Name of Church

Northshore UCC

Address

18900 168th Ave NE
Woodinville, WA 98072-8422

Conference:

Pacific Northwest

Association:

No Associations

Title

Pastor

Start Date

Sep 1, 2026

Description

Placeholder

Church Contact Information

(425) 483-6557 (Business)

Listing Information

Web Presences

http://northshoreucc.org — *Type:* Professional

https://youtu.be/p9pYmkGmnMI?si=_mF2Tk8wC-s3U2sc — *Type:* Professional

Additional Formal Ecumenical Affiliations

None

UCC Conference or Association Staff Contact Person

Name:

Rev. Lorraine Ceniceros

Title:

Acting Conference Minister

Phone:

909-242-1742

Email:

lceniceros@pncucc.org

Summary Ministry Description

Northshore United Church of Christ is built on 4.33 acres of wooded property in a quiet, peaceful Seattle suburb of beautiful Woodinville, Washington. Our church was founded in 1980 and the building was built in 1984 by its members and can be recognized by the distinctive “Dancing Jesus” sculpture on the front of our church. This sculpture was designed by our founding pastor and assembled and mounted by the congregation symbolizing a “Band of Many Persons.” It continues to be a symbol and inspiration for our church.

We are a musical congregation and our music program is an essential aspect of our worship and community outreach. A favorite tradition is singing to one another "Face of God" blessing and a sung benediction.

Caring for the homeless has always been part of who we are. For the past twenty years, we have had a tradition to offer to host a camp when needed at our church in the warm dry months. We are currently hosting Camp United We Stand.

One of the best things about our congregation at NUCC is that we offer community to all and are like a family. We may even disagree, but always with love and respect. We take care of each other and serve our community. We reach out to provide meals or transportation, to call or visit, and to offer prayers and support. When we are together, we celebrate each other and have fun. Our church is filled with warm, welcoming, kind, and caring members.

We seek a Settled Pastor to lead our “Band of Many Persons" who will provide sermons for weekly and special services, pastoral crisis care, and overall leadership. We want this person to be an inspirational speaker, have a sense of humor, a good listener, personable, compassionate, and knowledgeable. We seek someone who is open and affirming and celebrates a diverse congregation. We desire someone to help us with outreach to make all feel welcome and make our presence felt in the community. We want to continue to grow and expand so that others may feel part of our “Band.”

Church pictures







What we value about living in our area.

Woodinville is part of the Seattle metro area of small suburbs conveniently located on the Eastside of King County. It is part of the excellent, award-winning Northshore School District and close to several local community colleges, universities, and technical schools. It is part of the nationally recognized King County Library System. Also available are several excellent hospitals.

Located in the heart of the picturesque Sammamish River Valley, Woodinville is famous for its wineries and offers walking and biking trails and waterfront parks. It also offers great dining, shopping, and recreational opportunities. It is an area of mostly middle to upper middle class homeowners and is easily accessible from the surrounding metro areas. It is a safe, low-crime area and is a wonderful place to raise a family.

We have a diverse congregation consisting of a variety of professional and educational backgrounds, all drawn from the surrounding areas to Woodinville by the natural beauty and the lovely trees and gardens on our property, as well as, our UCC affiliation. We are proud that NUCC offers a peaceful place.

We have developed a strong association with other churches in the area and support from the City of Woodinville. This offers us the opportunity to participate in the many social and civic activities sponsored in Woodinville.

During the summer months we are able to open the doors of the sanctuary to enjoy the temperate weather and enjoy holding picnics on our patio.

Current size of membership

72

Average in person attendance

40

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?
5

Languages used in ministry

English

Position Title

Pastor

Position Duration

Settled

Compensation Level

Full Time

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

Download blank template.pages

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.

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3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

Strong Leadership Abilities

We want a leader who is willing to take initiative and collaborate with the congregation to achieve our church vision and mission. We seek a pastor whose sermons speak to current issues in our community - including local, national, and worldwide concerns. Our weekly worship service is a centering experience with time for reflection, meditations, relevant and moving music, and prayers. We seek a pastor who can inspire, comfort, and challenge us on our faith journey. You will take an active leadership role in all stewardship efforts. We appreciate learning about other faith traditions' similarities and differences from our flavor of Christianity so someone who can incorporate other world religions and practices is helpful. We need a pastor who will encourage and assist members in taking on new leadership roles. We need a pastor with strong communication skills who is willing to express themselves, is curious, and can engage in respectful dialogue.

