



Blaine United Church of Christ

(Congregational)

Local Church Profile 2011

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

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

Signature of Search Committee Chairperson

Date

Blaine United Church of Christ

885 4th Street

Blaine, WA 98230

Sandy Wolf

9094 Pintail Loop

Blaine, Washington 98230

Telephone: 360-371-0141 home; 360-303-3595 cell

E-Mail: swolf1216@aol.com

Position to be filled **Pastor**

LOCAL CHURCH PROFILE
FOR LOCAL CHURCHES SEEKING NEW LEADERS

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

Blaine United Church of Christ
885 4th Street

Blaine, WA 98230

Church Website:

2.

2. **Search Committee Chairperson/ Contact Person:**

Sandy Wolf

Address: 9094 Pintail Loop

City, State, and Zip: Blaine, WA 98230

Telephone: 360-371-0141 home; 360-303-3595 cell

Email: swolf1216@aol.com

3. **Conference/ Association Staff Person Assisting Our Church:**

Rev. Mike Denton, Conference Minister

325 N 125th Street

Seattle, WA 98133

725-8383

revdenton@gmail.com

(206)

(207)

MEMBERSHIP INFORMATION

Membership: *as reflected in the eleven-year UCC Statistical Report*

Membership	2009	2004	1999
#	120	100	82
Av. Attendance at Worship	85	80	59
Av. Youth in CE	6	7	NA
Weekly Adult Ed	NA	NA	NA
# ordained clergy	4	2	2

6. Profile of Congregation (Estimated)

a. Age:

 3 % ages 0 - 5

 7 % ages 6-18

 4 % ages 19-34

 15 % ages 35-49

 25 % ages 50-64

 30 % ages 65-74

 16 % ages 75 +

c. Family units:

 10 % couples with children at home

 70 % couples without children at home

 30 % single

 0 % single parent with children at home

b. Education level of adults:

 0 completed less than high school

 25 % high school graduates

 22 % some college/vocational school

 30 % college graduates

 25 % graduate school

d. Occupation of adults:

 10 % business

 10 % clerical

 7 % manufacturing

 20 % professional

 3 % student

 7 % tradesperson

 43 % other

e. Employment:

 40 % employed

 15 % not currently employed

 45 % retired

Describe the racial-ethnic makeup of your congregation:

98 % Caucasian 1 % Black 1 % Asian

CHURCH FINANCES

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

	2010	2005	2000
7. Total Church Income	1 183 66	949 10	661 94
a. Members offerings and pledges	995 12	881 71	650 04
b. Interest from investment or endowments	173	248	2993
c. Principal reduction (endowments or investments)	0	0	0
d. Rentals	5388	2053	1150
e. Special Fundraising	683	0	5000
f. Other	8700	775	1686

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

Goal: \$ Pledges: \$ 84,677.50

Jan-Dec. 09 Actual Received: \$ 101,013.16

Goal: \$ NA Pledges: \$ 90,111.80

Jan-Dec 10 Actual Received: \$ 106,552.58

	2010	2005	2000
8. Total Operating Budget	116284	79115	65940
a. Our Church's Wider Mission Basic Support	2300	5008	4775
b. Our Church's Wider Mission Special Support	1535	2702	1461
c. Other gifts	2438	375	400
d. Current local expenses	117207	83479	69311
e. Annual capital payments	0	0	0
f. Other debt	0	0	0

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

- _331_ One Great Hour of Sharing
- _382_ Neighbors in Need
- _450_ Christmas Fund
- _372_ Strengthen the Church

10. Mission

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:

Mission	Amount
Local Missions	1223
UCC Mission	3835
Peace Arch Ministerial Thanksgiving Baskets	215
Kenya Project Education Provides education to kids in Africa	1000
UCC Fellowship Dues	360
Interfaith Dinner church bought/prepared/served dinner that was an auction item for a coalition of religious groups in Bellingham that gives free medical help to needy people.	2000 (plus labor)
Blaine Food Bank	labor

The Kenya project (Project Education) was our most exciting mission effort because it is an unusual and ambitious project and one of the leaders is well known to a member of our congregation. Two women gave an excellent presentation to the congregation.

11. Indebtedness We have no outstanding mortgages nor debt.
Payments are current.

12. Capital Campaigns:

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

Goal: \$40,000

Outcome: \$ 40,000

Goal: \$

Outcome: \$

- b. What projects were undertaken as a result of your capital campaign? We added an elevator and required structures to the church. There was no mission or outreach component to the campaign. We have no current capital campaign.

