

May 26, 2017
Date

Pastor
Position to be filled

United Church of Christ

**LOCAL CHURCH PROFILE
FOR LOCAL CHURCHES SEEKING NEW LEADERS**

**Local Church
Statement of Consent**

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

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



Signature of Search Committee Chairperson

May 26, 2017
Date

CHURCH:

**Hillsdale Community Church United Church of Christ
6948 SW Capitol Hwy
Portland, OR 97219**

SEARCH COMMITTEE CHAIRPERSON OR CONTACT PERSON

Name: **Alexis Hamilton**
Address: **7117 SE 72nd Avenue**
City, State, Zip: **Portland, OR 97206**
Telephone: **503-774-6568 (home) 503-321-5261 (cell)**
E-Mail: [**iamgregsbird@gmail.com**](mailto:iamgregsbird@gmail.com)

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Pastor
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FOR LOCAL CHURCHES SEEKING NEW LEADERS**

Please return the completed document to your conference or association office.

1. Church:

Hillsdale Community Church, United Church of Christ

2. Address:

6948 SW Capitol Hwy
Portland, OR 97219
Church Website: www.hillsdaleucc.org

3. Name of Search Committee Chairperson/Contact Person: Alexis Hamilton

Address: 7117 SE 72nd Avenue
City, State, and Zip: Portland, OR 97206
Telephone: 503-774-6568
Email: iamgregsbird@gmail.com

4. Conference/Association Staff Person Assisting Our Church: Rev. Hollis Bredeweg

Address: 0245 SW Bancroft, Suite E
City, State, Zip: Portland, OR 97239
Telephone: 971-201-5268
Email: ccm@cpcucc.org

MEMBERSHIP INFORMATION

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

	Last Year	5 Years Ago	10 Years Ago
a. # Church members	104**	122	108
b. Average attendance at worship	60	83	60
c. Average participation of children/youth in C.E.	4	9	18
d. Average weekly participation in adult education	24	N/A	N/A
e. # Members who are ordained clergy	1*	4	N/A

*Pigg **Actual current membership as of 2017 is 80.

6. Profile of Congregation

**Demographics of Hillsdale Community Church Members/Attendees
Based on responses from 58 Households**

Age of Household Member	
	Percent
0 – 5	1.1
6 - 18	6.9
19 - 34	4.6
35 - 49	6.9
50 - 64	23.0
65 - 74	40.2
75 or older	17.2
Ethnicity of Members	
	Percent
White	95.7
Hispanic or Latino	1.1
American Indian/Alaska Native	1.1
Bi racial multi-racial	2.2
Education level of household member	
	Percent
Completed high school	10.5
Some college or vocational school	12.8
College Graduate	38.4
Graduate School	31.4
Other (see specifics below)	
In high school	1.1
Child in school	4.4
Child in high school	1.1

Description of Family Unit	
	Percent
Couple with children at home	10.2
Single parent with children at home	3.4
Couple without children at home	42.4
Single	42.4
Widowed	1.7

CHURCH FINANCES

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

	Last Year (2016)	5 Years Ago	10 Years Ago
7. Total Church Income	\$197,055	\$213,178	\$164,742
a. Members offerings and pledges	\$174,453	\$179,870	\$158,701
b. Interest from investment or endowments	N/A	N/A	N/A
c. Principal reduction (endowments or investments)	N/A	N/A	N/A
d. Rentals	\$21,460	\$28,840	\$4,721
e. Special Fundraising	\$1,350	N/A	N/A
f. Other: Grant and other donations	\$4,374	N/A	N/A

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

Goal: \$184,075 Pledges: \$138,020 Actual Received: \$175,453

Goal: \$197,023 Pledges: \$111,360 Actual Received: \$176,756

	Last Year (2016)	5 Years Ago	10 Years Ago
8. Total Operating Budget	\$193,183	\$208,805	\$162,421
a. Our Church's Wider Mission Basic Support	\$5,800	\$5,300	\$4,400
b. Our Church's Wider Mission Special Support	0	0	0
c. Other gifts	\$750	\$7,500	\$4,418
d. Current local expenses	\$186,633	\$196,005	\$153,603
e. Annual capital payments	N/A	N/A	N/A
f. Other debt	N/A	N/A	N/A

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

One Great Hour of Sharing: \$455
 Neighbors in Need: \$0
 Christmas Fund: \$0
 Strengthen the Church: \$250

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. SW Community Health Center	\$325
2. Neighborhood House	\$275
3. Central City Concern	\$250
4. Meals on Wheels	\$175
5. Willamette West Habitat for Humanity	\$175

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

Hillsdale Community Church has been undergoing a renaissance of sorts in the last year a renewed interest in social justice work. We are very excited about this, for a number of reasons, the first of which is a sense of invigoration and renewed connection to the community. With activities open to the neighborhood and larger community (sign making for protest marches; ecumenical activities; educational forums and workshops), we have been attracting new people to our services and that is directly attributable to our current work. In addition, we have been going through a process of intentional introspection, examining our privilege as individuals and a church family, and what that means when we look at change and growth.

11. Indebtedness

- a. Total amount of outstanding mortgages/capital debt: \$168,746
- b. Total amount of other debt: \$0
Describe:
- c. Are payments current? YES

“God is able to provide you with every blessing in abundance.”
II Cor. 9:8a

12. Capital Campaigns:

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

Goal: \$450,000 Outcome: \$454,000¹ 2014-2017

Goal: \$90,000, approximately Outcome: \$90,000 circa 2008

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

Putting in an elevator, addition of 2 accessible restrooms, creation of a reception area

- c. Was there a mission or outreach component to the campaign?

