handled with close work among the Trustees, the Finance team, and several attorneys who are church members. Repairs were made, the structure is sound, and God's love surrounded the entire situation—even the drunk driver, who was uninjured.

Another time, a stranger walked in after a Sunday service, saying he had a four-year old daughter and was looking for a preschool for her. Someone in the congregation took him downstairs to see where the school meets. Things became uncomfortable when the visitor began taking pictures. Our staff, the heads of the preschool, and church council put new, stronger security measures in place to guard against future security breaches. We reacted appropriately and learned a valuable lesson.

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

[RBCCUCC Bylaws-Final-May-2013.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:	71
NUMBER OF ACTIVE NON-MEMBERS:	11
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	82

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	81%
LESS THAN 10, MORE THAN 5 YEARS:	10%
LESS THAN 5 YEARS:	9%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	0
12-17	0
18-24	1
25-34	2
35-44	1
45-54	2
55-64	13
65-74	22
75+	28

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	3%
HOUSEHOLDS WITH MINORS:	3%
SINGLE ADULTS AGE 35-65:	3%
JOINT HOUSEHOLDS WITH NO MINORS:	60%
SINGLE ADULTS OVER 65:	31%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	6%
COLLEGE:	45%
GRADUATE SCHOOL:	42%
SPECIALTY TRAINING:	7%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	15%
ADULTS WHO ARE RETIRED:	74%
ADULTS WHO ARE NOT FULLY EMPLOYED:	11%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

The occupations of our employed congregants are wide-ranging, in addition to the even more expansive range of occupations previously held by our retired members. Our congregants include educators, military retirees/veterans, health care workers, lawyers, IT professionals, entrepreneurs and business owners, electricians and journeymen, government employees, architects, engineers, scientists, HR professionals, safety and security professionals, hospitality and food service workers, caregivers, and parents who work inside the home.

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

Our congregation is primarily Caucasian, with a small number of regular attendees who are of other ethnic heritages. This is consistent with the racial/ethnic population in the area where our church is located.

What diversity means in our context?

We are diverse in mind, body, and spirit. We have differently abled bodies within our congregation and actively seek to support these needs by presenting worship and church activities in accessible spaces and through a variety of media. Our neurodivergent population constantly helps us to notice and understand different ways of experiencing the world. Also, our church members are diverse in sexual orientation and gender identity, and we make significant efforts to present ourselves to the LGBTQIA+ community as a safe space.

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)	0	N/A
Baptisms (number last year)	0	N/A
Children's Groups or Classes	1	Dir. of Faith Formation Ministries
Christmas Eve and Easter Worship	70	Staff, Worship Board
Church-wide Meals	50	various committees
Choirs and Music Groups	25	Director of Music Ministries
Communion (served how often?)	40	Pastor, once a month
Community Meals	120	Ronald Commons, Sandwich Sunday
Confirmation (number confirmed last year)	5	Dir. of Faith Formation Ministries
Drama or Dance Program	50	RBCC Players
Funerals (number last year)	180	Pastor (2)
Intergenerational Groups	75	Search Committee, RBCC Players, Faith Formation Committee, Music Ministries
Outdoor Worship	80	Worship Board (Easter Sunrise service, summer outdoor worship)
Prayer or Meditation Groups	60	On-line prayer chain
Retreats	50	RBCC Women's retreat committee, Conference Men's retreat committee
Worship (digital / online / livestream)	15	Media Techs
Youth Groups or Classes	5	Dir. of Faith Formation Ministries

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10:00AM	40	Staff and Boards/Committees

Additional comments:

Other worship services:

Christmas Eve: 5.00 PM & 10.00 PM

Blue Christmas: 7.00 PM

Thanksgiving Eve (ecumenical service): 7.00 PM

Easter Sunrise: 6.00 AM at Saltwater State Park, on the beach

Youth Group: 7-8:30 PM three Sundays a month, 9.00 AM one Sunday a month. Additional special events outside of these times.

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
Dan Stern, retired	none	Church	Occasionally preaches	

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

Dan Stern, actively retired minister with standing in the PNW Conference; occasionally gives the sermon on Sunday mornings and provides Spiritual Guidance as an independent counselor.

Ruth Anne Hill, retired minister; occasionally leads worship on Sunday.

