UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

The Congregational Church in Killingworth, UCC
Killingworth, CT 06419

Part Time Settled Pastor

Connecticut Conference, UCC

LOCAL CHURCH PROFILE CONTENTS
Position Posting
Who Is God Calling Us To Become?
Who Are We Now?
Who Is Our Neighbor?
References
Consent and Validation

“God is able to provide you with every blessing, so that having all sufficiency in all things at all times, you may abound in every good work.”
(2 Corinthians 9:8)
1. POSITION POSTING
   a. LISTING INFORMATION
   b. SCOPE OF WORK
   c. COMPENSATION & SUPPORT
   d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: The Congregational Church in Killingworth, UCC
Street address: 273 Route 81, Killingworth, CT
Supplemental web links: The Congregational Church in Killingworth Website
                      The Congregational Church in Killingworth Facebook Page

Additional ecumenical affiliations (e.g. denominations, communions, fellowships): The United Church of Christ

Conference: Connecticut Conference
Association: Middlesex
UCC Conference or Association Staff Contact Person: Rev. Mary Nelson, Regional Minister, South Central Region, Connecticut Conference, Cell 860-305-5846, MaryN@ctucc.org

Summary Ministry Description: In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church’s faith journey?

The Congregational Church in Killingworth is seeking a settled Pastor to offer worship that provides a meaningful experience of God and Christian tradition. It is the hope of the congregation that our new Pastor will help to deepen our personal, spiritual relationship with God. It is important that our new Pastor helps encourage members to act on the relationship of the Christian faith with regard to social, political and economic issues within the context of each individual’s beliefs. We seek someone who can help members understand their use of money, time and talents as an expression of Christian stewardship. Members would like help
discovering their own gifts for ministry and service. We are seeking a preacher, teacher and counselor.

We endeavor to witness God’s love for all His people and to share the truth of His saving Grace. We are open to where God is leading us. We work to follow His will, not ours. We seek a deeply spiritual person – someone who is rooted in Christ’s teachings and God’s message.

- Photographs: *Christmas pageant*
Fun in the kitchen young and old(er)
What we value about living in our area (2–3 sentences):

Killingworth is a beautiful rural New England community of about 6,500 people. Nearly 75% of our residents have at least some college education. Within 20 minutes you can enjoy Long Island Sound beaches or visit a variety of local parks and enjoy recreational activities like biking, hiking, swimming and even stand up paddle boarding! There are two large outlet malls within a short distance along with many local stores, restaurants and grocery stores. The homes in Killingworth range from a 55+ neighborhood to larger estates, however the majority are single family homes. The public schools are highly rated and award winning. Our picturesque historical church and parsonage sit centrally located within this friendly, nature loving community.

Current size of membership:
200

Languages used in ministry (other than English): None

Position Title: Pastor

Compensation Level: Part Time

Does the total support package meet conference compensation guidelines? Yes

1b. SCOPE OF WORK

**Half time Pastoral Position**
(20-25 hours weekly / 5-6 units)

- preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- faith formation and vitality through prayer, providing guidance for lay-led Bible study, identifying helpful resources and opportunities and helping lay persons take advantage of them
- leadership development and support to identify and foster ministry and program development opportunities. Meeting with boards and committees as needed and scheduling permits. Monthly church council meeting attendance is required
- meeting and counseling, as requested, with congregants
- pastoral care in collaboration with lay people (at least to those who are sick, elderly, or grieving)
- perform weddings and funerals for participants in the worshipping community
- strategic planning for current and new directions in ministry
● study and prayer to increase faith and to improve skills so as to lead, teach, preach better
● support financial development and stewardship

Core Competencies:

**Good communicator and people oriented**
Our congregation values communication and likes to be “in-the-know” regarding activities that impact the church as a whole. There are many active leaders in the church who meet monthly to collaborate and share current events, plan for the year and deal with challenges as they arise. Our church secretary, in collaboration with the Pastor, creates a monthly newsletter called “The Kerygma” that is emailed/mailed to congregants based on preference. This newsletter is filled with information about activities in the coming month as well as pertinent updates regarding the church. Weekly announcements shared as part of the opening of Sunday services. Based on the results from a recent survey, there are many congregants that feel communication can be improved even more. We are always looking for ways to improve. We place great value on a leader who can help us to brainstorm more ways to ensure EVERYONE feels included in what is going on in the church. It’s so important as a Congregational church to have all voices heard.

**Honest and trustworthy**
Although it seems to go without saying, confidentiality is of the utmost importance for congregants seeking counseling and support. In such a small community privacy can sometimes be a challenge. It is imperative that our Pastor be respectful of this privacy. Outside of counseling and pastoral care, there comes a very real need for honesty. Many times this can be suppressed in the nature of keeping the peace, however in order to remain strong and vital in the community there is a need to be honest and address areas where we have deficits as a congregation. We are open to change as long as we always take into account the longstanding traditions that are important to so many of us.

**Is accepting of people with divergent views**
Our small congregation is abounding with people from many varying views politically, socially, religiously and just about every other thing you can think of! The beauty of our congregation is that despite all of these varying views and opinions we all come together with a mutual love for God, our church and our community. When we all step foot into the church, personal agendas are typically left behind. Of course, there are times when personal opinions can get in the way. We are seeking a Pastor who can help guide us back when we lose our way. We need a mediator to help when things get muddy, someone who understands and accepts people who think and feel differently.
1c. COMPENSATION AND SUPPORT

Total Compensation Package: $35,000

This amount can be broken out and applied to housing, retirement, pension or other ways as desired by the selected candidate.

What is the expected living situation for your next minister? Open for discussion. Church owns a parsonage that is currently rented. We will not require the Pastor to live in the parsonage.

