

UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

Wayside United Church of Christ
Federal Way, WA 98023

Position: Pastor

Pacific Northwest Conference of the United Church of Christ

[Validation Date]

LOCAL CHURCH PROFILE CONTENTS

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“God is able to provide you with every blessing, so that having all sufficiency in all things at all times, you may abound in every good work.”
(2 Corinthians 9:8)

INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

The interim season is not the only time in a church’s life when it’s valuable to give attention to explore a congregation’s vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known together as the “Discovery Document,” these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative

possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and storytellings and many prayers, and as the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.

POSITION POSTING
LISTING INFORMATION
SCOPE OF WORK
COMPENSATION & SUPPORT
WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: Wayside United Church of Christ
Street address: 2000 Dash Point Rd, Federal Way, WA 98023
Supplemental web links:
www.waysideucc.org
<https://www.facebook.com/WaysideUCC/>

Additional ecumenical affiliations (e.g. denominations, communions, fellowships):
N/A

Conference: Pacific Northwest Conference
Association: N/A

UCC Conference or Association Staff Contact Person:

Rev. Mike Denton, Conference Minister, (206) 725-8383, revdenton@gmail.com

Summary Ministry Description:

In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

Wayside United Church of Christ is the only truly progressive Christian church in Federal Way. Actively Open and Affirming since 1991, our congregation includes a number of openly LGBTQ members in leadership positions.

We seek a pastor to partner with us to become more connected to and relevant in our increasingly ethnically diverse region, and to help us develop a clear vision of service as a faith community, in order to be actively engaged in creating a just and equitable world for all.

Photographs:

Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.



An air view of our church including our office and meeting rooms, fellowship hall, worship space and surrounding landscape.



A view of the front entrance into the fellowship hall and memorial lounge, and parking lot of the church.



A view of our hexagonal worship space, from the perspective of the entrance.

What we value about living in our area (2 – 3 sentences):

Wayside is home to a beautifully designed worship center, which the congregation prefers to configure in-the-round, giving unobstructed nature views through mostly glass walls on four of the six sides.

Our Federal Way location gives us easy access to Puget Sound and Mount Rainier, some of God’s most beautiful creations. Housing and rent prices are more affordable than the Seattle metro area.

Current size of membership:

- Total: 124
- Active: 74
- Inactive: 50

Languages used in ministry (other than English): N/A

Position Title: Pastor

Position Duration: Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level:

$\frac{3}{4}$ Time

Does the total support package meet conference compensation guidelines?

Yes.

SCOPE OF WORK

- Preparation and leadership of Sunday worship, in conjunction with the Director of Worship. This includes scripture study, crafting liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering prayers, etc.
- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them.
- Leadership development by working with people in the church to create ministry and programs
- Pastoral care in collaboration with lay people (at least to those who are sick, elderly, or grieving)
- Community engagement and leading the way for the church to be an ambassador of God's love
- Weddings and funerals for participants in the worshipping community
- Strategic planning for current and new directions in ministry
- Participate in wider church activities such as conference and association meetings as time permits
- Faithful financial development and stewardship
- Responsible for supervision of staff, in consultation with the Personnel Committee
- Study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- Energizing and deepening spiritual connections and faith understandings of others in all they do

Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church.)

- Develop and help us articulate a vision for Wayside that merges realism and ambition
- Motivate community engagement and activism, both locally and nationally
- Focus on preaching/sermons that make Biblical connections relevant to familiar modern issues

COMPENSATION AND SUPPORT

Salary Basis (Cash Salary plus Housing Allowance): \$37,245---\$48,750 depending on experience

Benefits:

Salary plus Benefits:

