
United Church of Christ

**BROADVIEW COMMUNITY UNITED CHURCH of CHRIST
CHURCH PROFILE**

**BROADVIEW COMMUNITY UNITED CHURCH of CHRIST
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

Church

Name: Broadview Community United Church of Christ

Address: 325 N 125th Street

City, State, Zip: Seattle, WA, 98133

Search Committee Chairperson or Contact Person

Name: Laurie Ford

Address: 325 N 125th Street

City, State, Zip: Seattle, WA, 98133

Telephone: (206)784-7048 (H)

Fax:

E-Mail: kelso1314@hotmail.com

March 1, 2015

Date

Pastor

Position to be filled

**BROADVIEW COMMUNITY UNITED CHURCH of CHRIST
CHURCH PROFILE**

1. Church: Broadview Community United Church of Christ

Address: 325 N 125th Street, Seattle, WA 98133
 Church Website: <http://www.broadviewucc.org/>

3. Name of Search Committee Chairperson/Contact Person: Laurie Ford

Address: 325 N 125th Street, Seattle, WA 98133
 Telephone: (206) 784-7048
 Email: kelso1314@hotmail.com

4. Conference/Association Staff Person Assisting Our Church: Rev. Michael Denton

Address: 325 N 125th Street Seattle, WA 98133
 Telephone: 206-725-8383
 Email: revdenton@gmail.com

MEMBERSHIP INFORMATION

5. Membership:

(As reflected in the eleven-year UCC Statistical Report for our church; "est." indicates the figure is an estimate.)

Households	Last Year	5 Years Ago	10 Years Ago
a. Official # Church members	89	61	82
b. Average attendance at worship	35	37	52
c. Average participation of children/youth in C.E.	6	9	12
d. Average weekly participation in adult education	12	12	12
e. # Members who are ordained clergy	4	6 est.	6 est.
f. Active parishioners (includes active, contributing non-members)	64		
g. Active members (attended at least once in the past year)	51		

6. Profile of Congregation

Estimate percentage of congregation. Each category should add up to 100%.

a. Age:

3 % ages 0 - 5
12 % ages 6-18
5 % ages 19-34
10 % ages 35-49
30 % ages 50-64
25 % ages 65-74
15 % ages 75 +

c. Family units:

15 % couples with children at home
35 % couples without children at home
40 % single
0* % single parent with children at home

* Recently, we've had several women attending who are residents at a local treatment center for pregnant women and mothers of young children. A few more come each week and, if the trend continues, will add a wonderful new dimension to the congregation.

b. Education level of adults:

 % completed less than high school
5 % high school graduates
5 % some college/vocational school
60 % college graduates
30 % graduate school

d. Occupation of adults:

20 % business
 % clerical
 % farmer/rancher
 % laborer/manufacturing
60 % professional
 % student
20 % tradesperson
 % other

**“So we who are many,
are one body
in Christ . . .”
Romans 12:5a**

e. Employment:

55 % employed
5 % not currently employed
40 % retired

f. Describe the diversity of your congregation:

- Our membership is nearly all Caucasian at this time.
- We have many members who are LGBT; our last two permanent ministers have been lesbian/gay.
- We have several members with different types of disabilities.
- We are serious about being open and affirming, and cherish our diversity.
- We are open to adapting to meet the needs of our neighborhood.

CHURCH FINANCES

(Figures reflect the eleven-year UCC statistical reports as well as the church's annual reports.)

	Last Year	5 Years Ago	10 Years Ago
7. Total Church Income	135,514	127,429	94,230
a. Members offerings and pledges	60,885	56,002	65,976
b. Interest from investment or endowments	14	-	-
c. Principal reduction (endowments or investments)	-	14,570	11,717
d. Rentals	39,809	32,893	7,008
e. Special Fundraising	3,093	3,168	823
f. Other	31,743	20,796	9,246

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

2013 Goal: Pledges: \$ 60,308 Actual Pledges Received: \$ 60,855

2014 Goal: Pledges: \$ 63,366 Actual Pledges Received: \$ 71,899

	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Budget	135,514	127,429	94,230
a. Our Church's Wider Mission Basic Support	2,610	4,078	4,375
b. Our Church's Wider Mission Special Support	-	-	-
c. Other gifts	309	3,530	2,900
d. Current local expenses	131,638	119,821	86,955
e. Annual capital payments	960	-	-
f. Other debt	2,440	0	0

9. Identify UCC special offerings the church receives throughout the year and the amounts from last year:

\$139 One Great Hour of Sharing

\$115 Neighbors in Need

\$50 Christmas Fund

\$55 Strengthen the Church

N/A Basic Support for Our Church's Wider Mission (only if received through special offerings and not included as a regular budget item in #8 above.)