Judi Edwards, retired minister who is a recent arrival at our church.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Office Administrator	Minister	part	Minister	3 years
Sound Technicians (2)	Minister	part	Director of Music Ministries	2 years
Custodian	Minister	part	Minister	1 year
Interim Minister	Minister	full	Personnel Comm./Pastor-Parish comm.	3 years
Director of Music Ministries	Minister	part	Minister	9 years
Collaborative Pianist	Minister	part	Director of Music Ministries	4 years
Director of Faith Formation Ministries	Minister	full	Minister	20 years

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

We look forward to working with our next pastor to expand our ministry within the church and beyond. Three goals for our first year together:

1. For church: establish three intergenerational education groups, e.g., Book Club, Bible Study, Game Night
2. For community: identify/host quarterly speakers on topics such as voting initiatives, engage with our neighborhood nonprofit agencies, and gather information about community needs from ten community organizations
3. For world: Reconnect with UCC National to better support/participate with global outreach identified by the conference

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	228000
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	50250
Rentals of Church Building	109060
Rentals of Church Parsonage	9600
Misc. income	1000
Non-pledge and loose offerings	10000
Interest income	40000
Total	447910

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

506212

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?

20

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?

The OCWM donation is based on the pledges submitted by the congregation. The amount is a percent of pledges, which is 3% in the current budget. It has been as high as 10% in past budgets, when pledges exceeded budgetary needs.

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

3

Total amount of loan debt:

No response

Reason for debt:

No debt

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

Following the sale of a piece of church property, we hired an architectural firm to identify the structural improvements needed to ensure the church building met current earthquake safety standards. The firm was also tasked with giving an estimate for updating the HVAC system and providing alternatives to reconfiguring the sanctuary. We have received a report from the firm and are in the process of deciding which alternatives to select. The budget will be determined by the choices we make.

Pictures



Description of any capital campaigns in the last ten years:

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

The most recent capital campaign was over 25 years ago for the purpose of replacing the roof.

Does your church have an endowment?

Yes

What is the market value of the assets?

2453240

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

Regularly

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

4

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

Draw 4% annually for operating budget

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

Indefinitely

Please comment on the above calculations or estimates:

Endowment is well invested by Endowment Committee with Council oversight

Other Assets

No response

Reserves (savings):

No response

Investments (other than endowment):

66000

Does the church have a parsonage?

No

Description of all buildings owned by the church:

Our church is a 1960s-design two-story building in good condition. The sanctuary and administrative offices are on the upper level, as is the nursery. There are classrooms/meeting rooms and bathrooms on both levels. The classrooms on the lower level are rented to a preschool. There is a large meeting room on the upper level, and the lower level includes our fellowship hall, which has a kitchen and a small stage. We have an elevator.

We own a three-bedroom house that is currently rented to a low income family. This house needs a great deal of updating.

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

We do not use any buildings or space that we do not own.

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)
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
"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
Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

Most spaces are accessible to wheelchairs. The primary exceptions are the main bathrooms on each level. However, there is a wheelchair-accessible bathroom on the lower level of the building that can be accessed from the upper level via the elevator or by entering the building from the lower level. The choir loft is not wheelchair-accessible. There are nine entrances to the building, three of

which are not wheelchair-accessible.

Policies regarding financial practices of the church:

Our church has robust financial oversight. We have a financial secretary, treasurer, and designated funds secretary. Every payment must be approved by an authorized person. Checks are then written by another person, typically the office manager or designated funds secretary. The Finance Board and the Endowment Committee provide additional oversight. The church is currently undergoing an outside audit and now has a part-time bookkeeper on retainer.

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

Our church is on a solid financial footing for continuing our ministry with our well-managed Endowment Fund. Currently, pledge income is less than expenses for 2025. The congregation voted to conduct a supplemental pledge drive to correct this situation. We understand that our ability to continue the mission and ministry work we have been called to do is directly connected to the finances of our church, and we are confident that our financial position will stay strong.

Historical Information

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

RBCC adapted quickly when the Covid 19 quarantine hit. Our tech savvy volunteers created a streaming service that reached everyone. We have since employed two part-time streaming technicians and invested in up-to-date technology.