- UCC Health (plan B) and Dental, 100%
- Pension, 14% of gross salary
- UCC Life and Disability (if eligible), 1.5% of gross salary
- Employer FICA, 7.65% if gross salary
- L&I, 100%
- Determined annually as part of the church's annual budget: Currently: professional expenses, and discretionary expenses (\$700); mileage: (\$1500)
- Reasonable moving expenses will be reimbursed (should have at least 2 bids) up to \$7500 (this will depend on the distance someone is moving)
- Four weeks paid vacation each year including 4 Sundays (accrues one week every 3 months). Only one week can be carried forward each year unless approved by Council; vacation time that is unused at the end of a year is forfeited. Vacation pay will be prorated upon termination.
- Time will be paid during attendance at UCC and PNCUCC meetings and also to lead or counsel at a PNCUCC camp.
- Two weeks of paid study leave, including 2 Sundays, will be granted in coordination with the Church Council. Study leave does not accumulate year to year and has no financial value at termination.
- Sick days will accrue at a rate of 1.00 day per month (12 days per 12 months). Sick leave can accumulate up to 65 days across the years of ministry with us. Unused days are not paid at termination. Sick days may be used for Family Medical Leave Act (FMLA) as defined by the State of Washington.
- Ten holidays (New Year's Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day after, Christmas Day and the day after) will be paid per calendar year. If holiday occurs on a Sunday then the day before or after the holiday may be taken instead. Unused holidays will not be paid at termination.

What is the expected living situation for your next minister (e.g. living nearby with a housing allowance, living elsewhere to commute as needed)?

Within commuting distance. Housing allowance as part of salary package.

Comment on the residential/commuting expectations for your next minister.

Within daily commuting distance.

State any incentives (e.g. school debt reduction or retention bonus after a certain number of years in position):

Three-month Sabbatical every 5 years

Describe peer and professional supports available for ministers in your conference:

We have groups of mutual accountability and support in our conference called Communities of Practice that a pastor can choose to participate in. Pastors can also attend the annual clergy retreat, and other professional development opportunities

offered by the conference.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:

We will negotiate the terms at time of hire. Moving from a full to ¾ time pastor is new for us. We will need to work together to support this important boundary.

WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

- To develop a clear mission for Wayside United Church Christ.
- To help our church engage more fully in our ethnically diverse region.
- To develop worship services that engage participants regarding scriptural relevance to present-day issues.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

- Help us to refine our intention to make a positive impact on the community into practical actions.
- Develop and align goals of our local church with national UCC vision, mission, and purpose.
- Determine how to work together for a "just Federal Way for all".
- Equip our congregation spiritually to be more Christ-like in our community service.

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

Federal Way is a culturally diverse community with 118 languages spoken in our schools. Our church is not as culturally diverse. We want someone with experience in community engagement and who understands white privilege in order to expand relevance to the community around us.

Multilingual ability would help us reach a larger portion of our community but is not currently required for worship. We are looking for someone that can support a strong faithful voice regarding social justice issues.

Based on what you have learned about who your church is, who your church's neighbors are, and who God is calling the church to become, describe four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that your next minister will display to further equip the congregation's ministry in these areas.

- Working together for Justice and Mercy
- Exhibiting a spiritual foundation and ongoing spiritual practice

- Building transformational leadership skills
- Caring for all creation

WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

God is calling us to become an active, vital, intergenerational, justice-oriented, progressive Christian community.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

Experiment 1: For the first time, Wayside participated in providing a week’s worth of meals for the seasonal women’s shelter in town. What we learned was that when there is someone willing to take leadership and organize a clear volunteer opportunity, people stepped up and volunteered generously and without hesitation.

Experiment 2: Wayside participated in the National Vigil for All Victims of Gun Violence on December 6th, 2017. Gun violence is an epidemic that weighs heavily on our nation and our community. The vigil was attended by Waysiders and members of the community. It was a time to come together to remember those lost and realize our duties as Christians to act. We are currently planning how to address the very recent school shooting in Parkland, Florida.

Experiment 3: Adding coloring pages in worship. Adding small tables with poster-sized coloring sheets in worship engaged people in new way. Many different people contributed to the artwork and was an especially powerful way for our children and our members with special needs to participate in worship. This addition changed the tone of worship in a positive, cheerful way. From this, we learned that it’s OK to make room in the usual way we worship for new things.

WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

For example, what beliefs and commitments are stated in your congregation's purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

Wayside strives to truly live into our commitment to be an open and affirming community. We endeavor to use inclusive language for God, and God is often portrayed as a loving, accepting, accompanying God. One beloved tradition is sharing personal joys and concerns with the congregation. We enjoy building community through fellowship and organized justice and volunteer activities, such as the MS Walk, Pride Parade, Gender Odyssey, Reach Out meals, Souper Supper, etc. There is a large percentage of our members who are heavily involved in social service organizations individually, as part of living out their faith.

Describe several strengths or positive qualities of your congregation.

We are a strong Open and Affirming community, having a past history of housing and supporting Spirit of the Sound, a ministry with LGBTQ people when many churches in our area were not safe for LGBTQ people. While we appreciate being challenged, we also appreciate humor, joy, and fun.

Describe what worship is like when your congregation gathers.

For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?

Worship takes place in our chapel, which is in the round in a physically beautiful setting.

Worship is generally lectionary-based with many traditional liturgical components, yet not high ceremony. People dress casually and occasionally feel free to make comments during worship.

While there are predictable components to worship most weeks, we are also very welcoming of creative diversions from this.

Describe the educational program/faith formation vision of your church.

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

While we have several educational programs, we currently lack a cohesive, intergenerational vision for faith formation. There is interest in social justice issues, and the congregation recently complete the UCC's White privilege curriculum, which deepened understanding of the issue and helped people feel a sense of connection with others in the congregation.

Youth and families have a history of attending wider-church and Outdoor Ministry events, and many consider these experiences a significant part of their faith formation.

Bible study is currently theme-based, using books and supporting materials. Other faith formation activities in the past have included church school, youth group, Tuesday study group, and movies with meaning.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

•When it comes to decision-making, how many hours are spent in meetings per month?

Our Church Council meets monthly for 2 hours. The pastoral/parish relations and personnel committees meet as needed. The pastor sends out a weekly email newsletter and we use our Facebook page and website to augment information-sharing.

•Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

In urgent situations requiring all-member communication, leadership convenes via phone, email or in person, and the Council phone tree is enacted if appropriate.

A copy of bylaws and annual reports are available upon request.

11-YEAR REPORT

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS- REMOVED
2006	171	93	39	4	0	25	8	3	18
2007	176	87	37	3	2	8	5	0	8
2008	173	85	26	0	0	4	2	8	-6
2009	176	92	18	0	0	5	2	0	3
2010	176	84	10	5	0	3	8	0	0
2011	173	84	10	0	0	0	3	0	-3
2012	173	84	10	0	0	0	0	0	0
2013	173	84	10	0	0	0	0	0	0
2014	182	70	15	0	0	10	1	0	9
2015	180	64	15	0	0	3	0	5	-2

2016 178 59 11 0 0 5 7 0 -2

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2006	\$186,496	\$0	\$19,641	\$7,980	\$27,621	\$2,021	\$29,642	10.53	\$216,138	\$158,453
2007	\$200,357	\$0	\$19,578	\$3,738	\$23,316	\$2,656	\$25,972	9.77	\$226,329	\$168,405
2008	\$182,759	\$0	\$15,100	\$2,024	\$17,124	\$1,416	\$18,540	8.26	\$201,299	\$164,766
2009	\$185,164	\$0	\$16,936	\$5,713	\$22,649	\$1,694	\$24,343	9.15	\$209,507	\$183,480
2010	\$202,676	\$0	\$17,090	\$5,982	\$23,072	\$1,926	\$24,998	8.43	\$227,674	\$180,409
2011	\$137,962	\$0	\$17,024	\$6,681	\$23,705	\$0	\$23,705	12.34	\$161,667	\$188,960
2012	\$137,962	\$0	\$17,526	\$4,118	\$21,644	\$0	\$21,644	12.70	\$159,606	\$0
2013	\$137,962	\$0	\$17,755	\$4,433	\$22,188	\$0	\$22,188	12.87	\$160,150	\$0
2014	\$210,938	\$135,433	\$18,889	\$7,838	\$26,727	\$0	\$26,727	8.95	\$373,098	\$168,824
2015	\$205,892	\$26,600	\$15,395	\$3,311	\$18,706	\$1,672	\$20,378	7.48	\$252,870	\$166,132
2016	\$192,663	\$31,040	\$10,524	\$2,669	\$13,193	\$0	\$13,193	5.46	\$236,896	\$172,160

