

Name of Church
United Christian Church
Address
15509 116th Ave SE Renton, WA 98058
Conference:
Pacific Northwest
Association:
No Associations
Title
Settled Pastor
Start Date
Jun 1, 2027
Description
PLACEHOLDER

Church Contact Information

(425) 226-3080 (Church Primary Phone)

Listing Information

Web Presences

<https://www.uccrenton.org> *Type: Professional*

<https://www.facebook.com/uccrenton> *Type: Other*

Additional Formal Ecumenical Affiliations

Christian Church (Disciples of Christ) - united congregaiton

UCC Conference or Association Staff Contact Person

Name:

Phil Hodson

Title:

Interim Conference Minister

Phone:

206-725-8383

Email:

phil@pncucc.org

Summary Ministry Description

We are a small, diverse congregation of Christian believers—many of whom are older people now—who has experienced decline in recent years. We are in covenant with two national denominations, the United Church of Christ and the Christian Church (Disciples of Christ), with ministers chosen from both over the years. We are most well-known for our long-term status as an Open & Affirming congregation, and we endeavor to be guided by our faith in God and love for others.

We are open to all and affirm that all who come through our doors are worthy of respect and full inclusion. We believe in cooperating with groups that are helping others, such as those supporting refugees and immigrant communities. We provide food and health supplies in our Little Free Pantry and books and magazines in our Little Free Library for our neighbors. We support those in our own congregation who need encouragement, especially our LGBTQIA+ neighbors and youth.

We are hopeful that by connecting with a new settled pastor, we can overcome the residual estrangement caused by contentious relationships a few years back and move into a new era of faith in God, trust in one another, and commitment to God's mission. We want to be more interactive with the community, with neighbors, and with other faiths. We want more people involved in the life of our congregation and to have a meaningful impact in our neighborhood, region and world.

Church pictures



What we value about living in our area.

Western Washington is very diverse and open to all kinds of cultures, people, and backgrounds. The area has a rich offering of arts, music including concert venues and art galleries. The weather is mild compared to other places in the US. The access to nature is great, including mountains and ocean within a day's drive. The beauty of nature is easily accessible. King County is a predominantly progressive population with politics and ordinances that agree and align with United Christian Church.

Renton schools are diverse and highly rated. The region is also home to the University of Washington, Seattle University and other institutes of higher learning. King County is home to an amazing library system, lots of tech companies, arts museums, music venues, and opportunities for just about anything you might be interested in.

Renton is just a short distance from Downtown Seattle with all it has to offer and is accessible by car and transit options that make it easy to navigate. Sea Tac International airport, ferry terminals and train stations are close for those who like to travel. Renton itself has a vibrant downtown area with many unique shops, local restaurants, as well as chain stores and restaurants, even an Ikea just a few miles from the church. Seattle is also home to a number of national sports franchises including the 2026 Super Bowl champion Seattle Seahawks!

Current size of membership

30

Average in person attendance

20

Does your church hold virtual worship services?

Yes

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

Video Conferencing

On average, how many devices are logged in per service?

4

Languages used in ministry

English

Position Title

Settled Pastor

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:

A core competency of our next settled pastor that is important for our congregation is Communication. We seek someone with strong written and oral communication skills, who is able to be supportive and direct. Our next pastor will be able to rebuild trust and address conflict as it arise and model and/or teach those skills to the congregation. It's important that they are someone who can create pathways of communication that include everyone. They will be able to clearly express their own leadership vision and communicate it with the congregation. We seek someone who can effectively communicate our mission in the neighborhood and beyond; and who is able to build relationship with those constituencies in formal and informal settings. We also desire someone who is fluent in the communication technologies required for a diverse congregation, including neuro-divergent people.

Second:

A second core competency that is important for our congregation is Pastoral Care skills. We have an aging congregation with some health challenges, and some with limited ability to come to church. So home-visits and the willingness to make regular phone calls is a must. Our congregation is diverse and has diverse pastoral needs; including Neuro-divergent folks and LGBTQIA+ folk who have been marginalized and harmed by church in the past. We seek someone who is skilled in trauma-informed pastoral care, worship and preaching. It is important that our settled pastor be able to accompany the suffering, and be familiar with local social services, mental health support and other resources in the community and understands the limits of their expertise and can refer.