Second:

Caring and Compassionate

We are looking for a caring and compassionate pastor who connects with members and invites in the stranger. We desire to have a close relationship with our pastor; someone who shares about themselves and is good at making people feel comfortable and respected. We also have an aging congregation so there is a need for pastoral care which involves making phone calls and when requested, visiting members when they are hospitalized, homebound, or in facilities. We also want a leader who values earth ministry since our children and youth have a deep concern about the stewardship of God’s creation. We encourage our pastor to build relationships with church and faith leaders in the area. We desire a pastor who is warm, inclusive, and accepting of people with divergent views. Our church family is supportive and will help our pastor grow.

Third:

Engaging and Dynamic

Our pastor should be energetic and socially-outgoing to welcome and bring people into our church family. We appreciate a good sense of humor and enjoy laughter during worship. We need a pastor who has healthy boundaries yet is authentic and willing to be known by us. We seek a spiritual teacher who is intelligent, engaging, humble, yet also courageous to challenge and stretch our faith beliefs and practices. We want a pastor who encourages and motivates us to try new and exciting ways of being a church.

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 PECENTAGE(IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	52582	☐	☐
Housing Allowance	27088	☐	☑
Any Experiential Difference (Related to years of experience)	0	☑	☐
Salary Basis: 79670			
Pension/Annuity	11153	☐	☐
Social Security and Medicare Offset	6095	☐	☐
Medical/Dental Insurance	0	☑	☐
Life Insurance	523	☐	☐
Disability Insurance	523	☑	☐
Worker's Compensation	0	☐	☐

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

Pension/Annuity contribution is 14% of Cash Basis (Salary and Housing combined)
Social Security/Medicare offset is 7.65% of Cash Basis (Salary and Housing combined)
Medical, Vision, Dental, Life and Disability insurance are negotiable.
Travel expenses and continuing education is budgeted at $3,750 per year.
Criminal background check expenses will be reimbursed.

The expected living situation for our next minister.

We are flexible - ideally our pastor would live nearby with a housing allowance. But we are open to living elsewhere when a reasonable commute would be involved.

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

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

Not Applicable

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

Reimbursement for use of personal vehicle.
Cell Phone and/or Internet.
Conference and/or Association meeting registrations
Other meeting registrations (or educational requirement registrations).
Criminal background checks.
Community of Practice Participation.

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

Clergy in the Pacific Northwest Conference can participate in Communities of Practice. Additionally, they attend the Conference Annual Meeting and are encouraged to participate in the life of the wider church.

Who Is God Calling to Minister with Us?

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

Growth is our main goal!

We are a small yet mighty congregation that has a desire to grow and thrive. More members are essential for continuing to have an energetic faith community to complete our mission and to do regular church business. The multigenerational aspect of church community is highly valued and we seek to re-establish a vital church school program. In collaboration with a new settled pastor, we will discover ways to modernize our Sunday worship service and attract and retain new members.

Social-justice outreach work is another goal!

Presently we are focused on addressing the food and housing insecurity in our community. We are a very generous and compassionate congregation. We accomplish a lot considering our small size! We contribute our time, talents, and treasure by hosting a homeless encampment on our property every few years, by participating in local and international outreach projects often decided by our youth, and by contributing to the UCC's 5 for 5 offerings, and donating clothing or food to local non-profit organizations. We are seeking to collaborate with interfaith groups to be God's hands and feet in the world. Our new pastor could help us build bridges with other interfaith groups as well as community partners to support social justice causes and participate in on-going community outreach projects.

Finding creative and fun ways to Praise God!

We enjoy singing and making a joyful noise together on Sunday mornings (and at other times too). We are a congregation full of artistic and creative people – musicians, craft artisans (quilters and knitters), gardeners, cooks/bakers, builders, etc. We enjoy worship experiences that include music, liturgical dance, reflection, prayer, and on some occasions being outdoors. We would welcome a pastor who has musical or special talents to share, but it is more important they appreciate and nurture members to express their spirituality and to celebrate and spread God’s love.

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

We need a settled pastor to join in our efforts to grow and keep this church moving forward! We have had 4 new members join the church this past year and that has probably been the most new members in the last five years. We have people with lots of ideas however we lack the follow through. We need a pastor to work with us on creating a clear vision for our future and to help us stay focused. We are in the process of updating our bylaws to more accurately reflect our leadership structure and operations. We also need a minister to help us make better use of social media to advertise church services and events. We are looking for someone who is passionate about social justice efforts and can provide guidance on how we can work with our regional PNW UCC conference and within the larger UCC conference to make a greater impact. Since we are Open and Affirming (ONA) and a progressive Christian church, we seek to invite the LGBTQIA+ community to come visit us and experience God's radical acceptance and love. This congregation desires to do more beyond its walls and with a new pastor's enthusiasm and support, together we can identify opportunities for change and increase involvement so we can rebuild and carry out our mission.