13. Assets held by the Church:

Reserves (savings): \$ 34,878

Endowments/Investments: \$ none

Describe buildings and property of your church except the parsonage:

Our church building, located on a corner property, was built in 1910 and still uses the bell from the original church of 1878. The facility consists of the sanctuary, narthex, two offices, a meeting room, and a music room upstairs. The downstairs includes a large fellowship hall, a kitchen, two classrooms, a nursery, and a playroom. We also have a loft and additional room above the narthex. We have an elevator providing handicap access to the main level and downstairs. The sanctuary is in a thrust stage format (pews around three sides of the altar) and the elevated, former, formal altar is now the fourth wall up two steps from the main floor.

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

Yes X

Is the pulpit handicapped accessible?

Offices are not handicap accessible.

We do not have a building program underway.

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

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

X yes for some compensation items but not all

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

 X Full Time Part Time (specify)

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				End Date			
	Year	Salary	Housing		Year	Salary	Housing	
a. Last	2004	17438	10462		2010	20633	26799	
b. Previous	2001	9205	30000		2003	10725	31485	
c. Next previous	1996	25441	8600		1998	27024	8600	

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

17. Salary, Benefits, and Expenses Offered

- a. Cash salary offered to be based on 2009 Guidelines
- b. Ranging between \$42,020 and \$75,790 (including housing allowance) depending on experience and education. Housing allowance split is to be determined by the pastor. Customary benefits as follows:

c. Customary benefits:

- X Vacation: 3 weeks annually Accrued at 1.25 days per month during the first year of service.
- X Maternity/paternity leave
- X UCC Retirement Annuity (11% of salary and housing)
- X UCC Life and Disability Insurance Benefits 1.5% UCC plan
- X UCC Health Benefits pastor and spouse UCC plan 100%
- X UCC Dental Benefits pastor and spouse UCC plan 100%
- X Social Security/Medicare Offset per IRS guidelines church pays 50% of tax (7.6% of gross salary)
- X Continuing Education Funds Lump Sum \$450 (from lump sum for Ministry Expenses & per Council approval)
- X Continuing Education Time 8 days annually



☒ X Sabbatical Leave After 5 years, for 3 months
Full pay/benefits

☒ X Other benefits (specify) Up to 15 days for personal
or sick leave annually. Personal days and sick
leave do not accrue and unused leave is not payable
upon termination.

L&I Workers Comp as required by Washington State Law

d. Ministry Expenses Following included in maximum lump sum
of \$450/year plus travel reimbursement

☒ X Travel Reimbursement \$140/month for auto expenses

☒ X Meeting Expense Reimbursement (from lump sum)

☒ X Books and Periodicals

☒ X Reimbursement of Criminal Background Check Fee

☒ X Moving Expenses Lump sum of \$1200

Total Professional Expenses \$2,170 (Includes est. \$1680 for
mileage) IRS mileage guidelines to be used.

COMMUNITY CHARACTERISTICS

17. Population

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

4,975 (City Hall info taken from web)

Describe the population by racial-ethnic category and identify
the source of the information: (from web and City Hall)

85.7% - white

2.4% - American Indian & Alaska Native

2.3% - Asian

0.7% - Native Hawaiian

3.8% mixed race

4.4% - Hispanic or Latino

1.9% Oceanic & Other Pacific Islander

1.2% - Black or African American

18. Economic Factors

Identify major sources of employment/income in your community:

- a. Federal government Customs, Immigration and Border Patrol
- b. Blaine School District
- c. Resort Semiahmoo

19. General Description Describe three distinctive attributes of your community

1. Spectacular western-oriented waterfront
 2. Located on US/Canada border, 30 miles from Vancouver, BC and 110 miles from Seattle, WA
 3. Award winning public school district including a Performing Arts Center and Athletic complex
- a. Identify major trends you envision in your community during the next five years:
1. Continued population growth
 2. Renovating old and building new lay administrative infrastructure to support growth
 3. Increasing security issues related to the US/Canada border
- b. List three or four problem areas confronting your community that members feel your church should address:
1. Concern for youth, especially those without strong family support
 2. Concern for those with low income as cost of living continues to rise
 3. Concern for the elderly in need of daily assistance and social contact

Indicate Mission Activities in which your church participates as a part of its mission in the community:

Blaine Food Bank
Interfaith Coalition Coat Drive
Peace Arch Ministerial Assoc. Thanksgiving Gift Boxes
Interfaith Dinner (donated for auction)
Community Assistance Program

In which your church expects the leader you are now seeking to participate? All of the above.