Third:

We seek a pastor who is skilled in Worship planning and leading. We value thoughtful preaching rooted in biblical scholarship. We are theologically progressive, and want our pastor to have familiarity with multiple exegetical perspectives. Our pastor will plan worship that is sensitive to different learning styles and ways of participation. They must also understand how to lead in a hybrid service environment. We seek someone who is supportive of our music inclusion and our choir program. We value lay leadership and include lay people in every service in various ways. We include elders in our worship. Communion is central to our worship service and we celebrate at the Lord's Table every week. We expect the pastor to take the lead in planning worship weekly and seasonally, and include our worship team and leaders in the details. We also value creativity of diverse options and thematic materials from artistic resources to enliven, and hope they can create new worship opportunities.

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)	70000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<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: 70000			
Pension/Annuity	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

Our salary package total is estimated at \$70,000 - 79,999. We are open to negotiation with the incoming settled pastor regarding the distribution of this amount across the categories listed above.

Pension contribution will be 14%, Social Security/Medicare offset, worker's compensation and paid family leave are included as per Washington state law.

The expected living situation for our next minister.

Live nearby (by Seattle standards) 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 are familiar with the necessity of a flexible schedule, as well as in person and remote work possibilities. We are happy to be in conversation with our minister about what works best for all of us.

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

Reimbursement for use of personal vehicle.

Other meeting registrations (or educational requirement registrations).

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

Within the Pacific Northwest Conference of the UCC there are a number of pastoral supports available, including a pastoral email list-serve, affinity groups and new minister companions available through the Commission on Ministry. The Northern Lights Region of the Christian Church Disciples of Christ has similar opportunities. Other professional and collegial connections are encouraged to ensure the pastor's well-being and support network.

Who Is God Calling to Minister with Us?

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

Our primary goal is to be strategic and innovative in reaching more people in order to grow our ministry. We desire an infusion of fresh ideas and out-of-the-box thinking. We want to be intentional in the ways we connect with the neighborhood, our neighbors, and organizations around us. We want to grow our existing music program and create meaningful affinity groups that can connect folks outside of our worship opportunities. And we want to continue to grow our missional outreach to community members in need, through our Little Free Pantry and our mission Sundays.

We envision our pastor committing $\frac{3}{4}$ of their time devoted to pastoring our church would include worship, worship planning, sermon preparation; administration, including the newsletter writing, budget, and a handful of office hours; pastoral care, including visits on-site and in homes; regular connection to the on-site Montessori school and possibly the AA group that meets in our sanctuary; Bible study; and regular formation opportunities.

The remaining $\frac{1}{4}$ time would be devoted to outreach in the community would include connecting with REACH (Renton Ecumenical Association of Churches), Sustainable Renton, local LGBTQIA+ organizations, Renton City Council, and service clubs; attending civic meetings such as the Chamber of Commerce; getting to know the neighborhood around the church; building relationships with community centers and retirement facilities in the area; encouraging use of our building; strengthening connections with the parent denominations and clergy groups.

Generally, we need to grow and be intentional in how we reach more people. Fresh ideas are needed with out-of-the-box thinking. We want to connect more intentionally with the neighborhood, people, and organizations around us. We want growth in our music program and to build development and participation in affinity groups. Having started with our Little Free Pantry, we want to expand our missional outreach to the community's needs.

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

Making an impact beyond our walls is so important to our church that we have chosen to be explicit about this commitment by committing a significant portion of the pastor's time making connections and building relationships outside our walls. Our congregation is small, but growing, and many of our members are older. Most non-retired members are working professionals, so our time for committing to attending community meetings and showing up in places during working hours is limited.

We recognize that at this time our congregational needs do not require a full time minister, but we hope that as our community grows over time, and external relationships are developed and strengthened we will find opportunities for collaboration with congregational volunteers and for the use of our building.

The activities would include, but are not limited to, enhancing existing relationships with those who use our building and the Phoenix Montessori School on our property, connecting with REACH (Renton Ecumenical Association of Churches), Sustainable Renton, local LGBTQIA+ organizations, Renton City Council, and service clubs; attending civic meetings such as the Chamber of Commerce; getting to know the neighborhood around the church, including other churches and the local school and community; building relationships with community centers and retirement facilities in the area; encouraging use of our building; and strengthening connections with both denominations nationally and locally, and available clergy groups.