Yes, we wanted to increase our accessibility and welcome to more people.

- d. If a capital campaign is underway or anticipated, describe it: N/A

13. Assets held by the Church:

- a. Reserves (savings): N/A

- b. Endowments/Investments: \$263,892.00

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

Church facility includes sanctuary, office, fellowship hall, church school rooms, kitchen, and paved and unpaved parking areas; One house adjacent to church; Community Garden; Additional undeveloped land. (7 parcels in total)

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

Is the pulpit handicapped accessible?

The chancel is not currently accessible; there is an accessible pulpit on the main floor from which the congregation is accustomed to being addressed.

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

Construction of elevator and accessible restrooms is completed

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

¹ Actual expenses for this "Raising Our Welcome" Campaign (elevator and accessible restrooms) were approximately \$480,000

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

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

Yes for some compensation items, but not all.

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

This position may either be full or part time, depending upon the candidate's experience. While the compensation package is fixed, the level of compensation for a candidate with a lot of experience might be more appropriate for a ¾ commitment, versus a less-experienced candidate for whom the package might well be appropriate for a full-time position.

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

We will work with the individual pastor to determine what kind of support s/he needs. Among possible avenues for support of a pastor: Active Pastoral Relations Committee, active and capable volunteers to help shoulder the load, worship committee, and an active Stephen Ministry.

15. Salary History

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

	Start Date 9/2007				End Date 9/2015			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
a. Last	2007	21,884	20,400	n/a	2015	25,363	26,400	n/a

16. During the above period, has your church ever failed to fulfill its financial obligations to its pastor? NO

17. Salary, Benefits, and Expenses Offered

- a. Cash salary offered \$31,306-\$35,480 annually, depending on experience
Conference recommended salary range: \$31,306-\$35,480

- b. Housing: \$ 12,000
 Housing allowance only Parsonage only Would consider offering either

- c. Customary benefits:
 - Vacation: 4 weeks annually
 - Maternity/paternity leave
 - UCC Retirement Annuity (14 % of salary and housing)
 - UCC Life and Disability Insurance Benefits
 - UCC Health Benefits (or Ecumenical Ministries of Oregon health benefits)
 - UCC Dental Benefits (or Ecumenical Ministries of Oregon dental benefits)
 - Social Security/Medicare Offset
 - Continuing Education Funds
 - Continuing Education Time: 2 weeks annually
 - Sabbatical Leave: 3 months paid leave after 5 years
 - Other benefits (specify): Pastor's expense account

- d. Ministry Expenses
 - Travel Reimbursement (per IRS)
 - Meeting Expense Reimbursement
 - Books and Periodicals (included in expense account)
 - Reimbursement of Criminal Background Check Fee
 - Moving Expenses

COMMUNITY CHARACTERISTICS

18. Population

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

Approximately 632,309 as of 2015 in Portland proper, and 2.35 million in the Portland metro area

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

According to the United States Census Bureau as of 2010, the most recent available information from this source:

- | | |
|---|--------------|
| • <i>White alone:</i> | <i>76.1%</i> |
| • <i>African American alone:</i> | <i>6.3%</i> |
| • <i>American Indian and Alaska Native alone:</i> | <i>1.0%</i> |
| • <i>Asian alone:</i> | <i>7.1%</i> |
| • <i>Pacific Islander Native Hawaiian alone:</i> | <i>0.5%</i> |
| • <i>Two or more Races:</i> | <i>4.7%</i> |
| • <i>Hispanic or Latino:</i> | <i>9.4%</i> |

19. Economic Factors

Identify major sources of employment/income in your community:

According to Oregon Blue Book, Oregon's Top Ten Industries by Employment as of 2013:

- 1. Food services and drinking places (132,400)*
- 2. Administrative and support services (85,500)*
- 3. Ambulatory health care services (76,200)*
- 4. Hospitals (53,400)*
- 5. Specialty trade contractors (46,700)*
- 6. Nursing and residential care facilities (45,400)*
- 7. General merchandise stores (40,400)*
- 8. Food and beverage stores (39,800)*

9. *Computer and electronic product manufacturing (36,600)*

10. *Social assistance (33,400)*

20. General Description

a. Describe three distinctive attributes of your community:

1. *Progressive*
2. *Creative*
3. *Great natural beauty*

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

1. *Population explosion*
2. *Difficulty with infrastructure keeping up with population growth*
3. *Lack of sufficient employment opportunities*

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

1. *Food insecurity*
2. *Homelessness*
3. *Rise in hate crimes*
4. *Threats to marginalized communities (LGBTQQIA, immigrants, racial and religious minorities)*
5. *Inadequate community services for persons in poverty, the mentally ill and immigrants*

d. Indicate Mission Activities

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

- *Hoyt Street Mission (meals for the homeless)*
- *Neighborhood House, including SW Hope food drive*
- *Sisters of the Road Café (“work to eat” meals for those in need)*
- *Grauer Back to School Supplies Drive*
- *Project Ethiopia (helping with local infrastructure needs, including for schools, homes, water supplies, and sanitation)*
- *Growing use of our building as a community hub*

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

We seek occasional supportive attendance at some of the organizational meetings in conjunction with events and more regular attendance as a supportive presence at interfaith and social justice events.

Stephen Ministry requires direct participation in identifying members of the congregation who are in distress and desire the support of a Stephen Minister.

While we do not expect our pastor to be the actual “hands of action” in our activity, we do seek someone who can act as a “hub” for our activities, aware of what groups are doing and able to connect lay leadership of groups/activities/missions to each other.

