

2/9/2012

Date

Pastor

Position to be filled

United Church of Christ

LOCAL CHURCH PROFILE FOR LOCAL CHURCHES SEEKING NEW LEADERS

Local Church Statement of Consent

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates. As the committee charged with the responsibility for identifying and recommending a suitable new minister for our church, we have been authorized to share the information herein with potential candidates

We understand that a candidate may wish to secure further knowledge, information, and opinion about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

Signature of Search Committee Chairperson Date

1. Church The United Churches of Olympia (TUCO)
2. Address: 110 11th Avenue SE
City, State, Zip: Olympia, Washington, 98506
Church Website: www.theunitedchurches.org

3. Search Committee Chairperson or Contact Person

Name: Kirsten York
Address: 8625 28th Way SE
City, State, Zip: Olympia, WA 98513
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4. Conference/Association Staff Person Assisting Our Church

Name: Mike Denton
Address: 325 N 125th Street, Seattle WA 98133
Telephone: 206.725.8383
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MEMBERSHIP INFORMATION

5. Membership: (as reflected in the eleven-year UCC Statistical Report for our church;

"est." indicates the figure is an estimate.	Last Year	5 yrs. ago	10 yrs. ago
A. # Church members	374	387	406
B. Average attendance at worship	164	175	160
C. Average participation of children/youth in CE	13	N/A	N/A
D. Average weekly participation in Adult Ed	28	N/A	N/A
E. # members who are ordained clergy	20	N/A	N/A

*2011 membership total: 401

6. Profile of Congregation

a. Age: **

7.5 % ages 0 - 10
 16 % ages 10-19
 7.5 % ages 19-34
 5 % ages 35-49
 15 % ages 50-59
 22 % ages 60-69
 27 % ages 70 +

c. Family units: ***

20% couples with children at home
 45% couples without children at home
 25 % single
 10% single parent with children at home

b. Education level of adults: ***

1 % completed less than high school
 10% business
 10% high school graduates
 19% some college/vocational school
 35% college graduates
 25% graduate school

d. Occupation of adults: ***

75% professional
 5% student
 3% clerical
 2 % tradesperson
 15% farmer/rancher/laborer/manufacturing/other

e. Employment:

40% employed
 10% not currently employed
 50 % retired

f. Describe the racial-ethnic makeup of your congregation:

98% Caucasian 1% Asian 1% African American & Hispanic

CHURCH FINANCES

7.	Last Year (2010)	5 Years ago (2006)	10 Years Ago (2001)
Total Church Income	\$545,000	\$558,963	\$422,692
Member's offerings & pledges	\$426,000	\$430,069	\$357,904

The United Churches of Olympia Profile – Final

Interest from investments & endowments.	\$0	\$5,032	\$5,775
Principal reduction (endowments or investments)	\$0	\$0	\$0
Rentals	\$51,500	\$45,845	\$27,775
Special fund raising	\$37,500	\$54,231	\$31,238
Other	\$30,000	\$17,486	\$0

(Figures reflect the church's annual reports & information provided by the church bookkeeper.)

If the church has conducted annual stewardship campaign, list results for the past two years:

2010 Goal: none established Pledges: \$353,106 Actual Received: \$338,571

2009 Goal: none established Pledges: \$367,581 Actual Received: \$335,950

Source: TUCO annual reports

8.	Last Year (2010)	5 Years Ago (2005)	10 Years Ago (2000)
Total Operating Budget	\$440,143	\$459,752	\$385,973
UCC Denominational Giving	\$20,310	\$33,120	\$27,009
Presbyterian Denominational Giving	\$20,310	\$33,120	\$27,009
Local Mission Special Support	\$20,310	\$25,010	\$24,307
Wider Mission Special Support (Theological Institute)	\$0	\$0	\$2,100
Current local expenses	\$379,213	\$368,502	\$300,248
Annual capital payments * See Section 12	\$0	\$0	\$3,500
Other debt	\$0	\$0	\$0

(Source: TUCO annual reports.) * Over the past ten years we have received \$300,000 to defray capital budget expenses, but capital expenses have not been listed as a separate line in our annual operating budget.

8.c. Local Mission Special Support, (Benevolences)	
Housing (4 agencies)	\$4,500
Health Care (5 agencies)	\$4,800
Food (3 agencies)	\$3,000
Other Services (5 agencies)	\$4,500
Other General (3 agencies)	\$3,500
Total	\$20,310

9. Identify UCC and Presbyterian special offerings the church receives throughout the year and the amounts from last year, 2010 (excluded from Operating Budget paragraph 8 above, all funds evenly split between the two denominations):

Name	Amount
Christmas Day Offering/ Christmas Fund	\$2,864
Easter	\$3,565
Pentecost/ Strengthen the Church	\$2,077
Peacemaking/ Neighbors in Need	\$1,991

Total	\$10,497
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10. Mission

a. Beyond your contributions through the UCC and Presbyterian support, name the most significant local or global missions/ministries or agencies that were supported by your local church last year, 2010 (excluded from Operating Budget paragraph 8 above):

Name	Amount
Alternate Giving Fair, Olympia	\$12,500
CWS/CROP Hunger Walk	\$8,727
Disaster Relief (Pakistan/Haiti)	\$4,517
Pastor's Fund	\$2,900
Youth Fund Raisers	\$1,685
Tent City Support (Camp Quixote)	\$1,277
Food Bank	\$828
Dixieland Jazz Scholarships	\$582
Community Kitchen	\$495
Bread for the World	\$228
Sister Church	\$225
Total	\$33,964

Source for paragraphs 8, 9, and 10 are TUCO annual reports. As stated in the 2010 Annual Report, contributions for special offerings plus the operating budget benevolences represented 21% of the operating budget.

b. What mission project has excited your church the most in the past three years? Why?

For the past three years, The United Churches of Olympia (hereafter referred to as TUCO) has been host to Camp Quixote, a tent city for the homeless. This mission embodies our desire to welcome all people, regardless of station in life. The residents of this traveling homeless encampment live on our church property for 90-120 days each year (the camp is on a rotating schedule with four other local churches). A number of our members are involved in the day-to-day life of camp residents. Congregants volunteer on-site as hosts in the volunteer tents and provide food, moving help and other services such as rides to medical appointments. The church has also hosted events designed to welcome camp residents. The congregation views hosting Camp Quixote as an important opportunity to engage our mission of social justice in an up-close, local and personal way.

11. Indebtedness

- a. Total amount of outstanding mortgages/capital debt: \$ 0
- b. Total amount of other debt: \$0
- c. Are payments current? None are due.

