



3. Age of members and children. Give totals and percentage.

**We do not formally track this information for adults.**

0-12	30	16%	31-45	40	22%
13-18	10	6%	46-64	45	24%
19-30	15	8%	65+	45	24%

4. Occupational profile: (ages 19 to 70). Give totals.

**We do not formally track this information.**

Business/manager/proprietor	5%	Homemaker	5%
Education/administration/teacher	20%	Clerical/sales	5%
Craftsman/laborer/operative	5%	Student/VS	8%
Medical: doctor/nurse/administration	15%	Farmer/rancher	0
Church institution/administration/minister	2%	Other professional	35%

5. Educational level of adults:

**We do not formally track this information.**

Up to and including high school	95%
Some college or college graduate	80%
Graduate school	60%

6. Describe the racial or ethnic composition of the congregation. *Our congregation members are mostly white, a few of other and mixed racial-ethnic backgrounds*

### C. LEADERSHIP

1. Identify the present staff position for which you are seeking a candidate. *Pastor of Faith Formation*
2. Two previous persons in the above position:

Name *Amy Marie Epp* Dates of service *2005-2023*

Name *n/a* Dates of service *n/a*

Comment on the transitions experienced by the above staff persons. What were the reasons for their assignments ending? How were the transitions handled? *There were a couple of shorter- and longer-term Youth Pastors prior to hiring Amy. She was hired as an Associate Pastor with a more robust job description that included overseeing youth programs. She is departing on good terms after 18 years of ministry.*

3. Did your congregation follow the Pastor Salary Guidelines recommended by the denomination for the previous pastor? Yes If not, describe how you varied from the Guidelines *n/a*
4. Identify other staff: (assistant/associate minister, lay ministers, administrative assistant, custodian, musicians, youth)

Title *Lead Pastor*

% of full time *100*

Specific responsibilities *Called to provide spiritual oversight and guidance to the congregation, lay leadership, and staff. Foci: leadership in worship, pastoral care, adult formation, supervision, and administration.*

Years served *8*

Title *Finance and Project Manager*

% of full time *50*

Specific responsibilities *Responsible for the church's financial, legal, and compliance matters; also overall property and project management, including overseeing sale of our campus and creation of church space in the new affordable housing development.*

Years served *1*

Title *Office and Volunteer Coordinator*

% of full time 65

Specific responsibilities *Provides a receptionist presence at our building, serves as hub of congregational communications, recruits and manages our many volunteers, manages and maintains our files.*

Years served 3

Title *Facilities Manager*

% of full time 75

Specific responsibilities *Responsible for the maintenance and cleanliness of the Seattle Mennonite Church campus, including the church building and offices, rental office buildings, God's Li'l Acre Day Center, grounds, courtyard, and parking lot.*

Years served 11

5. Describe housing options for the above position: Is there a parsonage or a housing allowance (US) or housing credit (Canada)? *housing allowance*

Is the person free to choose between these options? *We do not have a parsonage.*

## II. Interpretation

The answers to the questions in this section are more difficult but probably more important in determining the qualifications needed by pastoral leadership. Use a small group to test for consensus on the answers given in this section. (Would recommend that the governing board of the congregation review and sign off on this section)

- A. Describe the commitment of your church to Anabaptist/Mennonite faith. How does this contribute to strengthening your ability to join God's mission in the world? *We are deeply committed to Anabaptism, centered in the Way of Jesus, rooted in practices of seeking justice and peace. We empower all to embody Christ's nonviolent, liberative love. We commit to discernment of God's invitations to ministries of solidarity.*
- B. What is the vision for your church? What are your priorities that shape the church's ministry? *Vision: To follow Jesus, practice radical hospitality, and engage faithful discernment of God's invitations to our urban Anabaptist faith community. Priorities: Worship, faith formation, inclusive fellowship, just peace in all relationships.*
- C. What is your view of the pastor's role in the church? Are there special gifts in ministry which you hope will be fulfilled? How do you expect the pastor to be a representative of the congregation beyond the congregation? *Role: Discerner, preacher, companion, leader. Gifts: Worship arts, strong Anabaptist spirituality and faith-based educator, empathy. Representative: Able and willing to represent diverse members; can collaborate in work and vision with broader community.*
- D. Recognizing our differing theological orientations as persons and as congregations, make a brief statement about your congregation and the overarching theological commitments important to you. *We are committed to the practice of spiritual discernment together, and embodying radical hospitality for all of God's beloveds, including those without homes, children and elders, LGBTQIA+ folks, those who have been wounded by the church, etc.*
- E. Church morale: Assess the spiritual and emotional health of the congregation. Are relationships among members wholesome and harmonious? Is there openness to new ideas and ways of doing things? Would everyone agree with your answers? *Overall, we are well. We've experienced disagreement and tensions in recent big decisions, but also a commitment to hang in there together. The next season of campus development excites us, even as it confronts us with big questions about our resources.*
- F. What changes or trends do you envision for the congregation over the next five years? Do you have any other comments significant in the process for looking for new pastoral leadership? *We anticipate our affordable housing project getting funded, finding a place to be for the two years of construction (2025-26?), moving into our new church space, in a building with 200 new homes. We seek a collaborative pastor who is excited by changes!*