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

- *Organizing for Action*
- *Neighborhood House meetings*
- *Red Cross blood drives*
- *Community Garden*
- *Baby Boot Camp*
- *AA*
- *At times we have opened the church to the community as a safe space for prayer and contemplation*
- *Recitals/concerts*
- *Education programs for the public*
- *Occasional town halls*
- *Occasional rental for conference and retreat space*

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

At least three

CONGREGATIONAL LIFE

*(Add *** if the information came from a survey of the congregation)*

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

- **Continued funding and budgeting stressors** as we work toward refining our vision and mission and stabilizing our population.
- **Intentional change:** *We are in the midst of hopeful, radical, congregation-driven change, with a convergence of energy, new ideas and commitment to discerning who we want to be as a congregation.*
- **Growing activism:** *Both in programming (e.g., we recently partnered with the Muslim Educational Trust to present an eight-week series of public classes and discussions entitled Understanding Islam, and are reinvigorating a lapsed relationship with Neighborhood House, a long time social service center) and in the activity of the congregation itself. This new activity is so exciting for us because it is driven from the bottom up and sustained by members of the congregation, with support from the pastor and Consistory, rather than the sole vision of the leadership.*
- **Church developing into a neighborhood hub:** *Our Community Garden (a project which is part of a citywide program overseen by Portland Parks and Recreation) is taking off and we are busy identifying new opportunities for serving our community and making connections with other charitable organizations and faith communities in our neighborhood, as well as returning to nurturing some relationships that have languished after the loss of our pastor.*
- **New attendance:** *We have noticed that we are beginning, very slowly, to attract new attendees at worship as well as in our public programs/outreach. We hope that these new attendees become new members.*

22. Planning

- a. All churches do planning. How would you characterize the way planning is done in your church?
 - **How it is supposed to work:** *Major visioning and budget-affecting planning are typically done within the Consistory with the support of and in consultation with the pastor. Services are planned by the pastor and the music director. Events/week-to-week activities (Sunday School, for instance) are planned/executed on a committee level with approval at the Consistory level. Ideally, each committee has a representative on the Consistory.*
 - **In practice:** *In general, the above description is true, but our planning is often reactionary rather than proactive. We often operate in survival mode, and our planning is constrained by our budget. We dream big, but our follow-through is less successful. That said, when it comes to “extra-budgetary” planning or capital emergencies (like a leaky roof, or the need for ADA-compliant restrooms, or the installation of our new elevator), we can be and have been very successful at both planning and execution. Unfortunately, this*

success has not always led to complete buy-in from everyone in the congregation.

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

- ***Harness lay energy:*** *We have willing hands and hearts to do the work. We need a leader who can guide the process and hold us accountable for the work.*
- ***Inspiration/empowerment/support:*** *We need a leader to be our greatest cheerleader—to inspire us to do God’s work from the pulpit; to empower our people to take on tasks; to build relationships; and to follow through without constant, direct supervision by the pastor or staff. The ideal leader will support and guide without personally taking on the execution of every project.*
- ***Enthusiastic encourager:*** *We need a leader willing to dip his or her toe into all of our activities—not necessarily attending every single meeting or planning session, but by being a regular presence at events and a quarterly presence at each team’s meetings. Support from the pastor is vital to the health of our activities. We seek a leader who is willing to engage, is proactive, and is invested in the vision of the community.*
- ***Talent tapper:*** *We eagerly seek a leader who is actively engaged in identifying the gifts of the congregation and tapping those gifts in the service of the church and community. We hope our new pastor will not only lead by example, but will actively encourage and guide us in matching service to talents, inclinations, and personal capacity, so that service is a joy and we limit the risks of volunteer burnout.*

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

We have had at least four “discernment” or “visioning” processes in the last six years. These processes have been variously instigated by the Consistory, the pastor and, most recently, the Pastoral Search Committee. Unfortunately, no clear direction or consensus has come of these discernments, which leads us to:

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

Very little, because of the lack of clear direction discovered through our various discernment processes. These activities have led to reports that don’t enlighten; pain and antagonism; and the recognition that we are a church divided with regard to our vision of the future and perception of ourselves. We also recognize that underlying the conflict is great passion and energy, which has the potential to empower us to do God’s work once we hear where God is calling us.

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

We are just concluding a four-month program entitled The Seven Marks of a Healthy Church, guided by an outside consultant, Rev. Dr. Deborah Brown. We have high hopes that this process will be different from some of the internal visioning that we have done in the past because we have someone from outside the community not only to keep us focused on a specific set of criteria, but also to speak truth to us throughout the process, to keeping us honest and on track, and, we hope, forcing us to some sort of conclusion.

While we know the journey will continue, we believe that with God's help, we are laying the foundation for sustainable change and spiritual growth. By being honest about where we are, we are laying the groundwork for where we will go.

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

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

EVENT:	DATE:
<i>Church split over the authority of the Word of God. Conservatives stayed at Hillsdale; the pastor and the progressive members left to form Kairos Church UCC. Many of the founders' descendants stayed despite their personal agreement with those progressives who left, because it was a family church. Many who remained grieved the loss of those who had left.</i>	<i>Circa 1985</i>

<i>A previous pastor performed a commitment ceremony for a lesbian couple without the consensus of the church or consent of Consistory. This caused dissension in the church, and ultimately, the pastor left the church as did many members.</i>	<i>1996/97</i>
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<i>Hillsdale Community Church United Church of Christ became an Open and Affirming Church.</i>	<i>2005</i>
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- 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:

The most challenging faith experience/event in our church over the last three years is twofold:

The evolving nature of a remodeling project led to a deep divide over whether and/or how to remodel, acrimony over the decisions that were eventually made, and budget concerns.