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

The 2022 ARDA Report for our community indicates that 60% of the households speak English only and ~10% speak Spanish. Accordingly, we would not expect our minister to be fluent in languages other than English. However, we would expect certain culturally specific capacities. United Christian Church is called by God to be a church of radical welcome. We provide a safe space for LGBTQIA+ persons, accommodations for the full

inclusion of neurodivergent persons, and full participation for any who desire to be part of what God is doing in and through United Christian Church.

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.

We trust that an ordained minister will have more skills and expertise than can be captured in the four areas of excellence identified from "The Marks of Faithful & Effective Authorized Ministry." That said, we have prioritized the following skills that we think will contribute to moving our congregation forward:

1. Demonstrating excellent communication skills. We anticipate that our minister will be an effective communicator and able to facilitate effective communication within and on behalf of the church. We also value their ability to be organized in their communication style and processes within the congregation.
2. Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit. We anticipate that our minister will understand and articulate the centrality of the call to mission and justice given by Jesus Christ and the prophets, and can empower congregations to engage in mission and justice work from our doorsteps to the ends of the earth.
3. Providing hope and healing to a hurting world. We anticipate that our minister will be able to engage other persons with empathy and assess situations and relationships with the compassion of Christ, with sensitivity to culture and context, and to convey the healing power of God to those who suffer.
4. Bringing life to sacred stories and traditions in worship, proclamation, and witness. We anticipate that our minister will know the purpose and elements of Christian worship, and will plan and lead meaningful worship by working with the worship team, musicians, and congregational members. We hope that they will bring some creative ideas for creating worship experiences that will appeal to new participants.

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.

United Christian Church is called by God to be a faithful presence in Renton, WA, committed to nurturing the faith of our members and participants through creative worship, spiritual nurture, mutual care, and a shared commitment to work for justice and to meet the needs of our neighbors. We are called to be a church of radical welcome. We strive to reach out to the most vulnerable in our community, those who are seeking belonging, and to embrace them just as they are. United Christian Church provides a safe space for grieving and growing, asking questions, and celebrating the sacred in each person. We're a community committed to inclusion of LGBTQIA+ persons, accommodations for the neurodivergent, and full participation for any who desire to be part of what God is doing in and through United Christian Church. We practice our faith through care for one another, worship and prayer, community gathering for fun and service, charitable drives and offers of service, and advocating for justice with voice and action. We generously share our space for service and education. We engage in public advocacy, partnership, and celebration, particularly with and for the LGBTQIA+ community. We believe God is still calling us to be a vibrant, diverse, and radically welcoming church, and we seek to follow Spirit's leading into the future, rooted in our commitments to love like Jesus and serve our neighbors.

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

We believe that God is calling us to reach out to address a number of challenges and opportunities in our community. Our church has engaged in numerous community events including the Annual Renton Rivers Days street fair and LGBTQIA+ book fair. We take advantage of opportunities to be present in our community, particularly at LGBTQIA+ events. And we feel called to do more, as long as we have enough volunteer bandwidth to do so, to continue to grow meaningful connections in our community. We are particularly called to show our support and embody God's love with the LGBTQIA+ community and any other groups that feel marginalized.

With the current political climate, we have reviewed the immigration laws with our council and the preschool which leases one of our buildings. We are in agreement that we will stand firm and support all of God's children regardless of immigration status. We have tabled at local events with a Know Your Rights booth and activity, contributed financial support for those in our community who have been victims of gender-based violence. We have shared our building at no cost for LGBTQIA+ violence prevention and self defense training.

We utilize our reader board to give voice to important issues, share community information, celebrate with our interreligious neighbors, and speak prophetically to our neighborhood.

Congregation Reflections

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

United Christian Church's faith is nurtured in worship and in service. In worship God is described in a variety of ways and we embrace inclusive language in our service. We are a justice oriented congregation and appreciate preaching and worship language that connects with our daily life and real life challenges. We also appreciate new insights from recent biblical scholarship, and different lenses of interpretation on the scriptures. We pray for ourselves and for the world regularly. We gather at the table each week to experience the presence of Christ in our midst and embody our shared calling. We embody God's love in mission and service, caring for one another, and providing support for our neighbors in practical ways. We march for justice, advocate for equal rights, and provide safe space for the LGBTQIA+ community. Worship and service define our life together and our faith.

Strengths or positive qualities of our congregation.

We believe our small, and growing, congregation has many strengths and positive qualities. Chief among them is our commitment to welcoming everyone, especially our status as an Open & Affirming congregation. We are unique in South King County for this commitment to radical inclusion.

