

Church Profile:
COMMUNITY CHURCH OF THE MONTEREY PENINSULA
PROFILE AND CALL FOR A MINISTER
 September 17, 2007

WHO WE ARE

The Community Church of the Monterey Peninsula (CCMP) is an ecumenically oriented, yet independent congregation. Though not affiliated with any particular denomination, we seek collaboration with many different denominations and faith communities. As a community church, we avail individuals and non-profit groups from the community at large of our services and facilities. Service to the members of our community and the world is an important element of both our history and present mission.

WHAT WE BELIEVE

We believe in God and the teachings of Jesus Christ. We welcome everyone who is seeking spiritual nurture and enrichment. This congregation has built a warm and welcoming atmosphere which encourages participation. The founders and present members of this congregation share a common spiritual foundation in Jesus' words: "You shall love The Lord your God with all your heart and with all your soul, with all your strength and with all your mind, and your neighbor as yourself." We agree to respect each person's right of private judgment in matters of faith.

Mission Statement and Core Values

Our Mission is to welcome independent-minded people of all ages, build a diverse Christian Community, and nurture one another to love God, neighbor and self. Our Mission is grounded on ten core values:

- God loves all people.
- We welcome all people, wherever they are on their faith journey.
- Worship is the life breath of our community.
- We are the heart and hands of Christ serving others.
- We grow spiritually in Christ.
- We provide creative, open, lifelong Christian education.
- We are stewards sustaining all of God's creation.
- We promote understanding and cooperation among people of all faiths.
- We are independent, nondenominational and democratic.
- We joyfully support our mission with time, talent and treasure.

OUR MINISTER

Members and friends of Community Church met in a number of small group gatherings in May and June 2007 to share and discuss dreams and ideas about our church and the qualities desired in the next minister. In all there were seven gatherings, with about 65 people providing input (including a few mailed responses).

The top two characteristics identified in the gatherings are for the next minister to be a skilled, versatile worship leader, and to sincerely care about and love people. Further, we seek an individual with good leadership skills, who gets along well with all types of people and is supportive of existing church programs and committees. The minister we envision is knowledgeable of Scripture, accepting and open, and Spirit-filled. An ability to train lay leaders in the church is desirable, and a youthful vitality.

In reviewing lists of leadership expectations for ministers from various denominations, the Community Church Minister Search Committee identified the following qualities:

- Is an effective preacher/speaker
- Helps people develop their spiritual life
- Is effective in planning and leading worship
- Makes pastoral calls on people in hospitals and nursing homes and those confined to their homes
- Has a strong commitment to the educational ministry of the church
- Is active in ecumenical relationships and encourages the church to participate
- Writes clearly and well
- Is effective in working with youth
- Is accepting of people with divergent backgrounds and traditions
- Encourages others to assume and carry out leadership
- Is a compassionate and caring person, sensitive to others' needs
- Understands small membership church ministry

CHURCH HISTORY

The nucleus of the church membership came from the congregation of Carmel's Church of the Wayfarer in 1963, with 200 charter members. Their desire was to continue as a self-governing, multi-denominational congregation, while Church of the Wayfarer was developing a more traditionally organized Methodist doctrine.

The present church property was secured in 1965. Over the next two years, the fellowship hall, the Sunday school and the office building were constructed. The Sanctuary was begun in 1973 and dedicated on May 18, 1975. Outcall Chapel was built and dedicated in 1995. The Community Labyrinth is located on the church property and was completed in 2002.

HIGHLIGHTS OF COMMUNITY CHURCH MINISTRY

- Mission Statement and Core Values
- Two worship services: Contemporary and Traditional
- "Godly Play" Sunday school
- Challenger College Scholarship program
- Adult religious education: Bible Study, Book Club
- Training and Commissioning of a Healing Prayer Group
- Training and Commissioning of Lay Visitors
- Construction and dedication of the Community Labyrinth
- Community outreach via I-Help (homeless) program, Heifer Project, local and international missions support
- Continued development of expanded religious library
- Audio-visual presentations
- Continued usage of inclusive language

CONGREGATION DEMOGRAPHICS

While our membership reached a high of 280 members in 1980, as of December 2006 our congregation numbers 107, including 78 women and 29 men and a total of 70 family units. Among them, 14 are inactive and 6 are homebound. Of 107 active members, approximately 20 are employed and 40 are retired. Approximately 49 members volunteer at the church at least once a week. Out of 70 family units, 29 are pledging members. We have 5 active charter members. In addition, 10 friends who do not wish to join the church, regularly attend worship services. Our diversity of age and perspective can sometimes be a challenge as well as strength.