### III. Organization/Ministry

#### A. CHURCH STRUCTURE

1. Identify the primary governing body (council, board, elders) which represents the church.

Name *Spiritual Leadership Team* meets monthly  # of avg. age55

*M – F We strive for gender diversity, including those who do not identify on the gender binary. across all our leadership bodies.*

2. Identify five other significant leadership/programming bodies: e.g. trustees, deacons, elders, commissions, councils, boards, committees.

Name *Discipleship Council* meets monthly  # of avg. age45

Name *Just Peace Council* meets monthly  # of avg. age55

Name *Stewardship Council* meets monthly  # of avg. age50

Name *Congregational Care Team* meets monthly  # of avg. age45

#### B. Worship AND MUSIC

1. Describe your worship service *We sing and pray, listen to scripture, story, and preaching, light our Just Peace lamp, respond to the preached word, and share announcements about our community life. Children are present throughout worship, and the congregation welcomes their presence.*
2. What role does music play in your congregation? *Music is important to many of us. Volunteers lead and/or accompany our singing, bringing their unique giftedness to their respective Sundays. We are re-convening an occasional, volunteer choir.*
3. What song books/collections of music does your congregation use? *Voices Together, with very occasional additions from other sources*
4. Name the musical instruments used in worship and other events (piano, keyboard, organ, guitar organ, drums, handbells, violin, etc.) *piano is used most often; guitar occasionally; special music with strings or horns is always a special treat*
5. Identify choirs and/or music groups  
Name *choir* Age range *varies month to month* Number of participants *varies month to month*  
Name *Folk Group* Age range *50-65* Number of participants *4-6*

#### C. CHRISTIAN FORMATION- Describe your approach to Christian Formation

1. Number of children's classes 2: *pre-K, elementary* Enrollment 18  
Number of youth classes 2: *junior youth, senior youth* Enrollment 17  
Number of adult classes 1-2 *(We typically have just one adult Sunday School option, but occasionally convene multiple options for a season)*  
What curriculum resources are used by these classes? *Our primary curriculum for all children and youth classes this year is 'Living the Word' from the publisher Spirit and Truth, which follows the Narrative Lectionary that we are using in worship.*
2. How does the congregation attend to the formation needs of persons of all ages? *We seek to be intentional about intergenerational formation in our worship and Sunday School programming. We offer support to folks interested in convening small groups to meet formation needs. This position would support at-home formation resourcing.*
3. What other opportunities are there for growth and transformation? *Most opportunities occur in worship, Sunday School for all ages, small groups, youth programming, and leadership groups, which center the practice of spiritual discernment. We refer church members to spiritual directors or retreat opportunities.*
4. Describe the involvement of youth in the life of the congregation. *The primary formational setting for youth is Sunday School, supplemented by monthly youth activities. Youth gifts are welcome in worship and*

leadership bodies. the youth group is small and youth are dispersed across the city, making gatherings challenging

Does your church support and send young people to Mennonite camps, area church/conference and colleges? Yes. SMC has actively promoted MennoCon, Menno colleges (through our Service & Education Fund), and Camp CAMREC (our WA state Menno camp).

5. Does your congregation have active small groups? If so, describe the number of groups, focus of the groups and how often they meet. We do not have a systemic structure of small groups, so details vary widely. Small groups organize around contemplative practice, book study, biking, hiking, writing, potlucks, or one-time themed discussions.