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2011-2016	2.89	-29.76	10.00	0.00	133.33	39.65	-44.35	46.53
2006-2016	4.09	-36.56	-71.79	-82.76	-36.36	3.31	-52.24	9.60

CONGREGATIONAL DEMOGRAPHICS

Number of active members: 74
 Number of active non-members: 6
 Total of church participants (sum of the numbers above): 80

Percentage of total participants who have been in the church:
 Is this number an estimate? (check if yes--based on survey)

More than 10 years: 73%
 Less than 10, more than 5 years: 7%
 Less than 5 years: 16%

Number of total participants by age:
 0-11 (2) 12-17 (1) 18-24 (1) 25-34 (6) 35-44 45-54 (2) 55-64 (3) 65-74 (8) 75+ (8)
 Are these numbers an estimate? (check if yes)

Percentage of adults in various household types:
 Is this number an estimate? (check if yes--based on directory)

Single adults under 35: 10
 Joint household with minors: 9
 Single adults age 35-65: 22
 Joint household with no minors: 46
 Single adults over 65: 21

Education level of adult participants by percentage:
 Is this number an estimate? yes

High school: 3%
 College: 49%
 Graduate School: 45%
 Specialty Training:
 Other (please specify): 3% (prefer not to answer)

Percentage of adults in various employment types:

Is this number an estimate? yes

Adults who are employed: 39%
 Adults who are retired: 49%
 Adults who are not fully employed: 13%

Describe the range of occupations of working adults in the congregation:

Blue collar to white collar and a significant percentage are retired.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up.

We are a largely white congregation with some African American, Hispanic and Asian attendees. Some of our white members identify strongly with their European heritage.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

While we have not done the Welcoming Diversity Inventory, we have participated in going through the UCC white privilege curriculum. We are in the beginning stages of exploring white privilege, race and equity, and welcome opportunities to continue with this work.

PARTICIPATION AND STAFFING

Ways of Gathering	Estimated # of participants	Who plans?
Social Groups		
White Privilege	15	Continuing Education council member and Pastor
Men's group	4-6	Lay-led
Book Club	5	Lay-led
Movie Club	5	Lay-led
History Club	3-5	Lay-led

Movies with Meaning	varies	Lay-led
Quilters and Crafters	3-5	Lay-led
In Church		
Baptisms	2	Pastor led
Children's Groups or Classes	0 (In the past, we've had weekly church school during worship, but no longer do due to extremely low attendance and lack of volunteers. We do currently offer nursery care for children under age 5. Currently have one regular attendee, and one paid staff for this position.)	Lay led; paid staff (see note in column to left)
Christmas Eve and Easter Worship	1-2 Christmas Eve services Holy Week includes meager meal on Ash Wednesday, Maundy Thursday Service, and Easter Sunday Worship Attendance varies. Christmas Eve: 76 Ash Wed: 19 Maundy Thurs: 12 Easter: 100	Pastor led
Church-wide Meals	Periodic after church brunches; occasional evening potlucks/game nights. Attendance varies: 10-40	Lay led
Choir	10-20	Led by paid Choir Director and Pianist
Church-based Bible Study	5-10	Pastor led
Communion	40-60, depending on church attendance (served 1st Sunday of the month)	Pastor led
Community Meals	Participated in community program: 20-25	Lay led with pastoral support
Confirmation	0 (last confirmation class was in 2010)	Pastor led
Funerals	5	Pastor led
Intergenerational Groups	No regular groups; some intergenerational activities	Pastor and lay led
Outdoor Worship	65	Pastor led