10. Mission

- a.** Beyond your contributions through the UCC, name the most significant local or global missions, ministries or agencies that were financially supported by your local church last year and the amount of support:

	Name	Amount
1.	Mary's Place	approx. \$800
2.	Pastor's Discretionary Fund	approx. \$300

Note: Mary's Place is a Seattle agency that provides services and supports to homeless women and their children.

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

While the church has been excited about a few different mission projects, the most recent one to raise passion among the congregation was the campaign for Referendum 74 for marriage equality in 2014. We felt it unified the church toward a common goal due to both the personal connections to the issue and the social justice nature of the issue.

11. Indebtedness

- a.** Total amount of outstanding mortgages/capital debt: \$ 2,440
- b.** Total amount of other debt: \$ 0
Describe: Our only debt is for our electronic sign. We received a loan from the UCC Conference and make monthly payments.
- c.** Are payments current? X yes _____ no

12. Capital Campaigns:

- a.** If the church has had capital campaigns in the last ten years, note goal and results:
2014 Campaign Goal: \$ 16,000 Outcome: \$ 19,000
- b.** What projects were undertaken as a result of your capital campaign?
Installed a new sanctuary furnace and ventilation system, insulated the sanctuary floor, insulated some other walls and ceilings, and beautified the grounds. Other projects still to be done: storm windows and additional grounds work
- c.** Was there a mission or outreach component to the campaign?
Indirectly. We are hoping that upgrading the physical facility will support our outreach.
- d.** If a capital campaign is underway or anticipated, describe it: Not applicable.

13. Assets held by the Church:

- a.** Reserves (savings): \$ 30,000 (October 2014 balance sheet)
- b.** Endowments/Investments: \$ 72,400 (October 2014 balance sheet)
- c.** Describe buildings and property of your church except the parsonage:

The original church was constructed in 1929 consisting of a 2100 ft² sanctuary building. In 1950, a new sanctuary, church offices, and Sunday school classrooms were constructed bringing the total area to 9,300 ft². The sanctuary holds 120 people. The large meeting room, the Fellowship Hall, along with an attached kitchen and restrooms is 1850 ft². The two floors directly above the Fellowship Hall contain two classrooms, a nursery, and five offices. The Pacific Northwest UCC Conference occupies the largest office on the third floor. The Pastor's office is on the second floor. On the main floor, off the sanctuary, are the church administrator's office and a small meeting room.

- d. Is the church building (including sanctuary and offices) accessible to people with disabilities?

Partially. The sanctuary, narthex, and Fellowship Hall (basement level) are accessible. The second and third floors are not. Also, the church administrator's office and small meeting room off the sanctuary are not accessible

Is the pulpit accessible? Yes _____ No X

- e. If a building program is projected or underway, describe it, including estimated date of completion:

We just successfully completed a capital campaign for a new sanctuary furnace, sanctuary floor insulation, and some other smaller energy and grounds projects. The energy projects are mostly finished and will be completed in 2015.

- f. If the church owns a parsonage, describe it: There is no parsonage.

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

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

_____ yes X yes for some compensation items but not all _____ no

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

_____ Full Time X Part Time (specify): 75%

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

(This is a synopsis of responses solicited from the congregation via survey.)

Church members have some experience with a part time pastor - both when our previous pastor changed to 11/12 time to take one month of extra leave in the summer and recently with our interim pastor, who is 3/4 time. Members will continue to refine and strengthen the committee system that manages church affairs. We will consider ideas such as increasing office administrator hours to better support the pastor and committees in well-defined ways. We will clearly define and prioritize activities for the pastor while allowing some flexibility for the person to manage it as is best for them. Most importantly, we will continue to strive for clear and consistent communication between all parties.

15. Salary History

Start Date				End Date			
Year	Salary	Housing	Benefits*	Year	Salary	Housing	Benefits*
2003	20,684	18,360	11,874	2013	18,520	21,007	23,203

* Benefits include: social security offset, professional expenses, medical insurance, and UCC annuity.

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

The congregation did decide several years ago to go to an 11/12 time pastor with the pastor’s consent. The pastor’s salary was reduced at that time. The End Date Salary reflects an 11/12 month schedule. BCUCC never failed on its financial obligations.