In addition, the abrupt and unexpected resignation of Pastor Jennifer Brownell caused great distress, confusion, ongoing rumors, and recriminations within the congregation.

What we learned during this difficult period is that because our congregation does not always discuss difficult things openly, the congregation more easily divides into factions that talk amongst themselves. Recognition of this problem led to the development and adoption of our church covenant, which outlines our united expectations of how members of our Hillsdale community communicate among ourselves and treat one another. In addition, we have embarked upon The Seven Marks of a Healthy Church, a period of reflection, under the guidance of Rev. Dr. Deborah Brown. Our discussions have been wide ranging and has precipitated some honest and difficult discussions about how welcoming and accepting we are, with many congregants speaking their truth.

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

God is calling us to “get ready.” God is calling us to identify our strengths and weaknesses and to allow ourselves to be pruned so that we are truly ready for new growth. We are generally aware that we need to change in order to grow and manifest God’s love in the world, but many of us also want to stay the same, because we love many aspects of the church. As we go through the Seven Marks of a Healthy Church process, we are laying the foundation upon which to build our revitalized faith and community. God is calling us to have the courage and resilience to face the reality of what is working and what is not so that we can welcome new members, new ideas, and new traditions into our church family.

In addition, we seek to become a community that is creating God’s kingdom on earth by being active representatives of Progressive Christianity.

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

We seek a pastor with a demonstrated commitment to activism and social justice, who can serve as a motivator/activator for the congregation’s activities. We seek a pastor who will help us to continue the work we have begun through the Seven Marks of a Healthy Church program in turning toward healthy, productive growth and accepting the reality of change and the necessary pain change brings.

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

We tend to be quite diverse theologically.

Comments:

We as a church don't seem to have a common vocabulary about God and faith. We seem to know more about each other's politics than about our religious and spiritual beliefs. Because of this, we do not have a tendency to discuss our religious beliefs with one another, and therefore it is difficult to find common ground for energizing our faith and living it beyond our walls.

f. Describe the educational program of your church:

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

Currently, we have four dedicated Sunday School teachers who are volunteers drawn from the congregation. Each teacher teaches one Sunday per month, with the fifth Sundays designated as Family Sundays, where children remain in church with their parents. Each Sunday has an activity theme (Service Sunday, Sports Sunday, Arts Sunday, Sports Sunday). Each month, we explore a gift of the Spirit, with each teacher using themed activities to underscore a particular gift. Each teacher selects a Bible passage illustrating a gift of the Spirit and teaches from that.

This model evolved from a more traditional model with specific curriculum (discussed below). We felt that having each Sunday underscored by a particular activity might help to attract more children, as their larger interest might be served. We also felt that it might be easier to recruit teachers with this model, as it was more flexible and less rigid.

It has not turned out that way. We have very few children at Hillsdale, and attendance is irregular, making it difficult to plan. In addition, the range of ages is also difficult to accommodate. Nevertheless, the teachers are dedicated.

That said, the leadership for this group is over-stretched, serving in multiple capacities in church leadership.

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

As described above, we are not currently using a formal curriculum. In the past we have used Seasons of the Spirit. Curriculum decisions are made among the teachers and then approved by the Consistory.

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

We do not currently have a confirmation program because we do not have youth in that cohort. In the most recent past, our Confirmation group was shepherded by our pastor

and the pastor from Lake Oswego UCC, who combined their classes and alternated sessions between our two churches.

Are there educational opportunities for all ages?

Not at this time. We currently have adult offerings and K-6th grade offerings. We do not as yet have a quorum of middle school students attending with any regularity to have an effective program for them. This is particularly true since our previous called pastor left.

Does your church have a written Safe Church Policy?

We do. It is currently being updated and revised by the Consistory.

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

We expect our new pastor to act in an advisory capacity, perhaps suggesting courses of study and supporting volunteer teachers, but not directly running the education programs or classes.

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

We currently have no evaluation process in place.

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

The following strengths of our church are derived from several surveys and visioning meetings involving the entire congregation:

We have an extensive and acclaimed music program, including pipe organ and choir and several special music services and concerts interspersed throughout the year.

Our worship service includes well-planned and thoughtful liturgy that supports the historically excellent sermons.

Our church is prominently located on the main road between two strong neighborhoods, Hillsdale and Multnomah Village, and we are seen as a valued member of the community. We are intentional about the large sign that sits at the edge of our property, choosing to use it for important messages about our world and our responsibilities as people of faith, as well as to announce our activities. Visitors regularly tell us they were drawn to HCC by our sign alone. They also challenge us to walk our talk. For example, when we put up a sign that said, "We stand with our Muslim brothers and sisters," we received an inquiry asking us exactly how we did that. Our Understanding Islam series was partly an answer to that question.

On the other hand, we also heard from a community member when our sign quoted Pope Francis: “You cannot reject refugees and call yourself a Christian.” A woman who identified herself as a committed Christian left a voicemail at the church inviting us to reconsider our view of Christianity because, as she put it, “to be a Christian you just have to accept Jesus as your Lord and Savior.” Pointing to the “All are Welcome” tag that appears on the foot of our sign, she said that our message about welcoming refugees is “the most hypocritical thing I have ever seen.”

We did not dismiss her criticism out of hand. Our pastor shared the voicemail with the Consistory, and we also discussed it at the Sunday Adult Ed gathering. While we did not waver from our commitment to supporting refugees and our respect for the Pope’s challenging words, the voicemail caused us to examine our actions and attitudes. It inspired us to ask ourselves if we are living out the Gospel in how we treat both refugees and those who criticize us. Our sincere efforts to bring the Gospel into our world here and now are a growing strength of our church.