12. Capital Campaigns:

a. If the church has had capital campaigns in the last ten years, note goal and results:

Our church has not used capital campaigns; however, we have performed capital improvements using a capital fund received as annual pledges dedicated to capital fund purposes in the past ten years. The following capital projects have been completed, according to annual church reports from 2001-2011 and the church bookkeeper:

Year	Improvement	Cost	Capital Fund Balance
2001 -03	Remodel Social Hall, downstairs bathroom, & hallway. Sound system for sanctuary, narthex, and small chapel New commercial dishwasher for kitchen	\$38,557 (remodel only)	Pledges were \$34,925. Capital fund in debt.
2005	Sanctuary lighting, ramp for handicapped to chancel, social hall speaker covers, new telephone system, bicycle rack, carpeting.		\$48,602
2006	New chairs in chapel, new refrigerator		\$55,000
2007	Sanctuary sound system improvements and sanctuary ventilation fans.	\$57,256	\$22,695
2008	Replaced boiler	\$51,360	\$5,360
2009	Replaced sections of roof	\$27,818	\$14,487
2010	Repaired boiler and heating system	\$20,549	Capital fund pledge = \$27,709
	Decommissioned oil tank	\$7,470	Balance = \$1,839
	Replaced south side roof	\$8,550	
	New heat unit for Camp Quixote	\$2,021	
	Resurfaced upper parking lot	\$1,768	
		TOTAL \$40,358	

b. What projects were undertaken as a result of your capital campaign?

From our annual capital fund pledges received we were able to complete projects listed above in # 12: Boiler replacement, dishwasher, refrigerator, sanctuary floor carpeting, sanctuary sound system, lighting, ventilation, and an outside bike rack.

- Was there a mission or outreach component to the campaign? _____ Yes X No
- If a capital campaign is underway or anticipated, describe it: A separate capital campaign is not anticipated as our capital improvements are now funded through the operating budget.

Sources: TUCO annual reports, 2001-2011.

13. Assets held by the Church:

a. Reserves (savings): \$ 15,645.

b. Endowments/Investments: \$ 234,849.

(TUCO annual report)

c. Describe buildings and property of your church except the parsonage:

We worship in an iconic, spire-topped building that sits on a prominent corner in downtown Olympia, across from the State Capitol Campus. The building, which also houses a bell tower, was constructed in 1951 and, with its two parking lots, sits on approximately 5/8 of a city block. Its striking profile adds character and distinction to the downtown corridor.

Inside is a classic sanctuary with wooden pews, high ceilings and a pipe organ that was refurbished in 1986. An informal chapel sits off the narthex and adjacent to a gathering space we call the Fireside Room. The chapel contains chairs, a piano and carpeting. Chairs are often moved and collapsible walls pull back to make use of the entire space for gathering after worship. Both the chapel and sanctuary are lined with stained glass windows. The chapel memorial windows were made in 1910, and brought to the new location when the Presbyterian and UCC joined as one, making them not only a beautiful addition to the space but a symbol of our history. The circular window at the front of the main sanctuary (which was designed by a church member) is a rich addition to the space and a symbol of the shared worshipping life of our dual-denomination church.

The main floor of the church also houses office space, a small conference room and a nursery. In the basement we gather in the fellowship hall next to a large kitchen and the children meet in four rooms; three Sunday school classrooms and one youth room. The choir rehearsal space is also on this floor.

As is true of many older church buildings, ours is in need of upkeep. The building has gone through several additions and remodels through the years including, most recently: an upgraded kitchenette in the Fireside Room, new appliances in the basement kitchen and upgrades to our nursery and Sunday school rooms. The Administration Ministry has identified a need for further painting as well as a boiler replacement. The church conducted an energy audit in 2010 and upgraded our lighting. The Administration Ministry evaluates needed upgrades and proceeds as funds become available.

Total Square Footage	Selected Room Sizes					
	Upstairs			Downstairs		
	Sanctuary	Chapel	Library	Classrooms	Social Hall	Kitchen
24,050 sf	4802 sf	1984 sf	448 sf	4802 sf	2077 sf	660 sf

Source: 2007 committee report

d. Is the church building (including sanctuary and offices) handicapped accessible?

Yes _____ Partially (specify) X No _____

We're aware that, though each level is accessible through outside entrances, our building is not fully accessible to people with some physical disabilities.

Is the pulpit handicapped accessible? Yes X No _____

e. **If a building program is projected or underway, describe it, including estimated date of completion:** None.

f. **If the church owns a parsonage, describe it:** N/A

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

14. If your conference has compensation guidelines, do you follow them?

yes yes for some compensation items but not all no

Does the church consider this position to be full time or part time?

Full Time Part Time (specify)

How will church members be supportive of a part time or bi-vocational pastor who may need another job to supplement the church salary? N/A

15. Salary History

To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers' tenure. Do not include interim positions. If a parsonage is provided, insert the letter "P" in the space provided. Provide information for the last 3 leaders or the last ten years.

Last Pastor:

Starting date: 1987

Ending Date: 2010

Starting Salary: Not Available

Ending Salary: \$34,334

Benefits: \$22,210

Housing Allowance \$25,456 (No parsonage)

16. During the above period, has your church ever failed to fulfill its financial obligations to its pastor? yes no If yes, please comment:

17. Salary, Benefits, and Expenses Offered

The church follows the compensation guidelines for overall compensation, but cash, salary, housing, customary benefits and ministry expenses will be negotiated and balanced to best meet the needs of the church and the pastor.

The UCC Conference recommended salary range is \$61,200- \$73,440. This has been adjusted for the size of the church, the geographic area and for pastor with 5-15 years of experience.

Negotiable benefits include: housing allowance, vacation, maternity/paternity leave, UCC retirement annuity, UCC life and disability insurance benefits, UCC health benefits, UCC dental benefits, Social Security/Medicare offset, continuing education time, sabbatical leave, travel

reimbursement, meeting expense reimbursement, books and periodicals, reimbursement of criminal background check fee, moving expenses, study, and professional ministry expenses.

COMMUNITY CHARACTERISTICS

18. Population

a. Population of total city or town in which your church is located:

TUCO is located in the city of Olympia, with a 2010 population of about 58,000 people. Olympia is one of three cities occupying a medium-sized metropolitan area of about 150,000 people. The other two cities are Tumwater (23,000) and Lacey (72,000). This metropolitan area sits at the north end of a relatively rural county (Thurston) at the southern tip of Puget Sound.

b. Describe the population by racial-ethnic category and identify the source of the information:

The racial profile for the county is detailed in the Thurston Regional Planning Council at www.trpc.org/data/Pages/profile.aspx. The data from 2010 show that 89% of the community is white, 3.6% is Asian, 2.6% is Hispanic, 1.6% is Black, and 1.5% is American Indian or other indigenous peoples.

19. Economic Factors

Identify major sources of employment/income in your community:

- Government is the largest employment group (35%). Olympia is the Capital of Washington State, and the seat of state government. The state and two public colleges (The Evergreen State College and South Puget Sound Community College) employ about 25,000 people or about 25 percent of the work force. Local government, including three major school districts, employs about 11,000 people or 11 percent of the work force. Other government includes major employment at Nisqually and Chehalis Tribal sites, including casinos and Great Wolf Lodge, employing several thousand people. Federal government is also represented in the county with 500-1,000 employees.
- Health Care (11%) is the next largest employment group: Providence St. Peter Hospital, Group Health Olympia Medical center and Capital Medical Center collectively employ about 11,000 people.
- Retail Trade (11%) is another large sector employing 11,000 people at a well-sampled array of retail establishments including: Cabela's and two of each of the following: Costco, Target, Fred Meyer, Home Depot, Lowes and Wal-Mart.
- Other sectors include the Accommodation and Food Services sector at 8 percent, Construction at 4 percent and Manufacturing at 3 percent.
- Our region also has a large commuter population. Every day about 35,000 people commute north to jobs at Joint Base Lewis McChord (in Tacoma) or to Seattle.