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

Not Applicable.

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.

Exhibiting a spiritual foundation and ongoing spiritual practice

The minister will demonstrate a commitment to the values reflected in NUCC - both who we are today and who we are looking to become. They will demonstrate their call in the community via prayer, living a life of discipleship and a commitment to lifelong spiritual development.

Building transformational leadership skills

They will empower the church to be faithful to God's call, reflective of Christ's mission and open to the surprises of the Holy Spirit. They will "witness in the public square", i.e. demonstrating willingness to share NUCC with all those they come into contact with.

Working together for justice and mercy

Continuing the work of NUCC in supporting the homeless, addressing food insecurity, and confronting injustice and oppression - both locally and worldwide.

Strengthening inter- and intra-personal assets

Living in relationships of convenential accountability with God and the Church, exhibiting strong moral character, ministering to people in the various stages of human development across the life span.

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.

God is calling us to be a friendly, welcoming, inclusive Open & Affirming (ONA) congregation and to continue to reach out to those who face homelessness, loneliness, isolation, and/or injustice. We are being called to offer a sense of community to others and to follow in the footsteps of Jesus.

God is calling us to explore this challenge of finding a new Pastor as an opportunity to focus on the future, to examine and set our priorities, and to make changes if necessary, so that we may continue to grow and spread God's love.

God is calling us to find joyful ways to worship and pray together to strengthen our beliefs and practices. We create meaningful worship services that inspire and uplift us. We want our worship service to include people's talents, interests, and the diversity of our community.

God is calling us to address social justice issues in our state/country/world and to carry out outreach projects in our local and international communities.

God is calling us to be a community that is authentic and to deepen relationships so we can support one another in life's up and downs. We have small dinner groups (6-8 people), book study groups, women's fellowship breakfast, and lots of fellowship opportunities (e.g. summer picnics, lunch potlucks, game nights).

God is calling us to nurture and value our children and youth and to teach and mentor them in faith formation.

God is calling us to protect and care for all God's creation. We strive to be environmentally responsible and sustainable.

God is calling us to be in community and to respect everyone's viewpoints, talents/skills, and experiences.

We are called to become more efficient in our operations and to be more organized and effective in communication methods (e.g. social media, weekly e-newsletter).

We want to be more engaging with visitors and to be open to including others in groups. We want more young families to attend our church.

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

We are an Open & Affirming congregation. As such, we reach out to the LGBTQIA+ community through participation in the Seattle Pride Parade, a booth at the Woodinville Celebration Day, and through engagement with guest speakers from and financial donations to Lambert House (a local organization that supports LGBTQIA+ youth).

We want to be known as a safe place for everyone, but it has been a challenge to reach those outside of our congregation in the LGBTQIA+ community. Many have experienced trauma from negative religious experiences and do not trust churches. We will continue to work to build greater rapport through these activities and associations and try to become known as a place of welcome, acceptance, and love.

The homelessness crisis in Seattle is a major concern and we have a history of supporting homeless encampments on our property. We host them for 3-4 months and pay for their utilities, permits and insurance. It brings us together because there are many ways to support our neighbors when they stay on our property.

We are a welcoming and safe place for these individuals dealing with economic hardships and other issues. There is a Northshore meal team and members can also sign-up to bring meals to camp residents. We learn the residents' names (and dogs' names which are permitted if on leash) and interact with them whenever there's an opportunity. Sometimes a few residents even attend church and/or participate in yard-work parties to help maintain the grounds which often entails weeding the parking strip.

This past year to prepare for a new settled pastor we have begun the process of revising our church bylaws and have updated the church website. The bylaws committee is working on proposed changes and plans to submit to Council then the congregation for a vote at our July congregational meeting. We hired a web designer and had a 3-person committee update photos/videos and the wording for the website.

Congregation Reflections

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

Our Northshore UCC Mission statement is "Transforming the Human Spirit by Doing God's Work in All Creation." We are a progressive Christian spiritual community that strives to live by Jesus' teachings and to spread God's love to others. We believe we are God's hands and feet in the world. We are also stewards of God's amazing creation. We value sustainability practices and care for the planet and all living creatures.