We are a deeply caring congregation, taking good care of one another and creating safe space for those who are new. You can sense our care for each person when you walk in the door on Sunday morning and we take time to get to know our guests and make them comfortable.

We are committed to doing what we can to meet the needs of our neighbors through our outreach efforts, involvement in public events, our food pantry, service Sundays and partnership with community organizations that help those in need. We try to help and support vulnerable populations by partnering through charitable giving and by offering our facility for use.

We have active lay leadership, including our elders, our council and many initiatives in the congregation. We enjoy taking on projects together whether it is a food drive, service project, or decorating the church for Advent. helping and supporting vulnerable populations.

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

An internal growing edge for our congregation is the ongoing work to rebuild trust in the congregation. Being transparent around issues of conflict, and learning to engage in communication that creates a safe environment for sharing is important to us. Another includes continued refinement of our bylaws, policies and procedures, to right-size our internal structures and processes.

A growing edge for us in the community is the process of strategic and intentional relationship-building with people in our neighborhood, community organizations, faith communities, schools and civic groups, to become a more fully embedded in our place, and to create a network of care for those who might be seeking spiritual formation or basic supports for their well-being. We hope this will not only increase our worshiping community, but also increase our engagement with the community in different ways.

Beyond that we seek more meaningful and sustained congregational connection with both of our denominational structure, ministries and leaders.

What worship is like when our congregation gathers.

When our congregation gathers for worship you will first encounter our ministers of hospitality in the entryway, making coffee, welcoming each person and supplying them with the things they need for worship. You'll hear the choir practicing, or the our music leaders practicing the songs for the day. Someone will be setting up communion elements and another person getting our live stream and sound system ready. Our lobby is a popular place for conversation, coffee and treats.

Our worship service is based on the order of worship of our guiding books and includes litanies, communal prayers, and hymns or songs. We take time in our worship to lift the prayers of one another, to share our joys and concerns, of both our in person and online community members. A lay person will read the scripture of the day and the pastor will preach a sermon for 10-15 minutes. Sometimes we create space for spiritual practice or a community conversation. We don't project slides or have screens in worship, but sing from the hymnal and use a worship bulletin. Our worship always includes communion and we end with a song and final blessing. After worship, most spend time in conversation and fellowship.

The educational program/faith formation vision of our church.

There have been seasons in the life of the congregation when Faith formation opportunities abounded. This is not where we are now. Faith formation opportunities, have included bible study, book groups, children and youth programs. We are hopeful that these opportunities will return in some form with a full time settled pastor. We would love to support youth in a traditional church youth group or some other creative version of youth spiritual support.

In the past we have included children in worship and provided materials for them to engage during worship so they can stay in the room. We envision something like a "prayer ground" in the sanctuary where children and families could feel welcome and comfortable during worship. We consider our choir to be a faith formation opportunity and are delighted the choir has been meeting and singing regularly in the past year. We hope for this to grow.

How our congregation is organized for ministry and mission.

Within our congregation, individual members often bring ideas to the larger community which they feel passionate about and those are considered in the council. We don't have a robust formal committee structure, so we can act on an initiative fairly quickly. Some of our recent initiatives include: Maundy Thursday Community Dinner; a partnership with Evergreen Pug Rescue in celebration of the Feast of St. Francis, in which we gathered blankets and made soft toys for the dogs. A diaper and formula give-away for children on epiphany Sunday.

We have begun a series of 5th Sunday Service Sundays, in which we gather for a brief worship, and spend the bulk of our time in service to our community. One of those was for the Renton Backpack Brigade. We collected some school supplies, and spent time writing messages of encourage on cards that would be included in their food packs given to students in the area who experience food insecurity over the weekend.

For more complex or larger initiatives, which might require a congregational input or a formal vote, Council brings those to the congregation through written and verbal opportunities for conversation and feedback before making a decision.

When it comes to decision-making, 4 hours are spent in meetings per month.**Is the pastor expected to attend all church meetings?**

Yes

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...

A few years ago, we experienced vandalism of our "God's doors are open to all" display while the pastor was out of town. Our moderator and property director were empowered by the council to speak with the ATF officials on behalf of the congregation. After a couple of council phone calls, individuals were empowered by the congregation to do what needed to be done. Council communicated with the school on site. Those leaders spoke with local law enforcement and filed official complaints. Through that process it was determined to be a federal hate crime.