17. Salary, Benefits, and Expenses Offered

a. Cash salary offered: \$20,000

b. Housing: \$20,000

Housing allowance only _____ Parsonage only _____ Would consider offering either

Conference recommended gross salary range (includes salary and housing allowance): \$35,000 to 40,000 for a ¾ time with 1-4 years experience in western urban location.

c. Customary benefits:

Paid Time Off (PTO): 40 days or 320 hours prorated based on FTE.

We provide a flexible “bank” of paid time off hours – for vacation, personal days, sick days, holidays, and continuing education. You decide how to manage these hours.

Maternity/paternity leave (4 weeks)

UCC Retirement Annuity (14% of salary and housing)

UCC Life and Disability Insurance Benefits (1.5% of salary and housing)

UCC Health & Dental Benefits (per UCC plan)

Social Security/Medicare Offset (7.65% of salary and housing)

Sabbatical Leave (historically 3 months every 5 years)

_____ Other benefits (specify) _____

d. Ministry Expenses

Travel Reimbursement (up to \$1,000)

Meeting Expense Reimbursement (up to \$500)

Books and Periodicals (up to \$500)

Reimbursement of Criminal Background Check Fee

Moving Expenses (up to \$10,000)

COMMUNITY CHARACTERISTICS

18. Population

- a. 2014 population estimate for Seattle: 640,500
2010 Census estimates for Seattle:
 - Population count: 608,660
 - Population in households: 583,735
 - Number of households: 283,510
 - Average Household size: 2.06
 - Average family size: 2.87

- b. Race:
 - White - 69.5%
 - Black or African American - 7.9%
 - Amer. Indian & Alaska Native - 0.8%
 - Asian - 13.8%
 - Native Hawaiian & Other Pac. Islander - 0.4%
 - Other race - 2.4%
 - Two or more races - 5.1%

The 2010 Census indicates that the largest racial group in Seattle is White (69% of the city's population). The next largest group is Asian (14%), followed by Black or African American (8%).

19. Economic Factors - major sources of employment/income in your community

Economic Statistics:

- Share of population (25 years and older) with a bachelor's degree or higher: 56%
- Most common occupation: 56% work in management, business, science, and arts
- Household median income: \$67,100
- Family median income: \$91,279
- Per capita income: \$39,886
- Poverty rate: 15%

Occupation Breakdown:

- Management, business, science, and arts occupations: 56%
- Sales and office occupations: 18.9%
- Service occupations: 15.9%
- Production, transportation, and material moving occupations: 5.9%
- Natural resources, construction, and maintenance occupations: 3.2%

Industry Breakdown:

- Agriculture, forestry, fishing, mining: 0.3%
- Construction: 3.2%
- Manufacturing: 7.1%
- Wholesale trade: 2.4%
- Retail trade: 11.7%
- Transportation, warehousing, utilities: 3.1%

- Information: 4.3%
- Finance and insurance, real estate: 5.8%
- Professional, scientific, management, administrative, waste management: 19.9%
- Educational services, healthcare, social assistance: 23%
- Arts, entertainment, recreation, accommodation, and food services: 10.6%
- Public administration: 3.4%
- Other services: 5.2%

20. General Description

- a.** Describe three distinctive attributes of your community:
 1. Single family residential (largely built in the 50s)
 2. Retirement Communities (Foss, Ida Culver, Four Freedoms, SHAG, etc.)
 3. Newer apartment complexes, some low or lower income

- b.** Identify major trends you envision in your community during the next five years:
 1. Increasing divide between haves and have-nots. We will have an increase of higher income families in the single family residences and increase of lower income in the apartments and subsidized housing.
 2. More residents of retirement age and fewer families.
 3. Proximity to downtown could increase workers if bus service improves.

- c.** List three or four problem areas confronting your community that members feel your church should address:
 1. Increasing homelessness – camping on church grounds.
 2. Poor walkability – inconsistent sidewalks, declining bus service.
 3. Environmental sustainability – we have been working on drainage issues and on-site management of rain runoff.

- d.** Indicate Mission Activities
 1. In which your church participates as a part of its mission in the community:
 - We subsidize the use of our building by two immigrant churches by offering significantly reduced rental space.
 - We provide meeting space to several AA/NA groups at significantly reduced rent.
 - We participate in the Church Council of Greater Seattle. The Church Council represents more than 340 churches and 15 denominations, as well as thousands of individuals, united by the belief that we can work together to promote justice and increase compassion.
 - Congregation members are active in peace initiatives including the North Seattle Neighbors for Peace and Justice.
 - Congregation members are active in the Broadview Community Council.