20. General Description *(Add *** if the information came from a survey of the congregation)*

a. Describe three distinctive attributes of your community:

Our community is just the right size. It has an urban sensibility with small town geography. Rural areas are close to town and there is sense of interconnectedness between the three major cities and within the county overall. The following attributes are listed in no particular order and were determined by the Pastor Seeking Committee members.

- **Respect for the Environment** Our community has done a great job of developing parks and preserving open space for its citizens. We have public recreation areas on Puget Sound, several lakes, and forested areas throughout the county. Residents participate in a variety of outdoor sports including biking, kayaking, boating, hiking, mountain biking and camping. We are close to both the mountains and the Pacific Ocean. The community is surrounded by natural beauty, contributing to a calm space for people to live and grow.
- **Local Culture.** Olympia is culturally diverse, accepting, fair-minded and socially liberal. We provide a good level of social services to our vulnerable populations. Our community is particularly sensitive to the needs of the homeless. We support the second largest gay pride parade in the state. We have a strong local business movement. One example being the Olympia Farmers Market, an outlet for small farms and artisan food businesses, which is well supported by tax dollars and community members. Many community activities are family-oriented, such as the Procession of the Species, a yearly parade to celebrate Earth Day, and Arts Walk, a twice-yearly collaboration between downtown businesses and local artists. Theatre, dance, music and drama are also a significant part of our community. Olympia boasts the Washington Center for Performing Arts. As the largest performing arts facility in the South Puget Sound, it hosts a wide variety of events; including performances by the Olympia Symphony Orchestra, theaters groups, art exhibitions, dance, music and comedy.
- **Work and Education.** Olympia is the state capitol and hub of political activity. This has a distinctive influence on the local business economy and social activism. We have strong public school systems and three higher education institutions, The Evergreen State College, St. Martin's University and South Puget Sound Community College. In particular, we retain many Evergreen State College graduates who remain and integrate into the Olympia community.

b. Identify major trends you envision in your community during the next five years:

- As the economy and real estate sector bounces back, we may see increased development. We expect to see continued revitalization of downtown Olympia.
- Due our climate, location and affordability, population is projected to increase over time. Overall employment increases are expected to be centralized in the Olympia area. Along with the rest of the nation, we are experiencing a demographic shift to an increased proportion of seniors.
- Government services continue to be cut. Decreases in services for schools, basic health coverage and other essential needs programs will continue to take a toll on our under-resourced populations.

c. List three or four problem areas confronting your community that members feel your church should address:

- Homelessness, especially among youth, women and children
- Hunger, especially in teens
- Welcoming and support of the Gay, Lesbian, Transgender, Bisexual community
- Support of people affected by natural disasters around Puget Sound and throughout the world through volunteerism and monetary donations

d. Indicate Mission Activities

1. In which your church participates as a part of its mission in the community:

Social outreach is an important part of the identity and reputation of TUCO. Our members place a high value on mission to the community, made evident by the generous support of mission projects and special offerings. We have been and are working on many activities that support the social justice issue of homelessness in Thurston County. Several of our members were instrumental in working with the city and county governments and other churches to establish the organized homeless camp, Camp Quixote. This ongoing policy work has prompted further efforts toward permanent, innovative housing for the Camp Quixote residents. In the meantime, we have hosted Camp Quixote at our church location and assisted other host churches several times over the past four years.

Other activities we support include: hosting the winter Emergency Overflow Shelter for women, the Strengthening Families program, collecting food for the food bank, providing food and staff for the Salvation Army feeding programs, collecting school supplies for children in need and opening our church kitchen and social hall for public Thanksgiving and Christmas meals. On the horizon is a new advocacy program called "Sidewalk," a volunteer advocacy organization that aims to end homelessness through coordination of resources and programs.

2. In which your church expects the leader you are now seeking to participate:

Interfaith Works <http://www.oly-wa.us/Interfaith/>, which is an opportunity for the pastor to work with a wide range of faith communities and workshop leaders.

e. Describe how your church building is now being used by the community:

Because of our location, across the street from the Washington State Capitol Campus, many political advocacy groups rent space at the church, especially during the legislative session. The Community for Interfaith Celebration, a UCC affiliated congregation, holds services and Sunday school in the building on Sunday evenings. Also using the facility weekly are: Adult Children of Alcoholics, Alcoholics Anonymous, Gamblers Anonymous, Handicap Social Club, and Narcotics Anonymous. The Social Hall offers a large meeting space with kitchen facilities. We are one of two downtown churches hosting Barb's Thanksgiving and Christmas dinners for our homeless and low-income community members. In addition, there are a variety of other

community groups renting space on an occasional basis. Our sanctuary is considered to have fine acoustics, and in addition to numerous weddings, we host concerts and recitals regularly.

f. Indicate the number of school districts from which members of your church are drawn:

The church draws primarily from the Olympia School District, abutted by Tumwater and North Thurston School Districts.

CONGREGATIONAL LIFE

21. Identify major trends you envision in your church in the next five years.

We think in the next five years our church will:

a. *Expand our use of innovative styles of worship.* We see ourselves increasing our creativity and flexibility so we can offer a range of worship experiences in our services, namely the use of music and art from a wide variety of disciplines including classical, contemporary, contemplative and folk. Our efforts might include involving more musicians from the congregation, continuing to offer special services and integrating alternate forms of worship, such as our monthly folk-inspired and contemporary-inspired services. We also plan to acquire permanent media equipment in the main sanctuary, allowing the seamless use of technology as a tool for worship.

b. *Continue our focus as a social justice church.* As a downtown church, we see ourselves continuing our strong connection to social issues affecting the vulnerable populations of the city, such as homelessness (especially youth), hunger, and rights for low-income children and families, as well as support for the LGBTQIQ community. We want to cooperate with other local faith communities who work with these efforts to become an inspirational force in our area; a magnet for those dedicated to social justice causes. A vital part of continuing this focus and clarifying our identity is discernment about which efforts to continue, which to add and which to bring to a close.

c. *Become a more spiritually grounded congregation.* There's a strong voice supporting the desire for our community to be spiritually focused and identify with our faith as Christians. At the same time we have a desire to explore spiritual practices common to other traditions alongside classic Christian disciplines. We see ourselves strengthening our spiritual identity by building a spiritual infrastructure in the context of existing groups and programs, through worship and music, education, service, and small group formation. In Christian education we see ourselves continuing to study and question our faith with intention and respect. For example, continuing our practice of holding one adult class focused on a spiritual practice each year, such as prayer, meditation or singing our faith. We will continue to teach our children through a high-quality Christian education program where they are encouraged to think critically and creatively. In the past we've held alternative evening services that have included contemplative and prayer-centered practices as well as an informal and intimate worship experience and see the possibility of reinstating a similar service. We plan to continue opening the Labyrinth (located in the fellowship hall) one evening per month.

d. *Re-envision the way we welcome newcomers to our community.* In particular, we want to create an appealing place for families while maintaining the diversity of a whole, caring congregation. We want to be a vital and attractive church that can be a spiritual home for progressive Christian families. Discussions are underway about how to formalize our welcoming and follow-up practices with all new people in our community.

