

Congregational Application for Ministry

Congregation: Unitarian Universalist Congregation of Whidbey Island (UUCWI)

City, State/Province, Country: Freeland, Washington, USA

Website for congregation: <http://uucwi.org>

Type of Ministry Sought: Contract

Start Date: September 2018

Duration: One year, indefinitely renewable, contract

% of time: 50% time

Ministry Title: Minister

UUA/CUC Region: Pacific Western Region

UUA/CUC Regional Staff Contact: Rev. Tandi Rogers

Contact information: trogers@uua.org / 253-278-4646

Board Chair: Rick Weiss

Contact information: president@uucwi.org / 360-331-4032 Term Ends: June 30, 2018

Person completing form: Denise McIntyre-Workman

Contact information: webreathetogether@yahoo.com / 301-524-3353

Basic Congregational Information:

Adult Membership: 101

Geoindex:

Congregational Size (I-VI): Small (0-149)

Congregation Wage Rate Area (1-7): 5

- Salary and Housing: \$35,000 - \$50,000
- Please check all compensation benefits you are also covering. (See below)
 1. Self-employment offset tax (7.65% in lieu of FICA)
 2. Retirement Contribution (list % for all employees)
 3. Disability coverage
 4. Life Insurance
 5. Dental

Notes: The Salary and Housing range cited above is based on UUA guidelines for salary plus 35% as a comprehensive allowance for FICA, retirement, and various insurances. Actual salary offer will be based primarily on experience.

Professional Expenses amount:

In his tenure, our retiring minister has received each year a small stipend (~\$2000) for professional services. This item is adjusted annually in the budget process.

Average Sunday attendance: 65

Number and time for worship services: One service, 10:00 am

Children and Youth Enrollment: 2

Average attendance: 2

How do children participate in the worship service? Rarely

How often are there complete intergenerational services? Rarely

Traditional holiday services outside of the worship schedule:

Christmas Eve, quarterly Pagan Rituals, and until recently, EvenSong

Is there a youth group? No

Is there a campus group? No

Number of Congregants between the ages of 18-35? 4

Notes:

Other Congregational Demographic Information:

	0%	1-4%	5-9%	10-14%	15%+
People of Color	x				
B/G/L/T/Q/I			x		
People w/Disability			x		
Other:					

Notes:

Accessibility:

How accessible is the building? Completely Accessible

What accommodations are made for people with disabilities within the congregation?

ADA building, handicap parking, hearing devices, chairs with arms

Notes:

Congregational recognition and behavior:

1. Is the congregation recognized as being a Welcoming Congregation? Yes, 2006
2. Is the congregation recognized as being a Green Sanctuary? No

The congregation is recognized as a "Greening Congregation" by the Earth Ministry organization, based in Seattle, Washington. This affiliation enabled UUCWI to form a "Greening Congregations Collaborative" with six other churches on Whidbey Island. Through this collaboration, we have created a multi-year program to work locally on climate change awareness, education, and action.

3. Are there other ways in which the congregation lives its values? (Gender-Neutral Bathrooms, Sanctuary congregation, Rainbow Flag, Black Lives Matter Banner, e.g.)

Demonstrating environmental activism in a myriad of ways; opposing torture by protest and displaying banners on our church and in the community; becoming a member of the National Religious Coalition against Torture; marching in parades and protests wearing Standing on the Side of Love t-shirts and carrying the banner; acting as long-time partners with Whidbey Island Nourishes and Habitat for Humanity; conducting dedicated offerings for local charities; working with local law enforcement and politicians on social and environmental justice issues.

4. Is the congregation recognized as being A Fair Share congregation? Yes
5. What is the mission statement of the congregation?

The Unitarian Universalist Congregation of Whidbey Island: "Sharing a spiritual journey of service toward a loving and interconnected world."

6. Is there a safe congregation policy for the congregation? Yes

The Board of Trustees has developed two policies related to safety: Board Policy 6 on Religious Exploration safety, which requires background checks for all employees and others working with children; and Board Policy 4 on disruptive behavior. Additionally, all staff members are subject to background checks, including the minister.

7. Are there any covenants that the congregation has created for itself?

- We warmly welcome all.
- We speak with honesty, respect and kindness.
- We listen compassionately.
- We express gratitude for the service of others.
- We honor and support one another in our life journeys, in times of joy, need and struggle.
- We embrace our diversity and the opportunity to share our different perspectives.
- We address our disagreements directly and openly, and see conflict through to an authentic resolution.
- We serve our spiritual community with generosity and joy, honoring our commitments.
- We strive to keep these promises, but when we fall short, we forgive ourselves and others, and begin again in love.

Total Congregational Budget:

\$ 127,314 cash budget, plus \$12,450 “in-kind contributions,” primarily for the unpaid services of our choir director and accompanists.