Our ONA status was approved in the 1980s. In 2023, our Director of Faith Formation Ministries became a certified leader with Beloved Arise, which encourages loving acceptance of transgender youth and young adults.

As a senior project, one of our youth started a book drive for a school in South Africa. The \$1,500 needed to ship the 5,000+ books she collected was raised at a church auction. When the principal of the school visited us, he said their students sometimes fainted from hunger. Forming a "Loaves and Fishes" team, we raised money for 10 years to provide lunches for the students. Soon, the community leaders there began donating food, with the South African government eventually following our lead. We have a thirst for another such international program.

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

We had a Pastor who left in a negotiated exit. In the exit interview, the pastor acknowledged that administration was not a strength. We discovered over time that this person was a poor manager, unable or unwilling to work as a collaborative team member. Relations with the staff began to disintegrate. Silos were created amongst church members, causing tension within the congregation and with long term volunteers. Mediated efforts by the Personnel Committee to resolve some of these issues were unsuccessful because those involved failed to follow through with agreed-upon actions. A congregation-wide session mediated by a Conference representative just aggravated the situation. Some congregants chose to target others and assign blame for the pastor's departure.

As a result of the fallout, we chose to enter an intentional interim period, selecting an Interim Minister who specializes in conflict resolution. We knew we needed to work to heal our past scars and prepare for our future.

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.

Past failures to deal appropriately with conflict revealed that we needed to focus not just on the problem, but on how to solve the problem without creating a schism. We put our *Peace, Respect, and Love...in Action* axiom to the test, focusing on how to listen actively, respond to the issue, and treat all with respect, even when we disagreed. We have developed a Behavioral Covenant to guide us now and in the future.

Several years ago, a Truth and Reconciliation Task Force was formed by volunteers and approved by Council. The three-member task force had one-on-one discussions with over 90 congregants. They addressed issues that resulted from the reasons for the negotiated departure of the settled pastor, as well as similar issues that had arisen before that event. The task force created a report on their findings, and they presented a list of recommended actions to council, many of which have been implemented. This important work reinforced our commitment to transparency going forward.

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

At a congregational meeting, a church member expressed a frustration and chose to do this by targeting a fellow church volunteer, also present at the meeting. The congregation watched as the targeted member left the meeting, visibly distressed, and the offending member simply sat back down. The Moderator and Vice Moderator quickly realized the damage that had been done by the action taken, as well as action not taken by church leadership. Subsequently, members of church leadership directly addressed the inappropriate behavior with the church members and facilitated a reconciliation. Immediately following this conflict, the Moderator and Vice Moderator created Meeting Agreements, establishing expectations for how we treat one another at all church gatherings. This situation also led to a focused effort to revise and reinstate our Behavioral Covenant, including thoughtful feedback from the congregation over several weeks of deliberation and collaboration at our Fourth Sunday meetings.

Ministerial History:

Name: Joy Haertig	Years of service: 17	UCC Standing
Name: Jan Van Pelt	Years of service: 3	UCC Standing
Name: Paul Ashby	Years of service: 7	UCC Standing
Name: Jill Bierwirth	Years of service: 3	UCC Standing

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

We have had two ministers who failed to meet their pastoral obligations. One Pastor entered into a relationship with a married parishioner. Another Pastor refused to work collaboratively with staff and created silos that caused schisms within the congregation.

We have developed and implemented protocols and procedures for times when our values are threatened. We respect the importance of confidentiality within a ministerial role. We understand the necessity of a balance between this and the boundaries staff and congregants need to feel safe and supported within our church.

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?

Yes

Community Vision

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

We believe "we are the hands and the feet of God on earth." Outreach is vital to the life of our congregation. Our Outreach Board allocates 4% of our pledges to outreach and coordinates hands-on support for local organizations.

Financial donations:

- New Beginnings, supports victims of domestic violence and educates youth around these issues
- NW Neighbors, supports seniors
- Faith Action Network, a statewide multi-faith organization

Hands-on support:

- Camp United We Stand, housing for homeless
- Ronald Commons, weekly feeding program for those with food scarcity
- A refugee family resettlement, in coordination with local churches

- Annual diaper drive for a low-income preschool
- Christmas gift cards from congregants for families in need
- Quarterly Sandwich Sundays to provide lunches for a feeding program
- Using the former parsonage for low-income housing

We are grateful that our impact is greater than any one of us could make alone.