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

Alcoholics Anonymous uses our fellowship hall seven times per week.

We also have a Parkinsons support group meeting monthly at the church.

The USCPAA, a non-profit organization that organizes cultural events in Peace Arch Park and art exhibits elsewhere, rents storage space.

Musical performances are annually held in our church

Members of our church are drawn from two school districts (Blaine and Ferndale)

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

- 1) Becoming younger as we welcome more families and young people into our congregation
- 2) Empowering more members to take on responsibilities in the life of the church
- 3) Continuing to become more open and accepting of diverse life styles

Planning

Planning at Blaine UCC is done by committee encouraging a high level of participation by all members & friends. We have rewritten our Constitution and By-Laws to reflect our participatory form of governance.

We expect our future pastor to provide guidance & leadership, actively contributing to the planning process, but not directing. Ideally, he/she would be a skilled facilitator, able to stimulate our vision and inspire us to action.

Blaine UCC undertook a period of discernment and long-range planning in April of 2011. We resolved to explore various ideas related to attracting more young people to our church including a possible soup kitchen utilizing high school students as cooks/

servers along with church members and inviting single parent and/or poor families with kids as dinner guests. We also will explore upgrading our facilities for Sunday School Classes.

We intend to set an annual date for a retreat of one day and a five-year multi-day retreat, subject to approval by the Church Council.

22. 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.)*

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

<u>Event</u>	<u>Year</u>
The hiring of Pastor Bob Rieke	2004
The adoption of our Open and Affirming Policy	2007
Our 100 year anniversary celebration	2011

Identify the three 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 retirement of our beloved Pastor, Bob Rieke. We learned we want a long-time, permanent pastor and that having Bob was a blessing.

The loss of a few members resulting from the failure of a key musician to be elected to the Pastoral Search Committee and her abrupt leaving the church. Because she was the church pianist and a long-time very active member, this caused some ripples among a few other members. We learned it is vital to publicly announce and print policies regarding nominations for committees; that more should be nominated than are needed; and candidates should accept the results of elections.

The loss of a few members resulting from the adoption of an Open and Affirming policy. We learned that changing church policy and altering long traditions has a price, even if the change is positive.

Based on our church survey, taken in preparation for this profile, we believe God is calling Blaine UCC to find a long-term, full-time pastor with the ability to help us work to fulfill our mission of being the hands and feet of Jesus in our homes and in our community. He/she will help us grow our membership, particularly with young families and young adults to increase our youth enrollment in Sunday School, Vacation Bible School, and Youth Activities. He/she will lead us in increasing our community involvement; evaluating/stabilizing/improving our music program; improving our finances through growth in membership and better communication and planning.

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

Our new pastor should have the vision, intelligence, humor and casualness we have enjoyed in two former pastors and our interim pastor. As a full-time employee, our new pastor should respect our diversity but work to encourage healing of a few old wounds and unite the congregation. He/she should be committed to serving UCC in Blaine for several years. He/she should be involved in community activities involving kids and have an interest in music.

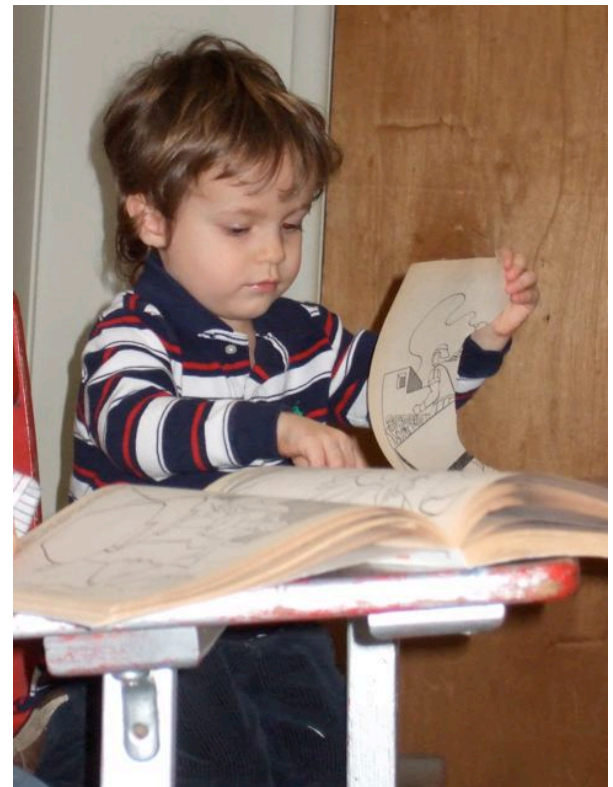
•
Blaine UCC is quite diverse theologically.

