

# FIRST CONGREGATIONAL CHURCH OF GREENWICH

## LOCAL CHURCH PROFILE



Old Greenwich, Connecticut  
UCC Connecticut Conference, Fairfield West  
Associate Pastor  
February 2020

## Who Will You Inspire and Love?



## TABLE OF CONTENTS

<b>Position Posting</b>	3
Posting Information	3
Scope of Work	4
Core Competencies	5
Compensation and Support	7
Who is God Calling to Minister with Us?	8
Areas of Excellence	8
<b>Who Is God Calling Us To Become?</b>	9
<b>Who Are We Now?</b>	11
Our Life of Faith	11
Education and Faith Formation	12
Ministry and Mission	12
11 Year Report (2007 - 2017)	13
Congregational Demographics	14
Ordained Ministers	17
Current Staff (Including Ministers)	18
Church Finances	19
Historical Information	22
Ministerial History	23
<b>Who Is Our Neighbor?</b>	25
Community Vision	25
Mission InSite Report	27
<b>References</b>	28
<b>Closing Thoughts</b>	32
Statement of Consent	32
Validation by Conference/Association	33
<b>Job Description</b>	34

*“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)*



# Position Posting

## Posting Information

Church name: First Congregational Church of Greenwich

Street address: 108 Sound Beach Avenue, Old Greenwich, CT 06870

Supplemental web links: <http://www.fccog.org/>, <https://inspireandlovefirstchurch.com>

Conference: Southern New England

Association: Fairfield West

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Rev. Michael Ciba

Senior Regional Minister

Southern New England Conference of the United Church of Christ

Telephone: 860-223-5564

Email: [cibam@sneucc.org](mailto:cibam@sneucc.org)



*Meetinghouse after 2019 renovation.*

The 355-year old First Congregational Church of Greenwich is a physical centerpiece of the Old Greenwich/Riverside community, a beloved church home for a sizable congregation as well as a valued community resource. First Church is a beacon of love and hope, welcoming all who would join us on their faith journey. We are an open and affirming congregation with committed members, vibrant worship, a wonderful music ministry, Christian education for all ages, dynamic youth programs, a long history of mission outreach (including a 54-year old thrift shop operated by our Women's Fellowship that has allocated more than \$4,500,000 to local, regional, national and international charities focused on women, children and families, currently averaging over \$150,000 per year), and a large preschool and summer day camp. In recent years we have undertaken major renovations to the church and church properties. The Meetinghouse, our main worship space, has been transformed. The sanctuary now has flexible seating, state of the art sound and light systems, magnificent new flooring, and is fully handicap accessible. Finally, we have

significantly streamlined our governance structure to ensure transparency and effective leadership.

As a multi-generational community, we must continue to respond to our members at all stages of life. We need to grow our membership, recognizing that engaging young families and individuals is a priority. We continue to consider fresh ideas and initiatives as well as alternative forms of worship, outreach and fellowship. Having adopted a new governance structure and being poised to complete major renovations to all our properties, we are now ready to create together with our new Senior Pastor a Strategic Vision that will carry us forward together--honoring our past, celebrating the present and building a strong foundation for the future.

We are seeking a spiritual leader who will love our congregation and listen to its ideas while supporting the Senior Pastor and his leadership, continuity and vision, as well as working hand in hand with the congregation, lay leaders and staff to develop and implement the church's Strategic Vision. He or she will be an inspiring preacher who rejoices in leading a congregation with diverse faith backgrounds.

We value living in a lively suburban village on Long Island Sound that has a small town feel yet is part of the Town of Greenwich with its population of 60,850. We are an active, neighborly community where kids ride their bikes to friends' houses and neighbors look out for each other. There is a strong, high spirit of volunteerism in community organizations and town government. Greenwich enjoys excellent public and private schools, libraries, cultural opportunities, parks and beaches and is only one hour from New York City by train or car.