During 2006, our combined Sunday morning attendance at the contemporary and traditional services averaged 80 participants. Approximately 11 children attend Sunday school with varying degrees of regularity. Our members are located as follows:

- 14 in Carmel Valley (over half of whom reside in senior residence communities)
- 61 in Carmel
- 12 in Pacific Grove
- 11 in Monterey
- 13 in Pebble Beach, Seaside, Marina, Salinas and Aptos
- 17 out of town – members who have retained their membership

CHURCH PROPERTY AND FACILITIES

Our church campus rests on more than five acres near the mouth of Carmel Valley, adjacent to a well-traveled road, directly between Carmel Middle School and Rancho Canada Golf Club. Our building complex includes a sanctuary, chapel*, social hall and culinary center, library, classrooms, nursery, meeting space, workshop and storage. (*The Outcalt Chapel was completed in 1995 and is used as a smaller sanctuary, meeting place, and music venue with complete audio-visual system.) Every building is debt free. The church also owns a residential property which serves as the manse. The church grounds are landscaped, including our beautiful and renowned Rose Garden, a barbecue area, and the Community Labyrinth.

We welcome many community groups in the use of our facilities, including:

- Zen Center Workshop
- Yoga and Recovery
- Women's Storytelling
- Therapy Group
- Sun/Moon Yoga
- Sirs Bridge
- Pt. Lobos Docents
- Overeaters Anonymous
- Mindfulness Meditation
- Christian Meditation
- Breakthrough
- Awareness Through Movement
- Arlene Arrive Piano Recital
- Al Anon
- Alcoholics Anonymous
- Monterey Choral Society (in season)

There are many other one-time and four-time events that happen occasionally.

FINANCES

The congregation approved a 2006 operating budget of \$287,605. In support of the budget, membership pledges of \$127,000 were received. In addition, plate offerings and other income sources supplement our pledges. For the past few years we have needed to draw from the Foundation Trust Fund and operating reserves to meet our expenses.

It has been our practice that the Board of Governors set the operating budget in November for the following year, then present it to the church membership for an open discussion and subsequent approval. The pledge level, bequests and general giving traditionally have supported budgetary needs. A number of members who do not wish to make a pledge nevertheless give generously and regularly, which complements pledge income.

The church has additional assets including designated accounts, general reserves and a Foundation Trust Fund. These funds represent special gifts and "set aside" reserve funds for specific use.

CHURCH ORGANIZATION

The minister's primary responsibility is Spiritual leadership, and to be advisor to the membership, committees, and Board of Governors. The Board is responsible for administering Church programs and policies established by the membership and found in the By-Laws (attached).

The governing body of the church is the Board of Governors, which has 13 members, elected by the congregation: president, vice-president, secretary, and treasurer; seven directors, one for each department; a member-at-large; and the president of the Women's Association. The Board of Governors holds monthly meetings open to all members. The congregation holds quarterly meetings of the church membership. The church has a strong lay leadership. The seven departments are as follows:

- Worship – Works with the minister in setting up regular and special worship services; coordinates participation of the music director, choir and ushers; arranges for altar appointments, hymnals, programs, and equipment for baptism, communion, prayer and the Bible study groups. Schedules substitutes for the Minister in the latter's absence.
- Religious Education - Together with the staff Religious Educator (part-time position), is responsible for organizing and maintaining the Sunday school program, adult education, and other activities for various age groups.
- Fellowship – Responsible for Sunday coffee hour, quarterly church potluck, special events and hospitality functions; assists the Minister and other departments in the promotion of good fellowship and welfare among the membership, and in welcoming new members into the Church Family. Cares for, maintains and keeps the culinary center supplied.
- Missions – Determines opportunities to help people in need locally, nationally or globally; initiates and maintains programs of assistance within the capacity of the Church to provide; supervises fund drives and special collections for missions as approved by the Board of Governors and Finance Department. Works with local faith groups on various projects.
- Property Stewardship – Maintains all church-owned or leased properties, arranges adequate insurance, recommends additions or repairs as needed and negotiates the purchase of new equipment, as approved by the Board of Governors.
- Membership – Maintains a membership roll; conducts programs to attract new members; sets up procedures for admitting, welcoming and orienting new members; compiles an annual membership directory.
- Public Relations – Performs public relations functions as may be requested by the Minister or any Board member; directs a program for publicizing the Church and its activities through public media.

