

Name of Church

United Church of Christ

Address1111 SW Country Club Rd
Lake Oswego, OR 97034**Conference:**

Central Pacific

Association:

Central Pacific

Title

Associate Pastor

Start Date

Mar 1, 2026

Description

This will be a new part-time position for an Associate Minister.

Church Contact Information

(503) 635-4348 (Business)

office@loucc.org (Church Email)

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

Type: Other

Additional Formal Ecumenical Affiliations

John Connoley

UCC Conference or Association Staff Contact Person**Name:**

Tyler Connoley

Title:

Conference Minister

Phone:

5039104082

Email:

tyler@cpcucc.org

What we value about living in our area.

The Pacific Northwest offers breathtaking coast, lush rainforest and fertile valleys, mountains, and desert. While the church is located in Lake Oswego, Oregon, many congregation members come from surrounding urban and suburban neighborhoods of the Portland metro area. Lake Oswego offers an attractive blend of small-town feel and big-city access. The city center of Portland is 15 minutes away. Recreation at the mountains and beaches is less than a two-hour drive. Lake Oswego has a reputation for excellent schools, highly educated residents, and beautiful neighborhoods.

Lake Oswego also has a reputation for elitism and exclusion. It has a legacy of excluding people based on race and ethnicity, within a state established as a White utopia upon stolen land. The City of Lake Oswego has made some progress, establishing a DEI advisory board, examining recruiting and hiring policies and practices, expanding lake access, celebrating multiple cultures, and promoting community-wide dialogue and learning. There is much more to do! Our congregation has a great opportunity to participate and partner with our community toward a more equitable and welcoming place for all who live, work, and play here.

Current size of membership

134

Average in person attendance

69

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?

16

Languages used in ministry

English

Position Title

Associate Pastor

Position Duration

Designated Term

Compensation Level

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

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

<https://www.cpcucc.org/clergy-compensation>

Scope of Work

Select the expectations of the church's next pastor using the list below and following the Call Agreement Workbook.

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

Expectations:

Other expectations: please provide a list.

See attached job description.

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)	40935	<input type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Any Experiential Difference (Related to years of experience)	10860	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 51795			
Pension/Annuity	2865	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	3132	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Life Insurance	500	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	114	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	94	<input type="checkbox"/>	<input type="checkbox"/>

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

We follow the CPC Conference Clergy Compensation Guidelines. Salary range and benefits assume ordination, and are commensurate with the years of experience, skills, and abilities of the selected candidate. Optional benefits include health and dental insurance, annuity, life and disability insurance, study leave, vacation, sick leave, and professional reimbursements, among others. If the final candidate is not ordained, another salary and benefits package may apply.

The expected living situation for our next minister.

Living in the broader metro Portland area with a housing allowance.

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

No response

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

We anticipate this position being achievable in 20-22 hours per week. Most of the weekly duties will pertain to programming and communications, with overall program design and special projects happening on a less frequent basis. From 2016-2023, we had a 10-hour/week position focused on faith development specifically, and the Pastor and church leadership worked with these staff to help them keep within their hours. We expect similar accountability between the Pastor and the Associate Pastor.

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

Conference and/or Association meeting registrations

Other meeting registrations (or educational requirement registrations).

Community of Practice Participation.

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

The Central Pacific Conference hosts a monthly clergy support group on Zoom, an annual clergy gathering, and Communities of Practice. The Committee on Ministry provides periodic check-ins. Additionally, there are churches in the Lake Oswego area with associate staff, and one hope of this position is that the Associate Pastor will develop relationships with their counterparts at other congregations. LOUCC will also provide an Associate Pastor Support Team for the Associate Pastor to receive confidential listening and support.

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 believe that God is calling us to be a place of hope, belonging, and empowerment for the kin-dom. As we journey together through these tumultuous times, we strive to live further into the vision articulated in our mission statement:

In Christ, we are called together, as a community of unconditional love, to provide spiritual nourishment, to share God's love through active service within and beyond our church community, and to be responsive to the needs of our ever-changing world.

Provide spiritual nourishment: We aspire to provide all with spiritual growth and opportunities to live out their faith in action. We strive to raise our children to become promoters of peace and social justice, so we seek to enhance our faith development offerings for children, youth, and parents. We want to challenge adults by providing engaging classes, workshops, and opportunities to grow in God and act on their faith.