Comment on the residential/commuting expectations for your next minister. Within one hour commuting distance.

State any incentives (e.g. school debt reduction or retention bonus after a certain number of years in position): Our church provides four weeks of vacation time during each 12 months of service, including 4 Sundays. The Pastor will assist in finding pulpit supply for those Sundays. Vacation time does not roll over from year to year; vacation not used by the end of the year is forfeited.

Describe peer and professional supports available for ministers in your association/conference: Middlesex Association of UCC (21 Churches – Meet on 4th Thursday of month for clergy lunch.) Active Committee on Ministry, Communities of Practice through CT UCC

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister’s bi-vocational employment:

We are currently working with a bi-vocational Pastor and we are learning to adapt to the changes and new expectations. It is an adjustment for our congregation to operate with a part-time Pastor, however we are very fortunate to have dedicated and strong leaders who address many of the day-to-day needs. The Deacons help support pastoral care needs and actively participate in the services as well as many other activities, Missions is very important and thriving, CE for the youth is well-planned and has a great team in place, Stewardship runs a strong campaign, Trustees are comprised of skilled and experienced members, and we have a newly formed Preservation 2020 Committee that is off and running to raise funds for restoration.
1d. WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister collaborating with the congregation to achieve.

Providing meaningful worship by working with all committees to support growth in Christian life. This can be expressed through worship, prayer, meditation, missions, education and many other ways.

Teaching us how to reach out and bring new people into our church. We understand this is a job the members need to do and not just the Pastor. We are seeking guidance on ways to become more innovative and effective in our approach.

Pastoral care, visitations to hospitals and counseling are important to our parishioners. Deacons help support Pastoral care. It is important to have a Pastor who can provide counseling for those in need of spiritual guidance.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

It is important that our new Pastor help maintain a connection between our church and our community. There are many community groups to whom we would like to maintain and grow our relationships. We are very involved and committed to supporting this effort.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation’s sense of calling.

Our services are in English. We have a sound system, however it’s important that our Pastor speak loudly and clearly so all can hear.

Based on what you have learned about who your church is, who your church’s neighbor is, and who God is calling the church to become, describe four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that your next minister will display to further equip the congregation’s ministry in these areas.

Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship. Leading faith formation effectively across generations. Bringing life to sacred stories and traditions in worship, proclamation, and witness. Exhibiting strong moral character and personal integrity.
Who is God calling you to become as a congregation?

We are a strong congregation with traditional values. We value our history and maintaining the infrastructure of our physical church and need guidance in maintaining and growing the infrastructure of our congregation. We are passionate people who feel very strongly that we have a great community and want to share that message with anyone ready to listen. Our doors are open to all. We plan to be around for another 200 years and seek guidance to support that goal.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

Members are seeking opportunities for Adult Christian Education – We are asking the Pastor to act as a resource and to provide guidance. Formal meetings to be led by lay leaders.

Historical Preservation Committee – We currently have a capital campaign to generate funds for historical preservation of the church building and seek Pastoral guidance to ensure the fundraising is in line with our faith.

Website Development – We have identified a need to update and make improvements to our website. Our acting Pastor has reached out to a local website developer for a quote to execute the required changes. The hope is to add functionality for donations to be made online. The site will be set up to allow for the church secretary to maintain content and post updates easily. Trustees are currently reviewing the proposal.

Church Men’s Group – “We are a unique working group hoping to make the Church a better place. Our mission is to discover things needing repair, replacement or just a little attention in our four historic Church owned buildings.”

Endowment Fund Committee - This Fund provides for the future financial strength of the Church. Donations to the Fund are invested and the earnings are available to enhance the future needs of the Church.
Children’s Church - We are expanding the role of youth in our worship service by having them choose a worship style and create their vision of a worship service several times a year. This is a new and exciting project just being formed.

Our Congregation has a renewed sense of obligation to help support growth in membership. We are looking to attract young members while still maintaining expectations and traditions of longtime members. We want to grow in numbers and we recognize there are challenges and that we need someone to help us balance tradition and embrace change.

We seek to promote the opportunities that our church has to offer. We desire to continue to be a vital, active church family. We would also like to be more engaged with our local problems and other issues affecting the youth. We want to engage in the community through hosting activities and discussions about issues in our community – opioid abuse, suicide, bullying —to be part of the solution.

3. WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

God is most often described as Father, Son, Holy Spirit, God, Jesus, Creator.

Core Values – Mission and Outreach, Ministry and Caring, Worship, Christian Education
The purpose of this Church shall be to worship God, to preach and teach the gospel of Jesus Christ, and to celebrate the Sacraments; to realize Christian fellowship and unity within this Church and the Church Universal; to render loving service toward mankind; and to strive for righteousness, justice and peace. - *Purpose Statement taken directly from By-Laws*

Describe several strengths or positive qualities of your congregation.

We are self-sufficient – When our Pastor of 9 years retired, the congregation showed great resilience and maintained focus to keep the church moving forward until the hiring of an Acting Pastor 9 months later. During that time lay leaders coordinated pulpit supply and facilitated services when needed.

We are family-oriented – All events are well attended by multiple generations. The youth have built great relationships with older members in the church. Many children have participated in baking and delivering bread to church members and connected in ways they may not have happened otherwise. The young people feel very comfortable spending time with older members and learning skills like crafting and jam-making. Our youth gain so much from these relationships.

We are community focused – We value strong connections with the community as evidenced by the number of groups that use our facilities and the number of community organizations we support. A local man, not a member of our church, has been in need of a liver. The first one he received from his mother served him well for several years and now he is in need of a second liver transplant. Over the past two years we have collected money and hosted a fundraiser to help offset costs involved in medical care and travel.

We are mission focused – Our congregation has very strong beliefs in supporting missions as you will see demonstrated later within the profile.