Public Advocacy Work (Gender Odyssey, Interfaith Advocacy Days, Federal Way Caregiving Network, members of Faith Action Network)	20-25	Lay led
Retreats (haven't had one for several years other than members participating regularly in conference Outdoor Ministries Programs)	20-25 at church retreats 10-15 participants in Outdoor Ministries programs	Lay led
Weddings	1	Pastor led
Worship	47 avg	Pastor led
Young Adult Groups/Classes	Inconsistent programming	Lay led
Youth Groups/Classes	1* Our youth is involved in the Wider Church at the conference level on committee. In the past, we've had a robust Our Whole Lives program, and still have several trained facilitators for the jr and sr high levels.	No current leadership

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Covenant(3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired
Rev Cameron Sharp	No	n/a	n/a	no
Rev Cathryn Cummings	No	n/a	n/a	no
Amy Johnson, Commissioned	4	National	Minister for Sexuality Education	no
Rev Susan Cutshall	3	Hospice	Chaplain	no
Rev Georgann Peck	no	n/a	n/a	no
Rev Dan Parker	n/a	military	chaplain	yes

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:N/A

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Office Manager	no	part-time	Pastor	2.5 years
Interim Pastor	yes	full-time	Personnel committee/Council	9 mos
Choir Director	no	part-time	Personnel committee/Pastor	34 years
Pianist	no	part-time	Personnel committee	7 years
Nursery Attendant	no	part-time	Personnel Committee	14 mos
Lawn care	no	Part-time contracted	Office manager/pastor	varies

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation’s overall ministry?

Our congregational demographics do not reflect or represent the area where we are located. We are less ethnically diverse, older, and have less families with children than the community at large. This provides an enormous opportunity for growth for our faith community.

CHURCH FINANCES

(numbers in green for ease in reading)

Current annual income (dollars used during most recent fiscal year) **\$189,581**

Source Amount:

Annual Offerings and Pledged Giving **\$158,030**

Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)**\$4250**

Endowment Draw (beyond what is permitted by spending policy, “drawing down the principal”) **\$0**

Fundraising Events \$893
 Gifts Designated for a Specific Purpose \$3710
 Grants \$0
 Rentals of Church Building \$22,051
 Rentals of Church Parsonage \$n/a
 Support from Related Organizations
 (e.g. Women's Group) \$0
 Transfers from Special Accounts \$0
 Other (specify): \$708 miscellaneous income
 Other (specify): \$0
 TOTAL \$189,581

Current annual expenses (dollars budgeted for most recent fiscal year): \$201,734
 Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 46%

Has the church ever failed to pay its financial obligations to a minister of the church? No

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

- Our Church's Wider Mission (OCWM – Basic Support) \$10,528
- One Great Hour of Sharing \$632
- Strengthen the Church \$310
- Neighbors in Need \$584
- Christmas Fund \$555

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%) 5.5%

What is the church's current indebtedness?

Total amount of loan debt: \$309,768 as of 10/1/2017
 Reason for debt: Capital improvement project--remodeling
 Are capital and other payments current? Yes

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

If the church has had capital campaigns in the last ten years, describe:

Year(s) 2012
 Purpose: Remodel & update fellowship hall, kitchen, rest rooms, nursery and storeroom
 Goal: \$ 650,000
 Result: \$ 498,000
 Impact: Function and appeal of 60-year old space greatly improved, for building use and outreach; but cost overruns made necessary a construction loan/mortgage with UCC Cornerstone Fund.

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.

The expanded fellowship hall houses members of the UCC-connected Marshall Islands Congregation, for worship, fellowship and Christian education; two AA groups and an Al-anon group meet in Fellowship Hall weekly. Our own congregation meets regularly for fellowship, adult education and church business in the renovated space.