Other Paid Staff:

Position	Start Date	Full Time or % of Time	Covered by Health Plan?	Covered by Retirement Plan?	Salary (and Housing if Clergy)	Supervised by:	Member of congregation?
Admin	3/15/16	50%	No	No	\$20,000	Board Vice President	Yes, became a member after hiring

Other Unpaid Staff:

Notes: Two Chaplains, Choir Director, and Accompanists

Contract Ministry Application:

Congregational History:

1. List or describe at least 3 important events in the life history of the congregation.
 1. Formation of the Congregation
 2. Building the church
 3. Hiring our most recent two ministers
2. Please list the ministers who've served your congregation. List the minister's name, tenure of service (e.g., Aug 2010-July 2014), Percentage of time (e.g., 100%, 50%, etc.), Reason for Departure (e.g., new ministry in Canton, negotiated resignation, financial crisis, etc.) Type of Ministry (Senior, Assistant, MRE, etc.), and any other information you wish to include.

Ministerial History (list at least last 10 or at least back to 1970)

<i>Minister</i>	<i>Type of Ministry</i>	<i>% of time (100% to 0%)</i>	<i>Tenure (Start Date-End Date)</i>	<i>Reason for Departure</i>
Rev. Dennis Reynolds	Contract	50%	2012-2018	Retiring
Rev. Kit Ketcham	Contract	33%	2003-2011	Retired
Rev. Tim Jensen	Contract	25%	2000-2001	Contract nonrenewal

3. Notes:
4. Is there a minister emeritus? Yes
5. Note: Rev. Kit Ketcham, who now lives in Astoria, Oregon.
6. Are there other long term staff members who've served the congregation whose impact is still felt? Yes

Notes: Mavis Cauffman, past Administrator and current Choir Director

Congregational Life:

1. Please provide a description of the ministry position.

We hope our minister will:

- Build a collaborative relationship with all the leaders and members of the congregation.
- Lead worship twice a month and work with the Worship Committee, to create a worship experience that is welcoming, spirituality nourishing for a diverse spiritual community and empowering for the work of compassion, justice making and community building by our members.
- Provide opportunities for spiritual growth (in many faith traditions).
- Focus on member needs including pastoral care, member support services, and help members of the congregation meet challenges in their personal lives, working as part of a team with the Pastoral Care Committee and Care and Connections to meet those needs.
- Promote communication among, and participation by, members of the congregation.
- Encourage more programs for small group ministry with the help of the Adult Education Committee.
- Represent the congregation to the community.
- Be a servant leader, a peer in our work together for unity, peace and love.

2. Please describe the culture of the congregation.

- Our congregation has a pervasive collaborative spirit with a high level of volunteerism.
- Ten years ago, with considerable “sweat equity,” our congregation built an attractive church in a lovely, forested setting.
- Our sanctuary is a sacred space with palpable spiritual energy.
- We complement the efforts of our part-time minister with vibrant lay-led and lay-designed services.
- The congregation and larger community are rich with professional musical talent that supports our worship program and evening concert events.

The Surrounding Community (ies)

1. Please describe the community (though it may be more than one community) where the congregation resides and serves.

UUCWI is located in Freeland, Washington, toward the southern end of a fifty-five-mile-long island. Oak Harbor is the largest (~22,000) and northernmost town on Whidbey Island. Naval Air Station Whidbey Island is located in Oak Harbor and, therefore, the town supports a much younger demographic. UUCWI attracts a few members from Oak Harbor, but the lack of awareness of UUCWI up north and the considerable drive to the church affect Oak Harbor involvement.

Central Whidbey and the southern end of the island are comprised of five very liberal communities with a total of ~23,000 residents: Coupeville, Greenbank, Freeland, Langley, and Clinton. The average age of these communities is 55, with many retirees. UUCWI attracts most of its congregants from these five communities and most are retirees with time, expertise, interest, and commitment to faithfully serve the congregation.

The Island boasts beautiful views of the Olympic and Cascade mountain ranges, the waters of Puget Sound, and musical and cultural events. Ebey's Landing National Historical Reserve, a unit of the National Park service, is located in central Whidbey and is recognized for its preserved cultural landscape and historic rural, seaside setting. The historical significance of Whidbey Island greatly contributes to its outstanding quality of life.

UUCWI is about two hours from Seattle, via ferry, or three hours going north via Deception Pass Bridge.

2. How is the congregation known/perceived by the wider community?

"A receptive community of progressive social activists"

Open-Ended (optional, though highly recommended)

1. Are there expectations about how the minister will manage their time? (required for all part-time ministries)

Yes. The minister's time management is negotiated with the Board of Trustees.

2. What else would you like to be known?

Person completing form and contact information: Denise McIntyre-Workman

Contact information: webreathetogether@yahoo.com / 301-524-3353

Congregational contact person for this position and contact information: (if different than above)

Search committee/task force members and emails (optional):

- *Eileen Soskin*
- *Denise McIntyre-Workman*
- *Becky Myrick*
- *Sara Heath*
- *Dave Cauffman*
- *Tom Buxton*
- *Suzi Pengilly*