22. Planning

a. All churches do planning. How would you characterize the way planning is done in your church?

Planning is primarily done through the Ministries and Council. The Council meets monthly and has an annual planning retreat. The Council membership shifts every January, as new ministry members begin their terms and previous members leave. Council is made up of one representative from each ministry, a TUOC moderator, the UCC moderator, the pastor and a clerk representing each denomination rotating clerk duties. Individual ministries may choose to have yearly, day-long retreats to plan and discuss specific concerns and issues. The church has no standing committee for long-term planning.

b. What expectations do you have of the person you are seeking in relation to the planning that takes place?

Support for existing efforts, innovative ideas and leadership for new ones and guidance on deciding which efforts are no longer relevant to our mission as a church. The pastor is expected to take an active and collaborative role in planning, particularly in the area of worship.

c. When is the last time your church undertook a period of discernment and long-range planning in an intentional way?

In 2004, we began a discernment process. Due to knowing our senior pastor would be retiring, it was decided to call an associate pastor. The associate pastor was with us for two years and then was called to another church before our senior pastor retired.

We also completed a Worship Ministry survey in the Fall of 2010, and a Planning Committee report entitled “Who are We?” in the summer of 2011, as part of the process of calling a new pastor.

d. What were the outcomes of your intentional long-range planning?

When the associate pastor left, the Personnel Ministry and Council decided not to re-fill the position; it became clear that the financial obligation was more than our budget could support at the time.

Results from the Worship Survey were interesting and varied. Full results are best read from the summary, found by clicking on “[2010_Compiled_Worship_Survey_Report](http://www.theunitedchurches.org/resources)” on the resources page on our Web site: <http://www.theunitedchurches.org/resources>.

Three themes and accompanying actions emerged from the Planning Committee report (we go into detail on these points in question 23. c.)

Themes were:

- 1) building a healthy church community
- 2) spiritual growth and transformation
- 3) outreach to a wider community

e. Does your church have any plans to undertake a period of intentional long-range planning in the future?

TUCO is considering using “Open Space Technology,” or another process to redefine itself during the next 2-5 years. We would like to call a pastor first and then undertake a planning process to define where we want to go together.

23. Reflections on Congregational Life. Comment on the following with what you believe to be the generally held responses of the congregation.

a. Identify the three most important faith experiences or events in the history of your church and the year each took place:

1. Formation of The United Churches of Olympia federation by the First Presbyterian and First Congregational Churches of Olympia. The continuing federation means that any pastor serving The United Churches of Olympia must have a deep understanding of both denominations. (1916)
2. Deliberation and decisions regarding the membership and election to ordained positions for gay, lesbian and bisexual persons in a federated church. The outcome of this dialogue was that TUCO became an open and affirming congregation. During this time, many Presbyterian members left to become members of other Presbyterian churches in the area. (1992)
3. Retirement of Reverend Mark Dowdy after 23 years of service to The United Churches of Olympia. (2010)

b. Identify the most challenging faith experience or event in the life of your church in the last three years and what the church learned from it:

In the last three years TUCO has experienced a great deal of change. In the fall of 2009 Amy Roon, our Associate Pastor, was called to another church. In the spring of 2010 our long-time pastor, Mark Dowdy, retired. In August of 2010, we welcomed Tammy Stampfli, our Interim Pastor, and began the work of seeking a new settled pastor. Adjusting to this series of changes has been a challenge, but the congregation has remained vital and energized. We have learned that there is ample qualified leadership among the lay members, and growing participation in the membership of the church. However, TUCO needs and receives inspiration and guidance from their pastors, and seeks strong pastoral leadership for a diverse congregation.

c. What is God calling your church to do/become over the next few years?

Recently our church went through a discernment process and answered the question, “What does God call us to do?” Three themes and accompanying actions emerged:

Building a healthy church community

- become a more welcoming congregation
- continue to be respectful of diversity
- focus on small group ministries

Spiritual growth and transformation

- nurture the spiritual growth of our congregants
- encourage intentional and respectful study of our faith
- embrace change while honoring tradition in our worship, teaching and praying

Outreach to a wider community

- balance our Christ-centered faith with an inclusive and open-minded understanding of other faith communities
- continue to welcome and be visible advocates for disadvantaged people in our community
- focus on projects that promote justice and sustainability
- explore social action opportunities internationally

d. Describe how the church expects the person you are seeking to help your church reach these goals:

In providing leadership for each of the above three areas, we expect our new pastor to use his or her experience to inspire, facilitate and guide us in fostering initiative among within our congregation. We want someone who will respect who we are while helping us discern new opportunities and directions and leading us with a strong vision. This is especially important in the area of worship and spiritual formation.

e. Chose the statement that most accurately describes the theological/faith stance of your church: *You may check more than one.*

- We tend to be theologically conservative.
- We tend to be theologically moderate to conservative.
- We tend to be theologically moderate.
- We tend to be theologically moderate to liberal.
- We tend to be theologically liberal.
- We tend to be quite diverse theologically.
- Other

f. Describe the educational program of your church: Identify the curriculum/a use in your church school and the person of committee responsible for the selection of curriculum/a. Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources: Are there educational opportunities for all ages?

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Our congregation desires a high quality Christian education for all ages; with an emphasis on encouraging creative, critical thinking. All curricula are selected or approved by Christian Education Ministry. TUCO currently provides educational programs for all ages.

Adults

Adult education classes take place throughout the year, with 2 to 6-week long sessions on various topics. These classes are led by church members, guest speakers, or church staff using videos, books, texts, or other materials, and usually stress discussion and group participation. Classes are offered Sunday mornings with at least one class per year from each of these categories: Biblical Study, Theological Reflection, Spiritual Practices, Ethic/Justice/Science Issues, and Practical Living.

High School Students

There are two youth groups for older children: Middlers and Senior Highs. The Middlers meet on Tuesday evenings and the Senior High meets on Sunday afternoons. They are led by the Director of Youth Ministries and other staff/church members. The Director of Youth Ministries is responsible for confirmation and develops the program from UCC and Presbyterian resources, as well as personal history and experience.

High School students participate in a Sunday school class that meets during the church service on Sundays. During this time, students choose to mentor younger children during their Sunday school classes, sit in on the service or participate in Adult Education classes.

Confirmation is an educational process for teenagers from the 8th grade through seniors in high school to experience God in different ways. The youth experience enlightening moments in different environments, which helps broaden their faith journey. This helps the youth come to an understanding of what their faith means to them and how TUCO fits in to their faith journey.

Primary School Children and Young Children

Children aged pre-school through eighth grade attend Sunday school during the 10:30 am service. They join the entire congregation for the first fifteen minutes of the service and then depart for age-based classes. This year the children's program is using *Seasons Fusion* as a curriculum. The Children's Ministries Coordinator selects the curriculum, subject to CE Ministry approval and trains and coordinates volunteers who teach the lessons.

