

## 1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. MINISTRY GOALS

### **1a. LISTING INFORMATION**

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Church name: ***La Selva Beach Community Church***

Street address: **26 Florido Avenue, La Selva Beach, CA 95076**

LSBCC Website: **www.lsbcc.org**

Community Websites: **www.LSBIA.com** (La Selva Beach Improvement Assoc.)

**www.LSBRD.org** (La Selva Beach Recreation District)

Additional ecumenical affiliations:

Conference: Northern California/Nevada Conference

Association: Santa Clara Association

UCC Conference Contact Person :

Davena Jones

Conference Minister

(510) 359-7208;      davena@ncnucc.org

### **Summary Ministry Description**

La Selva Beach Community Church was established as a non-denominational Christian Church to help raise working class families in the 1950s. An affiliation with the UCC began in 1962. LSBCC's vision has progressed to seek relevant answers to wider social issues and offer hope and helping hand to the vulnerable everywhere. We strive to continue our mission of joyful, loving growth together with a minister whose wisdom, life experience, and energy to explore new approaches will engage our community. In balance with our cherished spiritual traditions, we hope this next pastor will enhance our welcoming nature, good humor, and broad curiosity -- to lead an involved congregation in creative ceremonies and contemplations that appeal to diverse range of backgrounds, beliefs, and questions.



Post 2009 Church renovation

Current size of membership:

Active members : 88

Active Nonmembers : 40

Languages used/spoken during worship or in ministry :

English.

Position Title:

Settled Pastor— a called position intended for longer-term ministry in which the minister moves church membership to the congregation served and moves standing to the related association/conference.

Compensation Level:

3/4 Time

Does the total support package meet conference compensation guidelines?

Yes

## **1b. SCOPE OF WORK**

LSBCC seeks a long term pastor to be the leading voice of an energetic, involved congregation. Our mission is to serve our community and the world, while welcoming every visitor to our House of Worship as valued and cared for individuals.

### **Minister Scope of Work: (30 hours/week)**

Time allocation by current bridge minister

**(30%) Preparation and Leadership of Sunday Worship;** with focus on the experience of God with combination of scripture, prayers, sermons, music, poetry. Coordinate with music director, include tech team and recruit liturgists.

**(20%) Communication:** Contribute to two monthly publications, contribute to and review weekly news blast

**(20%) Office and Admin:** Financial management support, supervision of staff and volunteers, leadership development through attendance and contributions to Council, Deacon and congregational meetings.

**(10%) Faith Formation and Vitality:** Weekly meditation, Classes, bible study, resources) for spiritual growth

**(10%) Pastoral Care,** Counseling, Listening,

**(10%) Community Engagement ;** Open and Affirming clergy group, Interfaith ministry group, Diversity Center; Hospice

< 5% Weddings and Funerals; Available to wider community for weddings, funerals, events

< 5% Participate in wider church activities

## **1c. COMPENSATION AND SUPPORT**

### **Salary Basis**

Compensation to be negotiated based on experience and education following UCC Compensation Guidelines.

### **Benefits**

Medical, Dental, Vision coverage through UCC Plans

Vacation, Educational, and Sick Leave

Relocation Assistance

Life and Disability Insurance

Offset Social Security Coverage

Paid time off

Incentives: LSBCC is open to creative options as needed, or beneficial for success.

Expected living situation: Housing will be the minister's responsibility. We do not have a parsonage.

## **1d. MINISTRY GOALS**

### **Services**

The desired minister will introduce creative topics and challenging themes while supporting stimulating music and literature, all to supplement the sacred teachings of Jesus and the Bible. The congregation appreciates a minister who invites engaging interfaith and lay speakers. We seek a pastor who can spur the participation and support the talents of congregants in Church services and community events.

### **Spiritual Support**

While offering counseling, spiritual guidance, and progressive vision, the next pastor should support a vibrant environment for learning and growth. They will inspire and encourage social action in the local community, Santa Cruz County, and the greater world. Book studies, meditation, and celebrations that honor life passages are among the many avenues of pastoral leadership.

## **Management**

The pastor will be included in the eight member Council that governs La Selva Beach Community Church. The minister will also be an advisor to the Board of Deacons and serve on the finance committee and certain ad hoc groups. The pastor will have a paid administrative assistant in office during the week and technological help from volunteer members for services and other needed times. LSBCC revised its bylaws in 2021 --available upon request.

## **Desired Marks of Faithful and Effective Authorized Ministry**

From the UCC marks of effective ministry, the two we prioritize would be “Working Together for Justice and Mercy” and “Participating in Theological Praxis”.