Our neighborhood came out to help, supplies were organized, the doors were repaired and repainted. Addition doors we brought on site to replace them. Some adults and children created side-walk chalk messages, and church leaders organized a community vigil, which included pastors from other local congregations, too. Renton City Council members and News agencies were present and over 100 people came for the vigil. A large go-fund-me was coordinated by a local Renton Facebook page, so the church was able to purchase a set of ring cameras for the property.

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

[UCC of Renton Bylaws 2024 Final Version 09-15-2024.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:	20
NUMBER OF ACTIVE NON-MEMBERS:	10
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	30

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	50%
LESS THAN 10, MORE THAN 5 YEARS:	25%
LESS THAN 5 YEARS:	25%

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	0
12-17	0
18-24	0
25-34	4
35-44	2
45-54	4
55-64	6
65-74	8
75+	4

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	0%
HOUSEHOLDS WITH MINORS:	10%
SINGLE ADULTS AGE 35-65:	40%
JOINT HOUSEHOLDS WITH NO MINORS:	5%
SINGLE ADULTS OVER 65:	45%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	25%
COLLEGE:	60%
GRADUATE SCHOOL:	5%
SPECIALTY TRAINING:	10%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	50%
ADULTS WHO ARE RETIRED:	40%
ADULTS WHO ARE NOT FULLY EMPLOYED:	10%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

Our congregants are engaged in a wide variety of work situations, which include Retail, Social Services, education and related fields, and health care. Several participants work in the tech field and some are self employed in a variety of areas. There is no dominant professional affiliation in our congregation.

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

United CC is predominantly White/Caucasian of European decent. We have a small number of racial minorities including African-American and Latino members.

What diversity means in our context?

Diversity and inclusion, from this perspective, are regular topics of conversation and missional engagement. While our congregation is predominantly white/Caucasian, we experience most diversity in gender-identity and neuro-divergence.

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)	5	minister
Christmas Eve and Easter Worship	20	minister, worship team
Church-wide Meals	20	Council & Outreach VP
Choirs and Music Groups	7	Music director
Church-based Bible Study	6	minister
Communion (served how often?)	20	minister, Worship team, weekly
Community Meals	8	Outreach VP
Funerals (number last year)	1	minister, property manager, council, elders
Intergenerational Groups	8	self-organized book group
Public Advocacy Work	6	outreach and church members
Worship (digital / online / livestream)	20	minister, tech minister, elders, music

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10:45 - 11:45	20	pastor and worship team

Additional comments:

No response

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
Tricia Banks	none	Hospital	Chaplain	<input type="checkbox"/>
Margo Richardson	none	congregation	Interim minister	<input checked="" type="checkbox"/>

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

There are currently no previous pastors or retired ministers who regularly engage in the worship or formation life of the congregation.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Accompanist	no	part	Minister and worship team	>1 year
Staff Support/Admin	no	part	Minister and Council	>6 months
Accountant	no	part	Church council	2 years
Interim Minister	head w/council	part	Council	9 months

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

Our congregation is in a season of establishing stability, rather starting new initiatives. Following Covid and the retirement of our previous minister, we are in a season of strengthening trust within the existing congregation and doing the transformation work necessary to be ready for a new settled pastor. We

have been pleasantly surprised to experience a little growth in recent months, welcoming four new members and an increased number of guests and returning seekers.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	51623
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	148220
Rentals of Church Building	32630
Total	232473

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

317729

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?

10

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

In what way is OCWM (Basic Support) gathered?

OCWM is designated in our budget to be approximately \$175 per quarter each year. Additional special offerings are give on an individual basis by congregants.

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

No response

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

N/A

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 church has not engaged in a capital campaign for many years. The church recently completed a sale of a significant piece of land, and some of the money from the sale is going directly to deferred maintenance. A list of capital projects is being developed for conversation, with wise support of both denominational investment ministries.

Does your church have an endowment?

No

Other Assets

No response

Reserves (savings):

No response

Investments (other than endowment):

No response

Does the church have a parsonage?

No

Description of all buildings owned by the church:

The church campus includes the main sanctuary building which seats up to 100, and most elements are movable. We have a large fountain/baptismal font and beautiful wood sculpture on the chancel.

Our office space was originally the contractors office during the construction of the sanctuary. It does not have a bathroom or water access. The education building is the current home of the Pheonix Montesorri school. It includes several classroom spaces, a working kitchen, and several storage spaces in the basement.