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

- Our pastor has provided worship services intermittently to the Ida Culver retirement home located in the neighborhood.
- We would expect the pastor to participate in Pacific Northwest Conference activities as appropriate.
- We would expect the pastor to participate in Church Council of Greater Seattle activities as appropriate.
- Given that the majority of homeless services are located in downtown Seattle, and the church consistently interacts with homeless persons, we would expect the pastor to be comfortable interacting with homeless persons.

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

Our building is used by two other churches, various AA/NA groups, and the Pacific Northwest UCC conference office. The building has been used to host music events, classes, and weddings. Recently, we have hosted a yoga class and a Tai Chi class.

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

_____ one _____ two X three or more

CONGREGATIONAL LIFE

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

(Synopsis based on responses solicited from the congregation via survey.)

We envision a church that can think and act creatively to meet the needs of current members and to attract new members to foster vitality. We envision more outreach and social justice programs as this speaks to the passions of members. We are working actively to build a stronger, better organized lay structure that maintains and improves the building/grounds and supports ministerial staff in worship and congregational care. We envision a happy, upbeat place to join together in worship and fellowship.

22. Planning

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

At times, planning has been done haphazardly. We've tended to leave things until the last minute, or to assume that the appropriate person will intuit what needs to be done and take responsibility. Having very capable people has often allowed this to work, but has also caused stress and occasionally resulted in tense relationships. This has been one of our greatest struggles. We are working with our current interim pastor to systematically change this by building sustainable infrastructure.

Rather than assume that tasks will get done, we are looking for leadership from committees that already exist. We are clarifying the role of each existing committee, as well as clarifying committee membership and chairperson(s). We are creating new committees when there are tasks that don't fit the existing structure. We are working to ensure that all committees are supported by more than one

person. Committees are charged with keeping the Church Council aware of their membership and a current chairperson.

We are also communicating more about what needs to be done. Our interim pastor has helped us identify key areas of responsibility for any church, as well as areas where we need to grow. We are slowly, but surely, organizing the way we work together as a church congregation, and our planning has already improved as a result. For 2015, we plan to have the identified chairperson(s) of each committee come together to plan out the calendar year as a cohesive group. This is something we haven't tried in the past.

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

We expect our pastor to participate in planning. We do not expect the pastor to lead this process - which has happened in the past - but we also do not expect that the pastor be passive regarding planning. We hope that our pastor will communicate well and be supportive during the planning process. We would be wise to select a candidate who can maintain self-awareness regarding how involved they are in planning to foster congregational collaboration.

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

April 2013 - May 2014: The Futures Team formed as a committee, and structured discernment and planning activities for the congregation.

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

Our Futures Team created, with input from the entire congregation, a church mission statement. We also made environmental responsibility a church goal, and acted on that during the capital campaign by purchasing an environmentally friendly furnace. We created, and agreed to, a communications covenant.

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

Yes, after a permanent pastor is found.

23. Reflections on Congregational Life

Comment on the following with what you believe to be the generally held responses of the congregation. If more space is needed, use additional pages.

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

Event

1. Became Open and Affirming – approx. 1996

2. Immigrant Activities:

- Sponsoring families – 1960, 1980s, and 2001
- Sharing church space with 2 immigrant congregations – 2000s to present

3. Social Justice:

- School desegregation (1970s)
- peace activities (2000s),
- Marriage equality (2014)

- 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:

(Synopsis from responses solicited from the congregation via survey)

Most people identified personnel changes as being the most challenging event in the life of the church in the past three years. We are a very close community and form very tight bonds with each other. The music director left two years ago and the pastor left last year. The loss of those two central figures has been very hard for many members. The positive, and unexpected side, has been seeing how the remaining members have risen to the challenge. We have stepped in to fill voids and have welcomed a new music director and an interim pastor. We have learned we are a resilient group who love our church.

Other challenges identified included how to respond to the growing homeless community and how to improve the church committee system. We are ever learning the value of communication and systems review and revision.

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

(These responses were solicited from the congregation via survey.)

God is calling our church to:

- To rise to the challenges of changing personnel in leadership and in membership.
- To truly and closely examine who we are and what we bring to God and to each other.
- To develop programs & activities that fulfill our church mission statement, covenant and purpose; all great documents that need to be translated into human (our) action.
- To become a visible, powerful presence of God in our community, influencing others to come to our church and to love God.
- To maintain a supportive place that supports its members in meaningful worship.
- To be bigger and better than we think we can.