Does your church have an endowment? Yes

What is the market value of the assets? \$115,273

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

Funds are drawn regularly

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

4%, 3-year rolling average; same 5 years ago

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: \$4250

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

Current rate of draw does not reduce the principal, so endowment can theoretically last indefinitely

Please comment on the above calculations or estimates:

Other Assets:

Reserves (savings): \$250

Investments (other than endowment): \$19,380 Sheryl Peterson Memorial Fund

Does your church have a parsonage? No

Describe all buildings owned by the church:

1) General purpose building: church offices, memorial lounge (meeting room), fellowship hall, kitchen, nursery, two classrooms, three restrooms

2) Chapel building: worship space, storage

Describe non-owned buildings or space used or rented by the church: None

Which spaces are accessible to wheelchairs? All spaces are ADA compliant, other than the storage room below the sanctuary.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

Our council and congregation could benefit from strategic planning and review of priorities and mission. We are working to be creative and forward-thinking, rather than continuing to struggle to fund the same positions and programs just because they are what we've always done.

HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

In 1991, we went through a discernment process to become an Open and Affirming Congregation. We have attempted to update and live into our policy around affirmation of orientation and gender identity.

In 1996, we lost a beloved pastor to Multiple Sclerosis. Our church still celebrates traditions in the life of the church that are related to her (Sheryl Peterson Memorial Fund grants, Sheryl's Friends MS Walk, Butterfly Sunday).

In 2006, we began an Our Whole Lives ministry for our youth, including participants from the community and other UCC and UUA churches. This continued until 2015.

We completed a major building renovation in the last 10 years. This required a major capital campaign. There are still financial issues straining our budget due to unanticipated costs associated with this project.

Describe a specific change your church has managed in the recent past.

This year, we were more concerned than usual about our budget. Our interim pastor and council called a congregational meeting, in which frank and honest financial information was shared with the congregation. After much discussion and discernment of the council, budget committee, and congregation, the difficult decision was made to call a ¾ time pastor, rather than a full-time pastor. This is the fiscally responsible and sustainable route for our congregation at this time.

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

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

Regarding the budget, many in our congregation were concerned about anything less than a full-time pastor and resolving our fiduciary responsibilities. Though we have settled on calling a ¾ time pastor, we are sensitive to addressing our congregation's concerns and fears as we move forward.

Our congregational meetings are places where we strive to hear a variety of voices in a fair and just manner. We also have a pastor-parish relations committee for more individual and in-depth conflict situations.

Ministerial History

Name	Years of Service	UCC Standing
Dennis Hollinger-Lant	22	Yes
Sheryl Peterson	9	Deceased

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

We have learned that we become more alive and energetic when we have meaningful, interactive worship services, with a strong message of social justice connected to our faith and present-day situations.

We have learned that we continue to have a strong inclusion ethic regarding sexual orientation and gender identity.

(answers below in blue so you can see what we chose)

Has any past leader left under pressure or by involuntary termination?
Y/N/Ask us

Has your church been involved in a Situational Support Consultation?
Y/N/Ask us

Has a past pastor been the subject of a Fitness Review while at your church?
Y/N/Ask us

WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)
COMMUNITY VISION
MISSION InSite

COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy? For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?

For the past several years, Wayside has had a presence at the annual Gender Odyssey convention in Seattle. In addition, we often have a contingent who march in the Seattle Pride parade. In honor of a former pastor who died from MS, there is a group that participates in the Annual MS Walk. This year, we began participating in the local church

ecumenical service project of providing meals for the Reach Out Federal Way Women's Shelter, an organization which provides shelter and meals for homeless women in Federal Way between November and March.

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

Youth and families routinely participate in conference Outdoor Ministry camps and retreats. One member is serving on a teen camp transition committee. One member serves on a conference policy committee. One member sits on the UCC national board of directors. Several members in the past have served in the national setting with youth and young adult programs, boards, etc.

One member is currently serving on national staff with Justice and Local Church Ministries. We are a 5 for 5 church and an Open and Affirming Church. One member serves on the PNCUCC Outdoor Ministry Task Force. Our church hosts a Communities of Practice group monthly

We have members who have attended Ecumenical Advocacy Days in Washington, DC.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Border and Immigrant Justice
- Inter-cultural/Multi-racial (I'M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Designations from other denominations
- None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

Being open and affirming is a big part of our identity. It's important to us that Wayside is a welcoming place for our LGBTQ community members. We are proud our history of being on the forefront of LGBTQ rights.

It is possible that our congregation would embrace a commitment to these additional witnesses with some dedicated education and leadership.