We currently have 730 active members, and English is the primary language for ministry. The open position is for a settled, full time, Associate Pastor. The support package will likely exceed Connecticut Conference guidelines.

## **Scope of Work**

The Associate Pastor's Scope of Work (40 - 50 hours weekly / 10-12 units) can be summarized as follows:

Called by the congregation, this full-time position is responsible for sharing with the Senior Pastor the leadership of worship, faith formation, and pastoral care of the congregation. The Associate Pastor directly manages all aspects of pastoral care within the church. In addition, the Associate Pastor supervises the Director of Family Ministries, the Parish Nurse, and actively provides pastoral guidance and faith enrichment activities to support a variety of ministries within the congregation. The Associate Pastor works closely with the Senior Pastor in areas of leadership and innovation to rethink and envision what it means to be a church in the 21st century.

### Major duties include:

- **Worship, Preaching/Liturgy:** Lead worship and deliver thoughtful sermons for various services as part of the pastoral staff preaching schedule as outlined by the Senior Pastor (typically one or two times per month).
- **Pastoral Care:** Provide leadership and oversight of the pastoral care ministries of the church.
- **Faith Formation:** Work with the Senior Pastor and Staff to develop and implement faith formation initiatives within the church.
- **Special Events:** Work with the Senior Pastor and Deaconate to develop worship services and special events which engage the community in new and exciting ways.
- **Community Ministry:** Minister to and provide pastoral care for the community.

Typical responsibilities and tasks include:

- **Worship:** at the direction of the Senior Pastor, assist in planning the weekly service along with the Minister of Music, select relevant readings, etc.
- **Pastoral Care:** Maintain pastoral care module in church database and coordinate pastoral care duties such as hospital visits, etc.
- **Faith Formation:** Actively participate in Christian Education for the Church community, enabling spiritual growth within the congregation by developing and sustaining a variety of ministry programs within the church.
- **Community Ministry:** be accessible and welcoming for personal meetings, baptisms, funerals, and weddings.
- **Administration:** Provide ongoing and ad hoc actions to sustain programs, in concert with other staff and lay volunteers.
- **Staff Church Committees:** Attend monthly Church Council meetings and various other committee meetings (specifically Caring Ministries, Faith Formation and Deaconate), providing input and guidance, and empowering/encouraging lay leaders.
- **Supervision:** Provide oversight, guidance, and supervision to the Director of Family Ministries and the Parish Nurse.
- **Church Communications:** Provide input for various media, including Meetinghouse Monthly, weekly email updates, and social media.
- **Finance:** Prepare and manage departmental budgets, e.g., Family Ministries.

Educational Requirements include:

- A graduate of a fully accredited seminary.
- An ordained (or soon to be ordained) minister holding ministerial standing or privilege of call in the United Church of Christ or other similar, faith-based, denominations.

**Core Competencies:**

We are seeking an Associate Pastor who demonstrates the following competencies:

- Strong Biblical knowledge: able to research, compose, and deliver exceptional sermons while referring to the Bible in contemporary, relevant, thoughtful, and provocative ways.
- Active communication, collaboration, and listening behaviors as evidenced in leading worship, preaching, and advancing educational ministry and pastoral care among constituencies inside and outside the church.
- Initiative, as evidenced in supporting the Senior Pastor in leading the church and accomplishing shared responsibility for worship, faith formation, and pastoral care of the congregation.