The first resonates as we work with our community to engage thoughtfully in mission and outreach. We recognize our deep commitment to serve and continually educate ourselves in ways that open doors to mutual understanding and care for all.

The second focus of “theological praxis” recognizes our desire for motivational words from the pulpit that are relevant, engaging, creative, and reflect a multitude of perspectives.



## **2. 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)

## **Qualities to Build on**

Our membership is confident in its accomplishments and in creating a warm, friendly, and welcoming Church. We are interested and concerned about the welfare of our congregational family and always ready and eager to reach out and help those in need in the larger community. This by no means implies complacency. With the above in mind, however, we're prepared to move on and meet the challenges and ever-changing vision of what a church in our present society should look like.

## **Pandemic Response**

With in-person meetings having resumed after the pandemic, we continue with a hybrid Zoom service every Sunday morning. This has been a boon during Covid and continues to fulfill the needs of those who can now attend from home either near or far away. We have a rich music program, live or on video now. We offer great coffee hours with lots of good "grub", usually with vegan and gluten-free options. We have set up drive-by tables for those who don't attend service in the sanctuary to pick up food and fun game items for special Zoom events, or we deliver to their door. In church, on Zoom, drive-by, delivery, weekly emails: we use all methods to reach each other and connect.

## **Modernizing**

Going forward, though, LSBCC understands the importance of our online presence. Building on the tireless good work of our savvy tech team, we can further develop an identity and image online. Promoting our nature, spirit, and service to peace and to community should appeal to a wide target audience. Social media maintenance could benefit from a higher commitment of hours and consistent updating. We must take advantage of local free sites to announce upcoming events, and prioritize SEO (search engine optimization) to strengthen presence on the web. We are promoting the use and rent of our facilities for neighborhood events.

## **Spiritual Formation**

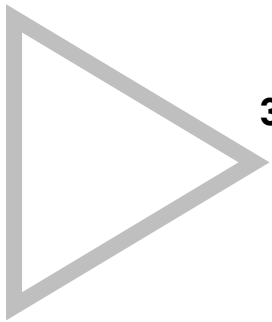
Members and friends have engaged in book discussion groups through the years, often held after Sunday services. Many of the topics are timely and profound, and lessons have made their way into later sermons and to broader audience. Recent books and discussion series include 'White Privilege, Let's Talk' by the UCC, 'White Fragility' by Robin DiAngelo, 'Never a Girl, Always a Boy' by Jo Ivester, "Living the Questions", and Sacred Earth Sacred Soul' by John Philip Newell.

LSBCC sermons and discussions have been informed by such theologians and thinkers as Debie Thomas, Marcus Borg, Harvey Cox, Rumi, Hildegard of Bingen, Diana Butler Bass, Richard Rohr.

We desire a minister who can join us in a journey of focused introspection to reveal hidden barriers that may hinder people from feeling at home in our congregation.

## **Our Path and Our Place**

We are aware of both the blessings and the challenges in being a congregation that is mostly over 60 and mostly white. We have never turned from a broadening path of possibilities and we increasingly accept change so to be more relevant to families, youth, people of color, gender identities and sexual orientation. We want to be a place that draws in people to join us in work and fellowship. We hope to always be a gathering of warm spirits, one that welcomes curious minds and open hearts. We are committed to remain a comforting place for all to worship God, in shared or personal reflection, no matter how settled or searching their beliefs.



### **3. WHO ARE WE NOW?**

- a. REFLECTIONS
- b. CHURCH FINANCES
- c. HISTORICAL INFORMATION
- d. CONNECTIONS

## **Mission Statement for La Selva Beach Community Church**

LSBCC derives its inspiration from the life and teachings of Jesus Christ. Our mission is to provide a welcoming and inclusive community in which individuals and families worship, honor life's passages, and create and deepen connections with one another and with God. As an open and affirming church, we honor our differences in age, color, ability, gender identity, and sexual orientation. Furthermore, we are committed to service which responds to the needs of the wider community and the world.



Easter Sunrise on Bluff, 2024



Annual Pride Parade, 2025

### **3a. REFLECTIONS FROM LSBCC MEMBERS (Day of Discovery, 2023)**

#### **What I love about our church:**

"We show up.

We walk the talk.

We pitch in, support one another, honor each other's individual gifts and talents, encourage and partake. It sounds cliché but seriously all are welcome at our table. No one is turned away. We are a faith community who believe in caring for our fellow neighbor. We are small but mighty. Where on average 70 are in attendance, there are very few idle hands. We collaborate, imagine, create, design, engage so we can be in communion with one another and offer outreach to the unhoused, unfed, unprotected, under represented, undervalued, misunderstood, the sick and the poor and the isolated."