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

(These responses were solicited from the congregation via survey)

- We expect our prospective pastor to be a strong, organized leader with a vision of what he/she wants the church to achieve, and how to get us there, as well as an ability to listen to, understand, and honor who we are.
- We hope the new pastor will introduce new strategies and ideas to help us organize for sustainability.
- We want the new pastor to inspire us to live like Jesus.

- e. Choose 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

The majority said, "I tend to be theologically liberal."

Comments:

"I consider myself a seeker/questioner with a weak theological background."

"What does it mean to be theologically liberal? Is it believing everything in the Bible is allegory and we can cherry pick or is it believing God and all creation is too complex for any of us to truly comprehend? The more advances we make in science we find the more we need in spirituality. It is utter nonsense to believe the world is 6,000 years old yet the story of Genesis can give us insight into what we are and that way, way back we are all connected in some way."

f. Describe the educational program of your church:

1. Identify the curriculum/a used in your church school and the person or committee responsible for selection of curriculum/a:

Seasons of the Spirit Multi-Age is the curriculum we've used for the past few years. Jane Witmer and Jennie Bloch Garcia are the committee chairs for Children's Spiritual Development and choose the curriculum. We serve children in a multi-age setting.

Traditionally, there is a children's time in worship, which is led by the pastor or the pastor finds someone to do it. There are typically a few children, but sometimes none at all.

Other activities in the past have included participating in trash pick up, handing out mittens and sandwiches to the homeless, packing food at the food bank, participating in anti-Iraq war protests, walking in the AIDS walk. These activities were several years ago, when the group was slightly larger. We sometimes partnered with other UCC churches for bigger groups.

2. Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:

Confirmation has varied based on how many were involved and what individual preferences or needs existed. On several occasions, youth joined with other area UCC churches for a small group of students. One member participated in confirmation classes at University Congregational UCC then returned to BCUCC for the actual joining of the church. Most recently, 3 young men of similar age had a series of classes and activities with our pastor, culminating in joining the church.

3. Are there educational opportunities for all ages?

We have 2 adult study groups, as well as Sunday Club for the youth who are not yet confirmed

The Sunday Spirituality Group meets every Sunday before church. The group has been meeting more than 10 years. We select a book to read and then discuss. The books have varied from novels (The Red Tent, Chasing Francis), to nonfiction (Revelations), and to books on spirituality (by Borg, Yancey, and Barbara Brown Taylor). There have been anywhere from 4 to 12 participants.

The Thursday afternoon group discusses the lectionary readings for the week.

4. Does your church have a written Safe Church Policy?

Yes No

We did develop a policy several years ago. However, the written document has been lost and needs to be redone.

g. Describe how the church expects the person you are seeking to participate in the congregation's educational programs: *(These responses were solicited from the congregation via survey.)*

- Have a vision & goals for adult and children's education that aligns with the church's mission.
- Implement vision and goals through Christian education committee.
- Share goals & progress toward them with the congregation

It will be most helpful if the new pastor can:

- Ensure integration of sermons and adult education. Have program ideas and provide coordination and events to keep the congregation centered and to help members "live out" fellowship and growth
- Broaden our view. Include other philosophical and theological teachings in sermons.
- Connect with youth.
- Provide theological, thoughtful background & insight for adult groups; lead confirmation activities; include plans for a children's time in each workshop service.
- Take a participating and co-leader role in adult programs, and a consulting role in youth program

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

The Pastor Parish Committee evaluates the pastor. Ministries are self-managed. All major decisions are made at Council or during the annual meeting

i. Describe the strengths or positive qualities of your church:

(These responses were solicited from the congregation via survey and are presented here as written to reflect some of the individual personalities of survey respondents.)

- 1) accepting of all. 2) participative. 3) supportive. 4) giving. 5) small & intimate - we know each other well.
- Our congregation is deeply supportive of one another when someone is in need (i.e. sick, overwhelmed, burnt out). We rally when someone has a health crisis or a loss. Yes, we have differences, but we also support each other.

