

**CHURCH PROFILE**

This profile is useful to the Bishop and Cabinet in the appointment process. The primary responsibility for its completion rests with the Staff-Parish Relations Committee. The Pastor and Administrative Council or Board may be of help. If you have any questions regarding this document summary, contact the Church office (650-726-4621) and leave a message for the SPRC.

Date Completed 9/22/10

Name of Church: Community United Methodist Church (CUMC)

Address: 777 Miramontes St., Half Moon Bay, CA 94019

**I. CHURCH MEMBERSHIP**

Number of Members: 384                      Average Worship Attendance: 193

Sunday school enrollment: 85                      Average Attendance: 45

Number of non-members who participate in some way: 225-350

Is membership: Growing?(10%+) \_\_\_ Stable? (0-10%) X Declining? \_\_\_ % Decline from last year? \_\_\_\_\_

What are the age ranges by percentage in the congregation?

0-20 years 25%    20-40 yrs 15%    40-60 yrs 40%    60+yrs 20%

**What are the four predominant occupations (incl. retirees and homemakers) in the congregation?**

Many of the congregants commute to places of employment outside of our community (e.g. San Francisco, San Francisco peninsula, and Silicon Valley)

1. Business (executives, small business owners, shop keepers, restaurateurs)
2. Professional (real estate, physicians, dentists, lawyers, teachers)
3. Science and Technology
4. Homemakers and retired

**What ethnic groups are represented in the congregation and what is the percentage of the whole?**

Caucasian	90%
Asian	5%
African-American	3%
Other	2%

How large is the population of the community served by the church? 25,000

Is the local church membership representative of the wider community, in terms of:

Age: yes; Occupation: yes; Ethnicity: no

Where the answers above are "no," please give comments about the community in terms of these three factors.

Age: N/A

Occupation: N/A

Ethnicity: Hispanics make up a much larger percentage of the community than within the congregation

**II. FINANCE & BUDGET**

**The CUMC budget year is from June 1 through May 31<sup>st</sup>.**

This year to date: 9/15/10 (3.5 months in)		Income received.	\$189,548
Expenses	\$170,359	Annual Budget	\$641,600
Apportionments paid	\$32,821	% for year	31.26%
Last year, 2009-10 Income	\$568,361	Expenses	\$606,113
Annual Budget	\$622,848	Apportionments paid	100%
Prior Year, 2008-09 Income	\$512,390	Expenses	\$526,305
Annual Budget	\$651,387	Apportionments paid	100%

### III. COMMUNITY ISSUES

**What are the top three or four businesses or industries that give the community its primary self-identity? (Example: farming, university, manufacturing...)**

Farming/agriculture/nurseries  
Tourism  
Fishing (commercial and recreational)  
Food services/restaurants

Residential location for Bay Area employment

**List three or four problems faced by your community that your committee feels ought to be addressed by the church -- include what steps have been taken to do this.**

1. Increasing numbers of coastsiders who struggle economically where food and shelter are an issue. CUMC out-reach includes the following.
  - a. Support Coastside Hope (multi-social service organization on coast)
  - b. Participate in a backpack giveaway
  - c. Participate in Adopt – a – family (furnishing Christmas gifts)
  - d. Provide workers and food through 2nd Harvest food bank and Sr. Brown Bag food distribution
  - e. Investigating ecumenical response to provide shelter for coastsider homeless in inclement weather
2. As the population on the coastsider ages, there are growing numbers of seniors. While there is a community senior center additional programs (including those for active seniors) are needed. CUMC response includes the following.
  - a. CUMC God's Energetic Messengers (GEMs) meet monthly for a potluck and a program.
  - b. We are in the initial stage of developing a more active seniors program. This program will include discipleship development, and a variety of activities and service opportunities.
3. There are very few activities for youth on the coastsider. There are some sports programs for children and youth through the schools and leagues. There is also a Boys & Girls Club but it lacks facilities. CUMC response includes the following.
  - a. CUMC has a "youth café" open after school. The café attracts students from the community not just CUMC youth.
  - b. We provide facilities for both Boy and Girl Scouts
  - c. We offer a variety of youth programs
    - i. Sierra Service Program (SSP) for both middle school and high school students
    - ii. Methodist Youth Fellowship (MYF) on Wednesday evening

- iii. Revival in the Redwoods Summer Camp
- d. We offer programs for children
  - i. Vacation Bible School
  - ii. Revival in the Redwoods Summer Camp
- e. CUMC has a very high commitment to children and youth and has hired a Children and Youth Pastor to develop new programs and work with children and youth on the coastside.

**What major trends do you foresee in the community in the next 5 years?**

1. City financial resources are more limited or reduced creating an environment where less support is available for the community, especially youth and seniors.
2. School funding continues to be reduced causing a further erosion of support for community youth and parents. With fewer resources parents are asked to do more and more of what used to be done and provided for by our schools.
3. Minimal growth in housing/population – “stable, and very slow growth community,” making it more difficult to attract new members to this congregation.
4. Gang activity and drug use is growing and is more and more visible at the middle school and high school.
5. The “high tech” percentage of our population continues to grow. In addition, there are increasing expectations regarding the use of new technologies.