Share God's love through active service within and beyond our church community: Our goal is to build a vibrant community where all feel welcomed and nurtured by caring for one another physically, socially, emotionally, and spiritually. We encourage our entire church community to use their time, talent, and treasure to serve others, both within and beyond our church. We seek to build on current partnerships (Community Vision section), becoming an ever-growing presence in our community.

Be responsive to the needs of our ever-changing world: We wish to join with the Spirit in what the Spirit is doing in our world, and stand ready to step beyond our comfort zone to do whatever seems "good to the Holy Spirit and to us" (Acts 15:28). As change comes "fast and furious," we aspire to be faithful and courageous in our response. For example, we are making our physical facilities more welcoming and safe for our trans and non-binary communities. As an immigrant welcoming church, we also are increasing our advocacy, accompaniment, and financial support of immigrants and refugees.

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

For such a time as this... Esther 4:14

Over the last 10 years we have witnessed seismic shifts in our nation and world: Trump's election, the pandemic, the murders of George Floyd and Breonna Taylor, Trump's reelection. These events have made us intensely aware of the importance of taking care of ourselves, each other, our world, and creation; deeply cognizant of the gifts of faith that ground, focus, and sustain us; and keenly grateful for the vision of God's kin-dom that defines and directs our energies. The culture and the moment call for deep roots, beloved community, clarity of vision, and courage.

The Spirit is moving among us, calling us to grow as an intentionally intergenerational community. We need God and we need each other to navigate these times. We currently have monthly intergenerational worship services and all-church gatherings to foster learning from and with each other. We want to develop these connections as we seek to nurture and empower all ages, especially our young people.

The Spirit is calling us to create a community that further reflects God's radical hospitality. Sponsoring a Gender 101 workshop, making our building more accessible and safe through all-gender bathrooms, and offering community grief and mental health support groups are ways we are inviting hope, and belonging for more of God's beloved. There is more to do.

The Spirit is calling us to stand with those whose worth, dignity, and safety is threatened. We must speak up, stand up, and act up for God's beloved as communities of color, LGBTQIA+ folk, immigrants, the impoverished, and those who are differently-abled are being targeted. We want to grow our partnerships and action in the community to expand God's love, inclusion, and justice.

Our discernment of the Spirit's call points us clearly in these directions. Challenges include working with a post-pandemic volunteer desire for shorter, project-specific efforts, building our capacity, and discerning our focus for community efforts.

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:	134
NUMBER OF ACTIVE NON-MEMBERS:	66
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	200

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	154
MEMBERSHIP 10 YEARS AGO:	144
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	10
YOUTH MINISTRY ATTENDANCE: (IF ANY)	16

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	12
12-17	16
18-24	8
25-34	4
35-44	14
45-54	18
55-64	36
65-74	50
75+	42

ARE THESE NUMBERS ESTIMATES?

Yes

Staff and Volunteer Leadership

List of all current staff:

STAFF OR VOLUNTEER POSITION	WHO GUIDES THE WORK OF THIS POSITION?	COMPENSATION	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Pastor	Church Council	full	15 years
Office Administrator	Pastor	part	8 years
Director of Music Ministry	Pastor and Worship Team	part	7 years
Nursery Care Provider	Pastor and Faith Development Team	part	2 months

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

While membership data indicate stability, they mask cycles of turnover and renewal, and overlook opportunities to be the church in our community. We have a solid core of committed, active leaders. Newcomers tell us they are seeking a progressive, welcoming church community whose lived values match their own. Through active listening, we identified families with young children and teens as a key focus. We recognize the vital importance of this cohort as the church going forward, and seek to cultivate deeply rooted faith, a sense of belonging, and commitment to social and Earth justice.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	327898
Total	327898

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

300934

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget–list current budgeted expenses here.

[Download church budget](#)

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

No

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

Yes

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

Endowment:

175540

Endowment:

No response

Endowment:

No response

Capital Campaigns

Description of any building programs projected or underway.