We do anything involving food particularly well!

Our Adult Education offerings are thriving, with strong leadership and a dedicated following. While it is not the purpose of Adult Ed to support other church efforts (it is meant to be a stand-alone program), the weekly Adult Ed gatherings offer an opportunity to engage regularly with an active and enthused group of congregants. Through these gatherings we have lately identified a number of goals and activities to move our church forward, and Adult Ed participants have stepped up to tackle them. For example, our Understanding Islam series came from an idea first presented in the Adult Ed class. Likewise, through the energy and efforts of Adult Ed we have begun to revitalize our Sunday morning childcare program, we have purchased and hung an inviting banner outside the church to advertise our UCC values, and we opened our church for prayer and meditation on election day and the day after the election.

One of the positive aspects of our church is the freedom to pursue individual passions. If a member has an idea that we should try, we are happy to allow them to pursue it. This has led to several success stories, including, but not limited to, Understanding Islam, which was free and open to the public. The series was very well attended both by members of the congregation and the wider community, and it has helped connect us with the Muslim Educational Trust in a powerful way. As a result, a group of HCC members now engages with MET on a regular basis.

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. In addition, please refer to supplemental document inserted below.

Board/ Committee	Purpose	Number of Members	Meeting Frequency	Leadership Expectation
Consistory	Governing body dealing with the "business" of the church	7	Monthly	3,4
Foundation	Administers the church's foundation money	5	As needed	3
Financial	Manage pledges/pay bills/day to day financial tasks	6		3
Stephen Ministry	Congregation members trained by Stephen Leaders to offer high-quality, one-to-one Christian care to people going through tough times.	12	Twice monthly	3,4
Personnel	Manages staff of the church	2		3,4
Pastor Relations	Acts as support for pastor as well as a conduit from congregation to pastor	4		2
Fellowship	Coordinates refreshments for all HCC activities, including weekly worship, congregational meetings and special events	8	Monthly	3
Make a Difference	Engages with UCC and global missions and local community needs	Ad hoc; Varies	As needed	3
Worship God Joyfully	Maintains and installs banners, prepares communion elements, schedules communion servers and liturgists and operates the sound system	7	As needed	3
Adult Education	Weekly Sunday morning adult classes and/or facilitated discussions; occasional public forums and class series			3
Share Christ's Word	Administers Sunday School for children up to 13 years old	4	Quarterly	3
Back to Eden	Tends the grounds with the primary purpose and intent of creating native backyard habitat by using indigenous plants	7		3
Adopt-a- Patch	Administers and cares for our parking lot islands	13		3

Ongoing Small Groups	Purpose	Number of Members	Meeting Frequency	Leadership Expectation
Choir	Provide music during service	18	Weekly	3
Prayer Chain	Committed pray-ers respond individually to a monthly compilation of prayer requests	Varies, currently 21	N/A	3
Prayer Shawl Ministry	Create prayer shawls to be presented to new members or those who are ill	4	N/A	
Adult Sunday School	Provide Bible study for adults	Varies	Weekly	3
Monday Bible Study	Another study opportunity	Varies	Weekly	3
Multnomah Senior Center	Provides monthly meals to Senior Center	3	Monthly	3
Transition Project	Provides monthly meals to homeless shelter	11	Monthly	3

**Hillsdale Community Church, United Church of Christ
June 7, 2017**

Staff:

Interim Pastor	Pat and Gene Ross
Church Administrator/Bookkeeper	Tim Ditch
Director of Music	Tim Ditch
Sexton	
Child Care Providers	MeiLan Wexler and certified adult volunteers

Consistory:

President	Cathy Thomas
Past President	Rebecca Holt
Vice President	Cindy Van Loo
Treasurer	David Soderquist
At-Large Members	Bob Brandon, Carl Wamser, Carol Weber

Foundation:

President	Paula McCall
Secretary	Patti Brandon
Treasurer	Clyde Saylor
At-Large Member	Mike Van Loo
At-Large Member	Robin Williams

Services:

Insurance	Amy Waltz, WSC Insurance (503) 906-8910
Legal	David Avison, CPC Counsel (503) 670-1951
Security	Northwest Enforcement Security Co. (503) 893-8858

Financial:

David Soderquist, Treasurer
Tim Ditch, Church Administrator
Kathy Schneller, Recorder
Cindy Van Loo, Carol Weber, Counters

Signature authority:

Checking - US Bank	Cathy Thomas, Rebecca Holt, Carl Wamser
Raymond James CDs	any 2 Foundation Board members
Family Assistance Acct	Pastor

Finance Committee:

David Soderquist, Bob Brandon, Cathy Thomas

Capital Campaign Monitoring:

Bob Brandon, Kathy Schneller

Pastoral Search Committee:

Alexis Hamilton (chair), Carol Doyle, Dennis Frengle,
Trudi Raz Frengle, Cathy Thomas, Mike Van Loo, Nancie
Wamser

Stephen Ministry:

Stephen Leaders
Stephen Ministers

Carol Doyle, Mike Van Loo
Gloria Craig, Dennis Frengle, Rebecca Holt, Margy Kleger,
Diane Nelson, Kathy Schneller, Mike Van Loo, Carl
Wamser

Personnel:

Cathy Thomas (chair), Bob Brandon, Rebecca Holt

Pastor Relations:

Bob Brandon (chair), Carol Doyle, Greg Hamilton

Building and Grounds:

Mike Van Loo (chair), Jon von Behren, Carl Wamser

Fellowship:

Bob Brandon (chair), Bill Coil, Marianne Gorman, Anita
Moss, Howard Pigg, Marteena Sander, Patty Todd, Theresa
Wechsler