God is often described as Love as well as Creator, Mother/Father, Holy One. We use inclusive language in hymns and choir anthems. When we recite the Lord's Prayer together aloud, congregants use whichever words resonate with them - "Our Father" or "Our Creator." We are accepting and start worship with, "Whoever and wherever you are on life's journey, you are welcome here."

The Holy Spirit is in our midst when we sing the "Face of God" blessing and turn to each other using American Sign Language (ASL) recognizing that God is in each of us. Also, when we participate in the "Passing of the Peace" ritual with hugs, handshakes, fist bumps. And also when we hear and participate in creating beautiful, soul-stirring music!

Strengths or positive qualities of our congregation.

Our greatest strength is the people! Our congregation consists of people of different backgrounds and talents, but who all are warm, kind, generous, welcoming, and supportive of others. We have members who sing, play musical instruments, or bake/cook delicious food. Others are great planners and organizers. Some are handy and great at fixing things. Many are creative. Others teach. But all of us offer what we can and do our best to support each other, our church, and the wider community.

More strengths:

- A vibrant music program
- Social-justice focused, especially on food insecurity and homelessness issues
- Open and Affirming (since 2000) and supportive of LGBTQIA+ community
- Tradition of hosting annual dinner groups (6-8 people) to build relationships

- Adore and nurture our children and youth (Christian Education program)
- Generous and faithful with our time, talents, and treasure
- Fun-loving and enjoy working together on church activities and outreach projects
- Environmentally-conscious and practice sustainability (e.g. recycling, compost, LED lights)
- Open to new ways of doing church and holding worship to attract and retain new members

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

One growing edge is deepening community engagement beyond Sunday mornings. While we offer meaningful worship, we aspire to be a true hub of connection and support. We also envision creating more intergenerational activities that foster stronger bonds within our congregation. This could include more social activities mid-week, ongoing community service projects, and more adult CE programming. Ultimately, we want our church to be a place where people not only encounter God, but also find belonging, purpose, and opportunities to make a difference in the world.

Another growing edge is attracting new members, especially families with children. Like many UCC churches, we are an aging congregation yet we very much want to be here in the future. We may need to change our traditional worship style and try new church activities to attract younger people. We certainly need to update communication tools to promote our church (e.g. use of social media).

Thirdly, we have lots of great ideas about outreach projects however we sometimes lack the energy and leadership. We aim to partner with organizations and faith groups already doing important social justice work in our local community.

What worship is like when our congregation gathers.

On Sunday mornings, the sanctuary fills with music, conversation, and activity before worship begins with a piano prelude and then the organ chimes signal that worship has begun. The traditional service includes a Welcome, Call to Worship, hymns, and a time to greet one another. The choir sings an anthem and then children are dismissed to Church School. The worship leader reads one or two scripture readings and the pastor delivers a sermon. The "Prayers of the People" time can be emotional and moving as folks lift up their joys and concerns. Prayers, offerings, and a third hymn follows. The end includes a spoken benediction and then the congregation sings a favorite song to each other called "May God Bless You and Keep You." Afterwards, everyone gathers for fellowship with refreshments and conversation. We celebrate communion the first Sunday of every month and all are invited to God's table. We use a bulletin outlining the order of worship and sing from a hymnal.

Good preaching is intellectual, thought-provoking, inspiring, uplifting, and relevant. We are open to our pastor sharing personal stories so we get to know them better, while respecting appropriate boundaries.

The educational program/faith formation vision of our church.

Northshore's Christian Education ministry focuses on children and youth programming at this time. We offer Church School for one or more children from September through June. We emphasize the importance of Jesus' teachings and how they apply to our daily lives. We teach about social justice issues, and the children choose what non-profit organization to raise money for with their annual offering. In 2024 they raised over $3K for World Central Kitchen to help feed people in war torn places and those displaced by natural disasters.

For adults, faith formation opportunities have been book study groups. Our current interim minister led two book study groups with an average of 10-12 participants this year. The book study provides reflection and discussion to grow one's beliefs and practices. We read a book about small churches and finding ways to be of service in the community. We took action by leveraging our musical talents and invited our community to a Holiday Concert. A member who is a dance instructor was inspired by our interim pastor's message that joy is a form of resistance in tough times, so we also put on two joyful community dances for all ages!

How our congregation is organized for ministry and mission.