#### **What keeps me coming:**

"In a nutshell it's the people.

It's our collective, progressive, open and engaging approach to be curious, to explore, to ask questions, to challenge ourselves and one another, to stretch ourselves a little further to understanding, to grace, to compassion, to discover our capacity is vast, to reach in ways we never knew possible, to forgive ourselves, to lean in, to accept our weaknesses, to mourn in community and to love in community. To pray, sing, cry and laugh together. To connect with one another and with God."

#### **Early one Sunday morning:**

"Recently, in preparing the after service refreshments, a Deacon drove off to the store to buy a small carton of soy milk for the coffee table. She saw a



disabled car on the side of the road. But a good Samaritan had already pulled over to offer assistance -- it was the Church Trustee, delayed now on his way in to help set up tables and then light the altar candles."

### **What we value about living in our area**

Our church sits in the heart of the small coastal community of La Selva Beach, just south of Santa Cruz, Ca. Our walkable village and natural setting encourage interaction, friendly waves, and helpful neighbors looking in on those in need. Folks enjoy seasonal celebrations, art fairs, events in the clubhouse, and a recently updated public library. There is community pride and a strong sense of connection. We are conveniently located between the Monterey Peninsula and the greater San Francisco Bay Area.

## **3b. CHURCH FINANCES**

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### **Church Finances**

The church has no debt, other than regular monthly expenses.

Current financial support covers compensation for our minister as well as an office assistant at approximately 20 hrs./wk. LSBCC, though relatively small, is in solid financial standing. Facility rental to a local pre-school creates a significant portion of church income, and pledging is stable, a portion going to service and mission projects that members have valued and supported consistently through the years.

The church building went through a successful remodel/expansion in 2009-10, installing stained glass windows, renovating the fellowship hall and the pastor's office, creating an attractive courtyard, and improving ADA accessibility. No further expansion is currently sought or needed. The beautiful facility is kept in good repair. Upcoming maintenance will need to refurbish rusting handrails and the frames around the windows. Some areas of the church will be painted in 2025.

## **3c. HISTORICAL INFORMATION**

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### **Membership Participation**

Worship at La Selva Beach Community Church has always included creative participation in music, arts, and culture. Under the leadership of music director David Larstein, members bring their mix of high and lesser talents. We sing a wide spectrum of classic and popular songs and hymns, from folk to gospel to rocking. Many are written by David, with a few originals from the members themselves. For many years, an LSBCC member has written and

produced fresh, devout, and witty plays that have let children blossom and adults take pleasure. Dedicated volunteers cook and serve at various benevolent functions, and a hearty group of ambassadors can always be counted on to march for LGBTQ+ respect or other deserving causes. Wonderful cooks and bakers fill our refreshment hour with tasty treasures, musicians record music videos, and one member schedules private sessions teaching Christian prayer plus laying on of hands. Others teach and join in craft days or meet at someone's home for poetry night. Every week, some of us sit together and meditate.

### **Sunday Services**

The resonant organ in the '60s and '70s that filled the sanctuary with those fine old hymns of yesteryear has given way to a grand piano and the occasional electric keyboard or acoustic guitar. The present playlist also includes the recent UCC songbooks and the many original works mentioned above. The comforting Eisenhower era chapel retains its grand yet simple charm, but now radiates with the bright colors of stained glass windows from a building renovation in 2009. Sermons depend upon the same sacred texts but examine new interpretations and insights, and reflection on current events brings relevance to true and tested wisdom. Now we pass the peace and not the collection plate, but pledges and contributions remain strong and steady. LSBCC is a place of old and new, history and promise, a comforting spot for both the greatest generation and for generation X.

### **Meeting Challenges**

After two years of churchwide study, discussion, and deliberation, in 2006 La Selva Beach Community Church voted to become an **Open & Affirming Congregation**, honoring differences in age, color, gender identity, and sexual orientations. Today we advocate for visibility, inclusion, and rights. We support the Diversity Center with benevolence funds. We march in the annual Pride Parade, support in substantial number the yearly Queer Youth Leadership Awards Banquet. We look after congregants who are aging, ill, or struggling with other issues. Our members and neighbors can feel comfortable reaching out to us for assistance.

In the past two decades the Long Range Planning Committees has led the effort to make LSBCC ever more inclusive and responsive. A website was developed, groups for individual growth and community outreach supported, bylaws updated, and video screens and a new sound system installed in the sanctuary.