Educational Program

We have a multi-age Sunday School Class which has used the "One Room Sunday School" curricula and have used Season of the Spirit curricula. We also used "Gather Round" for a period. Curriculum is selected by the Christian Education Committee and Sunday School teachers. We do not currently have a confirmation class. Resources for confirmation are selected by the pastor and the Christian Education Committee.

We have a Sunday School for school-age children, nursery care for infants and toddlers, family education opportunities, and an adult Bible Study Class.

We do not have a written Safe Church Policy.



We would like our pastor to work with the Christian Education Committee. In the past, our pastors have headed up our adult Sunday School classes and other periodic adult classes. More involvement is welcomed.

Programs are periodically evaluated by the Christian Education Committee.

WHO/WHAT IS BLAINE UCC?

We are a congregation notable for its friendliness, acceptance, and relaxed approach to theology and worship. We have been active in the community as a church and as individuals. Our former pastor was a remarkably loving and funny man who did much to promote all of the above. Our interim pastor is clearly very bright and innovative, and he is quick to laugh. Most of the congregation loves the challenges presented in his sermons. Especially since the arrival of our interim pastor, Blaine UCC is intellectually challenging as well as a loving home for its members and visitors. Our church building is attractive and looks like a church (not like a store front) and Blaine is a beautiful, waterfront setting.

BOARDS/COMMITTEES

- 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.**

Board/ Committee	Purpose	#	Frequency	Lead
Council	Plan/Administer general management of the church	11	Monthly	2
Trustees	Stewardship, property, and financial management	10	Monthly	2
Christian Ed	Nursery care and preschool church program plus youth and adult ed family activities	5	Monthly	4
Worship Committee	Plans worship service, especially music	6	Bi-Monthly	2
Womens' Fellowship	(Unofficial) Organize receptions and maintains church kitchen		varies	

Book Club	Open to community Discuss interests pertaining to the community	10 to 20	weekly	3

25. Conflict

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

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

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

C some have left our church because of conflict

S conflict hurts our sense of unity, but we tend not to talk about it

C painful experience with conflict has been present, but it has been worked through, and we have learned from the experience

S we have had some painful experiences with conflict, and they linger in the background

N open conflict is present, and we need a minister who can help us deal with it

26. Worship

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

We have one church service each Sunday, conducted in English, utilizing diverse styles of music. During the service, we have prayer times and an informal and frequently humorous period of announcements. We have a formal reading of the scripture and a sermon each week. We have monthly communion. We have special services related to the Easter Season.

Are your worship services or church gatherings sign language interpreted?

_____ Yes X No

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

We have one member with Downs Syndrome who participates actively in Sunday School and in the choir. There is no ministry specifically directed at her, but she is warmly included in church activities.

Worship is planned on a regular basis at Blaine UCC by the Worship Committee, the musicians, and the pastor working together.

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

****There is a mix of opinions about this. All appreciate humor and non judgmental approaches, but a few wish for more "Bible Based" sermons and many express great appreciation for the challenges and style of our interim pastor. All appreciate the love and acceptance evident in our former pastor's approach.

We want a well educated, warm, friendly funny pastor with an excellent speaking voice and the ability to give good sermons. We want him/her to have an appreciation and respect for the role of music in worship. There is a mix of opinions regarding the degree of formality desired during the worship service, but a significant number express the desire for a more formal approach to communion. There is a clear desire to not have politics be part of any sermon among some members.

We currently use the New Century Hymnal and Great Hymns of the Faith. We are not considering the use of another hymnal. Inclusive language is not an important to Blaine UCC

WIDER CHURCH CONNECTIONS

27. United Church of Christ

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



Do you send delegates to association and conference meetings?

Regularly
☒X ☐Occasionally

Not Sure ☒X ☐

The Search Committee would like to discuss/negotiate with our candidates in which Association, conference, or other denominational settings we would expect the leader we

are now seeking to

participate: Our lay leaders of your church consciously identify with the United Church of Christ to a moderate degree. There is a mix of opinions regarding UCC political activity and a mix of opinions regarding participation in the local Peace Arch Christian Ministerial Association, which excludes some religious groups.