The Church Council meets monthly to conduct the major business of the church. The Council votes on decisions and presents them at congregational meetings, sometimes requiring a vote. Our bylaws outline our leadership structure and governing processes. We encourage participation from all members and take pride in being

congregational-led. During meetings we often have differing opinions and try to reach majority consensus. Council meetings are held online on weeknights.

Where we struggle is carrying out ideas. We generate lots of fun and meaningful ideas for outreach and social events, but get overwhelmed because we have too few people to execute our plans. We need help to focus on fewer activities and to let go of some traditions as we are now a smaller church.

A new idea this year was hosting joyful community dances as a form of resistance and rejuvenation. We are using a “pop up” dance ministry team model asking volunteers to make a six-week time commitment to get organized and complete tasks. This model has made finding volunteers easier.

When it comes to decision-making, 6 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

In 2021 a windstorm topped one of the tall Douglas Fir trees surrounding our church. This heavy section destroyed portions of a play yard fence, a children’s wooden playhouse and damaged the gutter and soffit of a storage shed. Fortunately, no one was hurt.

Immediately, the chair of Trustees was contacted and efforts by church members to mitigate further damage began. Our pastor was kept abreast of the plan and progress.

The Trustees' chair contacted our insurer and began taking notes and photos to submit a claim. She enlisted help from “friends” of the trustees and members of the congregation. She kept the co-operative preschool (who rent space from the church) apprised of when and what was happening to make the play yard functional again.

The chair of Trustees worked with the church treasurer coordinating adequate funds were available to pay any contractors.

Church members contributed approximately 49 hours to clean up the damage. Contractors were hired to replace fencing and repair the shed.

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

Download Northshore - Draft Amended and Restated Bylaws - 05-20-2026.docx

FINAL 2025-2026 ANNUAL REPORT

11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

11_YEAR_REPORT_Northshore UCC _2025

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	68
NUMBER OF ACTIVE NON-MEMBERS:	26
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	94

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	79%
LESS THAN 10, MORE THAN 5 YEARS:	9%
LESS THAN 5 YEARS:	12%

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	5
12-17	5
18-24	8
25-34	3
35-44	8
45-54	6
55-64	18
65-74	23
75+	24

ARE THESE NUMBERS ESTIMATES?

No

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	5%
HOUSEHOLDS WITH MINORS:	17%
SINGLE ADULTS AGE 35-65:	4%
JOINT HOUSEHOLDS WITH NO MINORS:	60%
SINGLE ADULTS OVER 65:	14%

ARE THESE NUMBERS ESTIMATES?

No

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	20%
COLLEGE:	45%
GRADUATE SCHOOL:	35%
SPECIALTY TRAINING:	0%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	31%
ADULTS WHO ARE RETIRED:	56%
ADULTS WHO ARE NOT FULLY EMPLOYED:	13%

ARE THESE NUMBERS ESTIMATES?

No

The range of occupations of working adults in the congregation:

Educators, small business owners, IT/technology leads, lawyers, doctors, engineers and aerospace managers.

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

Our congregation is predominantly white, though we have a few Asian and middle-eastern members (~ 3%), and some Asian and Latin American (Hispanic and non-Hispanic) visitors. Ethnically, our congregation is primarily of European heritage, with no particular standout group.

What diversity means in our context?

We are nearly all white and are not particularly class-diverse. Woodinville ranks 6th in the state with regard to median household income.

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)	25	Self-organized (dinner groups)
Baptisms (number last year)	1	Pastor
Children's Groups or Classes	5	Christian education plans their curriculum.
Christmas Eve and Easter Worship	50	The pastor and choir director/lead
Church-wide Meals	30	Fellowship committee
Choirs and Music Groups	15	Choir director and youth choir director
Church-based Bible Study	15	Pastor
Communion (served how often?)	35	Pastor
Confirmation (number confirmed last year)	2	Pastor
Outdoor Worship	40	Pastor
Worship (digital / online / livestream)	40	Pastor
Youth Groups or Classes	5	Christian Education director

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10:30	40	Pastor, along with the Choir director/pianist, and other volunteers

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
Paul Forman	none	United Church of Christ	None	☑
Ann Eidson	none	United Church of Christ	None	☑
Brad Brumfiel	none	United Church of Christ	None	☑
Terra Morgan	none	Hospital Chaplaincy	None	☑

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

The four listed above don't have any particular role different from the rest 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
Office Assistant	.	part	Ruth Kading (trustee)	6 years
Custodian	.	part	Ruth Kading (trustee)	2 years
Nursery Attendant	.	part	Vera Bremner	1.5 years

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

We are a small, but committed group of people with a deep love for our our church and a desire to serve. We recognize the need to re-evaluate our leadership and structures going forward.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	139170
Rentals of Church Building	23050
Miscellaneous	1000
Total	163220

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

186642

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.