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

We are members of the Faith Action Network. We often have at least one representative at Interfaith Advocacy Day in Olympia.

In the past, we have done some work with the local UUA congregation around Our Whole Lives. We plan to engage with them regarding racial justice issues in 2018.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Our mission statement, established in 1996, is: Wayside United Church of Christ is a joyful, God-centered community of faith, each of us in the process of our own spiritual journey. We value, celebrate and affirm: diversity, caring, humility, and acceptance. Called by Christ and sustained by the Holy Spirit, we covenant to make this journey together to:

- Nurture and empower one another.
- Join ecumenically with other faith communities
- Reach out with love and understanding to all God's people
- Promote peace, justice and respect for all creation.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

In the past, our pastor has had a week of paid time to be staff at a conference camp and also serve on conference committees.

MISSION InSite

Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

Our MissionInsite report confirms that we have many opportunities to serve people in our community who are low-income and more racially diverse than our congregation reflects. These community demographics trend stable, so it is likely we will only have an increase in opportunities to partner with organizations to serve many of the needs in our community.

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

Our congregation is predominantly white, while the MissionInsite report states that only 55.9% of our community within a 5 mile radius is caucasian

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

As a congregation, we are working to become more educated about the diversity of our community and the opportunities we have to serve. In addition, we have done some study around white privilege and are committed to continue learning how to be culturally responsive in our community. We have a strong history of being an Open and Affirming church, and are working to expand our welcome and inclusivity to include more diversity in race, ethnicity, ability, and age.

What do you hear when you talk to community leaders and ask them what your church is known for?

Our church is known as being the most progressive Christian church in Federal Way, in particular in regards to being on the forefront of LGBTQ rights and inclusion.

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

“I was looking for a church whose theology I could get behind.”

“People are friendly and welcoming.”

“It was easy to get involved in small ways that are growing, and I wanted a place for my family to come.”

Many find us through looking at our website and deciding to visit. Some are new to the area and are looking for a UCC church or had attended one in the past. Some seek Wayside due to its reputation for being a welcoming place for our LGBTQ population.

REFERENCES

Name up to three people who have agreed to serve as phone and written references.

Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

Dee Eisenhauer / Pastor / Eagle Harbor UCC
(206-842-4657) / dee.eisenhauer@gmail.com / knows many members from Family Camp

Susan Sasis/ Former Youth Director / Normandy Park UCC
(206-265-2987 / susan.a.sasis@gmail.com/ knows members through youth work and outdoor ministries and wider church youth event planning

Bruce Wilson/ Chaplain / St Francis Hospital
(206-962-0354) / brujay28@gmail.com / former youth coordinator)

PROMPTS FOR REFERENCES

Describe some areas of strength in this church's ministry.
Describe some areas for improvement in this church's ministry.
Describe a significant experience you have had of this church's ministry.
Anything else you wish to share.

CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING PRAYER

Dear God, Thank you for all of the blessings you have given this church over the years. We have a beautiful space, in a loving diverse community. We have been graced with many committed passionate people who have shared their strengths and vision with us over the years. We have had amazing pastoral leadership. We have been guided by you and all those leaders to become an Open and Affirming Congregation. We have expanded the understanding of what that means as you have expanded our vision to see past the bigotry that blinds us. You continually show us what it means to be Your Beloved Children. You continually show us what it means to be Siblings in Christ. You continually show us what it means to Love Our Neighbor. Help us now with your vision and guidance as we walk into the next chapter of our lives with each other here at Wayside. Help us connect with the pastor who will walk with us, guide us and be with us as we live out your vision for us here in Federal Way. Help guide that person to us, and help them discern where their path should be. Bless them and us as we seek each other. Give us all the vision to know the right fit when we find it, and give us all the wisdom to trust in your guidance and love for us.

Amen and Amen

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 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 opinions 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.

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

Search Committee, Church Council, Congregation members (through surveys, small group meetings, and personal meetings)

2. Additional comments for interpreting the profile: n/a

Signed:

Name / Title / Date:

VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11