Once a month, the Children's Ministries Coordinator and the Director of Youth Ministries work together with volunteer leaders and children to create the Family Worship Experience. This informal service is led by the youth of the congregation, and serves to bring children and youth into active participation in worship. This service is held the last Sunday of each month.

Nursery

A paid nursery attendant provides child care for infants through age five on Sundays during worship hours.

Does your church have a written Safe Church Policy?

Yes.

g. Describe how the church expects the person you are seeking to participate in the congregation's educational programs:

Although adult education classes are run by lay leaders and other experienced spiritual teachers in the congregation, we expect the pastor to assist in integrating worship, community building, and social justice work with the educational programs. Pastoral support and participation in these programs when possible is essential. Our congregation supports and encourages the pastor in a teaching role, so having a pastor who is gifted in teaching would be an asset. We expect the pastor to provide input and support and to meet regularly with the staff members who implement the educational programs of the church and with CE Ministry as they develop educational programs for the whole church.

h. Describe how programs or ministries of your church are evaluated:

There is no standard process for evaluation of the ministries, except regularly conducted reviews of the work of clergy and other staff. Otherwise, evaluations are done sometimes through surveys or a discernment process with a specific focus.

i. Describe the strengths or positive qualities of your church: (Add * if information came from a survey of the congregation.)**

- **Social Consciousness and Action.** We profess a progressive, welcoming theology, and take action in the social justice arena. We have an educated church congregation with a strong social consciousness. Our children and youth explore issues of faith and apply them to their lives. ***
- **Location.** We are a downtown church, which means we are aware of the needs of vulnerable populations, including the homeless. Many in our congregations work for environmental and social justice, either professionally or through volunteering. Being in the capital city of Washington, and across from the Capitol Campus, we are very aware of the political issues of the community. We collaborate with members of various local organizations to enhance services surrounding these issues. Our facilities are in constant use by local groups such as self-help organizations, 12-step programs, social clubs and charities. During the legislative session we also rent out our building to groups involved in legislative efforts that align with our values and mission.
- **Lay Leaders.** There is strong lay leadership in our congregation, with a number of active and committed members who bring a broad range of skills and talents to the life of the church. We have a multigenerational congregation, which leads to multigenerational leadership. We have a number of retired pastors who attend as laypersons and participate in the life of the church by sharing their gifts in worship, education and service. We have a strong Stephen Ministry

program with 12+ trained Stephen Ministers to provide respectful and Christian caring for members who are dealing with life-changing issues, such as death of a spouse, diagnoses of a serious illness, or loss of a relationship or physical abilities. Caring Friends is another important component to layperson pastoral care.

- We have a **variety of worship styles**. Two unique worship services reflect this diversity.

24. Indicate major boards, committees, small groups, and organizations that are a part of your church; the frequency of meetings (monthly, weekly, etc.); and expectations for leadership. For leadership role use:

1 = pastor takes primary initiative and responsibility;

2 = pastor and laity share responsibility;

3 = laity take primary initiative and responsibility;

4 = the pastor’s presence is expected periodically/occasionally

Major Group	Purpose	# Members	Frequency	Pastor Involvement
The Council	Coordinate programs and activities of the ministries, policy making, overall vision of the church, and spiritual nurture of the congregation. (Consists of a moderator, ministry chairpersons, representative of each denomination and pastor.)	14	Monthly	2
Administration Ministry	Provide administrative oversight of business affairs of the church including maintenance of properties, finance and budget.	10	Monthly	2
Christian Education Ministry (CE)	Facilitate growth in areas of spirituality, personal relationships, communication skills and understanding of our Biblical heritage and Christian values. (For all ages, including a significant adult education program, children's program, Middlers group and Senior High group.)	6	Monthly	2
Congregational Life Ministry (CLM)	Promote strong family life and sense of community. Coordinate fellowship, pastoral care, and hospitality.	9	Monthly	2
Mission, Peace and Justice Ministry	Present mission needs, recommend mission budget,	8	Monthly	2

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(MPJ)	foster ecumenical relationships with other churches and identify actions to address social, moral, environmental and ethical concerns.			
Personnel Ministry	Develop and review staff positions, conduct annual review of staff performance and compensation, recruit non-pastoral staff, promote professional development of staff and manage grievances and complaints.	6	Monthly	2
Stewardship Ministry	Educate, promote and coordinate giving (year-round stewardship, including missions and outreach).	8	Monthly	2
Theology, Natural Sciences & the Continuing Creation Ministry (TNSCC)	Promote awareness of and provide opportunities for education and discussion regarding the disciplines of theology, the natural sciences and continuing creation.	6	Monthly	2
Worship Ministry	Give overall guidance to worship life of the congregation, including an understanding and appreciation of the theological and liturgical traditions.	8	Monthly	2
Budget Committee	Prepare budget proposal for upcoming calendar year, along with priorities for use of additional funds if they become available.	9	3-4 times Sept - Dec	2
Nominating Committee	Select nominees for: Council Moderator, members of the Ministries (representing each denomination equally) with 2 designated Trustees, and a member to the Church Endowment Fund Management Board. Presented to congregation in late November.	13	3-4 times Sept-Nov	3
Communications TF	Discuss and implement issues related to communications: The Voice (newsletter), Web site	6	Every 2-3 months	3

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	and other publications.			
Wedding and Memorial Committee	Coordinate weddings and memorial service arrangements. Make decisions regarding memorial donation funds.	2	As needed	2
Church Scholarship Review Committee	Award higher education scholarships to qualifying candidates.	3	3-4 x April	3
Creative Spiritual Growth Endowment Fund Management Board	Accept/receive gifts, bequests or devises, and provide money from earnings for spiritual growth (off-budget projects, events and activities for staff and church leaders).	6	Quarterly	3
Church Endowment Fund Management Board	Invest and manage gifts, bequests and devises and any resulting income.	5	Quarterly	3
Board of Trustees	Serve as property-holding body to transact as needed. Business referred to them by Council or respective denominations.	6	As needed	3
United Church of Christ Board of Deacons	Carry out all business specific to UCC denomination within the Federation, as well as attend to conference and national issues. Choose representative to annual conference.	20 +	Quarterly	2
The Presbyterian Session	Carry out all business specific to the Presbyterian Church; represent Presbyterian authority in the Federation. Choose representative to Presbytery.	20 +	3-4 times annually	1
Stephen Ministry	Trained parishioners provide one-to-one care to those in our congregation and community experiencing various life needs.	20	Bi-monthly	2
Caring Friends	Trained parishioners implement the church's program of lay visitation to congregation members and friends.	12	Monthly	2
Choirs including Festival Choir and Bell Choir	Share music and fellowship throughout the year. Provide music for worship.	80 among all ensembles	Weekly	2
Dinners for 7	Mainly social fellowship groups that meet over a meal.	Approx. 65	Varies. Usually	3

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	Groups change structure every 6 months.		monthly	
Rainbow Circles	Self-identified "Lesbian, Gay, Bi-sexual, Trans-gendered, Queer, Intersex, and Questioning."	Approx. 10	Varies	3
Daughters of Eve	“Daughters of Eve is a group of women, emerging from Judeo/Christian roots, joining together to support one another as we mature, and explore in safety, our spirituality within a feminine framework.”	12-15	Monthly	3
Men’s Breakfast	Men meet for breakfast to discuss issues of interest to them. Past topics have included: increasing youth-adult interaction in the church, urban agriculture and what God calls us to do or be. Also shared personal biographies in the past. All men are welcome.	8-12	Monthly	3
TUCO Book Club	Hosted at local homes of TUCO Book Club members; discussion of books designated by a reading schedule.	14	Monthly	4

25. Conflict

Most churches experience conflict at various times. Characterize your church’s experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church: C = closely; S = somewhat; N = not at all.