**“Positive” Trends**

1. Continued sense of community amongst residents of the coastside. This is a community with a small town feel where residents are active in community programs and services.
2. The community has made a commitment to public education by passing a parcel tax for the schools and by continuing to contribute to the Cabrillo Endowment Fund.
3. Tourism will continue to increase providing opportunities to welcome new people to our congregation
  - a. We should see a jump in tourism with completion of Devil’s Slide Highway 1 tunnel between Pacifica and Montara in the next year.
  - b. There are several events on the coastside like the Maverick’s surf competition which continue to increase recognition of Half Moon Bay and further increase tourism
  - c. Increase in ecotourism on the coastside.
  - d. Pumpkin Festival continues to bring 100,000 people to the coastside per day. This is our major fundraiser event and we provide a welcoming station.

#### IV. THE CHURCH COMMUNITY

##### **What major trends do you foresee in your church in the next 5 years?**

1. Congregation size has been stable for several years. If we don't make some changes to attract new members there is the potential for stagnated growth.

Children's and Youth ministry is a priority at CUMC. Therefore, we have the potential of relating well to younger families.

With our new emphasis on active seniors, we also have the potential of relating well to those 45 years old and older.

At CUMC we mix the generations well, creating a wonderful environment of support and understanding.

Our high quality music program is a cherished part of the worship at CUMC. We have hired a new music director and pianist and expect our music program to continue to grow in participants and skill. Their leadership will help create a dynamic, transforming and engaging worship experience for congregants and visitors.

2. Increased energy and excitement around the youth program now that there is a full time youth director.

The children's, middle school and high school Sunday school programs will be more exciting.

More adults will be volunteering to work with children and youth.

Youth will be more engaged and empowered members of the congregation.

3. The congregation as a whole will be more supportive of each other as the Stephen Ministry program becomes integrated in CUMC.

As the Stephen Ministry program shifts *some* of the pastoral responsibilities away from pastor, the pastor will have more time to focus in other ministry areas.

4. In an effort to stay in tune with the times CUMC has made progress in becoming more "high tech."

We are in the process of redesigning our website and expect it to be completed by the end of September, 2010. Visit our site at [www.cumc-hmb.org](http://www.cumc-hmb.org).

We still lag the community in this area and this may make us less desirable for new congregants. Therefore, we will continue to improve our use of technology to help us be more accessible to current and future congregants.

5. CUMC is a “community place”; our facility will continue to be used by many other community organizations.

**What are the five primary goals your Administrative Council/Board has set for the church in the next five years?**

CUMC has many programs that already exist in the areas listed below. We plan to continue the existing programs and add new or improve existing ones. The comments here are a summary of new/improved programs that are starting up for 2010-11.

1. The outreach church on the coast
  - a. Address Local Poverty Issues by providing housing during inclement weather, and trying to arrange for shopping cart tents for the homeless (ecumenical response)
  - b. Provide opportunities for adult Mission trips locally and globally
  - c. Continue to provide a Comfort Station during the annual Half Moon Bay Pumpkin Festival
2. Create a more compelling Sunday gathering place for worship, building relationships, small group discussions, learning, or just hanging out together.
  - a. Our new music director will bring new music to our worship experience, engaging the congregation in new and exciting ways.
3. Create a more intensive and intentional community of caring and mutual support by
  - a. Actively inviting and welcoming visitors to energize, and engage new and existing people into the life and activities of the congregation
  - b. Assisting visitors and those currently integrated into the congregation to become more fully engaged
  - c. The first cadre of Stephen Ministers are providing support for the congregation and the training the next cadre of Stephen ministers has begun.
  - d. Start a new Active Adult program – “CUMC Sages” to complement GEMS, providing more opportunities for fellowship for the more active seniors
4. Lead people into a lifelong, personally transforming journey of discipleship, following Jesus by:
  - a. Start one or two Covenant Discipleship pilot group(s)
  - b. Encourage congregants to regularly engage in a variety of spiritual practices to discern God's vision for the church and their individual "call"
  - c. Provide comprehensive Christian Education for life long learners, tailored to personal progress on the journey and individual learning styles.

- d. Discipleship development – creating, empowering and supporting Disciples of Christ, assisting them in becoming the hands and feet of Christ. Begin providing opportunities for adult mission trips (we already support youth mission work with SSP)
5. Provide a vibrant Youth Ministry program for the youth of the congregation and the community
- a. Expand our current program, gain more participants.
  - b. Pick-up some of the slack with the reduction in resources in the public sector.

### **What are your plans for accomplishing these goals?**

To accomplish these goals, CUMC has an administrative structure that reflects the ministry areas. Each ministry area team then encourages and supports the volunteers that make these goals happen. Ideally, the teams identify individuals to take a lead role in each project. This has been and continues to be a challenge.

The administrative structure requires, where appropriate, that staff take a leadership role and often may need to facilitate the work of volunteers. However ideally, much of the leadership and the facilitation should be completed by the volunteers. This requires that the pastor and the team leaders work closely together.

The goals are reflected in the budget and have resources assigned to them where appropriate, or a special collection is made to provide financial support.