### Skills, Knowledge & Related Attributes:

- Team Player - Able to work effectively and harmoniously with all constituencies, i.e., staff, members and friends of the congregation of all ages, church trades, and the public.
- Influencing Skills - fostering membership growth and increasing the participation of current members in church activities and stewardship.
- Managerial Skills - Able to manage and motivate people through setting direction, conducting goal setting and annual performance reviews, delegating effectively, encouraging ideas and collaborative teamwork, and providing ongoing feedback.
- Creative Problem Solving - Able to look creatively at problems and opportunities with a fresh perspective and suggest paths to success for the church.
- Interpersonal Communication Skills - clarifying concerns, managing differences, giving balanced feedback, dealing effectively with conflict.
- Time Management skills: sets the project schedule, meets all project/program deadlines.
- Organizational Skills - demonstrated ability to set priorities, focus on the most important, multi-task when needed.
- Volunteer Management - demonstrated ability to recruit, train, inspire, and lead a large, diverse group of volunteers including adults and high school youth for the range of Church and preschool programs.
- Event Planning Skills.
- Public Speaking Skills.
- Budget management Skills
- Computer savvy - Proficient with job-specific programs from Microsoft Suite (Word, Excel, Outlook, etc.)

### Personal Attributes:

- A person of faith, able to encourage congregants to develop their spiritual life, and to relate their faith to their daily lives.
- A warm and welcoming personality, comfortable with a diverse congregation (age, economic means, family stability).
- A mature, emotionally secure person; able to be compassionate and discrete with others, especially the bereaved and emotionally vulnerable.
- Flexible: responds effectively to surprises, remains calm and rational under stress.
- Self-starter able to work independently.

We know that our church community grows (in numbers and faith) and people attend services most frequently when there are well-presented and thought-provoking sermons. Our congregation values sermons that help us think about the world around us and inspire us to walk in the path of God. We are a forward-thinking congregation, with a high level of spiritual diversity and disparate faith journeys. In the modern world, where all of us are pulled in many directions, the sermon is invaluable in bringing the congregation together. Excellent sermons help people prioritize church over other conflicting commitments.



*Easter Sunrise Worship Service at Greenwich Point Beach*

In addition, First Church is truly the community church for Old Greenwich and Riverside, which is something in which we take great pride. Our church was founded along with the town of Greenwich and we continue to be an anchor in the community. On Founder's Day each year, the First Selectman of Greenwich comes to read a proclamation commending First Church. On Christmas, our pews are packed for four

different services (with nearly 1,400 participants in all). At a recent Halloween "Trunk or Treat" event (our first), a significant portion of the participants were non-parishioners. Prior pastors and Associate Pastors have chaired the Greenwich Fellowship of Clergy; others have been and are Cub Scout leaders, school class parents, coaches and otherwise directly involved in the community. As a community church, it is important that we have a Associate Pastor who embraces and engages with both our church community and the larger Old Greenwich/Riverside community.

## **Compensation and Support**

The total compensation package may exceed Connecticut Conference guidelines and include salary plus benefits. We have a recently renovated parsonage on our church campus that will be home for our new Associate Pastor.

Opportunities for professional support and growth are available through the Connecticut Conference of the UCC and the Fairfield West Association, which is one of 15 Associations in Connecticut. In addition to the availability of the Conference Minister and Staff, the Connecticut Conference offers various Communities of Practice or Excellence Groups that provide a way to share tips and best practices, ask questions of colleagues and provide mutual support and guidance. The Fairfield West Association provides pastoral support through the Southwest Senior Regional Minister and offers periodic breakfast programs on topics of interest.

In addition, the Greenwich Fellowship of Clergy, which consists of more than 40 members who represent various religious organizations, meets monthly and sponsors interfaith services and projects several times a year.



## **Who is God Calling to Minister with Us?**

We seek a pastor who will minister to the current congregation and assist us in understanding where First Church needs to be in the future and how we can best get there. We are proud of our heritage and have been relatively successful over the last few years in attracting young families, but older parishioners still outweigh the younger ones and we understand we need to continue to adapt in order to remain relevant in the future.

First Church has been focused ‘beyond its walls’ for its full history and we expect our Associate Pastor will help lead us down that path. The two most specific ways this can be accomplished are 1) by inspiring us in worship to lead a Christian life in all of our interactions, and 2) helping us to refresh our outreach. Our Church supports many organizations in the Fairfield County area as well as contributing to specific national and international needs and has historically organized mission trips (both youth and adult) to expand our reach beyond our home territory. Having an inspiring leader who shares that interest will assist us in continuing and honing these efforts.