No response

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?

35

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

No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (indicate those included during the most recent fiscal year)

Our Church's Wider Mission (OCWM – Basic Support)
One Great Hour of Sharing
Strengthen the Church
Neighbors in Need
Christmas Fund

In what way is OCWM (Basic Support) gathered?

It is gathered as a freewill offering.

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

0

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

No

Capital Campaigns

Description of any building programs projected or underway.

No response

Pictures







Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
1	Education Building Carpet Replacement	10000	11000	We exceeded our target!
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.

To replace carpet in education building was most recent capital campaign.

Does your church have an endowment?

Yes

What is the market value of the assets?

33,119

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

They are only drawn as needed. There have been no draws on the Endowment Fund for Operating Expenses.
Comment: Draws are only made from this fund for an approved grant per the Endowment Policy which only includes options for grants for activities not funded by the Operating Budget. Most recent draw was to assist a homeless camp we are hosting on church property. We draw only as musch as is set aside in a Grants portion of this fund. The Endowment is currently invested in the United Church Fund Beyond Fossil Fuels fund.

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

Not Applicable

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

Not Applicable

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

Not Applicable

Please comment on the above calculations or estimates:

See the attached annual report which contains all the details.

Other Assets

See the attached annual report which contains all the details.

Reserves (savings):

See the attached annual report which contains all the details.

Investments (other than endowment):

See the attached annual report which contains all the details.

Does the church have a parsonage?

No

Description of all buildings owned by the church:

Main worship building - used for worship services, rental by Woodinville Toddler Group, and other miscellaneous purposes. Immediately adjacent is the education building, which is partially rented to a different church "Iglesia" (mostly bilingual or Spanish-speaking members)

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

Not Applicable

Accessibility features of our building(s):

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:

See above..

Policies regarding financial practices of the church:

See the attached annual report and by-laws.

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

We are a faithful congregation with pledges, we have no debt, currently have two steady renters that bring in revenue, and looking back we have been financially responsible and given generously

Historical Information

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

In spite of serious opposition from the City of Woodinville we welcomed a homeless camp in 2004. The city refused to issue a permit. The city sued us and in 2009, our church won when the State Supreme Court ruled in our favor. Since then we have welcomed 5 camps on our property with church members providing support when needed. This ministry has brought us together for a shared goal and showed us a concrete way to follow Jesus' example.

Northshore has always been a nurturing environment for the performing and visual arts. This began with our first pastor who was an accomplished visual artist. Different seasonal tapestries designed and constructed by members are hung in the sanctuary. Music, instrumental and vocal, is the heart of our throng. We love to sing and we end each Sunday Service singing a benediction to each other.

NUCC celebrated it's 45th Anniversary in 2025. What a party! We were reminded of our roots, the many things we can be proud of and the wonderful possibilities ahead.

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

We moved to fully online Sunday service during Covid, including pre-recorded piano accompaniment so that worshipers could sing hymns at home and pre-recorded integrated choir performance. Choir members would each record their singing part and send it to our Choir Director, who would mix the recordings into one integrated performance. These integrated performances also included instrumental performances during Christmas and special services. We also conducted church business fully online including Council and congregational meetings, Sunday school, weekly choir practice, and special services like Christmas music and Maundy Thursday.

Today, we continue offering a hybrid online/in-person Sunday service, congregational meetings, and choir practice to allow home bound and far-flung/traveling members to participate. Our church Council and committee meetings are online only, giving greater flexibility during our busy lives.

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 beloved community cares about and respects each other, sharing our personal concerns and events during the prayer time at our weekly Sunday service. We trust each other. This reinforces our values when it comes to managing disagreements and conflict.
- We value everyone's opinion when there is disagreement and welcome all to speak.
- We invite all to prayerfully consider how their beliefs impact decisions and how these decisions will affect our church, each other and if applicable, the wider community.
- When an issue arises it is normally considered first, where warranted, by the church council and then if the council believes it is a matter that needs to be discussed and voted upon by the congregation a special meeting may be called.

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

We called one pastor who was a poor fit. Things started well, but her management style seemed to be more controlling than collaborative, and some members had unpleasant interactions with her. After a very painful and contentious meeting where a motion to ask her to leave narrowly failed, she elected to resign. Over the next couple of years, with the help of an interim minister specially equipped to help heal congregations, we worked hard to learn from the experience, to come together and move forward.