- **Sunday Snacks / Coffee:** Bob & Patti Brandon, Fellowship Team
- **Friendship Tea:** Marteena Sander, Ruthanne Rusnak

Make A Difference:

Nayan Fleenor (co-chair, UCC and global missions),
Nancie Wamser (co-chair, local and national missions),
Patti Brandon, Dennis Frengle, Trudi Raz Frengle, Carl
Wamser

- **Southwest Hope Project:** Nancie Wamser
- **Multnomah Senior Center Meals:** Donna Bestwick, Marianne Gorman, Anita Moss, Trudi Raz Frengle (monthly meals)
- **Transition Projects Dinners:**

Cook: Becky Meier (coordinator), Julie Bishop, Carol
Doyle, Anita Moss, Marteena Sander, Kathy Schneller,
Cindy Van Loo

Transport and Serve: Jack Morby (coordinator), John
Biskey, Leith MacFarlane, Dennis and Trudi Frengle

- **Red Cross Blood Drive:** Margy Kleger
- **Grauer Project School Supplies:** Cindy Van Loo
- **Neighborhood House Food Box:** Team members

Worship God Joyfully:

Cathy Thomas (chair), Margy Kleger, Ruthanne Rusnak, Pat Stenaros, Tim Ditch

- **Liturgist Coordinator:** Margy Kleger
- **Liturgists:** Bob Brandon, Carol Doyle, Drake Mitchell, Clyde Saylor, David Soderquist, Cathy Thomas, Nancie Wamser, Carl Wamser
- **Usher Coordinator:** Marteena Sander

Ushers:

Donna Bestwick, Bob Brandon, Bill Coil, Gloria & Gerry Craig, Paula McCall, Diane Nelson, Fred Raz, Marteena Sander, Becky & Clyde Saylor, Patty Todd, Mike Van Loo, Nancie & Carl Wamser

- **Communion Elements:** Cathy Thomas
- **Communion Server Coordinator:** Pastor
- **Communion Servers:** Bob & Patti Brandon, Becky Meier, Diane Nelson, Drake Mitchell, Elizabeth & Howard Pigg, Pat Stenaros, Cindy & Mike Van Loo, Nancie & Carl Wamser
- **Sound Board Operators:** John Biskey, Linda Waltmire, Tim Ditch (liaison, coordinator)
- **Acolyte Coordinator:**
- **Acolytes:**
- **Flower Coordinator:** Becky Meier

Share Christ's Word:

Rebecca Holt (chair), Alexis Hamilton, Greg Hamilton, Katie Johnson

- **Adult Education:** Dennis Frengle (coordinator)
- **Post-Sabbath Bible Study:** Linda Waltmire (coordinator)

Choir Members:

Lynne Baldwin, Nancy Biskey, Nayan Fleenor, Paul Gonzales, Alexis Hamilton, Greg Hamilton, Margy Kleger, Ken Miller, Jack Morby, Pat Nielsen, Ruthanne Rusnak, Mary Ann Schacher, Pam Soderquist, Jon von Behren, Carol Weber, Theresa Wechsler

Calendar / Scheduling:

Tim Ditch

<u>Website:</u>	Tim Ditch
<u>Facebook:</u>	Pastor, Cathy Thomas
<u>Readerboard:</u>	Carl Wamser
<u>Library:</u>	Kathy Schneller
<u>Prayer Chain:</u>	Paula McCall, Linda Waltmire
<u>Prayer Shawl Ministry:</u>	Dorothy Arthur, Anita Moss, Pam Shelton, Pat Stenaros
<u>Women's Retreat:</u>	Anita Moss, Nancie Wamser
<u>Phone Tree:</u>	Anita Moss
<u>Christmas Tree:</u>	Jack Morby, Mike Van Loo
<u>Camp Adams:</u>	Patty Todd
<u>Back to Eden:</u>	Patti Brandon, Pat Stenaros
<u>Adopt-A-Patch:</u>	Becky Meier (coordinator), Patti & Bob Brandon, Nayan Fleenor, Paula McCall & Linda Waltmire, Jack Morby, Jim Ruyle, Pat Stenaros, Cathy Thomas, Mike Van Loo
<u>Community Garden:</u>	Patti Brandon, Becky Meier, Cindy & Mike Van Loo Portland Friends of Community Gardens - Leslie Pohl (lesliepohl@comcast.net) Portland Parks and Recreation - Laura Niemi (503) 823-1612 (laura.niemi@PortlandOregon.gov) contact - Chrissy McCausland (503) 936-6016
<u>Stephens Creek Crossing:</u>	

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.

- As a church, we respect and listen to each other and work things through without generating divisiveness. **Somewhat**
- 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. **Closely**
- Some have left our church because of conflict. **Closely**
- Conflict hurts our sense of unity, but we tend not to talk about it.

We have a tendency to talk about the fact that we are having conflict, but we do not name the conflict directly, nor do we necessarily talk directly to the people we are in conflict with. Instead, we talk to “allies” and remain “nice”; while we give lip service to conflict resolution, we are actually conflict avoidant.

- Painful experience has been present with conflict, but it has been worked through, and we have learned from the experience. **Not at all**

While we have been able to work conflicts out in the past, we have not been able to do so effectively in the last several years.

- We have had some painful experiences with conflict, and they linger in the background. **Closely**
- Open conflict is present, and we need a minister who can help us deal with it.

Conflict is not “open.” It is under the surface. We are aware of it, and we have tried to have a service of reconciliation and healing and move forward, but underlying resentments continue to fester. We need a pastor to help us both bring conflict out into the open in a safe and productive way, and heal from it.