We are God focused. God is at the center of it all and we are passionate about maintaining His presence in all we do.

Describe what worship is like when your congregation gathers.

*For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

Sunday morning worship is held in the sanctuary at 10 am September-June. Ushers warmly welcome people as they enter. The services start with informal announcements to keep the
congregation informed. During the first hymn children typically light the candles to formally start the service. We always make time for Passing of the Peace which is a great opportunity for fellowship. The Pastor shares the responsibility of delivering the children’s message after which the children usually leave to go to Sunday school. The service is traditional yet informal and flexible. The Deacon of the month reads the weekly scriptures from the lectionary which is typically followed by the sermon. Hymns are incorporated throughout the service. Communion is served on the first Sunday of every month and is open to all God’s children.

During summer months services are held at 9 am and sometimes held outside in the outdoor chapel. We have a rustic open air chapel with wooden benches located on a forested section of our property adjacent to the Memorial Garden and labyrinth.

Labyrinth & Memorial Garden
Baptisms are performed near the altar with family. It is a very loving, accepting and interactive service. Many times the Pastor will carry the baby around the sanctuary to meet their new church family.

Our congregational survey revealed the following qualities to be most important for our congregation through sermons: Bible based, provide spiritual nourishment, apply to everyday life, are dynamic, relevant and relatable, and include humor.

Describe the educational program/faith formation vision of your church.

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

Young People in Leadership

- Children’s Sunday is held in June when all the classes present to the congregation something they’ve learned during the year.

- The annual Christmas Pageant is performed with children of all ages choosing their role in the telling of Christ’s birth.
● Church youth chose a child to sponsor through Save the Children. It was very important to them to choose a child close to home, so they chose a child in the United States. The children know the name of the girl they are supporting and receive updates on how she is doing.

● Middle and high school students decided to bake bread as a fundraiser for hurricane victims and to support Heifer Project.

● Sunday school students used their collection monies to support Project Graduation (Drug and alcohol-free event after prom.)

● Children choose their Sunday school project every year (2018 Backpack Program – Weekend food program for local families in need)

● Vacation Bible School – older children participate as teachers

● Confirmands host Seder Supper

● Children bake pumpkin bread for shut-ins

● Filled an Ark for Heifer Foundation

Religious Studies

● Lay led book studies for adults: Recent: *A Joy of Knowing Who I Am* and *In Christ Position*

UCC Ministry

We are very proud that five church members have become ordained UCC ministers in the past 30 years. They were of various ages. The congregation supported them spiritually and financially throughout their entire seminary process. We celebrated with each of them upon their ordination.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

● When it comes to decision-making, how many hours are spent in meetings per month?

Each committee meets monthly for 2-3 hours. The Pastor is welcome, however not required to attend. The Pastor should plan to attend Council meetings the third Monday of every month.

● Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
Recently a member came to the Deacons with an idea to host a dinner to support a young man in the community requiring a second liver transplant. There was no hesitation. Everyone jumped into action to support this effort that was so important to this member and others in our community.

- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church’s activity and governance? Yes