We also have a small storage unit and a playground for the school.

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

n/a

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces

Access to child care spaces for wheelchair users and people with other mobility aids
Large print bulletins
Wheelchair access in bathrooms

Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Curb cuts

Accessible bathroom on each floor
Wheelchair areas in sanctuary (other than “front or back”)

Which spaces are accessible to wheelchairs:

Our parking lot, sanctuary and bathrooms are all wheel-chair accessible.

Policies regarding financial practices of the church:

We have a policies and procedures document that outlines all of our financial practices. It is currently under revision, but we have attached the most recent approved version.

All policies ensure redundancy in financial matters.

All offerings are counted by two unrelated individuals and reported to our Finance Director.

All purchase required documentation and some require advance approval by the council.

The church's credit card is kept locked and only accessible by designated purchasers.

The church council reviews the budget v. actuals each month to ensure transparency.

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

The congregation is in a new season of financial stability related to our recent land sale. We are consulting our denominational supports for investment opportunities and for their guidance before initiating and additional upgrades to our physical plant. We recently upgrade the technology in the sanctuary, to ensure a positive experience for our online worshiping community. It is our goal to be wise stewards of all the resources we have and include careful oversight in financial matters.

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

One significant event was the merger on June 1, 1972, of First Christian Church (DOC) and St. Andrew United Church (UCC). The two small churches became one congregation with ties to both denominations. This led to the building of a new sanctuary building, completed in September 1994. This was after some years of meeting in a building (now our education building) erected on six acres purchased earlier by the DOC congregation.

In December 2002, the congregation voted to become Open and Affirming. One way we expressed our O&A identity was with a demonstration of doors on our front lawn. ONE several rainbow-colored doors we painted "God's doors are Open to All." As a result we experienced vandalism, even to the point of necessitating the involvement of the FBI as a hate crime. This led to a significant amount of media attention. Throughout it all we remained committed to restoring the doors and putting them up each year during Pride month. It's something we are still known for.

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

One specific change the church managed in recent years was the calling of the church's first female, first lesbian pastor, the Reverend Cynthia Meyer—a significant change from our history, on both denominational sides, of male, heterosexual pastors. Though complaints were heard in the six years of Pastor Cynthia's time with us, they were unrelated to her gender or orientation. She was fully accepted as an ordained minister qualified and capable of serving us.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

Our congregation's primary value and practice when it comes to conflict is willingness to address the conflict in healthy, productive ways. We were united in willingness to address the conflict(s) with our former pastor, calling on the professional services of a group that promised to help us in that regard. The group was chosen by the former pastor, and the congregants gathered for a day of work and understanding to address the issues. As it turned out, the day that started in hope ended without the hoped-for results—but the congregation had shown its willingness to try.

Recently, we have been focusing on communication pathways and refining them, as well as gaining clarity on leadership roles. We have revised our meeting structures to more evenly distribute workloads. This has led to more trust, less confusion and frustration, and more efficient meetings, and a healthier team environment.

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

"Endured" might be a better word than "navigated" in discussing the most recent major conflict in our church. The conflict resulted in a significant decline in membership and participation. Though many departures from our congregation have been peaceful, over the course of a few years during our last settled pastor's time with us, at least four rifts ended in the loss of individuals who held leadership or key roles in our church. Our music

program was one of the casualties. The people who left went away angry and/or disappointed, and those who stayed felt confused, abandoned, and betrayed—and not at all informed about what was happening.

The one effort at mediation failed, in part because no explanations were provided to increase understanding and none of the people who had left returned for the process. Healing and restoration of trust among congregants is ongoing.

Ministerial History:

Name: Rev. Dick Talley

Years of service: 1

Name: Rev. Dr. Kara Markell

Years of service: 1

Name: Rev. Kenneth Colman

Years of service: 18

UCC Standing

Name: Rev. Cynthia Myer

Years of service: 6

UCC Standing

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

The church has learned that nothing should be considered 'permanent' in ministerial leadership, but with the departure of each pastor, we look around and see that the church is the congregation that remains. One congregant said: "There are many parts to the body and each has its own strengths. It's not just the head that makes it work." The congregation has sometimes become dependent on the pastor to serve as a kind of CEO. The congregation is learning to work again as a team, take on leadership roles and work together.

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

No

Has your church been involved in a Situational Support Consultation?

No

Has a past pastor been the subject of a Fitness Review while at your church?