## The Way Forward

We judge ourselves not by age but by vitality, and have the enthusiasm to address the issues affecting our society and our planet, today and into tomorrow. We ask tough questions and seek knowledge on a world rapidly changing. We confront losses and physical tolls without forgetting to celebrate our many blessings. Our connection to life around us, in a world that is constantly replenished by love, never falters. We want to actively honor nature and follow sacred earth practices, to commemorate those who came before us and to leave a better world for those who will follow. We are still learning, still growing, and finding ways to contribute to a future beyond our days.



Online party pickup bags,(COVID)



Kate Kendall, Guest Speaker, 2019.

## 3d. CONNECTIONS

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### Stress and Strength

Like all organizations, COVID broke apart the very structure of LSBCC's operations, but the bonds of united spirit never weakened. Our savviest tech jumped into the world of ZOOM, and every week with tireless effort developed the system to broadcast the Sunday service to the homes of congregants who bravely learned how to mute and click to gallery view. The choir downloaded a new music app and began producing a library of songs for all occasions. Special online events further stitched the loosened thread of community with songs, games, and videos. Then two years after the pandemic struck, Jane Grady, our Pastor for 42 years, retired, and the life of the Church

once again faced upheaval. But the Council switched from monthly to weekly meetings, and the Long Range Planning Committee transformed itself overnight into a Transition Team to supply interim guests for the pulpit and to plan a way forward. Since September of 2022, we've embraced the guidance of bridge minister Bonnie Lange and continue to evolve, gaining confidence as many members increase their responsibilities in church administration and in Sunday service organization and participation. We celebrate the blessing of Rev. Jane's enduring legacy while gratefully adding Rev. Bonnie's tenure to the history of LSBCC : the little church that could--and still does.



1961



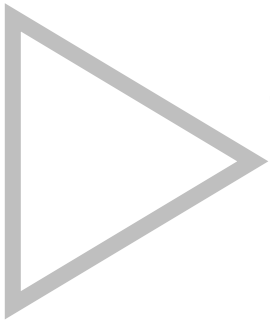
1979



2009

## Family and Friendship

For many families in La Selva Beach, whether or not they are or have ever been members of the Community Church, this is where they choose to gather in memorial to their departed loved ones. In the solemn, reassuring, often familiar setting of the sanctuary, the bonds of family and friendship reunite with stories, hugs, tears, and laughter. They are celebrations of life, pulsing with more joy than sorrow, reaffirming the meaning and wonder of life. They most dramatically symbolize the ability of La Selva Beach Community Church to create, refresh, and reinforce connections.



#### **4. WHO IS OUR NEIGHBOR? WHAT IS YOUR COMMUNITY'S VISION?**

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

##### **Foundation**

The Community Church remains a pillar of La Selva Beach. It may not carry the magnitude within the community as it did nearly 70 years ago when local families hacked out a space for it amidst the thick woods near the center of town, but respect and good will have remained. The LSBCC cross is a short block away from the main street intersection; likewise, in neighborhood mind and spirit, the Church is always present if not preeminent.

##### **Neighborhood Influence**

The Sunday School classrooms that once each held a dozen or more students now teach local children in the Secret Garden Day Care which rents from LSBCC. The Church remains a firm and well regarded setting of spiritual standing, causing no fear or bombast in the secular community but rather, most likely, some small comfort. The Ice Cream Social, which the Church hosts every July 3 on the nearby community lawn, is a boisterous event featuring the full spectrum of neighbors. Two Easter services, sunrise on the bluff and later in the sanctuary, and the Christmas Eve program are well attended by La Selvans who are not regular attendees. Neighborhood dogs (and cats!) also have their day each year when the Church hosts a blessing of the animals. When the Community Clubhouse closed for renovations, the Church offered its facilities for the local Improvement Association to base their craft fairs. Meditation sessions are offered Wednesday mornings in the sanctuary. Post Covid we have once more opened up our building for weekly AA meetings. As the only church in the neighborhood, we accept and cherish the opportunity to provide the broad and basic spiritual support that enriches all of us and all around us.

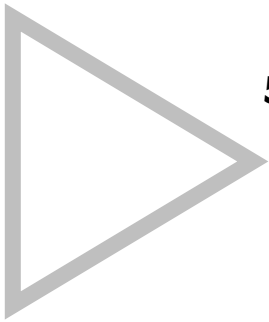
##### **Outreach**

The Church congregation has established a tradition of stepping up to help those in the area who are underprivileged, dispossessed, and discriminated against. They have worked with the local Faith Community to



provide meals and to fundraise for portable showers for the homeless, and regularly fill tables at events such as the Queer Youth Leadership Awards and Loaves and Fishes fundraisers. The Deacons provide baskets to families in need at Thanksgiving; at Christmas many members participate in Adopt-a-Family and the Angel Project, local programs that provide gifts for migrant workers and their families. We commit 5% of our budget to benevolence funds in which we support local non-profit organizations, and give another 5% to the UCC for worldwide ministries and disaster relief. To be sure, these acts of graciousness are to the full credit of generous individuals, with LSBCC a sponsor informing and central to coordinating the volunteers.