### 3b. 11-YEAR REPORT

#### UNITED CHURCH OF CHRIST
**ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UFC YEARBOOKS**

<table>
<thead>
<tr>
<th>Church</th>
<th>3141</th>
<th>Associate</th>
<th>732</th>
<th>Congregational Church/Kingston UCC</th>
<th>Kingston</th>
<th>CT</th>
<th>OCE</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>YEAR</th>
<th>MEMBERS</th>
<th>AVG WEEKLY ATTENDANCE</th>
<th>CHURCH/FAITH FORM</th>
<th>CONFIRMATION</th>
<th>CONFESSION</th>
<th>TRANSFER OR REAFFIRM</th>
<th>DEATHS OR TRANSPORT</th>
<th>OTHER LOSSES</th>
<th>NET MEMBERS</th>
<th>AIDS-REMOVED</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>316</td>
<td>94</td>
<td>98</td>
<td>10</td>
<td>0</td>
<td>7</td>
<td>4</td>
<td>3</td>
<td>-16</td>
<td></td>
</tr>
<tr>
<td>2008</td>
<td>316</td>
<td>103</td>
<td>45</td>
<td>2</td>
<td>0</td>
<td>6</td>
<td>7</td>
<td>3</td>
<td>-17</td>
<td></td>
</tr>
<tr>
<td>2009</td>
<td>291</td>
<td>103</td>
<td>69</td>
<td>10</td>
<td>0</td>
<td>3</td>
<td>7</td>
<td>5</td>
<td>-16</td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td>227</td>
<td>103</td>
<td>67</td>
<td>5</td>
<td>0</td>
<td>11</td>
<td>5</td>
<td>6</td>
<td>11</td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td>205</td>
<td>98</td>
<td>65</td>
<td>5</td>
<td>10</td>
<td>6</td>
<td>2</td>
<td>6</td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>2012</td>
<td>206</td>
<td>94</td>
<td>70</td>
<td>7</td>
<td>0</td>
<td>11</td>
<td>4</td>
<td>3</td>
<td>11</td>
<td></td>
</tr>
<tr>
<td>2013</td>
<td>246</td>
<td>92</td>
<td>68</td>
<td>5</td>
<td>0</td>
<td>8</td>
<td>3</td>
<td>16</td>
<td>4</td>
<td>-6</td>
</tr>
<tr>
<td>2014</td>
<td>270</td>
<td>94</td>
<td>55</td>
<td>2</td>
<td>0</td>
<td>6</td>
<td>14</td>
<td></td>
<td>-12</td>
<td>-12</td>
</tr>
<tr>
<td>2015</td>
<td>341</td>
<td>77</td>
<td>40</td>
<td>1</td>
<td>0</td>
<td>9</td>
<td>11</td>
<td>34</td>
<td>-50</td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td>226</td>
<td>72</td>
<td>35</td>
<td>4</td>
<td>5</td>
<td>0</td>
<td>7</td>
<td>19</td>
<td>-17</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>230</td>
<td>71</td>
<td>50</td>
<td>2</td>
<td>0</td>
<td>5</td>
<td>3</td>
<td>3</td>
<td>4</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>YEAR</th>
<th>CURRENT EXPENSES</th>
<th>CAPITAL EXPENSES</th>
<th>TOTAL OCCUPATION</th>
<th>OTHER GIFTS, WILLS, ESTATES</th>
<th>TOTAL EXPENSES</th>
<th>BASIC EXPENSES</th>
<th>CURR LOCAL OFFERINGS</th>
<th>PLEDGES AND OFFERINGS</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>$1,451,629</td>
<td>$2,000</td>
<td>$1,331,629</td>
<td>$4,061</td>
<td>$1,335,690</td>
<td>$1,329,690</td>
<td>$17,390</td>
<td>$490,000</td>
</tr>
<tr>
<td>2008</td>
<td>$1,451,629</td>
<td>$2,000</td>
<td>$1,331,629</td>
<td>$4,061</td>
<td>$1,335,690</td>
<td>$1,329,690</td>
<td>$17,390</td>
<td>$490,000</td>
</tr>
<tr>
<td>2009</td>
<td>$1,451,629</td>
<td>$2,000</td>
<td>$1,331,629</td>
<td>$4,061</td>
<td>$1,335,690</td>
<td>$1,329,690</td>
<td>$17,390</td>
<td>$490,000</td>
</tr>
<tr>
<td>2010</td>
<td>$1,451,629</td>
<td>$2,000</td>
<td>$1,331,629</td>
<td>$4,061</td>
<td>$1,335,690</td>
<td>$1,329,690</td>
<td>$17,390</td>
<td>$490,000</td>
</tr>
<tr>
<td>2011</td>
<td>$1,451,629</td>
<td>$2,000</td>
<td>$1,331,629</td>
<td>$4,061</td>
<td>$1,335,690</td>
<td>$1,329,690</td>
<td>$17,390</td>
<td>$490,000</td>
</tr>
<tr>
<td>2012</td>
<td>$1,451,629</td>
<td>$2,000</td>
<td>$1,331,629</td>
<td>$4,061</td>
<td>$1,335,690</td>
<td>$1,329,690</td>
<td>$17,390</td>
<td>$490,000</td>
</tr>
<tr>
<td>2013</td>
<td>$1,451,629</td>
<td>$2,000</td>
<td>$1,331,629</td>
<td>$4,061</td>
<td>$1,335,690</td>
<td>$1,329,690</td>
<td>$17,390</td>
<td>$490,000</td>
</tr>
<tr>
<td>2014</td>
<td>$1,451,629</td>
<td>$2,000</td>
<td>$1,331,629</td>
<td>$4,061</td>
<td>$1,335,690</td>
<td>$1,329,690</td>
<td>$17,390</td>
<td>$490,000</td>
</tr>
<tr>
<td>2015</td>
<td>$1,451,629</td>
<td>$2,000</td>
<td>$1,331,629</td>
<td>$4,061</td>
<td>$1,335,690</td>
<td>$1,329,690</td>
<td>$17,390</td>
<td>$490,000</td>
</tr>
<tr>
<td>2016</td>
<td>$1,451,629</td>
<td>$2,000</td>
<td>$1,331,629</td>
<td>$4,061</td>
<td>$1,335,690</td>
<td>$1,329,690</td>
<td>$17,390</td>
<td>$490,000</td>
</tr>
<tr>
<td>2017</td>
<td>$1,451,629</td>
<td>$2,000</td>
<td>$1,331,629</td>
<td>$4,061</td>
<td>$1,335,690</td>
<td>$1,329,690</td>
<td>$17,390</td>
<td>$490,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>% CHANGE</th>
<th>MEMBERS</th>
<th>AVG WEEKLY ATTENDANCE</th>
<th>CHURCH/FAITH FORM</th>
<th>TOTAL ABORTIONS</th>
<th>TOTAL REMOVES</th>
<th>CURR LOCAL EXPENSES</th>
<th>TOTAL OCUPATION</th>
<th>EXPENDITURE</th>
</tr>
</thead>
</table>

*Please note: Zero values (0%) or "-99" may reflect missing information in some years. Christian Education of the CMG is a metric for Church School Enrollment for all figures before 2012.*
### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

<table>
<thead>
<tr>
<th></th>
<th>Is this number an estimate? (check if yes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of active members:</td>
<td>60</td>
</tr>
<tr>
<td>Number of active non-members:</td>
<td>12</td>
</tr>
<tr>
<td>Total of church participants (sum of the numbers above):</td>
<td>72</td>
</tr>
</tbody>
</table>

Percentage of total participants who have been in the church:

<table>
<thead>
<tr>
<th></th>
<th>Is this number an estimate? (check if yes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>More than 10 years:</td>
<td>60%</td>
</tr>
<tr>
<td>Less than 10, more than 5 years:</td>
<td>25%</td>
</tr>
<tr>
<td>Less than 5 years:</td>
<td>15%</td>
</tr>
</tbody>
</table>

Number of total participants by age:

<table>
<thead>
<tr>
<th>Age Range</th>
<th>0-11</th>
<th>12-24</th>
<th>18-34</th>
<th>25-44</th>
<th>45-54</th>
<th>55-64</th>
<th>65-74</th>
<th>75+</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>4</td>
<td>10</td>
<td>14</td>
<td>14</td>
<td>11</td>
</tr>
</tbody>
</table>