Ministerial History:

Name: Bob Haertig	*Years of service:* 11	UCC Standing
Name: Paul Forman	*Years of service:* 16	UCC Standing
Name: Cynthia Riggin	*Years of service:* 7	UCC Standing
Name: Ann Eidson	*Years of service:* 2	UCC Standing
Name: Dave Schlicher	*Years of service:* 7	UCC Standing
Name: Margo Richardson	*Years of service:* 1	UCC Standing

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

- We work best with a collaborative pastor who clearly loves and respects all members.
- We cherish the progressive messages and example of joy and hope our pastors have shared with us.
- Since it's founding we've welcomed pastoral leaders of many styles; we've learned that we are an accepting and loving community, and beginning with our founding pastor, four retired pastors (both settled and interim) have chosen to return as members, two of which are with us now.

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

Yes

Has your church been involved in a Situational Support Consultation?

Yes

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.

In 2025, we donated 23K in total which is up from 19K in 2024. We contributed to UCC's "5 for 5" year offerings: OGHS, Strengthen the Church, NIN, Our Churches Wider Mission, and Christmas Fund. Our youth raised over 2K for Wildlife Conservation Network to protect dolphins, orangutans, and rhinos. We gave substantial amounts to 6 local foodbanks to address hunger in our community. We also have a pastor's emergency fund for groceries, gas, rent, and utilities.

Current activities:

- Hosting a homeless encampment of 25-35 people for 4 months on our property and paying their utilities
- Paying four months of Camp United We Stand's insurance coverage
- Providing 1-2 meals a month for the encampment
- Donated a percentage of donations from recent church dance to a local immigrant rights' group

Our church's commitment to help the homeless is remarkable! This is our 5th time in a span of 20 years and part of our church's identity and purpose.

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

In recent years, we have sent at least two delegates from our church to attend the regional Pacific Northwest UCC conference's annual meeting. We help pay for travel expenses and registration fees. It is important to participate in conference meetings and workshops. In the past decade, we have not had anyone attend a national UCC conference. There is interest in doing more with other UCC churches. For example, we have had a special service with another UCC church during Holy Week holding a joint Maundy Thursday soup supper and worship service. This year a few of us attended an all day conference sponsored event called "Weaving our Stories Together." The purpose was to improve communication and support between churches. We shared our ideas and wisdom and strengthened relationships across the conference. We would encourage our new pastor to become involved at the conference level and to invite others to engage as well which would have mutually benefitting outcomes.

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

We recently have partnered with a non-profit organization called Nourishing Networks (NN) to support the homeless encampment on our property. They have organized a food rescue service with a local catering business and schedule drivers to pick up and deliver quality food to places that serve homeless people (shelters, safe parking lots, and encampments). Several members of our church have started attending NN monthly meetings and volunteering for food delivery.

We are considering joining with other churches and outside organizations such as Red Cross to be an Emergency Shelter site when a natural disaster hits (e.g. big earthquake, wildfires). This is in the beginning stages and more information and volunteers are needed to proceed.

We are already working with local police to be a warming or cooling center during extreme weather situations. This means opening up our church building during the day for a few hours so people can get relief from a cold freeze, heat wave or bad smoke.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations, through Just World Covenants or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

Open and Affirming (ONA).

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

We provide an inclusive, safe space for the LGBTQIA+ individuals and welcome them into progressive Christianity. We align our values with many of these movements however we have not formally adopted them. The congregation may be interested to do so in the future under new leadership.

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

Our chancel choir participates annually in the Cottage Lake Interfaith Partners (CLIP) which is an interfaith choir festival in our town of Woodinville. This choir festival was started by our choir director emeritus over 30 years ago and lives on. This year the Mormon, Unitarian, United Methodist, and UCC churches participated. The last piece is a large group number selected by one of the choir directors and that duty is rotated each year. The choirs all practice and sing together the finale piece which is a great moment of community! It is a special evening of excellent religious music to praise God and to come together in community!

There is interest in doing interfaith activities and ecumenical worship services. We have opportunities yet lack the people power to organize such events. This past winter we recently donated food and money to a local, non-denominational community church because they had a well run food pantry and we wanted to support them.