No

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

Community Vision

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

Our Little Free Pantry has served food needs in our community for seven years, and last fall in response to SNAP funding cuts, we provided a food-giveaway for anyone who wanted to stop by. Other food giveaways have occurred since, including in January in connection with infant-care items we made available to anyone in need. We have also supported both Riverton Park UMC in Tukwila and Fairwood UMC in their collections of rice, and we gathered food items and backpacks to support Backpack Brigade. Our early and long-running connection with REACH (Renton Ecumenical Association of Churches) supports the unhoused community, mainly food insecurity.

A local AA group has used our facilities for meetings for many years. We have formed a strong connection to local businesses like The Taproom. Historically, we were active with Communities in Schools in Renton. We have provided space for a clothing bank for Afghan refugees, phone-banking to support marriage equality, and LGBTQ youth self-defense.

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

We welcome representatives of denominational ministries anytime they are available to visit us, and we encourage congregational participation online when it is available. Since the merger we have been fairly consistent in sending lay people to attend denominational meetings and have made provisions for their travel and expenses. However, this has been a limited connection, and it is an area of growth for our church. To date, there has been very little reporting back to the congregation or integration of attendees' experience. We participate in special offering opportunities, but we do hope to enhance our connection with both the PNW Conference and the larger church beyond assembly gatherings.

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

United is committed outreach to and ministry with the LGBTQIA+ community. Some of our folks are leaders in this community, including at a statewide level, and in maintaining relationships with related organizations in the Renton area. Our church is unique in Renton in terms of faith communities who are Open and Affirming, and our position has repeatedly been a public witness through our God's-Doors-Are-Open-to-All display. We actively seek ways to advocate for justice on behalf of this community.

A tradition we have maintained for six years is the Transgender Day of Remembrance, in which we provide space and spiritual context for the LGBTQIA+ community to come together to honor transgender and gender-nonconforming individuals whose lives have been lost through violence, either self-inflicted or in hate crimes. Our sanctuary has also been used by Lambert House to provide self-defense courses for LGBTQIA+ teens. We are leaning into mutual aid for marginalized neighbors as it develops.

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).

Designations from other denominations.

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.

These statements confirm to us our commitments to ministering to food insecurity in our local community and to the LGBTQIA+ population in the wider community. However, our small volunteer force must avoid burnout. Some of the ways we serve our community that require less in the way of volunteer hours include displaying our Doors ("On Earth as in Heaven, God's Doors Are Open to All") to proclaim welcome, resilience, prophetic witness, and our Open and Affirming position. Banners are always up above our front doors and within the church with affirming messages, and the Reader Board is updated regularly to post events, welcome the community, address important issues, and declare our open-to-all stance. Our Peace Pole and Garden promote peace and connection with the earth. We have for many years provided space at a reduced rental rate, with building/admin support, to a Montessori school, supporting excellent education for children and service to families in the neighborhood.

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

Outside our church walls, we feel called to engage in ecumenical and interfaith activities in two ways: 1) partnering with other faith traditions and non-religious people who are also rooted in serving our community and with whom we share values, and 2) taking part in learning opportunities in which we experience other religious practices, engage in conversation, and grow in our understanding of other religions. We have convened and participated in Seder meals in our sanctuary and otherwise endeavored to extend our understanding of other faiths. We regularly offer our prayers on behalf of the places in the world that are hurting and support in ways that we are able. This is an area of growth for our congregation.

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

Our church's mission statement is under review for revision and will likely change in coming months. However, for many years the mission statement has been Micah 6:8: "To do justice and love kindness and walk humbly with God." We believe this mission statement has been reflected in our Sunday worship activities, our community outreach to provide food and other needed assistance to our neighbors, and our compassion for people in different populations, such as LGBTQIA+ and neurodiverse, as well efforts to respond to concerns related to the US Constitution and ICE raids. As a church, we are financially secure and faithful stewards of the financial resources we have. This enables us to engage in more community activities and a wider mission. Most members are individually involved in the community in mission, supporting nonprofits and educational opportunities. Volunteer time within the congregation is a mix of administration, hospitality, worship, outreach and support.

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.

