

Name of Church

Prospect (Congregational) UCC

Address1919 E Prospect St
Seattle, WA 98112-3522**Conference:**

Pacific Northwest

Association:

No Associations

Title

Interim Minister - 3/4 Time

Start Date

n/a

Description

To be edited.

Church Contact Information

(909) 242-1742 (Personal Cell)

lcniceros@pncucc.org (Primary Email Address)

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

Type: Professional

<https://www.instagram.com/prospectucc/>

Type: Professional

<https://www.facebook.com/ProspectCongregationalUnitedChurchOfChrist>

Type: Professional

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

Beth Astarte

Title:

Registrar/Administrative Assistant

Phone:

206-725-8383

Email:

office@pncucc.org

What we value about living in our area.

Living in Seattle, "the Emerald City," there's always something to do, whether it's visiting a neighborhood farmers market, watching Shakespeare in the park, listening to an indie band performing at a local coffeeshop, trying out one of over 3000 restaurants (including 300 food trucks), going to cultural events or spending time outdoors. One of the best parts is how easy it is to enjoy nature. Nestled between Puget Sound and the Cascade and Olympic mountains, Seattle offers close spots for hiking, skiing, and kayaking. Our city has a relaxed, welcoming vibe. We have a progressive community with a strong local focus on green living, recycling, and public transit expansion like the Link Light Rail. We also have incredible summers: July and August bring dry, sunny weather with long daylight hours and comfortable temperatures that rarely require air conditioning. Finally, we have a passionate fan base for teams like the Seahawks, Mariners, and Kraken.

Current size of membership

46

Average in person attendance

30

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

Interim Minister - 3/4 Time

Position Duration

Bridge Pastor

Compensation Level

Other

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

Scope of Work

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

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

Expectations:

Worship Leadership, Preaching, Service Preparation.
 Leadership with Church governing body and committees.
 Pastoral care, visitation of hospitalized, homebound, and members in care facilities.
 Special services (weddings, funerals, liturgical year services).
 Teaching – Bible Studies, adult education, confirmation, other (please provide a list of any other teaching items).
 Maintain collegial and denominational relationships.
 Mission and service involvements.

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)	3000	☒	☐
Housing Allowance	1000	☒	☐
Any Experiential Difference (Related to years of experience)	1000	☐	☐
Salary Basis: 5000			
Pension/Annuity	0	☐	☐
Social Security and Medicare Offset	370	☐	☐
Medical/Dental Insurance	1000	☒	☐
Life Insurance	40	☒	☐
Disability Insurance	31	☒	☐
Worker's Compensation	50	☒	☐

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

\$4,000 - \$5,000 per month DOE (salary and housing allowance)
 Reimbursement of health insurance premium up to \$1,000 per month
 Other benefits, including a 14% contribution to UCC Pension Board
 Not working on a fifth Sunday of the month

The expected living situation for our next minister.

Housing allowance - residence to be determined by the pastor

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

N/A

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

- Flexible office hours
- Remote work an option for some responsibilities
- Fifth Sunday off

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

Reimbursement for use of personal vehicle.

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.

PNCUCC Communities of Practice

PNCUCC Committee on Ministry

Possible Pastoral Care Committee

Who Is God Calling Us to Become?

"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." (Matthew 22:37 NRSV)

Who God is calling us to become as a congregation.

We believe God is calling us to faithfully discern our next chapter. We seek a pastor who can help us imagine new possibilities for ministry, invite growth and renewal, and, if our journey ultimately leads to closing the church, help us do so with faith, dignity, gratitude, and hope—honoring the legacy of those who have built this congregation while celebrating God's continuing work beyond our walls.

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

Our church has participated in a Prospect Visioning exercise in January of 2024 and a Revitalization Prospect Team meeting in July of 2026. We have had a multi-year strategic plan in the past. Now, it's an unwritten strategic hope. Our Working Covenant is:

We covenant to be a welcoming community of God's people

- Drawn together by our common faith in Jesus the Christ
- Sustained by God's grace and love
- Committed to a personal search for God.

We covenant to be a learning community of faith

- Young and old
- That seeks to understand the roots of our heritage, the guides from other traditions and the emerging truth from our present experience.

We covenant to be a supporting church family

- To nourish each other
- To listen and respond to each other's needs
- To share our resources, talents and skills
- To celebrate the richness of our church family and of the gifts of God to us.

We covenant to be open and affirming

- Of ourselves as God accepts us,
 - Of our sexual orientation, gender identity or gender expression
 - Of our different physical, mental and emotional abilities.
 - Of our race or ethnicity
 - Of our economic status
 - Of our ordinariness and uniqueness,
in our personal struggles to find God.
 - Of all people as God accepts us all
- We covenant to be good stewards of God's creation
- Healers and anointers of Christ's body, the earth and all life
 - Caretakers of our body, mind and spirit
 - Tithers of our time, talent and treasure
 - Proclaimers of God's care and love by
witnessing in the community
 - Actors toward justice and peace for all God's people
 - Supporters and celebrators of individual efforts no matter how small.
- (Adopted November, 1978, Revised 1985, 2005, 2021)

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_Prospect \(Congregational\) UCC _2025.pdf](#)

Congregation Demographics

Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	35
NUMBER OF ACTIVE NON-MEMBERS:	10
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	45

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	74
MEMBERSHIP 10 YEARS AGO:	80
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	5
YOUTH MINISTRY ATTENDANCE: (IF ANY)	0

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	6
12-17	1
18-24	0
25-34	2
35-44	5
45-54	4
55-64	3
65-74	12
75+	18

ARE THESE NUMBERS ESTIMATES?