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

Our mission statement as of April 21, 2024 is "Transforming the Human Spirit by Doing God's Work in All Creation." Here are some statements from Our Convenants that align:

- We develop, sustain, and reinforce the sense of loving community within our church family
- We celebrate and pray for each other in times of joy, difficulty, and sorrows
- We work together using our energies and resources to create a better world
- We limit our own consumption of natural resources and respect and honor God's creation
- We affirm that all persons have a right to testify their love for God and for one another before God

We probably spend the majority of time on fellowship activities: 1) we want to catch up and support one another, 2) we have fun spending time together, and 3) honestly, we like to eat. We also share in praying for and comforting one another. By

attempting to do God's work, our spirits are lifted up and we are rejuvenated and rejoice in spreading God's message of love, hope, and peace for all!

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 80 percent of the time the minister's scope of work is focused on the congregation. This includes sermon prep and writing, worship planning and coordination, church meetings, administrative duties, providing pastoral care (phone calls or home/hospital visits), and faith formation opportunities (bible study, book groups). The other 20 percent scope of work is "building bridges" to reach out and develop relationships with community leaders. That may include building and maintaining relationships with other clergy in the PNW conference for support, participation in ecumenical functions with clergy from local Cottage Lake churches, as well as partnering with community leaders in non-profit organizations and social clubs, meeting City Council members, and basically, getting familiar with the neighborhood around the church. This relationship building and outreach is crucial because it will provide different ways to grow the church so it continues to thrive.

The ARDA or MissionInsite Reflection

ARDA/MI File

Download Community Profile ARDA report.pdf

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

Not Applicable

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.

Not Applicable

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

Not Applicable

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

Not Applicable

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

Not Applicable

References

[redacted]

☑ Jim Albers

Completed:Saturday, May 23, 2026

During the 11 years served many roles in stewardship, Jr. High sunday school, Jr. High OWL teacher, council member, moderator, etc.

Primary Email Address: albers.jim@gmail.com

Personal Cell: 2066504289

Reference Response

What a wonderful community of faithful people! I would be glad to have a conversation on the phone if search rules allow. This community has served as a foundation for my life. What better way to learn about our faith than to show up and teach our junior high kids... then watch them grow into wonderful, confident adults. I've grown too. Need to support family led to our move back to the Chicago area where I continued my UCC commitment with the First Congregational Church of Crystal Lake. In retirement, I now serve the church as a full time member in mission (yep, a missionary) supporting global health both within the congregation and as a full time volunteer with Partners in Health.
Certainly my time with the Northshore UCC community helped me learn how to live "Transforming the Human Spirit by doing God's Work in All Creation"
Please call! 206-650-4289

☑ Linda Alexander

Completed:Thursday, Jun 11, 2026

I was a member of Northshore UCC for almost 9 years, 2017-2025.
For several of those years I served on the Church Council in various roles.

Primary Email Address: jimlindaa@gmail.com

Personal Cell: 4258796882

Reference Response

I'm not sure what is required here.
I was asked if I would be willing to answer questions regarding NUCC for any prospective ministers interested in serving at NUCC.

[redacted]

☑ Merlla McLaughlin

Completed:Monday, May 18, 2026

Former member, attending ~2009-2019. Former ministry member (social justice/ outreach); former Choir member.

Primary Email Address: mcmerlla@yahoo.com

Personal Cell: 206-718-2433

Reference Response

Even though I moved out of the area in 2019 to help family in Oregon, my time in NUCC continues to broaden my world beyond what I could have possibly hoped for. The first person to welcome me became a friend with whom I volunteered on church ministries. The extravagant welcome from the members became a goal for me to extend to visitors, too. Through the love and leadership that surrounded me, I felt supported in being the best version of myself I could be. I cherish NUCC's open and affirming stance. I love its advocacy. I love the stands that NUCC takes for what is loving and caring and truly Christ-like. I love the joyful way children are supported. The music has always held a special place in my heart, and Rob and Hannah, in my opinion, have humbly and graciously worked small miracles there week after week. I'm forever grateful for my time in the choir. NUCC will always be with me.

Closing Prayer

This is the benediction that we sing every week to close our worship service:

May God bless and keep you,
may God's holy spirit dwell within you
and give you peace
May God's loving presence now enfold you,
and be gracious unto you
Amen

By Peter Lukin, Arr William Stickles

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.

Northshore's Pastoral Search Committee members (5):
Brad Brumfiel - long time member
Vera Bremner - past CE chair for 5+ years
Isaac Mitchell - born and raised in church, youth rep
Richard Merte - current Moderator
Alison Christensen - Chair and past Moderator

2. Additional comments for interpreting the profile:

Please note that the updated Bylaws are a draft and will be voted on during the upcoming congregational meeting end of July 2026.