## 5. REFERENCES

### REFERENCE 1

Stephen Glauz-Todrank

Retired pastor of Skyland Community Church

Los Gatos, CA Email: [sglauztodrank@gmail.com](mailto:sglauztodrank@gmail.com)

1. I see LSBCC as a very friendly, spiritually alive, community engaged, active church that has taken very conscious steps to follow a prayerful and thoughtful interim process in order to move from the former pastor's 42 year ministry into a new chapter of their church's life. All of these qualities quickly summarized above give some of the reasons that I believe that LSBCC would be a very welcoming and supportive church family for a new pastor.
2. I don't have any suggestions for improvement.
3. I was asked to preach for the first four Sundays after the former minister retired and I was very ably helped in doing this by a team of laypeople who welcomed me, took care of all the bulletins, slides, arrangements for liturgists and small details that make a worship service run smoothly. The musicians, tech team and all who participated welcomed me warmly and at the end, gave me a nice going away reception. All good signs for a new pastor coming in!
4. I think LSBCC is a wonderful church community which I am happy to recommend to prospective new pastors.

### REFERENCE 2

Stuart Rosenstein Director, Queer Youth Task Force of Santa Cruz County

Pronouns: he/him/his

[QYTF.org](http://QYTF.org) (831)325-9988 Email: [Info@QYTF.org](mailto:Info@QYTF.org)

[StuartRosenstein@gmail.com](mailto:StuartRosenstein@gmail.com)

1. **Describe an area of strength in this church's ministry.**

First, the consistent annual LGBTQ+ Community Event with Kate Kendall was an important celebratory experience that reached out to all but especially to youth, sent a message of ongoing support and solidarity, not just tokenism. Some organizations do an event randomly just to “check the box”. Community members seeing second and third year events would attend as they saw it year after year, not just a one and done event. This helped build our community in long standing.

Second, based on that commitment church members got more engaged, so they also joined in the Pride Parade, got banners, volunteered for events. You showed up for QYLA (Queer Youth Leadership Awards) in strong numbers. This also builds a foundation of ongoing support and solidarity the community.

## **2. Describe areas for improvement in this church’s ministry.**

Deeper, ongoing education for your congregation and the community would be valuable, taking it to the next level, less supportive members would have access to educational opportunities, classes, groups in the church, conversation, and possibly develop new insights.

Key Question:

How can LSBCC build up another “Kate Kendall” event, person, experience, to draw people together

## **3. Anything else you wish to share?**

We have incredible resources in S.C. County. Out in Our Faith involvement by LSBCC inspired other small churches to get involved. Energy builds because one church takes a clear step to get involved, synergy!

## **REFERENCE 3**

Doug Green

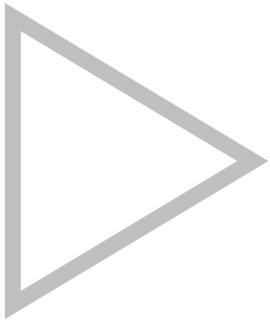
La Selva Beach Improvement Association President  
(831)359-7054 Email: lsbiaassoc1@sbcglobal.net

### **1. Describe areas of strength in this church’s ministry.**

- a. Ongoing involvement in the La Selva Beach community
- b. Involvement and assistance with the unhoused, providing meals and other assistance.
- c. Church facilities are available for use by the community when needed.



2. Not aware of any areas of needed improvement
3. **Describe a significant experience you have had of this church's ministry.**  
Annual Easter Sunrise Service at the bluff.



## **6. CLOSING THOUGHTS**

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

### 6a. CLOSING PRAYER

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#### **Prayer by St. Teresa of Avila (1515 - 1582)**

Christ has no body  
Now on earth but yours,  
No hands but yours,  
No feet but yours,  
Yours are the eyes  
Through which Christ's compassion  
Is to look out to the world,  
Yours are the feet with  
which he is to go about doing good,  
And yours are the hands  
With which he is to bless us now.

## 6b. STATEMENT OF CONSENT

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The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*  
Church Council, Profile Committee, Congregation "Day of Discovery"
2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

Who will be receiving pastoral profiles at the church?

Name:

Title:

Email/Phone Number:

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

*"Jesus answered them, 'Have faith in God!'"*

*— Mark 11:22*

**UNITED CHURCH  
OF CHRIST**