C: as a church, we respect and listen to each other and work things through without generating divisiveness.

N: As a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides.

S: Some have left our church because of conflict. (See comment below)

S: Conflict hurts our sense of unity, but we tend not to talk about it.

C: Painful experiences with conflict have been present, but it has been worked through, and we have learned from the experience.

S: We have had some painful experiences with conflict, and they linger in the background.

N: Open conflict is present, and we need a minister who can help us deal with it other.
Specify:

Comment: We have two comments to further illustrate our church community's beliefs, attitudes, and actions with respect to conflict. The word 'conflict' has different meanings and intensity in our community. Some believe "conflict" is too strong to describe day-to-day disagreements; others believe that conflict is any unresolved disagreement—large or small.

1. In the early 1990's, this church experienced a major conflict around the open and affirming issue. About one-third of the members left the church. Much healing among remaining members has taken place; some are still not in agreement with our church being open and affirming. However, the issue is not a distraction in our current day-to-day business. And, at least half of our current congregation has joined since that time and the experience is not a part of who they are as we move our church into the future.
2. If we use the definition of 'conflict' as any unresolved disagreement, our congregation tends to handle disagreement in a respectful manner. Individuals may act out through gossip, not-so-nice emails, etc. To become the spiritual community we are seeking, we need to improve our skills as individuals and as a congregation in clearly defining our needs, communicating them in a respectful manner, compassionately listening to other points of view, negotiating, and coming to solutions that are best for our congregation as a whole.

26. Worship

a. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special emphases such as healing services, contemporary worship, etc.)

We are experimenting, from September 2011 to June 2012, with two services (9:00am and 10:30am) planned and designed to meet the worship needs of the congregation.

9:00 a.m.: informal chapel service. Songs are generally sung with piano accompaniment, worshippers sit in chairs in a more intimate gathering space, as described in number 13. c.

10:30 a.m.: formal sanctuary service. Choir performs during most of the year; hymns are generally accompanied by organ.

No evening service is currently being offered, but there is interest and support for re-initiating this practice, with pastoral leadership. We offer Communion monthly, informally served with gluten-free bread and a choice of wine or grape juice. Services are in English. We place a strong emphasis on inclusive language.

One Sunday of each month, we have "Family Worship" during the 10:30 service. This service uses music and technology from the contemporary Christian tradition. Adult education programs alternate between the earlier and later services while children's education programs take place during the 10:30 service. In the summer we traditionally have one service at 10 a.m. to accommodate the lighter summer attendance. Usually there are no adult education programs offered during the summer.

b. Are your worship services or church gatherings sign language interpreted? No.

We do provide audio assistance for the hard of hearing.

Are there particular ministries with persons with developmental disabilities or mental illness?

Comment:

Not at this time. People with disabilities are part of our congregation and do not have a separate group.

c. Identify how worship is planned on a regular basis in your church

by a worship committee

by the pastor

by the pastor in consultation with the church musician

other – specify: pastor, worship ministry, church musician.

d. Describe the style and content of preaching valued by your congregation:

***Our congregation values heart-felt and inspirational preaching that challenges us to grow. We appreciate sermons that are based in scripture, yet are relevant to today's world and relate to our lives in personal and useful ways. A progressive interpretation of the bible, respect for science and the use of inclusive language are imperative to us. Humor and a conversational tone are desired. We are open to new approaches to the traditional sermon, such as the use of expressive movement, visual arts and technology. We enjoy smart, interactive preaching in which the congregation takes an active role. Ideally our pastor's sermons would vary in style and tone from week to week - meditative, dynamic, celebratory or motivational.

e. Describe the role in worship of the person you are seeking:

We are seeking a pastor with a positive, distinctive and welcoming presence in our worship services. At TUCO, the pastor leads worship and communion, enhances the worship experience through inspirational storytelling, supports diverse styles of worship and sets an open, light-hearted tone. The pastor leads prayer, preaches (for the most part) and is visible as the spiritual leader for the congregation. This person should be warm and welcoming, deeply spiritual and encouraging. The pastor connects personally with individuals at the end of the service, visiting with those who need special prayers and extending a special welcome to newcomers.

f. What hymnal(s) are currently used by your congregation in worship?

We are a musically diverse and sophisticated congregation with multiple hymnals and songbooks. We use the UCC hymnal, the Presbyterian Hymnal, and a contemporary hymnal entitled *Sing! Prayer and Praise*. We have also used songs from the Taizée and folk traditions. Music is a focus of much of our discussion about worship.

Have you considered using another hymnal?

Since one music resource does not meet all of our needs, we continue to pick and choose from a variety of resources. Since we already own two sets of hymnals, we are not considering the purchase of a new set at this time.

g. Churches have a variety of practices related to the use of Inclusive Language in worship services. (Some churches have made the decision not to change any language in worship;

others are intentionally inclusive in their references to people avoiding words such as “mankind”. Some avoid exclusively male references for God and seek to include male and female images as well as a variety of metaphors; other churches exercise care in the words of the liturgy but still utilize “traditional” hymns.) How important is this issue to your church?

Very important! We strive to be inclusive in all of our worship programs.

WIDER CHURCH CONNECTIONS

27. United Church of Christ and Presbyterian Church USA

Note: The Pastor of TUCO shall obtain recognition from the other denomination and maintain proper relationships with both denominations.

a. Association, conference, or other denominational programs and activities in which church members participate:

Pacific Northwest Conference, UCC and Presbytery of Olympia

Do you send delegates to association and conference meetings?

Regularly occasionally Never

Have members of your church ever served as delegates or visitors to General Synod and the Presbytery of Olympia?

Yes No Not Sure

b. Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate:

PNC UCC groups, South West Pastor group, other PNC sponsored groups as appropriate, General Synod if possible, Presbytery meetings at the Presbytery of Olympia.

c. Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:

Closely *MODERATELY* nominally other

Comment: Because the United Churches of Olympia is a federated church, lay leaders can be affiliated with either UCC or Presbyterian denominations.