6. What men's/women's groups are active? We have a couple of women's groups connected to the church, and one men's group that regularly extends an open invitation, but most of our small groups are open to people of all genders.

7. What ministries do you have for children, youth and young adults over 18, etc.?) See above.

8. In the next five years, do you anticipate a membership: increase  stability  decrease?

Why? Such a challenging question to answer, especially as we emerge from COVID lockdown years. We always have a steady stream of new folks finding their way to us, but also people who move away or distance. Numbers seem to remain relatively steady through flux

#### **D. OUTREACH AND EVANGELISM**

1. Describe how you cultivate the visibility of your church in the community. We participate in the Lake City Task Force on Homelessness, and actively engage several local ecumenical networks like the Church Council for Greater Seattle, Earth Ministry, Faith Action Network

2. Describe how you connect to seekers and make new disciples. We strive to be hospitable and welcoming of guests and newcomers, invite deeper engagement initially through pastor outreach and increasingly integrated into the broader community. We regularly offer introductions to Anabaptism and our congregation.

3. Describe your congregation's ministry in and with the community. We have a decades-long commitment to our neighbors living on the streets. We partner with local neighbors and resources in seeking to companion those seeking shelter.

#### **E. HOW DOES THE CHURCH UTILIZE TECHNOLOGY IN WORSHIP, IN TEACHING, AND IN OUTREACH IN THE COMMUNITY?**

We livestream our worship to zoom, and utilize zoom for various leadership groups and meetings. We have an email listserv with weekly announcement emails, an internal facebook group for those on that platform, a website with info, and a sermon podcast.

#### **F. CHURCH BUILDING AND PROPERTY**

1. Do you own or rent your facility? If rent, describe the type of space. own - converted movie theatre; anticipating campus redevelopment when a new affordable housing development will be built on our property, with a new church space on street level; anticipate renting worship space during 2 years of construction

2. Seating capacity of sanctuary or worship area perhaps 250 in reasonable comfort; posted capacity from fire marshal is 542

3. Date of construction of church building 1944 as a movie theatre; convert to church by Seattle Mennonite in 1990-1991

4. Date of last renovation. 2017 Describe what was done We constructed platform in sanctuary to improve visibility; new carpeting, paint, and additional lighting.

What if any building/renovation program is needed or projected? We are anticipating our total campus redevelopment, so we are not planning for any major renovations on the current space.

5. Describe the educational facilities. *We have a nursery and five Sunday School rooms for kids and youth. For adult programming, we use our meeting room, sanctuary, and prayer room.*
6. Describe the fellowship and/or recreational facilities. *We have a raised fellowship hall in the sanctuary, a front lobby, a meeting room (capacity 50) with small kitchen, and a courtyard.*
7. Describe the church office location and equipment: Computers, phones, other. *We have an office wing alongside the sanctuary, with its own entrance, small lobby, and reception. We have a couple of open and furnished offices with an office phone system and communal printer/copier. We provide computers to all staff.*
8. Are building and equipment adequate for the needs of the congregation? Describe any special assets or liabilities of the building. *Since our building is repurposed, it is adequate within the confines of the original design and footprint, and has been creatively renovated for our needs. We will be designing a new church space as part of our campus redevelopment and that is exciting.*
9. Name the insurance company and describe the coverage for church liability, property, pastor's liability, etc., for the church. *Brotherhood Mutual - We have comprehensive and generous insurance coverage and are happy to provide a detailed coverage summary upon request.*
10. Are there community programs or groups who also utilize your church facilities? Who are they and how often do they use the building? *This shifted during the COVID lockdown years. But we still rent office & programming space to several nonprofits. We provide space for an AA group and the neighborhood Task Force on homelessness. We are also often contacted to host community meetings.*

What interaction do you have with them? *It varies depending on the group, but we are glad to be a hub for community activity, given our proximity to the heart of the Lake City neighborhood, and have been committed to providing affordable office space for local nonprofits and community resources*

## G. CHURCH STEWARSHIP/FINANCES

1. Based upon your last report, identify the previous year's giving of your church.

*It's difficult to fit our giving neatly into these categories, as we have a fairly complicated budget. SMC has several sources of income: individual contributions, rental income, and investment income. For most expense lines, there is not a clearly identified income source. We understand that our investment income, including rental income, makes it possible to budget a significantly larger amount than if we depended entirely on our own household giving.*