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

Congregants have served in the following positions at conference level:

- Area representative on Board of Directors
- Committee on Ministry
- Treasurer
- Youth Advisor to Board of Directors

Representatives from our church attend the Annual Meeting of the Pacific Northwest Conference.

Congregants regularly attend retreats (men's and women's) and summer camps at our two PNW camps, Pilgrim Firs and N-Sid-Sen.

Youth on mission trips have been hosted by UCC churches,

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

Starting nine years ago, Ronald Commons Cafe, hosted by Ronald Methodist Church, has served over 100,000 meals at a weekly dinner for those in need in our community. Members of our congregation have actively supported this program from the beginning. Helping to serve at the Thanksgiving meal has been a lovely tradition for some members of our church family.

The Outreach Board organizes quarterly Sandwich Sundays and Food Drives. On Sandwich Sundays, members of the congregation make sandwiches and tuck them into hundreds of lunches, which are then delivered to two local homeless communities. The food drives deliver a truckload of food to a local food bank. In the spring, we run a diaper drive, and at Christmas we collect and donate gift cards to people in need. We work collaboratively with the following local assistance organizations: Ronald Commons, Camp United We Stand, Lynnwood Hygiene Center, New Beginnings, Faith Action Network, and NW Neighbor Network.

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.

While we haven't formally adopted many of the above programs, we participate in activities that fall under these partnerships.

We began an ecumenical and interfaith partnership with Beloved Arise, the first national organization dedicated to empowering youth to embrace both their faith and their queer identity. 'Beloved Arise Youth Groups' is a program that aims to create a network of local faith-oriented groups that welcome all youth, regardless of sexual orientation or gender identity.

In the last election, our Peace and Justice board partnered with "Vote Forward" in their letter-writing campaign. Non-partisan letters encouraged people to exercise their right to be heard. By election day, we had written and mailed over 600 letters and over 300 postcards. As a next step, we are working to invite those in the community to join us as we find speakers on both sides of upcoming initiatives that will be on the ballot. We look outside our walls and try to make a difference in many ways.

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

Every Thanksgiving Eve, we join in a combined ecumenical service with three other local churches (Catholic, Lutheran, and Presbyterian), blending choirs and rotating locations.

We have hosted speakers from other faiths.

In the past, our youth group has visited other Christian denominations, including Catholic, Lutheran, Episcopal, Baptist, Quaker, and non-denominational communities of faith in our local area. They have participated in Buddhist meditation, Hindu worship services and shared meals, Shabbat services and Seder meals, and Islamic Mosque visits.

Ecumenical Vacation Bible School was a very important part of RBCC for many years, but the decision was made to withdraw from this partnership due to the views and non-affirming stance against LGBTQIA+ volunteers working with children within the participating churches. This was an extremely sad parting of ways but an important part of RBCC's ONA commitment.

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

The congregation recently approved this new mission statement: *Our mission is to cultivate a welcoming refuge for all seekers, where questions are honored, diversity is celebrated, and social activism is embraced. Rooted in radical love, we strive to build a compassionate community that embodies the values of justice and inclusivity, and support and empowerment to those in need.*

Through frequent social gatherings such as meals, monthly table top discussions, and weekly coffee hours, people connect with one another and openly share ideas and viewpoints. We do so with respect, abiding by our agreed-upon behavioral norms. We have a robust meal train to support people who need assistance during illness or bereavement. Our outreach donations and quarterly activities support diverse organizations that embrace social justice and supply resources and assistance to people in need.

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.

Through a series of monthly congregational sessions, we have recently revised our vision statement to reflect our all-encompassing goals.

Our vision statement: *To envision a world where all are welcomed, affirmed, and empowered to live out their faith authentically and to make a positive impact in the world.*

We expect our Pastor to participate with our congregation in our various outreach programs in the community. In addition, we trust that our Pastor will help us identify other community-based activities in which our church can participate going forward.

We also expect our Pastor to support the mission of our wider church through involvement and collaboration with other congregations, locally and potentially nationally. Our pastor should lead and preach at our UCC church camps in the region, Pilgrim Firs and N-Sid-Sen, when needed.

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.