28. Ecumenical and Interfaith Activities

a. Describe ways your church participated in ecumenical and interfaith activities during the past three years:

- TUCO is a member of **Interfaith Works**, a local association of faith communities, TUCO also provides worship space for Community for Interfaith Celebration (CIC), an interfaith worship group that meets weekly on Sunday evenings;
- **Pride Weekend**. Participates as a group and with other churches in the Pride Parade and rents a booth space for TUCO members to interact with the community;
- **Panza** (a non-profit cooperation with faith community representatives, coordinating activities in support of Camp Quixote, a local homeless camp); one of five churches hosting **Camp Quixote**. Hosted for the fourth time in the summer of 2011;
- **Stephen Minister** network and potlucks;
- We participate yearly in **CROP Walk** by hosting a team to raise money to alleviate hunger;
- Our members participate regularly in cooking at the **Salvation Army** soup kitchen;
- We participate in the **Little Red Schoolhouse** (back to school fair);
- Along with other faith communities, we host the **Community Overflow Shelter** (for women) in the church once a year for four weeks;
- We participate in **ecumenical offerings** such as Bread for the World. As a federated church, TUCO also participates in activities of the Presbyterian Church (USA).
- The TUCO choir was invited to provide music for a Buddhist Temple and a community-wide benefit for victims of the March 2011, Japanese earthquake and tsunami disaster.

b. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:

We expect the pastor to participate in local ecumenical and interfaith activities as opportunities arise, representing TUCO as often as he/she is available to do so. We would also like the pastor to encourage participation by the congregation, as this is an important part of our witness in the community.

RELATIONSHIP WITH MINISTERIAL LEADERS

29. Relationship with Prior Leaders

a. Characterize your church's experience with pastoral leaders over the past 15 years.

You may check more than one response:

- In general, our lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership.
- We have had some fairly rocky moments, but we have worked them through, and
- Relationships with pastoral leaders have grown in significant and important ways.
- We have had some tough times and things did not always work out.

Comment: We have a tradition of strong lay leaders who work collaboratively with the pastor. We are looking for a pastor who will continue to grow lay leaders with encouragement and supportive direction.

b. Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims:

1. Maurice L Haehlen 1963 - 1970
2. Paul McCann 1971 - 1984
3. Mark Dowdy 1987 - 2010

c. If a previous pastor or pastor emeritus/a is currently a member of the church, describe his or her involvement in the life of the congregation:

Rev. Paul McCann continues to worship with the congregation. Occasionally he teaches an adult ed. class, sings in the choir or preaches at the pastor's request. He does not do ministerial functions such as baptisms and memorial services. He continues to manage the library as contribution to the congregation.

d. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill:

In addition to regular vacation and study leave, our pastor received a paid, three-month sabbatical and four weekends off per year, with no stipulated conditions or assignments.

e. Involuntary Terminations: Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure? No.

30. Does the church have a Pastoral Relations Committee (PRC)?

A PRC has yet to be formed. We did have one when our previous UCC Associate Pastor arrived and it is likely one will be formed by Council when the settled pastor is called. The previous PRC initially met monthly and was charged with providing support and feedback to the pastor.

31. Is there periodic assessment/evaluation of the nature of the work and of the performance of that work for the position you are seeking to fill? Describe it:

The nature of the work for the settled pastor was reviewed by the Pastoral Search Committee and Personnel Ministry during the past year. It was done in the context of a complete staff configuration review.

Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation?

An annual pastor evaluation is conducted but there has not been an accompanying review of the overall church's ministry. We have, however, conducted a number of these more strategic reviews though in the last 10 years, the most recent in the past year.

32. Leadership Expectations

A list follows of 45 items representing a range of qualities in the ministry of the church. Place an "X" beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided. Do not rank the items.

Our church needs a person who...

***** Answers from full congregation**

1. is an effective preacher/speaker
2. continues to develop his/her theological and biblical skills
3. helps people develop their spiritual life
4. helps people work together in solving problems
5. is effective in planning and leading worship
6. has a sense of the direction of his/her ministry
7. regularly encourages people to participate in United Church of Christ activities and programs
8. helps people understand and act upon issues of social justice
9. is a helpful counselor
10. ministers effectively to people in crisis situations
11. makes pastoral calls on people in hospitals and nursing homes and those confined to their homes
12. makes pastoral calls on members not confined to their homes
13. is a good leader
14. is effective in working with children
15. builds a sense of fellowship among the people with whom he/she works
16. helps people develop their leadership abilities
17. is an effective administrator
18. is effective with committees and officers
19. is an effective teacher
20. has a strong commitment to the educational ministry of the church
21. is effective in working with adults
22. inspires a sense of confidence
23. works regularly at bringing new members into the church
24. regularly encourages support of Our Church's Wider Mission
25. reaches out to inactive members
26. works regularly in the development of stewardship growth
27. is active in ecumenical relationships and encourages the church to participate
28. is a person of faith
29. writes clearly and well
30. works well on a team
31. is effective in working with youth
32. organizes people for community action
33. is skilled in planning and leading programs
34. plans and leads well-organized meetings
35. encourages people to relate their faith to their daily lives
36. is accepting of people with divergent views
37. encourages others to assume and carry out leadership
38. is mature and emotionally secure
39. has strong commitment and loyalty
40. maintains confidentiality
41. understands and interprets the mission of the church from a global perspective

42. x is a compassionate and caring person

43. x deals effectively with conflict

Comment:

Although the survey shows our desire for a pastor competent in the more traditional roles of ministry (preaching, care of the people, personal maturity in faith and practice, understanding mission of social justice), we also seek on who can lead us in several key areas.

We look for a pastor who can accommodate and support both of our denominations, UCC and Presbyterian, equally and enthusiastically. We claim a common reformed theology and look for one leader who can help us articulate a spiritual center in progressive language, enabling us to be followers of Christ in a changing church and community.

We are looking for a leader with welcoming hospitality for all in our church community - families with young children, gay/lesbian families, the homeless, those with mental illness, the elderly, youth, young adults and empty nesters.

Finally, we are looking for a pastor who will help us work together to develop caring and supporting relationships, grow fellowship and leadership among our congregants and to be one body in Christ. One way caring and supporting relationships are evidenced is in the Stephen Ministry program. We seek a leader who is knowledgeable of this program and who will be directly involved with it.

GENERAL

33. Does your governing body or your search committee have a well-defined policy against discrimination? Yes

Comment: We strive to live by the messages we proclaim through our work with vulnerable populations in our community. We also incorporate the UCC motto, “No matter who you are, or where you are on life’s journey, you are welcome here.”

34. Has your congregation participated in an ONA (Open and Affirming) study/discernment process? Yes

Comment: This occurred in our church in the 1990’s and became a point of contention for some members of the congregation. The Congregational decisions taken in 1992 resulted in the federated church openly affirming church membership for all persons regardless of sexual orientation. A percentage of members of the congregation who were uncomfortable with this eventually left the church (about one-third, as stated in our comments on question 25). Several years later the UCC Congregation voted to become an Open and Affirming Congregation, which allows for gays and lesbians in ordained positions of leadership. It has not come up within our congregation as a point of contention since this event.

35. Is there a position description of the pastor’s role and responsibilities? Yes

If yes, please attach a copy.

Does your church have a personnel policy covering this position? Yes

36. List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time (FT) or part-time (PT).

From TUCO Web site.