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 typically have service once per week on Sundays at 10:30 am in English. The worship is traditional and somewhat liturgical. Music is important and included throughout worship. Communion is typically monthly, but it is left to the discretion of

the pastor. Worship typically includes an Opening Prayer and Welcome, a benediction, and pastoral prayers conducted by the pastor. Lay leaders (liturgists) present the scriptural readings and “life of the church” announcements.

- 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?

No.

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

Our worship is planned by the pastor in consultation with the church music director. We have lately talked about expanding the role of the Worship God Joyfully Team, so that it would also offer regular input to the pastor and music director regarding worship.

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

We are loosely Lectionary based, with the pastor having the freedom to change or tweak the readings as the spirit moves. We value sermons which challenge and inspire us both intellectually and spiritually. We enjoy sermons that are thought-provoking with rich context for the scriptural reading, including historical context, information about the author, the translation/s and how various scholars and theologians have approached the text. In addition, we enjoy personal stories that relate the significance of the text to our lives or illustrate how we might apply the text to our spiritual practice. Finally, we look for a flexible preacher who can be responsive to critical events, even setting aside the prepared sermon when necessary. For example, we had a tragic event in Portland last Friday (the murder of two men and attempted murder of a third, when they tried to defend a young Muslim girl and her friend, who were being harassed and threatened on a commuter train), and it would have been very helpful to have the pastor address our communal grief, distress, and faith-filled response in the Sunday sermon.

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

Provide weekly sermons and service planning, prayer, serve/oversee communion.

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

While the hymnal in the pews is The Hymnal for Worship and Celebration, the music director generally chooses the hymns from his vast collection of hymns and hymnals. These hymns are then printed in the bulletin, so we rarely use the pew

hymnal, unless we are having a “Hymn Sing” where the congregation gets to choose their favorite hymns and we sing them.

- g.** Have you considered using another hymnal?

See above

- 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?

Not overly. While we have a statement in our bulletin that we use a variety of different words for God and that participants should use whatever feels holy to them, in practice most of our language for God is by default male. Our previous pastor was very much working to use inclusive language. In addition, within the music in the anthems, we often change language to make it inclusive. When we sing the Doxology, we use inclusive language. On her own, one of our liturgists routinely changes the readings to inclusive language, and we hope the other liturgists will follow her lead.

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

Have members of your church ever served as delegates or visitors to General Synod?

YES

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

Central Pacific Conference, Ecumenical Ministries of Oregon

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

Comment: *Many of our congregants come from other faith traditions.*

28. Ecumenical and Interfaith Activities

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

- *Hosted and attended Bosom of Abraham, interfaith gatherings for prayer, music, and movement*
- *Organized and hosted first Interfaith Kickoff for Neighborhood House-SW Hope Feed the Hungry Campaign*
- *Various interfaith events at Muslim Educational Trust*
- *Advertised and attended We Refuse to Be Enemies at Congregation Neveh Shalom*
- *Attended interfaith vigil for those killed or injured defending Muslim teenager and her friend*
- *We have also been thinking through our privilege and reflecting upon who we currently are and where we are trying to go.*

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

We expect our leader to set the tone for us to continue and grow as an ecumenical church. We seek someone who is passionately supportive of and committed to ecumenical interfaith activism and relationships.

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:

- 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.	Rev. Jennifer Brownell	September, 2007	September, 2015
2.	Rev. Larry Etter	October, 1998	June, 2005
3.	Rev. James P. Truesdell	January, 1992	March, 1997

- 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: *N/A*
- 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:

- *Treated as a friend*
- *Invited into homes and lives*
- *Invited to extra-church activities*
- *Provided with specific additional support and care in accordance with the pastor's and her family's needs*

- 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

- Choose all the issues that may have contributed to the involuntary termination. *You may check more than one or indicate "not applicable."*

- conflict of personalities in the church
- inadequate performance
- pastoral style inappropriate for this church
- ethical issues or issues of fitness for ministry
- financial stresses
- other. Specify:

Boundary issues. This predates our experience and we have taken the above and below information from the previous Church Profile.

- Indicate, if you can, which of the following best describe the congregation's behavior toward that person prior to her or his leaving: *You may check more than one.*

<input checked="" type="checkbox"/> civil	<input type="checkbox"/> kind
<input checked="" type="checkbox"/> compassionate	<input checked="" type="checkbox"/> supportive
<input checked="" type="checkbox"/> harsh	<input checked="" type="checkbox"/> indifferent

- Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership:

We learned that we needed to develop a strong personnel committee and discuss the larger issues of the congregation as they arise.

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

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

The Pastoral Relations Committee is currently inactive but will reactivate once a settled pastor is called.

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:

The Consistory conducts and documents annual reviews.

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

This is in development.

32. Leadership Expectations

A list follows of 45 items which represent a range of qualities in the ministry of the church. Place an “X” beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. **Do not rank the items.** If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

Mark only 12 of the following items. Do not rank the items.

Our church needs a person who...

