

## 1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

### 1a. LISTING INFORMATION

**Church name:** St. John's United Church of Christ of Woodland

**Street address:** 432 Cleveland St., Woodland, CA

**Supplemental web links:** stjohnswoodland.net

**Additional ecumenical affiliations** *Woodland Ecumenical and Multifaith Ministries*

**Conference:** Northern California, Nevada

**Association:** Sacramento Valley

#### **UCC Conference or Association Staff Contact Person**

Rev. Dr. Davena Jones, Conference Minister

510-359-7208

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#### **Summary Ministry Description:**

We try to use our four core values: wide welcome, extravagant love, thoughtful faith, and resilient hope to guide our decisions. We are a place where everyone is included as part of the family. This led us to officially become open and affirming in 2021. The descendant of a German Evangelical and Reformed church, we are now growing as an ethnically diverse intergenerational space to cultivate community, love, and faith.

We are looking for a minister who will help guide us towards growth, connection, and making our wider community a more beautiful and just place for all. We consider ourselves to be center of the road moderates. We seek to hear both the left and right sides of issues and find ourselves taking moderate approaches. We avoid tailoring our faith to support a specific political party. Instead, we use our core religious/moral principles to assess political issues. We do not like the extreme political divide our country is currently experiencing. We seek to find a way to bring both sides back together with the guidance of God. We seek to avoid tailoring our faith to support a specific political party. Instead, we use our core religious/moral principles to assess political issues.

We seek to find a minister with similar views.

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

At 62,000 people, Woodland is large enough to have great restaurants, coffee shops, good schools, and convenient shopping, but small enough to still have a tightly knit community where you almost always run into someone you know on Main Street. It's an agricultural town with fantastic access to year-round produce. It's 15 minutes away from an international airport. Sacramento, Napa, Lake Tahoe, and San Francisco are all easily accessible.

**Current size of membership:** 137

**Languages used in ministry (*other than English*):** Fijian

**Position Title:** Senior Minister

**Position Duration** Settled

**Compensation Level** 3/4 Time to Full Time

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

**1b. Scope of Work**

1. Preparation and leadership of Sunday morning worship including scripture study, crafting of the liturgy and bulletin, sermon preparation, planning of music in coordination with musical staff, preaching, offering of prayers, etc.
2. Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay people take advantage of them.
3. Leadership development by working with people in the church to create ministry and programs.
4. Pastoral care in collaboration with lay people.
5. Community engagement and leading the way for the church to be an ambassador of God's love.
6. Weddings and funerals for participants in the worshipping community.
7. Strategic planning for current and new directions in ministry.
8. Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership.
9. Participate in wider church activities such as conference and association meetings.

10. Faithful financial development and stewardship in conjunction with the Finance Committee.
11. Responsibility for supervision of staff.
12. Availability to wider community for funerals, weddings, special worship programs, and as a representative of the church to local organizations.
13. Counseling, listening, and referral.

Core Competencies:

Inspiring speaker, good listener, welcoming to all

### 1c. COMPENSATION AND SUPPORT

**Salary Basis** (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): Full conference guidelines

**Benefits** (*choose one*): Salary plus Benefits

**What is the expected living situation for your next minister (e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)?** Living nearby with a housing allowance.

**Comment on the residential/commuting expectations for your next minister.** Prefer a pastor living within a 20-minute commute, so as to be part of the local community.  
**State any incentives (e.g., school debt reduction or retention bonus after a certain number of years in position):** There is a paid sabbatical available after seven years of service.

**Describe peer and professional supports available for ministers in your association/conference:** There is a UCC Clergy Cluster of Sacramento ministers that meets monthly. Also, Woodland Ecumenical Multifaith Ministries meets monthly here in Woodland as a gathering of pastors and lay leaders of different churches and faiths.

### 1d. WHO IS GOD CALLING TO MINISTER WITH US?

**Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.** 1) Church growth 2) Developing youth programs 3) Informing the community of the unique aspects of our denomination 4) Increasing mission opportunities in the community through connections with community partnerships to identify missions locally and beyond.

**Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.** We envision the minister developing church-related programs in conjunction with the community and other churches.

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

We would like our next pastor to be sensitive to those of varying socioeconomic status.

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

Exhibiting a spiritual foundation and ongoing spiritual practice. Caring for all creation. Working together for justice and mercy. Strengthening inter- and intra-personal assets.

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

*Is this number an estimate? (check if yes)*

Number of active members: 84

Number of active non-members: 3

Total of church participants (sum of the numbers above: 87

Percentage of total participants who have been in the church:

*Is this number an estimate? (check if yes)*

More than 10 years: 52 yes

Less than 10, more than 5 years: 19 yes

Less than 5 years: 13 yes

Number of total participants by age:

0-11 12-17 18-24 25-34 35-44 45-54 55-64 65-74 75+ *Are these numbers an estimate? (check if yes)*

4 6 4 0 0 4 8 24 34 yes

Percentage of adults in various household types:

*Is this number an estimate? (check if yes)*

Single adults under 35: 16 yes

Households with minors: 8 yes

Single adults age 35-65: 2 yes

Joint households with no minors: 22 yes

Single adults over 65: 16 yes

Education level of adult participants by percentage:

#### LOCAL CHURCH PROFILE

High school: 100%

College:

Graduate School:

Specialty Training:

Other (please specify):

Any other percentages would be guesswork. Almost all participants have some education beyond high school.

Percentage of adults in various employment types:

*Is this number an estimate? (check if yes)*

Adults who are employed: 18 yes

Adults who are retired: 50 yes

Adults who are not fully employed: 1 yes

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

Almost all are professional or white-collar.

**Describe the mix of ethnic heritages in your congregation and the overall racial makeup.**

**Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?**

Racial diversity mirrors the makeup of our community. We are an open and affirming church.

This is part of our diversity. Our membership is composed of people from 20+ faith traditions.

**Has your congregation recently had a conversation about welcoming diversity, or do you**

**plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity**

**Inventory)? Please note the date. Comment after the exercise: We have not.**