ADMINISTRATIVE SECRETARY

Our church administrative secretary has 27 years' experience at this church. She serves our congregation on a full-time basis, under the direction of the Board of Governors. In addition, she schedules and supervises weddings, baptisms and memorial services. She functions as the information center of the church and our goodwill ambassador to the community.

ADDITIONAL STAFF

Other part-time staff members include:

- Music Director – responsible for coordinating and leading the contemporary musicians; leading the choir in the traditional service; assisting the minister in selecting music for both contemporary and traditional services; and arranging for substitute musicians as needed.
- Part-time Religious Educator – coordinates with the minister to plan and schedule adult and children's educational programs. She fosters in-church children's participation, trains members to teach in the "Godly Play" Sunday school program, and supervises nursery care.
- Custodial services which are contracted out weekly (periodic work days are scheduled for volunteer projects)
- The Property Steward and several other volunteers do all building maintenance. Major replacements such as furnaces, paving, roofs, etc. are contracted out.
- Two part-time gardeners

Those of our congregation who participate in leadership, mission projects, ushering, choir, the Godly Play Sunday school program, office work, seminars, and property projects perform without pay, which creates substantial savings in lieu of additional staff.

CHURCH GROUPS

Current active groups include:

- Tuesday afternoon Bible Study Group
- Wednesday evening Bible Study Group
- Tuesday Luncheon Group
- Women's Association
- Wednesday Circle
- Choir
- Women's Workshop
- Healing Prayer Group

WORSHIP SERVICES

Community Church of the Monterey Peninsula has two distinct worship services; a contemporary service at 9:30 a.m. and a traditional service at 11:00. Both services have liturgical structure. Music at the contemporary service is provided by a talented local band, matching quality contemporary music—both sacred and secular—to the worship theme of the day. Language and structure in this service is designed to be inclusive, and to offer a worship setting that is comfortable both to younger people and to those who may be new to Christian worship. The emphasis in this service is on **celebration**.

The traditional worship service provides a structure and liturgical form designed to be comfortable and familiar to those who were raised in the church, and who appreciate the organ, classical sacred music and hymns, a choir and a little more formality. The emphasis in this service is on **reverence**.

OBJECTIVES

The "visioning" work done during the small group gatherings held in May and June 2007 by members and friends of Community Church considered the six categories listed below. The complete results comprised several pages of comments which were distilled into the following lists, then prioritized at a subsequent meeting of the membership.

1. **Uniqueness of CCMP**
A Safe and Loving Place
Unique Worship Opportunities
2. **Needs Being Fulfilled**
Sense of Community and Family
Allows individuals freedom to develop individual understanding of God
Good Preaching
Provide opportunities for service and Outreach
Meaningful Prayer
3. **Dreams and Wishes**
Expand Programs
Increase Membership
4. **Suggestions for Growth**
Minister who will reach out to draw people in
A Mission Program for which CCMP is known in the community
Improve Public Relations/ Advertising
Offer Bible Studies
Members invite others to CCMP
5. **Worship that Works Well**
Good Preaching
Exciting Music
Young people participating in worship
Prayer that is meaningful
6. **Meaningful Mission**
School in Africa
Heifer Project
Challenger Scholarships
Women's Group Mission
I-Help

STATEMENT OF CALL

We seek a minister to be our spiritual leader and to assist us in attaining our objectives. We request written applications from qualified applicants with a degree from an accredited Christian theological seminary and pastoral experience. Profiles may be submitted through the applicant's present church headquarters or directly to the Search Committee of the Community Church of the Monterey Peninsula. The remuneration package is negotiable and subject to consideration of the qualifications and experience of the applicant.

We would appreciate receiving all applications at this time and no later than February 1, 2008. It is our intention to call a minister before March 1, 2008.

Direct applications to:

The Community Church of the Monterey Peninsula
P.O. Box 222811
Carmel, CA 93922
Attn: Linda Lyon, Co-Chair, Search Committee
Residence telephone: (831) 648-1545
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Search Committee Members:

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