Yes, based on survey. 30 students registered for Sunday School – 12-15 in attendance/week

Percentage of adults in various household types:

<table>
<thead>
<tr>
<th>Household Type</th>
<th>Is this number an estimate? (check if yes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single adults under 35:</td>
<td>1.89%</td>
</tr>
<tr>
<td>Households with minors:</td>
<td>30.19%</td>
</tr>
<tr>
<td>Single adults age 35-65:</td>
<td>7.55%</td>
</tr>
<tr>
<td>Joint households with no minors:</td>
<td>50.94%</td>
</tr>
<tr>
<td>Single adults over 65:</td>
<td>9.43%</td>
</tr>
</tbody>
</table>
Education level of adult participants by percentage:

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>High school</td>
<td>5.45%</td>
</tr>
<tr>
<td>College</td>
<td>52.73%</td>
</tr>
<tr>
<td>Graduate School</td>
<td>40%</td>
</tr>
<tr>
<td>Less than high school degree</td>
<td>1.82%</td>
</tr>
</tbody>
</table>

Percentage of adults in various employment types:

<table>
<thead>
<tr>
<th>Employment Type</th>
<th>Percentage</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults who are employed</td>
<td>30.91%</td>
<td></td>
</tr>
<tr>
<td>Adults who are retired</td>
<td>43.64%</td>
<td></td>
</tr>
<tr>
<td>Adults who are not fully employed</td>
<td>12.73%</td>
<td></td>
</tr>
<tr>
<td>Student</td>
<td>3.64%</td>
<td>*Confirmands included in survey</td>
</tr>
</tbody>
</table>

Describe the range of occupations of working adults in the congregation:
Trained in the trades to professional: farmers, lawyers, teachers, medical personnel/emergency responders, corporate professionals, etc.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context? Our congregation is Caucasian. Our demographics reflect the town around us.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise: No, we haven’t had this conversation. We welcome everyone.
3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

<table>
<thead>
<tr>
<th>Ways of Gathering</th>
<th>Estimated number of people involved in attendance</th>
<th>Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Groups or Classes</td>
<td>8</td>
<td>Lay led Bible study</td>
</tr>
<tr>
<td>Baptisms (number last year)</td>
<td>3</td>
<td>Minister</td>
</tr>
<tr>
<td>Children’s Groups or Classes</td>
<td>20</td>
<td>Sunday school/Christian Education members</td>
</tr>
<tr>
<td>Christmas Eve and Easter Worship</td>
<td>75-120</td>
<td>Minister &amp; organist</td>
</tr>
<tr>
<td>Church-wide Meals</td>
<td>Approx. 10/yr</td>
<td>Various groups/committees</td>
</tr>
<tr>
<td>Choirs and Music Groups</td>
<td>6</td>
<td>Music director</td>
</tr>
<tr>
<td>Church-based Bible Study</td>
<td></td>
<td>Would like to resume</td>
</tr>
<tr>
<td>Communion (served how often?)</td>
<td>Once per month</td>
<td>Minister and deacons</td>
</tr>
<tr>
<td>Community Meals</td>
<td>Lunch each week</td>
<td>Estuary Council</td>
</tr>
<tr>
<td>Confirmation (number confirmed last year)</td>
<td>4</td>
<td>Lay leaders</td>
</tr>
<tr>
<td>Drama or Dance Program</td>
<td></td>
<td>N/A</td>
</tr>
<tr>
<td>Funerals (number last year)</td>
<td>3</td>
<td>Minister</td>
</tr>
<tr>
<td>Intergenerational Groups</td>
<td></td>
<td>All activities are intergenerational</td>
</tr>
<tr>
<td>Outdoor Worship</td>
<td>Twice/year</td>
<td>Minister, deacons &amp; organist</td>
</tr>
<tr>
<td>Prayer or Meditation Groups</td>
<td></td>
<td>N/A</td>
</tr>
<tr>
<td>Public Advocacy Work</td>
<td></td>
<td>N/A</td>
</tr>
<tr>
<td>Retreats</td>
<td></td>
<td>N/A</td>
</tr>
<tr>
<td>Theology or Bible Programs in the Community</td>
<td></td>
<td>N/A</td>
</tr>
<tr>
<td>Weddings (number last year)</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Worship 10:00am</td>
<td>45-65</td>
<td>Minister, secretary, musicians, deacons</td>
</tr>
<tr>
<td>Worship (time slot: 9:00) July &amp; August</td>
<td>30</td>
<td>Minister, secretary, musicians, deacons</td>
</tr>
<tr>
<td>Young Adult Groups or Classes</td>
<td></td>
<td>N/A</td>
</tr>
<tr>
<td>Youth Groups or Classes</td>
<td></td>
<td>N/A</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td>N/A</td>
</tr>
</tbody>
</table>
List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).
We don’t have any authorized UCC Ministers.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

<table>
<thead>
<tr>
<th>Staff Position</th>
<th>Head of Staff?</th>
<th>Compensation (full time, part time, volunteer)</th>
<th>Supervised by</th>
<th>Length of Tenure for current person in this position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pastor</td>
<td>Yes</td>
<td>Part-time</td>
<td>Council</td>
<td>September 2018</td>
</tr>
<tr>
<td>Church Secretary</td>
<td></td>
<td>Part-time</td>
<td>Minister &amp; trustees</td>
<td>12 years</td>
</tr>
<tr>
<td>Organist/music director</td>
<td></td>
<td>Part-time</td>
<td>Minister &amp; music committee</td>
<td>5 years</td>
</tr>
<tr>
<td>Sexton</td>
<td></td>
<td>Part-time</td>
<td>Minister &amp; trustees</td>
<td>Current is retiring/hiring new person</td>
</tr>
</tbody>
</table>

**REFLECTION**

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation’s overall ministry?