Finally, there is a ministry network team that meets to keep all the “balls in the air” that we are juggling. The team is primarily composed of leaders from each of the ministry areas, staff, and lay leaders.

## **V. PASTORAL LEADERSHIP**

**What expectations do you have of the pastor(s) in terms of taking responsibility in community related activities?**

The Pastor should be involved and engaged in the community as well as lead the congregation into the community so that they too are involved and engaged.

**Please indicate the 5 most important strengths your church needs in pastoral leadership:**

1. A dynamic and compelling biblically based preacher who has the ability to draw in and reference the Bible appropriately regardless of the topic.

As a pastor and a speaker, they have the ability to attract others to listen to them and then can energize those listeners.

It is important that sermons are well thought out, and delivered with a style that is engaging. Part of being engaging is having a variety of approaches including both textual and topical.

2. A worship leader, who is able to lead a compelling and dynamic worship service and program.
3. A leader who shares a vision of turning faith into action by using their own skills to work with volunteers and staff to get the most synergy between the two.

The pastor should have the skills of an organizer and an energizer, empowering the congregation to realize their vision for CUMC and their vision of service within the community and globally.

4. A pastor who is engaged in outreach and is involved with the community.
5. A pastor who is compassionate and empathetic, providing needed pastoral care of the congregation and building bridges between demographic groups within the congregation. We are a diverse congregation, spanning ages, the political spectrum, positions on social justice issues, we have families and singles, and as in many congregations there are many different groups that individuals identify with. Most congregants are not life long Methodists but come from other traditions.

As you consider the replacement of our current pastor, Larry Thomas, please consider what we have provided as a description of CUMC. To more fully understand us is important that you are familiar with what we have been doing to restructure and re-vision what we are about and how we accomplish our goals.

CUMC has worked very hard to accurately reflect and act upon what the Holy Spirit has called our church community to do. We have had small group meetings, changed the structure of our volunteer groups, realigned the budget to the identified ministry areas and incorporated the vision of our "members" into our congregational goals. Below is the mission statement developed through this process:

**Mission** – To facilitate authentic Christian living through:

- Engaging and uplifting Celebration (worship) of God, proclaiming God's Good News;
- Leading people into a lifelong, personally transforming journey of (growth in) faith, following Jesus;
- Supporting and Caring for each other in face-to-face community;
- Serving God's mission to redeem planet earth and its people through hands-on service and institutional cooperation – using our gifts to follow God's Call and God's Leading.

Shortly thereafter, in keeping with our mission statement we developed the vision statement below to help us reach our goals.

**Vision** – Over the next two years CUMC becomes ...

- THE outreach ministry church on the coast
- A compelling Sunday gathering place for
  - Relaxed and informal conversation in a café-style atmosphere,
  - Relationship building -- a safe place to meet, get acquainted, become known,
  - Small group discussions
  - Faith development support
  - Hanging out in community...
- An intensive and intentional community of caring and mutual support

We have reviewed the mission and vision statements annually and revised and updated our strategies to meet them. For the 2010-11 year, in addition to existing programs, the ministry teams working with volunteers (with some staff assistance) will be involved in the following:

#### **The Outreach Church on the Coast**

- Address Local Poverty Issues by
  - Alleviating the problems of the homeless
  - Providing assistance to congregants who have lost jobs and are falling on hard times
- Provide opportunities for adult Mission trips locally and globally

**Create a more compelling Sunday gathering place for worship, building relationships, small group discussions, learning, or just hanging out together.**

**Create a more intensive and intentional community of caring and mutual support by**

- Actively inviting and welcoming visitors
- Assisting visitors and those currently integrated into the congregation to become more fully engaged

- Begin providing Stephen Ministry support for the congregation (first ministers trained) and begin the training of the next cadre of Stephen's ministers.
- Begin a new Active Adult program – "CUMC Sages" to complement GEMS

**Leading people into a lifelong, personally transforming journey of discipleship, following Jesus by:**

- Encouraging the congregation to be active weekly with the church outside of Sunday morning in a variety of activities such as, small groups, Bible study, hiking groups, etc.
- Start one or two Covenant Discipleship pilot group(s)
- Encourage congregants to regularly practice a variety of spiritual practices to discern God's vision for the church and their individual "call"
- Provide comprehensive Christian Education for life long learners, which are tailored to personal progress on the journey and learning styles.
- Provide Christian Education opportunities that help individuals to apply faith to life's daily joys and challenges.
- Provide a vibrant Youth Ministry program for the youth of the congregation and the community

Running through these statements is the integration of the children and youth ministries. The Children and Youth Pastor designs programs and provides opportunities for the children and youth in all these areas.

We have identified individuals to provide leadership, outlined goals with time lines and strategies for each of these areas. All this is accomplished with volunteers, with both volunteer and staff direction. Congregants donate innumerable hours to this congregation and our mission work.

In addition, to these goals, PUMA (Peninsula United Methodist Association) is beginning to look for different ways for multiple congregations to work together. These cooperative ministries and projects will provide additional opportunities for our congregation.

If you have any additional questions or comments regarding this profile and our future leadership at CUMC please feel free to contact any member of the SPRC.