- Relaxed, friendly, smiles. Greet, but don't overwhelm newbies. Folks that volunteer, step up to help. Warm willingness to share fellowship on Sundays. Okay to speak out - laugh through service (in positive, constructive way - not disruptive, distracting)
- Warm, welcoming people.
- We are good volunteers and try to help each other and provide meaningful worship.
- Community, quirky.
- I think I have a +/- response to this question. The wonderful part is the extended family, loyalty, and trust feelings. The weakness is not always being as welcoming to new visitors. A possible mentor to encourage them to the coffee hour, and a follow up call to encourage them to come back, and obtain follow up to see what they thought of our church and our patrons.
- Easy acceptance, perseverant love and caring, genuine thought-exploration of faith, honesty in doubt, joy-heartfelt, authenticity, fun, affirming.
- Friendly.
- We are social and get together a lot.
- It is a safe place to be yourself. People care about each other. We are committed to this church. We have a good amount of space and the building is solid.
- Wandering into our church about a decade ago was one of the greatest things I have done in my adult life because of the community. The church welcomed my family the minute we walked in the door and accepted us for who we are. I would like the church to continue being a fun and accepting place where we can laugh together along with sharing out grief and concerns both individually and concerning the problems and joys of the world at large. I like to think of us as a small but mighty church, supporting each other and helping the world. Personally I am blessed by the friendships I have made in this church.

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.

Working Team	Purpose	# members	frequency	leadership
Adult Spirituality	Study groups, discussion, meeting needs of those who can't attend Sunday	5, Sunday 4-7, Thurs	Weekly	2, 4
Building Maintenance	Building upkeep and cleaning	4	Quarterly	3
Rental Committee	Coordinating with other groups who rent space from us.	3	6x per yr	3
Capital Campaign*	Raising money for major church projects	3	Monthly	2
Celebrations	Parties, fun ways to increase revenue through social events	3	Monthly	3
Children's Spiritual Development	Sunday club	2	4x per yr	3
Congregation Care and Contact	Reach out to those who can't attend Sunday service	3	Monthly	1
Futures*	Plan for the direction of the church	3	Monthly	2
Gifts Discernment	Match members to church volunteer opportunities that match their talents and interests.	2	2x per yr	2
Grounds	Yard maintenance and other outside projects	4	Monthly	3

Maintenance				
Growth and Renewal	Evangelism	-	-	1
Investments	Wealth management	3	Quarterly	3
Music and Worship	Planning and executing music and worship programs	5	Monthly	1
Pastor-Parish Relations	Communicating with pastor about wants and needs	5	Monthly	2
Personnel	Over-seeing non-pastoral staff	3	Quarterly	2
Social Justice	Developing activities directed at selected causes	2	Quarterly	2
Stewardship*	Annual pledge campaign	2	Weekly	2

* Indicates that committee is only active seasonally or when applicable

Congregational Functions

Working Team	Purpose	# members	frequency	leadership
Greeters	Welcome attendees Sunday mornings	8	Weekly	3
Offering Stewards	Collecting and counting weekly Offering and depositing to bank	8	Weekly	3
Flowers	Providing flowers for the altar	4	Weekly	3
Coffee Hour	Setup coffee hour after Sunday service	6	Weekly	3
Worship Leader	Participate in the Sunday service		Weekly	1

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.

- S As a church, we respect and listen to each other and work things through without generating divisiveness.
- S 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.
- C Conflict hurts our sense of unity, but we tend not to talk about it.
- S Painful experience with conflict has been present, but it has been worked through, and we have learned from the experience.
- C 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.

Comments on causes of conflict:

- Interactions with other users of church space.
- Lack of regular evaluations of employees.
- How to deal with homeless that camp on our grounds.

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 have one primary service each Sunday at 10 am that is in a traditional UCC style.
We have communion the first Sunday of the month.

An Ethiopian Church offers a service in Amharic at noon on Sundays.
A Congolese Church offers a service in French on Sunday evenings.

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

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

We have several members who have developmental, emotional, or physical disabilities and we make extra effort to accommodate their needs. We strive to include people of all abilities. Some of our members with developmental and cognitive disabilities often lead our community in prayer requests and in expressions of gratitude, which we feel enriches our church life.

- 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:

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

Overall, members identified a preference for clear, straightforward preaching that is thought provoking, and sends a message that is caring, inspirational, and spiritual. Some prefer it to be biblically based and others are looking for a change from “formulaic” services. Many like it when the message connects to daily life and reminds us that “God is still speaking”. And of course, no one wants to be bored! Several like the informal children’s time expanded upon during the sermon that follows to allow for different levels of understanding.

- e. Describe the role in worship of the person you are seeking:
(These responses were solicited from the congregation via survey.)