There are many areas where we excel and other areas we need to grow and develop. Many of the same members are serving on multiple committees and it would be great to get more people involved. We have good, active members dedicated to the life of the church. We are always open to anyone’s suggestions for new projects and missions. Our members welcome any opportunity to help the community.

We care a lot for one another. We have a very strong missions projects

- We foster a safe environment for children where they feel comfortable. All members know and look after the children.

- Crop Walk fundraising exceeded expectations due to great participation and collaboration.

- Heifer Project – Filled an ark over a period of 10 years. Celebrated by taking the students to the Heifer Farm.
Eddy House provides temporary housing for homeless individuals in transition. For the past seven years members of our church have provided, delivered, and served a monthly home cooked meal for the folks living there. There are special meals for Thanksgiving and Christmas as well as a small Christmas gift for each individual. Members also provide needed clothing and household items. Church members aren’t just making runs one time per month. Any time extra donations or leftovers are available they are packed up and delivered.

Monthly trips are made in conjunction with other area churches as the Midnight Run to the New Haven Green with healthy bagged meals as well as blankets and coats to distribute.

Shoreline Food Pantry – A large number of our members, children included, staff the pantry for Thanksgiving food distribution

AA has held multiple meetings a week in our parish Hall and Sunday school classrooms since the early ‘90s

Sponsor town Memorial Day Parade – 30+ years

**3e. CHURCH FINANCES**

Current annual income (dollars used during most recent fiscal year)

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Offerings and Pledged Giving</td>
<td>$85,000</td>
</tr>
<tr>
<td>Endowment Proceeds <em>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</em></td>
<td>$0</td>
</tr>
<tr>
<td>Endowment Draw <em>(beyond what is permitted by spending policy, “drawing down the principal”)</em></td>
<td>$0</td>
</tr>
<tr>
<td>Fundraising Events</td>
<td>$11,500</td>
</tr>
<tr>
<td>Gifts Designated for a Specific Purpose</td>
<td>$5,000</td>
</tr>
<tr>
<td>Grants</td>
<td>$0</td>
</tr>
<tr>
<td>Rentals of Church Building</td>
<td>$20,000</td>
</tr>
<tr>
<td>Rentals of Church Parsonage</td>
<td>$12,000</td>
</tr>
<tr>
<td>Support from Related Organizations <em>(e.g. Women’s Group)</em></td>
<td>Included in Fundraising Events</td>
</tr>
<tr>
<td>Transfers from Special Accounts</td>
<td>$0</td>
</tr>
<tr>
<td>--------------------------------</td>
<td>----</td>
</tr>
<tr>
<td>Other (specify):</td>
<td>$0</td>
</tr>
<tr>
<td>Other (specify):</td>
<td>$0</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$133,500</td>
</tr>
</tbody>
</table>

Current annual expenses (dollars budgeted for most recent fiscal year): $157,029*
*2018 surplus of 26,600 targeted for 2019 septic system repairs

*Attach most recent church budget, spending plan, operating statement, or annual treasurer’s report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.*

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 22% due to current part time Pastor

Has the church ever failed to pay its financial obligations to a minister of the church? No

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? *(indicate those included during the most recent fiscal year)*

- x_ Our Church’s Wider Mission (OCWM – Basic Support)
- x_ One Great Hour of Sharing
- x_ Strengthen the Church
- x_ Neighbors in Need
- x_ Christmas Fund

*In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%)* Line item and special collection offering

What is the church’s current indebtedness?

- Total amount of loan debt: $0
- Reason for debt: N/A
- Are capital and other payments current? Yes

*If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.*
The Killingworth Congregational Church is not only a place of faith, worship and fellowship, it has been a beloved treasure of our quintessential New England town since 1820. Its reach goes far beyond the current congregation. Important rites of passage have occurred here throughout the years -- baptisms, confirmations, marriages, and funerals. Our steeple has guided pilots home. Our bell and our carillon have brought joy and inspiration to those around us. However, the need for restoration is evident to our church members and community, guests, and others who use our facilities. We’ve consulted contractors and other tradespeople to inspect the church and its grounds. Listed are key areas they need to be repaired:

Interior Dome: The interior dome repair from a recent leak is a priority among the needs of restoration. Securing the dome from above as well as repairing and painting it.

Exterior: The exterior is in dire need of attention with large falling pieces, wood rot and peeling paint. The parking lot pavement is cracked and is lifting in many areas making it unsafe. The septic system is also in need of repair.

Bell, Clock and Carillon: The bell headpiece, clapper spring, and clapper support assembly are so rusted that we can no longer ring it for safety reasons.

Interior: The interior carpet is severely faded and is deteriorating from the sun.

This restoration project is also a preservation effort as we approach the 200th ‘birthday’ of our church building. There is much to do to bring this structure back…and to move it forward for the next 200 years.

If the church has had capital campaigns in the last ten years, describe:

<table>
<thead>
<tr>
<th>Year(s)</th>
<th>Purpose</th>
<th>Goal</th>
<th>Result</th>
<th>Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003</td>
<td>Interior and exterior repairs and painting</td>
<td>$100,000</td>
<td>$80,000</td>
<td>Repairs completed</td>
</tr>
</tbody>
</table>

If a capital campaign is underway or anticipated, describe:

<table>
<thead>
<tr>
<th>Year(s)</th>
<th>Purpose</th>
<th>Goal</th>
<th>Result</th>
<th>Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>Church repair and restoration</td>
<td>$350,000</td>
<td>TBD</td>
<td>TBD</td>
</tr>
</tbody>
</table>

Does your church have an endowment? Yes.

What is the market value of the assets? $60,275

Are funds drawn as needed, regularly, or under certain circumstances? No
What is the percentage rate of draw (last year, compared to 5 years ago)? 0

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: None at this time. Fund was started in 2017.