28. Ecumenical and Interfaith Activities

We have participated in ecumenical and interfaith activities during the past three years as follows:

We have a Pastor's Emergency Fund for locals in need.

We've held Women's Bazaars and Luncheons.

We've supported the Interfaith coalition Auction and Winter Coat Drives.

We've participated in the local Giving Tree program to supply Christmas gifts to families in need.

We Participate in the Peace Arch Christian Ministerial Thanksgiving Food Basket Program.

We supported the Interfaith Coalition last year by donating a dinner to their auction.

We've supported the local Food Bank with donations of food and toiletries.

We participate in the World Day of Prayer and the Community Thanksgiving and Easter Services.

We would encourage our future pastor to accept invitations to attend and pray at local gatherings and Celebrations and especially to participate in area youth activities.

RELATIONSHIP WITH MINISTERIAL LEADERS

29. Relationship With Prior Leaders

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

X We have had some tough times and things did not always work out.

Comment:

We fired one called pastor after her three-year tenure. We had a highly successful relationship with the pastor who followed her and we have greatly appreciated our interim pastor.

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

N a m e	F r o m	T o
1. Ann Pearson Wahlers	1 9 9 6	1 9 9 8
2. Judi Edwards	2 0 0 0	2 0 0 3
3. Bob Rieke	2 0 0 4	2 0 1 0

Previous pastor Bob Rieke does not attend, but plans to return once we have our new pastor who is comfortable with his presence. Don Walter, our Pastor Emeritus attends regularly and serves as pastoral care and pulpit supply when invited.

d. In addition to financial support, we supported Bob Rieke with our love, respect and listening. Very often we laughed at his jokes! We included him and his family in many activities within and outside the life of our church.

e. Involuntary Terminations:

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

☒ yes ☐ no:

Issues that may have contributed to the involuntary termination. include:

☒ conflict of personalities in the church

☒ pastoral style inappropriate for this church

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.*

☒ civil ☐ kind

☐ compassionate ☐ supportive

☐ harsh ☐ indifferent

We learned it is vital that we closely examine our needs and expectations as a congregation, and define who we are and what kind of leader we want. We also learned clear communication and regular feedback/evaluation are important for the pastor and for the congregation

30. Does the church have a Pastoral Relations Committee? yes

This board provides emotional support for the pastor and acts as a liason when necessary between

The congregation and the pastor.

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:

This is currently being formalized in a job description.

Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation?
No

Leadership Expectations Our Church needs a long-term, full time pastor who:

- Helps people develop their spiritual life
- Ministers effectively to people in crisis situation
- Is a good leader
- Builds a sense of fellowship among the people with whom he/she works

- Works regularly at bringing new members into the church
- Is a person of faith
- Encourages people to related their faith to their daily lives
- Is accepting of people with divergent views
- Maintains confidentiality

GENERAL

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

discrimination? We don't have a written policy, but we've had two much loved black members and we currently have a Japanese member. Most of our congregation is Caucasian, and that is a reflection of the community at large.

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

☒ Yes ☐ No Comment:

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

☐ Yes ☒ No If "yes," please attach a copy.

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

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: Custodian PT

Title: Pianist PT

Title: Choir Director PT

Title: Nursery Attendant PT

37. Name three people who have agreed to serve as references.

Name	Telephone	Relationship to Your Church
------	-----------	-----------------------------

a. Vanessa Katz, former Choir Director, 360-733-1750
b. Nan Geer, Unitarian Free Church Minister 360-3326179
c. Larry Conrad, Methodist Minister 360-676-5740

38. What groups or individuals in your church have contributed to, reviewed, and/or approved this profile for circulation? Conference minister, Mike Denton; Search Committee: Sandy Wolf, Chris Fletcher, Roger Hansen, Jan Hansen, Jodee Arnold, Suzanne Conrad, Tessa Nearing, Ken Peck; Interim Pastor Chris Causey; Moderator, Ed Crouch; Church Council; Deaconate; Posted on web for congregation at large

STATEMENT ON LEADERSHIP IN MINISTRY

Clergy and lay leadership work closely together at Blaine UCC but we primarily look to our clergy for spiritual direction and leadership related to decisions regarding our worship services.

Experience, interest, and enthusiasm for youth programs and music would be particularly valuable in our new pastor.

**Conference or Association
Descriptive Reference**

Church Name:

Location:

Conference:

Association:

Name of Staff Assisting in the Search:

Staff Comments:

Assisting in the Search

Signature of Staff

Date