Not unexpectedly, housing prices have increased in the seven years covered by the report. Millennials make up about 30% of the population in the area, while only 3% of our congregation falls into that category. The number of children (5-17) in the area has increased by about 17%, while the number of young adults (18-24) has decreased, although not by large numbers. Our challenge is finding ways to share what we have to offer to a group of people who, throughout the country, are not inclined to attend church.

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 internal demographics show some significant differences with the demographics reported for both our adjacent neighborhoods and others with which we connect. This area is predominantly white, as is our congregation, with Asians being the second largest racial/ethnic category in our area. However, we skew higher in the two age categories of 65-74 and 75+. Our household types show that we have significantly fewer members with minors in the household. This would be consistent, though, with the percent of congregants who are 65+ years old.

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

As the community is changing, we realize we need to expand our network of community contacts. With the cooperation and support of the Outreach Board and the Community Care and Engagement Board, a few members are planning a project to contact people in the community who are likely aware of difficulties that people in the community are having. The intent is to visit with individuals of local organizations and listen to get clarity on what problems are affecting community members. Once we gather the information, we will discern what actions the church can take to help meet some of the needs.

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

We hear words of gratitude from leaders of the organizations that receive our donations of food, lunches, and volunteer services.

We are also known for our recital series, organized by our Director of Music Ministries, featuring professional-level performers and presented to the community at no charge. And for over 40 years, our outstanding theater productions by the RBCC Players have allowed members from both the congregation and the community to take the stage in well-known musicals or stage plays and have

their magic moment in the spotlight.

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

Open and affirming congregation
Youth program
Music
Friends
Social justice

People actually like to be asked. One thoughtful person replied: "I've never told this to anyone else, but I was church shopping. You were close enough to my home to be convenient, so I came and was able to join one of your fourth Sunday conversations. I had never been in a church where the congregation discussed topics like this in such a respectful manner. And obviously I stayed. I am so impressed by your leadership...and yes, you are all very friendly." Yes, we ARE friendly.

References



☒ Neil Trainer

Completed: Wednesday, May 7, 2025

I am the Pastor of Calvin Presbyterian Church, a congregation in the same community as Richmond Beach Congregational UCC.

Primary Email Address: pastor@calvinpc.org

Church Primary Phone: 2065426181

Reference Response

During the 17 years I have served in this community, our two church congregations along with 1-2 others have shared in an annual ecumenical Thanksgiving Eve worship service. When it has been the turn of Richmond Beach Congregational UCC to host, the congregation has been enthusiastic and gracious in welcoming everyone to their worship space. On the other years, their pastoral and musical leadership, as well as members, have participated in various leadership roles in the services. I have observed RBCUCC combining passions for music and hospitality by hosting concerts for the community, and I have seen an active engagement in working for social justice, particularly addressing the needs of those experiencing homelessness. Finally, among various churches in the area and their varied theological traditions, RBCUCC offers a home for those seeking a more progressive expression of faith.



☒ Lewis Brown

Completed: Thursday, May 8, 2025

Lewis Brown

Richmond Beach Community Association

President@richmondbeachwa.org

Local volunteer neighborhood organization dates to 1908. Events, meetings.

Primary Email Address: s_lewisbrown@hotmail.com

Personal Cell: (818) 535-5483

Reference Response

We share a long history of concern for the immediate community and local families. We have held neighborhood meetings in the facilities at the RB Congregational UCC and shared the grounds for events like the Christmas Tree Lighting. Our collaborations go back many decades, and both institutions have been a part of life here in Richmond Beach for over a century. The congregation has supported our events and used our local newspaper to invite neighbors to the church. We have long recognized the church community as an important part of Richmond Beach.

Closing Prayer

May I become at all times, both now and forever
A protector for those without protection
A guide for those who have lost their way
A ship for those with oceans to cross
A bridge for those with rivers to cross
A sanctuary for those in danger
A lamp for those without light
A place of refuge for those who lack shelter
And a servant to all in need.

Buddhist Prayer of Peace

This is our aspirational prayer for each of us as individuals as well as for the church as a single entity.

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.

Pastoral Search Committee, Richmond Beach Congregational Church-United Church of Christ

2. Additional comments for interpreting the profile:

This is a profile full of hope and forward thinking. Are you excited about the future? We certainly are!!