- | | |
|---|--|
| 1. <input checked="" type="checkbox"/> is an effective preacher/speaker | 24. _____ regularly encourages support of
Our Church’s Wider Mission |
| 2. _____ continues to develop his/her
theological and biblical skills | 25. _____ reaches out to inactive members |
| 3. <input checked="" type="checkbox"/> helps people develop their
spiritual life | 26. _____ works regularly in the development
of stewardship growth |
| 4. _____ helps people work together in
solving problems | 27. _____ is active in ecumenical relationships
and encourages the church to
participate |
| 5. <input checked="" type="checkbox"/> is effective in planning and leading
worship | 28. _____ is a person of faith |
| 6. _____ has a sense of the direction of
his/her ministry | 29. _____ writes clearly and well |
| 7. _____ regularly encourages people to
participate in United Church of
Christ activities and programs | 30. _____ works well on a team |
| 8. <input checked="" type="checkbox"/> helps people understand and act
upon issues of social justice | 31. _____ is effective in working with youth |
| 9. _____ is a helpful counselor | 32. _____ organizes people for community action |
| 10. <input checked="" type="checkbox"/> ministers effectively to people in
crisis situations | 33. _____ is skilled in planning and leading
programs |
| 11. <input checked="" type="checkbox"/> makes pastoral calls on people in
hospitals and nursing homes and
those confined to their homes | 34. _____ plans and leads well-organized
meetings |
| 12. _____ makes pastoral calls on members
not confined to their homes | 35. _____ encourages people to relate their faith
to their daily lives |
| 13. <input checked="" type="checkbox"/> is a good leader | 36. _____ is accepting of people with divergent
views |
| 14. _____ is effective in working with children | 37. _____ encourages others to assume and
carry out leadership |
| 15. _____ builds a sense of fellowship among
the people with whom he/she works | 38. <input checked="" type="checkbox"/> is mature and emotionally secure |
| 16. _____ helps people develop their leadership
abilities | 39. _____ has strong commitment and loyalty |
| 17. <input checked="" type="checkbox"/> is an effective administrator | 40. _____ maintains confidentially |
| 18. _____ is effective with committees and
officers | 41. _____ understands and interprets the mission
of the church from a global perspective |
| 19. _____ is an effective teacher | 42. <input checked="" type="checkbox"/> is a compassionate and caring person |
| 20. _____ has a strong commitment to the
educational ministry of the church | 43. <input checked="" type="checkbox"/> deals effectively with conflict |
| 21. _____ is effective in working with adults | 44. _____ |
| 22. _____ inspires a sense of confidence | 45. _____ |
| 23. <input checked="" type="checkbox"/> works regularly at bringing new
members into the church | |

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

**Many of the qualities of leadership listed above we believe overlap or include other very important qualities that we were unable to list. For instance, we believe that a pastor who “helps people develop their spiritual life” will, of necessity “encourage people to relate their faith to their daily lives.” By definition, “a good leader” will “encourage others to assume and carry out leadership,” as well as “build a sense of fellowship among the people with whom s/he works.” We believe that a pastor who is interested in acting on social justice issues will also be active and encouraging with regard to ecumenical activities and relationships.*

GENERAL

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

We do not discriminate against any person, group or organization in hiring, promotion, membership appointment, use of facilities, provision of services or funding on the basis of race, gender identity, age, sexual orientation, faith nationality, ethnicity, marital status or physical disability.

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.

This is currently under development.

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

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: Office Administrator	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT
Title: Sexton (custodian)	<input checked="" type="checkbox"/> PT	<input type="checkbox"/> FT
Title: childcare coordinators	<input checked="" 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	Contact Info	Relationship to Church
Gary Roberts	360-524-2231 gary@garysharon.com	Former member
Barbara Raz Neu	cell phone: 503-754-0942 email: braz@teleport.com	Long-time member who has since married and moved away
Rev. Martha Barstow	1692 NW 143rd Portland, OR 97229 503-812-6217	Former Minister of Congregational Life

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

The Pastoral Search Committee, Consistory, Tim Ditch (music director, office administrator), posted for congregation to see.

STATEMENT ON LEADERSHIP IN MINISTRY

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

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

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

The relationship between the pastor and lay leadership as represented by the Consistory has always been strong, and we would expect this robust partnership to continue.

In general, our lay leadership within the congregation is effective, with lay persons running most, if not all, of the activities outside of worship. We seek a collaborative relationship with the pastor for these activities, with the pastor providing input and support into the work of these volunteer lay leaders. One way that the pastor could offer support is to attend team meetings on a quarterly basis. In turn, the teams would keep the pastor apprised of activities and events for each team.

Our Stephen Ministry is energetic and active. It requires direct partnership with a pastor who is proactive in discerning the needs of the congregation and in making initial connections and inquiries for those who may require additional support, with the goal of assigning a Stephen Minister when appropriate.

With regard to the relationship between the pastor and lay leadership, we seek a pastor who collaborates and empowers lay leaders with guidance and support. We seek a pastor who is skilled at identifying and developing new lay leadership and encouraging active participation across the congregation.

We are a curious and questioning congregation. We have recently engaged in a concerted, intentional effort to discern who we are and what we believe. We seek a pastor with a demonstrated capacity for proactive, positive, and compassionate problem solving. Ideally, this person will be confident, assertive, and adept at managing the various constituencies at Hillsdale, including staff, lay leadership, and congregants. Hillsdale Community Church United Church of Christ has many strengths and many challenges, and we require a pastor who can set and maintain appropriate boundaries with both the staff and congregation, as well as the wealth of activities Hillsdale cultivates.

Finally, we seek a pastor to be a conduit, a hub, and a connector through which the various ministries and activities of the church flow and meet. We hope that our new pastor will bring a sense of “wholeness” to the congregation by providing a sense of how all of our missions, activities, and volunteers come together to serve God.

**Conference or Association
Descriptive Reference**

Church Name: *Hillsdale Community Church, United Church of Christ*

Location: *6948 SW Capitol Hwy
Portland, OR 97219*

Conference: *Central Pacific Conference*

Association:

Name of Staff Assisting in the Search: *John Hollis Bredeweg*

Staff Comments:

John Hollis Bredeweg

Signature of Staff Assisting in the Search

06/15/2017

Date