Our expectation is a 25/15 split of the pastor's 40-hour workweek. The 25 hours devoted to pastoring our church would include worship, worship planning, sermon preparation; administration, including the newsletter writing, budget, and a handful of office hours; pastoral care, including visits on-site and in homes; regular connection to the on-site Montessori school and possibly the AA group that meets in our sanctuary; Bible study; and regular formation opportunities. The 15 hours devoted to outreach in the community would include connecting with REACH (Renton Ecumenical Association of Churches), Sustainable Renton, local LGBTQIA+ organizations, Renton City Council, and service clubs; attending civic meetings such as the Chamber of Commerce; getting to know the neighborhood around the church; building relationships with community centers and retirement facilities in the area; encouraging use of our building; strengthening connections with the parent denominations and clergy groups.

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.

Though the ARDA Report seemed somewhat out of date, we found useful information when we focused on areas of significant change. Between 2015 and 2022, rent costs rose significantly in multiple ranges. This change tells us that it became much more expensive to live in the area around us. The data for race/ethnicity shows decline in the Black and White population, and significant increase in Hispanic population and other non-Hispanic groups. This could give us insight into communities where we can focus our energies and outreach.

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.

While the ARDA Report indicates 44.5% White (non-Hispanic) population in the local area, our membership is overwhelmingly White, perhaps as high as 90%, but visitors to our worship services are often persons of color. Similar variance exists in age group data. Approximately 40% of our church membership is age 65 and older, while only 12% of the community are in that range. We see opportunity in the 25-44 age group in our neighborhood. A founding member commented that our congregation has always drawn from all corners of Renton, not just the neighborhood in which the church is embedded.

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

We admit that the community demographics reflected in the ARDA Report are not significantly or intentionally shaping much of our ministry—except for our mutual aid ministries. The data show that in 2022 fewer people in the area were below the poverty line, but still 12% of the local population were at or near poverty. It's likely that our Pantry provided some help to those neighbors. But a different demographic shapes our ministry significantly, and the ARDA does not address it; that is the LGBTQIA+ community. This ministry extends well beyond our local neighborhood.

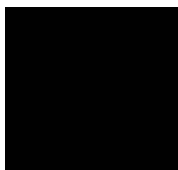
What we hear when we talk to community leaders and ask them what our church is known for.

Community leaders in service clubs and senior living residences comment that they know of our church because of our Doors display- rainbow-colored doors with the words: "On Earth as in Heaven, God's Doors Are Open to All". The Doors are set up a few times each year to show our commitment to the LGBTQIA+ community. We withstood efforts to discourage us, including vandalism and a hate-crime incident that brought in local police and the FBI. We actively participate in local events and many business and service group leaders speak often of the acceptance and safe haven our church provides.

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

Many visitors to our worship services say they found our church online, through our website or our Facebook page where services are streamed each week. Many were intentionally seeking an Open and Affirming congregation for themselves, or because they value full inclusion. Some are drawn to our public stand on issues of inclusion, participation in the community, and outreach to marginalized neighbors. Partnerships with the LGBTQ+ community in this region continue to bring new people to the church.

References



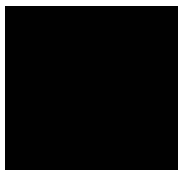
■ Marley Rall

Contacted: Wednesday, Apr 1, 2026

Primary Email Address: marley@brewmastersco.com

Reference Response

No response



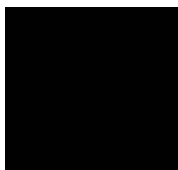
■ Ed Prince

Contacted: Monday, Apr 13, 2026

Primary Email Address: EPrince@rentonwa.gov

Reference Response

No response



■ Ryan McIrvin

Contacted: Monday, Apr 13, 2026

Primary Email Address: ryan.mcirvin@gmail.com

Reference Response

No response

Closing Prayer

May grace and peace abound as you step into this sacred calling. We give thanks for your willing heart, your faithfulness, and the path that has led you to this community. May you be strengthened with wisdom to guide, compassion to serve, and courage to lead with integrity. May your words and presence bring comfort, and your ministry bear good fruit. As you walk alongside this congregation, may you find joy in shared purpose, support in times of challenge, and deep fulfillment in the lives you touch. And may the journey ahead be filled with peace, purpose, and abiding light.

Amen.

Statement of Consent

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

For example, church council or consistory, transition team, etc.

Our pastoral search team has been the primary contributor to the contents of this profile, and those individuals represent every aspect of the life of the church. Additionally, Church Council, Elders and our Finance team has contributed portions. Our whole congregation has been holding this work and our leaders in prayer throughout the process.

2. Additional comments for interpreting the profile:

No response