At the current rate of draw, how long might the endowment last? N/A

Please comment on the above calculations or estimates: Fund still in development phase.

Other Assets

Reserves (savings): $25,000

Investments (other than endowment): $5,000 in CD

Does your church have a parsonage? Yes

How is the parsonage used? Currently rented
Street / City / State / Zip: 273 Route 81, Killingworth, CT 06419
Finished square footage: 2,236
Number of Bedrooms, Number of Bathrooms: 4 BR/2 BATH
Assessed real estate value: It is difficult to determine as it is listed with the church and another building as one property and has been assessed as such.
Available for minister residence: Yes
Expected minister residence: Negotiable
Condition of structure, systems and appliances: Good
Entity in the church responsible for review and needed repairs: Trustees

Describe all buildings owned by the church: Traditional New England style sanctuary, Parish Hall, parsonage with a one car over-sized garage across the parking lot from the church. The Old Town Hall building is rented out to a local Karate studio. We own 27 acres of land. There is a storage shed.

Describe non-owned buildings or space used or rented by the church: None

Which spaces are accessible to wheelchairs? (worship space, pulpit, fellowship space, facilities, etc.)
Sanctuary (except chancel area and balcony) and the Parish Hall, its kitchen, Pastor’s office, church office, restroom, and meeting room. The Sunday school classrooms in the basement of the Parish Hall are not accessible to wheelchairs.

Reflection: After reviewing the church’s finances and assets described above, what does this information reflect about your congregation’s mission and ministry?

For example, when was a time the church made a major budget change? How is the budgeting process done?

Trustees are responsible for the annual budget.
Revenue information provided by Stewardship Committee.
Actual expense history is received from treasurer.
Forecasting of new or additional income/expenses are received from each committee.

We have made the decision to hire a part-time Pastor based on current membership and pledges. It was a challenging decision because our congregation was really hoping for a full-time Pastor. Once the decision was made and shared with the congregation, everyone understood.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

We hired a settled pastor in 2009 who was with us for nine years until she retired in Dec. 2017. She was beloved and we were heartbroken. She left us with the tools we needed to keep things going. We are a close congregation, we pulled together and did just that. It wasn’t easy. Many hands came together to make it all work. We hired a wonderful acting pastor in Sept. 2018. During this same time the congregation lost three beloved members within a seven month time period. It was a period of great mourning. Our acting Pastor has provided abundant support through these losses. In 2018 we also had the joy of ordaining to the ministry a wonderful young woman who was raised in our church.

Describe a specific change your church has managed in the recent past.
The loss of two members has been felt in more ways than we ever expected. All of the things they took care of have suddenly emerged undone. As each task has been discovered we have all realized how much these two members were really doing. As each member picks up one of these tasks we honor their memory.
Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict. We try to deal with each other with respect. We try to communicate effectively and openly. We value peaceful discourse and settling any conflicts by following our by-laws and keeping our shared belief in God as our guiding example. We do our best and realize that we are all human and may fail sometimes.

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?

There are policies in our by-laws to deal with conflict. Sometimes communication breaks down a little bit and it is our best reminder to follow our practice of keeping everyone informed on decisions through church council and meetings. We had a lapse in communication recently on a decision made by one board. With our pastor’s assistance, we discussed it and cleared it up completely. We struggled with conflict in 2005 which did not end well but we learned about ourselves in the process. We had been separated into factions. We worked very hard to reconnect with each other, love and respect each other and emphasize communication again.

Ministerial History (include all previous ministerial staff for the past 30 years)

<table>
<thead>
<tr>
<th>Staff member’s name</th>
<th>Years of service</th>
<th>UCC Standing (Y/N)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rev. Joan Cooper Burnett (current acting)</td>
<td>Started Sept. 2018</td>
<td>N</td>
</tr>
<tr>
<td>Rev. Martha Bays (settled)</td>
<td>9</td>
<td>Y</td>
</tr>
<tr>
<td>Rev. Susanne Personette (interim)</td>
<td>2</td>
<td>Y</td>
</tr>
<tr>
<td>Rev. Donna Cassity (interim)</td>
<td>1 1/2</td>
<td>Y</td>
</tr>
<tr>
<td>Rev. Ed Cornell (settled)</td>
<td>13</td>
<td>Y</td>
</tr>
<tr>
<td>Rev. Winton Hogue (interim)</td>
<td>2</td>
<td>No, he was a retired Lutheran pastor who was working at Whiting Forensic part-time.</td>
</tr>
<tr>
<td>Rev. Bill Gaydos (settled)</td>
<td>14</td>
<td>Y</td>
</tr>
</tbody>
</table>
Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership: We must have a minister who is dedicated to God’s word and the spiritual health of our church family and unites with us in God’s service.

Has any past leader left under pressure or by involuntary termination?
   Yes
Has your church been involved in a Situational Support Consultation?
   No
Has a past pastor been the subject of a Fitness Review while at your church?
   Yes. Unsubstantiated. We do not know the content of the allegations. If you would like more information please contact the regional minister.
4. WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

*For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?*

We are very service-oriented and participate in a lot of hands-on projects. We support our local Food Pantry through food collections and volunteering handing food out. Our youth have brought their friends to bake and sell bread and to raise money for local projects that they chose. We supply food and clothing to a New Haven shelter and prepare and deliver hot meals and supplies to a homeless shelter in Middletown. We collect food to support our school’s backpack program providing food on the weekends for local children. Our Sunday School children selected a child to sponsor through Save the Children. Vacation Bible School is open to the community. Our church sponsors our local Boy Scout troop, three AA groups and recently completely filled a Heifer Project Ark through the dedication of our youth. We partner with other churches annually for the Crop Walk, supporting the Hartford Boys & Girls Club and in supporting the resettlement of two refugee families. We seek out projects where all ages can participate. The Estuary Council of Seniors hosts a low-cost lunch once a week in our Parish Hall for local seniors. They also meet here on the first Monday of every month. During tax season they volunteer their time to prepare and file tax returns for local seniors free of charge. The VNA uses our facility to administer flu shots seasonally. All of our services and dinners are open to the community. Our church has a strong history of supporting needs in our local region.

*Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).*

Five members have gone into the UCC ministry in the last thirty years. We are very proud of them all. We have delegates that attend Middlesex Association meetings including Ecclesiastical councils, ordinations and installations. We have had three people attend Synod on behalf of our local association. We have a member who has served several years on the Association’s Committee on Ministry.
Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Border and Immigrant Justice
- Inter-cultural/Multi-racial (I’M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Designations from other denominations
- None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future? Not at this time.

*Describe your congregation’s participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).*

We participate in an Ecumenical service at Thanksgiving and a Palm Sunday Men’s breakfast at a neighboring church. Our clergy participates in the town Memorial Day parade with other clergy and our confirmands visit several other churches for worship to expand their understanding of other worship styles and beliefs.

*If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.*

For a small church, we spend a great deal of time, energy and resources on many mission projects. We review them every year and seek ways to be more effective. Our activities are all multi-generational and inclusive. The options are open as anyone can start a mission or activity and these vary year to year. We are open to new ideas, try to be organized and respect everyone’s time and contribution.

*Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation’s expectations on their time?*

Our church is certainly the main focus, however we are supportive of the minister’s involvement where it aligns with our local concerns and needs.
4b. MISSION InSite

Comment on your congregation’s MissionInSite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

The US Census was last completed in 2010. In 2010 the population of Killingworth was 6,525 which was an increase of 8.4% from 2000. The median age was 46.5 years old, which is about 7 years older than the median age of Connecticut. We are seeing fewer school age children and our Regional District 17 is planning to close one elementary school and reconfigure the middle school. Other towns in the area are also experiencing these changes. The Town of Killingworth is 96% Caucasian and our church population is a reflection of our community. Data reflects ancestry of mostly European descent such as Italian, Irish, English, German, Polish, French as well as many others to a smaller degree. Three percent of the townspeople are listed as foreign born.

We are mindful that many members of our Congregation are nearing or at retirement age. We cherish our multi-generational church family and cater to both young and old. We are engaging in social issues that have local impact.

How do your congregation’s internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?
Our church demographics are very similar to those of surrounding towns.

How are the demographics of the community currently shaping ministry, or not?
Answering the needs of the elderly community is a growing need. The demographics are a reflection of the Connecticut economy. Young families have a difficult time affording expensive houses so school population is declining. The older population struggles to pay taxes. Neighboring towns are experiencing the same issues.

What do you hear when you talk to community leaders and ask them what your church is known for?
They would tell you that many members are active in town events and serve on town boards. They view the church as a meeting place and a town symbol. We are known for being active in the community.
What do new people in the church say when asked what got them involved?
The Pastoral Search Committee conducted a survey of members and friends in the fall of 2018. Results from this survey show that people were drawn to our church by the minister, worship style, Sunday school, congregational ties, friends and neighbors attending and outreach opportunities.
5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1 - See Attached
The Rev. Katrina Manzi / Minister / Middlebury Congregational Church
(203) 758-2671 / kmanzi@middleburyucc.org / Previous church member

REFERENCE 2 – See Attached
Reverend Allyson C. Glass / Minister / Seymour Congregational Church
(203) 506-7096 (cell) / pastorallyson.scc@gmail.com / Previous church member

REFERENCE 3 – See Attached
Diane and Gary Gladstone / Lay Reference
diane_gladstone@hotmail.com / Longtime friends of the church, recently moved away
6. CLOSING THOUGHTS

a. CLOSING PRAYER
b. STATEMENT OF CONSENT
c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

This scripture resonated with our search committee because listening has been such an integral part of this journey. We need to listen to each other, our congregation and particularly the Holy Spirit.

1 Samuel 3:2-10

2 One night Eli, whose eyes were becoming so weak that he could barely see, was lying down in his usual place. 3 The lamp of God had not yet gone out, and Samuel was lying down in the house of the Lord, where the ark of God was. 4 Then the Lord called Samuel.

Samuel answered, “Here I am.” 5 And he ran to Eli and said, “Here I am; you called me.”

But Eli said, “I did not call; go back and lie down.” So he went and lay down.

6 Again the Lord called, “Samuel!” And Samuel got up and went to Eli and said, “Here I am; you called me.”

“My son,” Eli said, “I did not call; go back and lie down.”

7 Now Samuel did not yet know the Lord: The word of the Lord had not yet been revealed to him.

8 A third time the Lord called, “Samuel!” And Samuel got up and went to Eli and said, “Here I am; you called me.”

Then Eli realized that the Lord was calling the boy. 9 So Eli told Samuel, “Go and lie down, and if he calls you, say, ‘Speak, Lord, for your servant is listening.’” So Samuel went and lay down in his place.

10 The Lord came and stood there, calling as at the other times, “Samuel! Samuel!”

Then Samuel said, “Speak, for your servant is listening.”

LOCAL CHURCH PROFILE – 201
6b. STATEMENT OF CONSENT

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 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 opinions 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.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (for example, church council or consistory, transition team, etc.)
   - Surveyed congregation
   - Financial input from trustees
   - Profile created by Pastoral Search Committee
   - Run by council for approval
   - Mary Nelson, reviewed for edits and suggestions

2. Additional comments for interpreting the profile:

Signed:
Name / Title / Date:
This document is created through support to Our Church’s Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22