Our congregation is calling for a leader who can continue to help First Church be a beacon of love and hope while encouraging us to think about the world around us and inspire us to do God’s work in our community and beyond. We are searching for a leader who can appreciate and minister to congregants who have a wide range of political views and spiritual perspectives. Our town may be somewhat unusual in that we are split almost equally between Independents, Republicans and Democrats. Our members also come from diverse religious backgrounds, including Catholic as well as other Protestant denominations.

It is important for our Associate Pastor to understand and appreciate that many of the members of First Church and the surrounding community are highly-educated and affluent. These characteristics can be both a benefit and a challenge. We have an active and motivated community, but also one that can be strong-willed, passionate and opinionated.

## **Areas of Excellence**

Maturing in Effective Proclamation and Preaching / Delivering Sermons - Given their busy lives, our congregants are pulled in many directions but make an effort to attend church each week. It makes that effort easier when they know they will be met with an inspiring, thought-provoking and well-delivered sermon. For many of us, Sunday morning is our weekly “reality-check”, our opportunity to step away from our overly-scheduled, stressful lives to gain perspective on how to align our spiritual beings with today’s demanding environment.

Understanding Community Context – Being on the verge of completion of major renovations to all our properties and having simplified our governance structure, we believe we are in a good place to work with our Associate Pastor to develop and implement the spiritual and strategic vision that will provide a

launching ground for the modern day faith journey, not only of our church community but of the greater Old Greenwich/Riverside community. To truly lead us in that regard, and support our Senior Pastor, it is imperative that our Associate Pastor be supportive toward joining that larger community.

**Strategically Creating the Future of God's Church / Innovation** – While we are proud of our past, we also fully understand that changes will be necessary in order that we may grow and prosper within the community we serve. We have tried certain initiatives with varying degrees of success but are looking for leadership to assist us in continuing to develop and implement new ideas that will enable us to maintain relevance in a changing world.

**Nurturing Care and Compassion for God's Creation** – We have a large and spiritually diverse congregation. Having an Associate Pastor who appreciates and respects these different individuals and groups is essential to maintaining our sense of community. This can be as simple as interactions after church or at coffee hour, to leading Bible studies or having meals with different groups. Regardless of how it is accomplished, those connections are important to our church community.

## **Who Is God Calling Us To Become?**

God is calling us to be the best of who we are now, building on those strengths in partnership with our new Senior Pastor and trusting in God's love and guidance to keep us ever changing and growing in response to the needs of our congregation, our community and the world.

God is calling First Church to reach out to the ever-present challenge of supporting and lifting up our community and congregation through times of need. In our close-knit community, illness, loss and grief touch all of us. The passing of the young is particularly painful. We have children and adults in our community battling life-threatening cancer. We have community members whose physical health is on the decline, and those who are faced with the decline and death of their loved ones.

For our younger families, marital stress and struggles with children are not rare. In a recent Town of Greenwich survey, it became clear that many middle and high school aged children in town are especially vulnerable to and engaging in rebelliousness and risky behavior.

Even families free of illness and discord struggle to maintain peaceful homes and keep their kids on a good path in a world plagued by violence, social pressure, bullying and materialism.

Through our pastoral care programs, First Church has done an admirable job reaching out to and comforting the sick. Our caregiver support group acknowledges and supports those dealing with the chronic illness of a loved one. Our youth programs strive to encourage children and young adults to more deeply understand themselves and their faith and how that relates to the world around them. However, God is calling us to do more to support our members and wider community. We look forward to working with our new Senior Pastor to explore additional ways to comfort those who are in need.

We recognize that, as with all churches today, the greatest opportunity and also the greatest challenge facing us is to grow our membership and level of participation. First Church has embraced several different activities and worship services seeking to engage our congregation and community in new ways.

On World Communion Sunday last year, we joined the celebration by putting together communion tables from around the world using treasured items from members' homelands. The entire congregation visited the different tables and sampled breads from around the world.