<u>Title:</u> Children’s Ministries and Nursery Coordinator	PT
<u>Title:</u> Church Administrator	FT
<u>Title:</u> Choral Director, Organist/Accompanist	PT
<u>Title:</u> Youth Ministries Director	PT
<u>Title:</u> Church Caretaker	FT

37. Name three people who have agreed to serve as references. Make sure they are not members of your church, but know your church well enough to be helpful to a final candidate seeking more information about your church, e.g., conference staff, person in community, neighboring pastor:

Name	Telephone	Relationship to Your Church
Rev. Jan van Pelt	206.542.7477 pastorjan@rbccucc.org	Interim Pastor for Richmond Beach Cong. UCC. She assisted us for approximately 6 months when our pastor, Rev. Mark Dowdy, was ill.
Lynn Longfield	253.588.5204 (office)	Executive presbyter for the Olympia Presbytery.
Jill Severn	360.753.2095	President of the Panza Board, the group that oversees Camp Quixote.

38. What groups or individuals in your church have contributed to, reviewed, and/or approved this profile for circulation?

- Pastor Seeking Committee
- Church Council
- Personnel Ministry
- Congregational Members
- Interim Pastor
- Staff
- UCC Conference Minister

STATEMENT ON LEADERSHIP IN MINISTRY

Using this page, and one additional page if needed, write a statement that will help a candidate better understand the relationship of clergy and lay leadership in the life of your congregation. Candidates will be interested to know whether your lay leaders have a history of strong, cooperative relationships with the church’s pastoral leadership. If your church organizational structure is based on intentional lay-led ministries, describe how that structure functions in relationship to the pastor; if your organizational structure is dependent on clergy leadership, describe what will be expected of the pastor.

If you wish, this statement can provide an opportunity for you to elaborate on the list of committees/boards/groups that you identified in Question 24. (For example, in some churches the expectation is for mutual involvement of pastor and finance committee in the financial matters of the church; other congregations have a clear expectation that the pastor will be focused on “spiritual matters” and will be excluded from settings where financial decisions are made.)

Include in the statement reflections on leadership styles that work well for your church. What do you hope/expect that your new pastor will understand and value in your particular style of lay leadership? What would a new pastor need to know in order to work smoothly with your established leaders? If yours is a multiple-staff church, it would be helpful to comment on your expectations of how the staff team members relate to each other. You are encouraged to include anything else you want to say about your church and its expectations of the leader it now seeks:

At the United Churches of Olympia we are seeking a leader who can help guide us along the new path God is calling us to travel. Transitioning from our former pastor, who served our congregation for 23 years, we have worked in the interim on exploring our identity as a congregation and discovering the kind of leader our church will call next. Our goal is to find a pastor whose strengths can assist us in continuing the social justice work we are passionate about and inspire us as we worship together and serve one another and our community.

This statement on leadership focuses on the expectations of the new pastor in working with our lay leaders, ministries, volunteers, the congregation and in the wider community.

Background

The United Churches of Olympia is a federated congregation of the United Church of Christ and Presbyterian USA. We strive to use the strengths of each denomination, combining the guiding principles of the two, while acting as one congregation. We welcome a pastor who is passionate and enthusiastic, with a warm, nurturing heart and an ability to inspire a congregation of diverse beings. We seek someone with fresh ideas and an ability to break down into steps the path we need to take to achieve our goals as a church community. Our ideal pastor would model a faith that is mature, winsome and contagious and have the ability to quickly establish relationships

with current members while reaching out to new members. We seek to balance the desires and visions of diverse individuals and smaller groups within the church to work together as one body.

Lead the Church

We expect our new leader to have the skills to provide full leadership, including the ability to enable change, model active listening and make hard decisions for the good of the whole congregation. The pastor needs to be able to work with the congregation to discern a focus and vision for the church – within the context of our progressive Reformed theology and focus on community action – and grow the church from there. While collaborating with an active church council, multiple ministries and small groups is paramount, the church needs a leader to strengthen and refine our common identity and unify our congregation. The pastor is expected to participate in congregational activities, such as those at Christmas, Annual General Meetings, Easter, and Summer Retreat. But in addition to fulfilling the pastoral role in these and other yearly events, we are seeking someone to envision, along with lay leaders and congregants, the kinds of unifying activities that will foster internal congregational relationships.

Delegate Leadership and Cultivate Lay Leaders and Volunteers

Our church has a history of lay leaders managing a collection of diverse activities within the church. By "lay leaders" we mean those commissioned by the pastor and congregation to provide leadership in the church, including Council members, ministry committee members, Sunday school teachers and Stephen ministers. Volunteers are members of the congregation who support or participate in activities of the ministries and operations of the church such as providing weekly office support, assisting with a building clean-up day or walking in the Crop Walk for our church.

Our pastoral leader needs to encourage, support and strengthen our lay leadership and volunteers directly and through staff. Lay leaders and volunteers need clear direction from the pastor and staff in how to bring their ideas forward and support for implementing ideas that fit within the mission and vision for the church. We expect the pastor to support Council-approved programs that are carried out by lay leaders and volunteers. At the same time, we desire a strong leader who is able to synthesize the needs and desires of the congregation and establish a path for growth within the church.

With an aging congregation, there is a great need to visit the sick and provide pastoral care. We have a "Caring Friends" group and "Meals from Heaven" ministry who help lighten this load. We would like our pastor to participate as a member of the Stephen Ministry leadership team by offering guidance to Stephen Ministers and the program (which provides care for those experiencing a crisis such as death of a spouse or diagnoses of a terminal illness), referring individuals for care and promoting the program to the congregation.

Encourage Congregational Unity and Spiritual Growth

We'd like a style of ministry that draws people into a place of spiritual growth and transformation. We need leadership to help us strengthen our common identity by developing a vital, church-wide small group program and encourage existing groups, enabling people to

support each other emotionally and spiritually outside of Sunday morning. The pastoral role would be to help create excitement and direction for small groups and assist in guiding the effort, especially as a way to provide younger families and singles with activities that appeal to their needs and experiences. We also seek a leader who will help us shape weekly worship services so they act as a unifying experience for the congregation while respecting our diversity.

Strengthen Process for Welcoming Newcomers

As a church family, we want to strengthen our ability to embrace the needs of newcomers and retain more of the new people who flow in and out of our doors. As noted above, we are an aging congregation and our hope is to attract and retain younger families and young people in order to ensure the church is vibrant in the future. We need a pastor to help implement new ideas and systemic changes to assist us in creating a church home for people new to our congregation.

Outreach to Wider Community

We desire a pastor who is capable of maintaining our presence in the community as a visible, faith-centered advocate for the local social justice issues that reflect our congregants' passions. We seek a pastor who makes deep, community-based connections with those working to alleviate hunger and homelessness as well as other issues that affect vulnerable populations. We also expect the pastor to represent our church in the interfaith community in Olympia.

Closing

Our congregation is enthusiastic about beginning this journey with a new pastoral leader. We hope to continue to grow, change and evolve together as pastor and congregation. God is calling us, together, to continue in our mission to our community and the world, worshipping and supporting one another as followers in the way of Jesus.