- Our future pastor should be able to guide, lead and facilitate worship effectively, without completely controlling it. In another words, there should be some room left for creativity, congregation participation and innovation. This is quite a tough balance to strike, but a great pastor will know how to do this.
- We seek one who will take the words from the Bible and relate them to today.
- We seek one who will lead us in prayer that is both passionate and thoughtful - not just wordy.
- We seek one who will work with the music director to select and integrate appropriate music that is uplifting.

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

New Century Hymnal

- g. Have you considered using another hymnal?

We have a more modern songbook called "Sing!", but have not made wide use of it. Our former pastor often selected hymns from other cultures (particularly Hispanic) and often sang in Spanish. Our relatively new music director is not as comfortable with music beyond traditional hymns and this is something we will need to work out as many members prefer the hymns based on folk and spirituals and see music as a way to gain exposure to other cultures. Additionally, the use of guitars, ukuleles, flutes, and other instruments when available, has added variety to the services in the past.

- h. 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?

We strive to be inclusive and are intentional about it. We are also OK with people singing the old traditional words to hymns, especially at Christmas. We often take a more progressive approach in our service bulletin. For the part of worship in which the Lord's Prayer is said, our bulletin reads "Please feel free to use the wording comfortable to you," followed by "Father-Mother God, who art in Heaven..." Our congregation reads this aloud together, with as many people saying various traditional words as saying the printed version.

WIDER CHURCH CONNECTIONS

27. United Church of Christ

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

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?

Yes _____ No Not Sure _____

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

We have valued our pastor being involved with the church council of Greater Seattle, but it has also created some time management challenges in the past.

- 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: We host the Pacific Northwest UCC Conference Office in our building

28. Ecumenical and Interfaith Activities

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

- Participating on the Greater Seattle Church Council
- Marching with other churches for Marriage Equality
- Peace activities

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

(These responses were solicited from the congregation via survey.)

Members have expressed a variety of responses to this topic. Some value the pastor's participation in ecumenical and interfaith activities, but several have expressed concern that it takes away from church needs or that local issues like homelessness are more important. All recognize it could be difficult for a part time pastor to balance all of the needs and several have stated the pastor should be supported in following issues that are personally chosen as long as church needs are met.

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.

Other. Specify:

Comment: Our interim pastor is working with us on clarifying roles.

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

Name	From	To
1. Daniel Stern	2000	2014
2. Christine Morton	Mid 80s	Late 90s
3. John Randlett	70s approx. 9 yrs	Mid 80s

- 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:

Our former pastor maintains appropriate distance from BCUCC, although he lives nearby.

- 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:

We offered flexible scheduling and support from other pastors in the community - both retired church members and from other churches. This church has historically had many members who went to seminary or came to us for an internship. We believe this is due to our reputation as a very welcoming congregation and welcoming pastor. We allowed the pastor freedom to plan and implement his sabbatical.

- e. Involuntary Terminations:

Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure?

yes no: If "yes," respond to the following:

- Choose all the issues that may have contributed to the involuntary termination. **Not applicable**
- Indicate, if you can, which of the following best describe the congregation's behavior toward that person prior to her or his leaving: **Not applicable**
- Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership: **Not applicable**

30. Does the church have a Pastoral Relations Committee? yes no

If yes, describe its purpose, functions and how often they meet:

The purpose is to keep the pastor informed of any concerns the congregation might have and to make church leaders aware of any concerns the pastor might have so that lay leaders and the pastor can work together to solve any issues before they boil over. The committee meets approximately once per month, and often acts as a conduit for information to flow between members and the committees responsible for different areas of church life.

31. If there is 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:

Currently there is not, but we believe that it will be vital to have an assessment process in the future. We plan to begin work on an assessment or evaluation process. We are currently reaching out to other UCC churches to ask about their policies, and plan to use those as a starting place for developing one which works for our congregation.

32. Leadership Expectations

(These responses were solicited from the congregation via survey.)

Our church needs a person who... (top 16 items cited by congregation)

1. **#1** is an effective preacher/speaker
2. _____ continues to develop his/her theological and biblical skills
3. **#9 (tie)** helps people develop their spiritual life
4. **#5 (tie)** helps people work together in solving problems
5. **#3** is effective in planning and leading worship
6. **#11 (tie)** 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. **#11 (tie)** helps people understand and act upon issues of social justice
9. _____ is a helpful counselor
10. **#4** ministers effectively to people in crisis situations
11. **#2** 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. **#7 (tie)** 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. **#9 (tie)** 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. **#11 (tie)** 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. **#7 (tie)** 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. **#11 (tie)** encourages people to relate their faith to their daily lives
36. **#11 (tie)** is accepting of people with divergent views
37. _____ encourages others to assume and carry out leadership
38. **#5 (tie)** 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. **#11 (tie)** is a compassionate and caring person
43. _____ deals effectively with conflict
44. _____
45. _____

If there are other comments you wish to make about expectations, include one or more paragraphs here on an additional sheet.