We don't have a building program underway, but just completed a fully-funded bathroom remodel project. The annual budget is built organically from priorities identified in the fall leadership retreat (see attached narrative budget). LOUCC is a tithing church— 10% of gift income is donated, half to OCWM and half to community organization needs identified by the Social Justice & Missions team. LOUCC is in excellent financial health, with sufficient funds to operate through downturns, and emergency funds held in an endowment. We are debt free, with no mortgage or outstanding loans.

Pictures



Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

The main building is a single level facility of 11,950 sq. ft. When the church moved to its current location in the 1950s, the church building was designed to be accessible for a beloved member with polio. In the 1990s, we remodeled the chancel and established an ADA-compliant restroom to improve accessibility. We just finished remodeling the restrooms to be safe and welcoming for all genders and abilities. We completed a functional remodel in 2000. All LOUCC programs operate within the church building, which also houses our sister congregation, Beit Haverim. The main building includes:

- Sanctuary (seating capacity 220 with balcony)
- Weidman and Gustafson rooms house the church library and provide comfortable space for small group gatherings & meetings
- 3 classrooms
- Music/choir room
- Fellowship hall for larger gatherings
- Kitchen (non-commercial)
- 2 private church offices
- 2.5 restrooms (newly remodeled)
- 2 large mechanical/storage rooms and multiple storage closets

In 2002, a block grant was obtained to build a private shelter adjacent to the church building. It is owned by LOUCC and leased to LOTSM. In 2023, Beit Haverim built a free-standing private office, which will be owned by LOUCC after 20 years.

Our site is just over 2 acres. We have been partnering with the Tryon Creek Watershed Council and other partners to remove ivy and invasive plants, remove plastic to restore soil health, plant native trees, and free Spirit Creek which runs through the wetlands area. We have adequate parking space.

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

N/A

Accessibility features of our building(s):

Accessible parking spaces

Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids
Listening devices in the sanctuary, or wireless technology to connect to hearing aids
Large print bulletins
Closed-captioning on sanctuary screen and/or livestream

Wheelchair access in bathrooms
Handrails on all stairs
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Accessible bathroom on each floor

Which spaces are accessible to wheelchairs:

All spaces but the balcony are accessible. See building description above.

Historical Information

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

The Spirit called Pastors Gary Davis and Jennie Ott, who urged our congregation to take up ministries *responsive to the needs of our ever-changing world*, shaping who we are today:

- 1988 founding of Lake Oswego Transitional Shelter Ministry, moving us to work collaboratively with 6 churches in our community to welcome and provide safe shelter to families.
- 1994 discernment to become an Open & Affirming congregation. Our welcome extended to our trans siblings in 2008, and just finished remodeling the church restrooms to be more safe and welcoming.
- 2017 decision to host and support Respond to Racism, strive to be anti-racist, and own our responsibility to work toward a more just, equitable community.
- Past 10 years: National policies are contrary to our core values of love, inclusion, and justice for all of God's people and creation. Our congregation is strengthening our commitments to be anti-racist, embrace the LGBTQIA+ community, welcome immigrants, and restore health and hope to Earth.

Ministerial History:

Name: Jennie Ott

Years of service: 15

Name: Valerie Garrick

Years of service: 2

Name: Jeff Barton

Years of service: 1

Name: Alan Claassen

Years of service: 1

Name: Gary Davis

Years of service: 19

Community Vision

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

Our congregation has grown in consciousness of racism within ourselves, our community, and culture. We have grown in consciousness of the land we inhabit, the history of how we came to it, and how we use this gift. Our eyes are more widely open, not just to what we witness, but our participation in oppression. *How can we make amends?*

We strive to be anti-racist, combat oppression, and make reparations. We work in partnership to restore the land to health, and let *Spirit Creek* freely flow. We accompany immigrant neighbors at the legislature and in courts. We offer our partners time & talents, gathering space, and financial support, and we invite our community to join us.

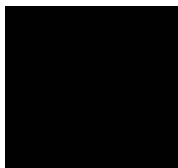
Partner organizations:

Lake Oswego Transitional Shelter Ministry
Operation Nightwatch
Tryon Creek Watershed Council
Portland & Lake Oswego Pride
Interfaith Movement for Immigrant Justice
Respond to Racism
CPC Immigrant Justice Network
Eloheh Indigenous Center for Earth Justice

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.

Creation Justice.
Just Peace.
Open and Affirming (ONA).
Immigrant Welcoming.