Local Church		
Expenses	\$425,154	<i>(includes payroll)</i>
Local needs and outreach	\$95,000	
Buildings and facilities	\$70,000	
<b>TOTAL LOCAL CHURCH CONTRIBUTIONS</b>	<b>\$590,154</b>	
Non Local Contributions		
Area church/conference	\$15,560	
Denominational total	\$2450	
Mennonite institutions and agencies	\$33,670	
Mennonite Central Committee	\$2500	
Other Mennonite causes	\$2500	
Non-Mennonite causes	\$45,000	
<b>TOTAL NON LOCAL CONTRIBUTIONS</b>	<b>\$101,680</b>	

Note: Denomination refers to either Mennonite Church USA or Mennonite Church Canada
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2. Church budget

Who makes recommendation regarding pastoral and staff salaries? *Stewardship Council, following MCUSA guidelines, recommends to Spiritual Leadership Team*

Who determines church budget or makes recommendation to the church? *Stewardship Council recommends to Spiritual Leadership Team and Joint Councils for recommendation to the church*

What plan is used to challenge the church to Christian stewardship *We don't have a specific plan related to this; it's an area in which we could improve.*

Current total budget \$ **767,838**

3. Is there church indebtedness? Yes  No  Amount \$

How is it being reduced?

#### IV. Relationships

##### A. COMMUNITY

1. Character of community your congregation serves or in which it is located:

- Rural  Village (under 2500)  Town (under 10,000)  City (over 10,000)  
 Large city (over 100,000)  Metropolitan area (over 1,000,000)

2. Which best describes this community?

- Growing  Stable  Declining

3. Describe racial or ethnic composition of the community. *According to the 2020 census, Seattle as a whole is about 60% white and 40% non-white; our church's Lake City Neighborhood is closer to 48% white and 52% non-white*

4. List two or three primary business/industries in the community. In the metropolitan region, major businesses: Amazon, Microsoft, Starbucks, Boeing, Costco, Weyerhaeuser, Alaska Airlines. Industries: tech, health services, construction, shipping, etc

5. Identify other Mennonite/Anabaptist churches in the community, if any. *Evergreen Mennonite Church, Kirkland WA; Olympic View Church of the Brethren, Seattle WA; Community of Hope Fellowship (Mennonite), Bellingham WA*

What other churches and faith groups are in the community? *Many of all faiths, several of which we partner more closely with in various ministries*

6. Name of nearest college or university *University of Washington, Seattle University, Seattle Pacific University*

In what way does your church relate to this academic community? *A number of our members are professors or staff at various universities and colleges in the city and region.*

7. Identify significant issues confronting your community. *a crisis of homelessness with inadequate shelter and services from our city and county governments; inadequate service for addiction and mental health; climate crisis*

8. Describe what you believe to be distinctive assets of your community. *compassion, expertise in a variety of professional fields, a desire to follow in the Way of Jesus and be good neighbors, a longing for and commitment to a Just Peace for all creation*

9. Describe your congregation's ministry in the community. *Our strongest relationship is with Lake City Partners Ending Homelessness, and their two primary programs: The Oaks enhanced shelter, and God's Li'l Acre (GLA) day center. These ministries were born in our congregation.*

10. How does your congregation work with ecumenical and interfaith efforts? *By partnering with existing networks listed above in D1, and networking as needed among those with whom we have personal relationships.*

##### B. AREA CHURCH/CONFERENCE

1. Describe your relationship with and your participation in the area church/conference. *We are active in Pacific Northwest Menn. Conf. Two from our church serve on the conference Board, and the Exec.*

*Conference Minister is part of our congregation. WA Menno churches work together on an annual Country Auction (MCC benefit) and at Camp CAMREC.*

**C. WIDER CHURCH**

1. Describe your relationship with and your participation in Mennonite Church Canada/Mennonite Church USA. *We send delegates, youth, and presenters to MCUSA assemblies. Members serve on churchwide Boards and committees. Many members have been involved with MVS, MCC, MMN, MDS, Everence, and other Mennonite agencies.*

V. Conclusion

A. Compile your congregation's response to the "Congregational and Pastoral Priorities" found [here](#).

B. Send a copy of this form to your area church/conference minister. You may also use copies to send to prospective candidates whom you may wish to interview.

Name of group or persons responsible for completion of this form: *Spiritual Leadership Team*  
Date of completion *December 2023*

March 2017