Comments:

- *I want to feel inspired after worship.*
- *I want someone who can speak, has vision, and is motivating.*

- *We need a committed progressively minded Christian who is a mature, caring person and who knows how to build and work with an effective committee structure dedicated to living out the church's stated purpose guided by its covenant. We need a leader who preaches well, is committed to social justice and to Christ's summation of the Law (Mark 12:28-31).*
- *Broadview needs a pastor who is comfortable with both spiritual and administrative & organizational needs of the church.*

GENERAL

33. Does your governing body or your search committee have a well-defined policy against discrimination? Yes No Comment:

34. Has your congregation participated in an ONA (Open and Affirming) study/discernment process?
 Yes No Comment:

35. Is there a position description of the pastor's role and responsibilities?
 Yes No If "yes," please attach a copy.

Does your church have a personnel policy covering this position? Yes No

As with an evaluation process, we are committed to developing a position description and personnel policy concurrently with our pastoral search.

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).

Title: Music Director	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT
Title: Church Administrator	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT
Title: Custodian	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT
Title:	<input type="checkbox"/> PT	<input type="checkbox"/> 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
a. David Anderson	206-819-2965 (cell) 206-367-1179 (home)	Former member, Former bookkeeper
b. Jane Sorenson	360-739-8744	Former member, Former church administrator
c. Gail Crouch	206-363-1432	Pastor during Pastor Dan's sabbatical in 2006

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

- Search Committee: Laurie Ford (chair), Pete Thorn, Harry Hoehler, Chris Foss, Kay Groves, Tom Ward (*deceased, but with us in spirit*), Jerry Watson, Jane Witmer.
- Kelsey Shamrell-Harrington, Church Moderator
- Congregation (via survey)
- Bobbi Dykema, Church Administrator
- Rev. Jan Van Pelt, Interim Minister
-

STATEMENT ON LEADERSHIP IN MINISTRY

Broadview Community United Church of Christ is a unique group of individuals who, together, strive to “joyfully experience God’s presence, faithfully live out the Good News of Christ, and be ever-attentive to the inspiration of the spirit.” (from our Statement of Purpose)

As a small, fairly close-knit community, we have a history of working together to meet common goals. Because we are small in numbers, we rely on our pastor to be flexible and to help us accomplish the goals we set by encouraging, supporting, and working with lay leaders, sometimes in the lead and sometimes as an observer. When our beloved longtime pastor recently retired, we understandably felt shaken and nervous about the change to our community. It was exciting to see the lay leaders (a large percentage of the congregation) work together to fill in and allow the church to not only continue to function, but take time to revitalize in preparation for great new beginnings. A surprising new momentum has grown from the unexpected possibilities that began to shine as we adjusted to the change. God is still speaking!

We have examined and reorganized our committees. We have worked on better defining procedures and documenting them for future users. We strengthened our commitment to maintaining clear lines of communication. With our wonderful interim pastor, we have learned that we benefit greatly from the expertise and energy of fresh input. And with that input, we value the group process and feel strengthened when we can make decisions through discussion and consensus.

As a worship community, we rely heavily on our pastor to share God’s Word with us and help us find meaning in it for our lives. Members appreciate a leader who can relate scripture to issues facing us today, both in our lives and in the world at large.

Our church community values a leader who can take time to meet individual needs of members, reaching out in creative ways. We also value a leader who is interested in greater causes and help us have a voice in important issues that affect the greater community. We realize that time constraints often limit how much is truly possible to accomplish and look for a leader who can set realistic boundaries about how time is spent. This could include strategically calling on lay leaders to step into support roles and mentoring those lay leaders to meet the new challenges

Conference or Association Descriptive Reference

Church Name: Broadview Community United Church of Christ

Location: 325 N 125th Street, Seattle, WA 98133

Conference: Pacific Northwest Conference of the United Church of Christ

Association:

Name of Staff Assisting in the Search: Rev. Michael Denton, Conference Minister

Staff Comments:

Signature of Staff Assisting in the Search

Date