References



☒ Linda Jaramillo

Completed: 4 days ago

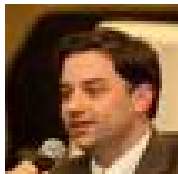
Via the Central Pacific Conference, I have been connected to Lake Oswego UCC for almost 30 years. I served as their sabbatical pastor in 2017.

Primary Email Address: mlindajaramillo@gmail.com

Mobile Phone: 2162875953

Reference Response

Our relationship deepened when we journeyed together as pastor and congregation for 3 months. Lake Oswego UCC received a Lilly Foundation Grant dedicated to pastoral and congregational renewal. It was immediately clear that they had engaged in a spirit filled discernment process prior to submitting their application. They had a well-designed plan and we were able to implement the activities that fulfilled their hopes and dreams for this time of rest and renewal for Pastor Jennie and enthusiastic enrichment for the congregation. Pastor Jennie generously continues to invite me to serve as a guest preacher! I also serve with members of the congregation on the Conference Immigration Justice Network. These are just brief examples of how Lake Oswego UCC demonstrates a commitment to prayerful discernment, thoughtful planning, welcoming worship, and prophetic action guided by the Holy Spirit!



☒ Adam Ericksen

Completed: Friday, Jan 2, 2026

I worked at Lake Oswego United Church of Christ from around 2016-2018 as the Minister of Faith Development. I am now the pastor at Clackamas UCC.

Email Address: adamericksen@gmail.com

Personal: (503) 734-6927

Personal: 5037346927

Reference Response

I have been a pastor for 20 years in various capacities, including as a youth pastor and a lead pastor. In that time, I have ministered at 5 different congregations. Lake Oswego United Church of Christ has been the best congregation I've been called to. The pastor is kind, gracious, and lives the Gospel. She is a joy to work with. She cares about the members of her congregation and it's clear that they care about her and one another. The congregation has a spirit of joy and is dedicated to social justice. Members of the congregation are active within the congregation, at the conference level, and in the wider community. LOUCC is a

healthy congregation that takes Christian education seriously. I highly recommend this congregation to a candidate who is passionate about being in a loving community that seeks to foster a better world.

☒ Alan Berg

Completed: Thursday, Jan 8, 2026

I have been the rabbi for Temple Beit Haverim which has leased space for the last 20 years at the Lake Oswego United Church of Christ

Primary Email Address: beithaverimrabbi@gmail.com

Mobile Phone: 503 593 4099

Reference Response

My personal experience with LOUCC has been among the finest of my five decades in the Rabbinate. Reverend Jennie Ott sets a standard of leadership that has led to a unique relationship between the church and our temple.

On a weekly basis, there is ongoing dialogue between the clergy and the offices of both organizations, to be certain that both of these very active faith organizations are able to share space comfortably. We have a shared sense of the sacred.

Over leadership has developed a warm open dialogue on all issues with the church leaders. This creates a unique skill in problem solving.

Over the years, we have shared programs devoted to Gratitude and Social Justice and have studied sacred texts Ruth and Job.

My collegial relationship with Reverend Ott has been superb in every way, This is over many years.

Closing Prayer

We trust that the Spirit is at work smoothing the path to bring us together to do a new thing, in our journey and yours.

We look forward to the synergy God creates in our mutual ministry that seeks to grow our community's experience of and witness to God's grace and embrace of all. We are excited to welcome your gifts and willingness to grow in new ways with us.

We pray that your time at LOUCC is joyful and fulfilling. As the hymn "Won't You Let Me Be Your Servant" promises: we are pilgrims on a journey, we are travelers on the road, we are here to help each other go the mile and bear the load.

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.

Initiated by Council, a Listening Project Task Force gathered a comprehensive view of the needs and hopes of the congregation and community. All who participated via survey, small group discussions, meetings, and interviews, have informed and shaped the decision to add capacity by hiring staff to focus on faith development and intergenerational ministries.

Individuals involved in Search:

- Phase 1: John Aney, Heather Balducci, Linda Mines Elliott, Jennie Ott, Nelson Soken, John Warwick
- Phase 2: Linda Mines Elliott, Dawn Hayami, Jennie Ott, Nelson Soken, Vicki Sparks, Gary Tandy

2. Additional comments for interpreting the profile:

No response