Yes

Staff and Volunteer Leadership

List of all current staff:

STAFF OR VOLUNTEER POSITION	WHO GUIDES THE WORK OF THIS POSITION?	COMPENSATION	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Custodian	Trustees	part	2 years
Music Director	Worship & Music Committee	part	28 years
Accompanist	Music Director	part	31 years
Moderator	Congregation	vol	1 glorious day
Treasurer	Church Board	vol	7 years
Trustee Co-Chair	Congregation	vol	4 years
Trustee Co-Chair	Congregation	vol	4 years
Office Manager	Pastor	part	15 months

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

We are a small congregation, and most members are retired. That said, we have a number of vibrant ministries, most notably a remarkably strong music ministry, which includes a robust choir, voice lessons, concerts and community sing-alongs. There is also a deep commitment to the environment and to issues of inclusion. At least one of us represents Prospect every year in the Pride Parade.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	115000
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	14872
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	60000
Fundraising Events	2000
Office Rentals	21000
Total	212872

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

214000

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 I&E-June-2026-final.PDF.pdf](#)

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

No

Total amount of loan debt:

No response

Reason for debt:

No response

Are capital and other payments current?

No

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

Endowment:

340000

Endowment:

30000

Endowment:

114000

Capital Campaigns

Description of any building programs projected or underway.

N/A

Pictures



Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

Main church building at 1919 E. Prospect St. Seattle 98112

Three floors including office space, sanctuary, fellowship hall and meeting rooms.

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
 Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)
 Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids
 Access to child care spaces for wheelchair users and people with other mobility aids
 Listening devices in the sanctuary, or wireless technology to connect to hearing aids
 Large print bulletins
 Wheelchair access in bathrooms
 Handrails on all stairs

Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
 Curb cuts
 Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

All spaces except for offices on third floor and pulpit.

Historical Information

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

1964 Prospect Enrichment Preschool founded
1977 Prospect becomes Open and Affirming - Working Covenant adopted
1999 Prospect becomes accessible, elevator and wheelchair accessible restrooms built
In the past 10 years, the most important event has been adjusting to the COVID Pandemic.

Ministerial History:

Name: Meighan Pritchard Years of service: 14

Name: Deanna Murray Years of service: 7

Name: Patricia Knorpp Years of service: 10

Name: Ray Gillis Years of service: 19

Name: Sally Balmer Years of service: 2

Community Vision

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

For more than a century, Prospect United Church of Christ has been a community rooted in faith, compassion, and service. Since 1908, we have sought to follow the teachings of Jesus by nurturing a welcoming community, growing in faith, and working for a more just and peaceful world.

At Prospect, we believe we have a responsibility to care for the earth, to work for a just society where every person is respected and welcomed, and to help those in need. We strive to live out these commitments with humility, using the talents, gifts, and resources we have been given to serve both our neighbors and the wider community.

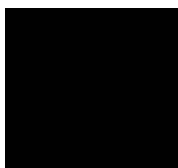
We are an Open and Affirming congregation that celebrates the diversity of God's creation and practices the teachings of Jesus:

- by using our gifts to transform ourselves and our community,
- by welcoming all with radical hospitality, and
- by fostering our mission for social justice, peace, and healing.

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

Creation Justice.
Economic Justice.
Just Peace.
Open and Affirming (ONA).
Other UCC designations:
Climate Justice

References



☒ Dave Mampel

Completed: 2 days ago

Friend of Prospect UCC

Primary Email Address: daffydave@daffydave.com

Personal: 4088008159

Reference Response

To provide my experience to prospective interim minister or minister candidates seeking information about Prospect UCC in Seattle.

☒ James Spraker

Completed: 3 days ago

Retired Clergy

Personal: (206) 922-2689

Personal: (206) 922-2689

Personal Cell: (206) 356-1986

Reference Response

- I agreed to be a reference resource

☒ Karen Eisenbrey

Completed: 3 days ago

I was office manager at Prospect from February 2010 through June 2023, working closely with pastor, lay leaders, music staff, and church members.

Primary Email Address: karen@bannedrehearsal.org

Mobile Phone: 2065260839

Reference Response

Prospect UCC has an aging yet vibrant congregation. Members offer creative ideas for ministries and activities, including movie nights, anti-racist book group, National Night Out block parties. They collaborate well to make these events and activities happen. Knowledgeable volunteers work with vendors to maintain the historic building. The music program is especially strong for such a small community. Members give generously to support church programs and special offerings. The congregation is appreciative and supportive of staff. As office manager, I enjoyed working with the pastor, music staff, and church board on worship materials and communications; with the treasurer on database admin, accounts payable, and payroll; and with the board of trustees on space rentals and building improvement projects. Volunteer leaders are diligent in performing their functions.

Closing Prayer

We believe God is calling us to faithfully discern our next chapter. We seek a pastor who can help us imagine new possibilities for ministry, invite growth and renewal, and, if our journey ultimately leads to closing the church, help us do so with faith, dignity, gratitude, and hope—honoring the legacy of those who have built this congregation while celebrating God's continuing work beyond our walls.

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.

Robin Russell, Church Moderator

Patsy Severson, Church Treasurer

Cora Trujillo, Member, Former Moderator

Rev. Dr. Richard J. Russell, Member

Note: The majority of this information came from our website, our brainstorming notes and various reports given to the whole congregation.

2. Additional comments for interpreting the profile:

The Board of Trustees is in charge of the church building.

The Church Board is in charge of everything else related to the life of the church.

We are looking for a gifted preacher, compassionate shepherd, and thoughtful leader who can inspire and equip us to grow our ministry while also helping us faithfully discern our future.

This is a 1.5- to 2-year appointment. We seek someone who can lead with hope, honesty, and grace—helping us pursue renewal and growth while also guiding difficult conversations about the possibility of concluding our ministry if that is where our discernment leads.