Our "Trunk or Treat" event before Halloween brought friends and neighbors from the entire community to share in a night of fun. The church parking lot was filled with decorated car trunks and treats, with children and adults in costume enjoying the festivities and visiting with one another. It even included a spooky tour through our adjacent church cemetery.

The annual Christmas tree sale to benefit local charities was expanded last year by wreath-making workshops organized by members who were aided by friends and neighbors who wanted to be part of the outreach effort. On a Friday night during the tree sale, the Meetinghouse rocked as "Ornament - A Trans-Siberian Orchestra Tribute Band" presented its Christmas program, complete with strobe lights and fog machines. This event was enjoyed by over 250 attendees (young and old) from the church and greater community and the proceeds have been allocated among the same local charities that benefited from the tree sale. In all, over \$30,000 was raised by the tree and wreath sale and concert.

First Church has recently undergone a campus renewal. Completed projects include extensive renovations of our three parsonages and the education building, parking lot, landscaping and exterior lighting upgrades and a new nature's classroom playground used by the preschool and summer day camp. The addition of green space and new walkways have unified all the properties and common areas. Over the course of last year (2019), we made structural improvements and electrical and audiovisual system updates to the Meetinghouse and reconfigured the narthex to be more open and welcoming while providing handicapped access to an enhanced memory garden where our after service community hour and other events are held in good weather. Last year's project also included replacing the fixed pews with movable chairs, which now provide greater flexibility for diverse services and events.

While we will always stay committed to our core mission of assisting all in our congregation in walking in the path of God, we are committed to doing more for the greater community and adapting over time so that we remain a caring and vibrant community of Christians. We welcome and look forward to working with our new Associate Pastor as we continue to grow, develop, and implement a strategic plan and vision statement that will guide us as we lean in to the future.

# Who Are We Now?

## Our Life of Faith

First Church welcomes all and believes in the freedom and responsibility of the individual soul and the right of private judgment. While we do not require agreement on any specific theology, we share a Covenant of Faith in our bylaws that proclaims one God, infinite in wisdom, goodness and love, and our belief in Jesus Christ, His Son, our Lord and Savior. The covenant acknowledges the Holy Spirit who renews, comforts and inspires us.

As a congregation we worship God the creator, and offer our gratitude for God's constant love. We celebrate the beauty and abundance of our world and reflect on our place in it. We seek to know the will of God and to live in peace.

Our congregation is welcoming, generous, supportive and compassionate. The congregation is known to lift up and support members of the church, as well as members of the community, who are struggling or going through hard times. Many in receipt of this support have described the congregation as a beacon of love and comfort when they most needed it. In addition, the congregants are active, goal-oriented, thoughtful and skilled in creating positive change.

## Worship

On Sundays, there is a regular worship service in the Meetinghouse at 10 am that follows a traditional format, with modern elements introduced from time to time to enliven the service. Communion is held on the first Sunday of every month. In the summer, informal services with communion are also held at 8 am at the town beach several times a month.

Children in preschool through sixth grade join the beginning of the service then leave for Sunday School. There is a children's message in the service each week that Sunday School meets.

Music is an important aspect of worship. The Chancel Choir includes both adult church members and professional section leaders, and we have three youth choirs organized by the age of the participating children.

Pastors at First Church do a wonderful job of balancing the spiritual aspects of worship with lightheartedness and joy. For example, a typical baptism starts with a hearty welcome to the family and their guests followed by a traditional ceremony and concludes with the pastor parading down the main aisle with the child held up for all to welcome.

We've previously discussed the important role that sermons play in our worship.



*Meetinghouse Sunday Worship Service*

As we are fond of saying, “Check us out on a Sunday morning. You will go home with a heart full of love, a soul filled with peace, a mind that has been challenged and a newfound love for your neighbors both near and far.”

### **Education and Faith Formation**

Faith formation at First Church is under the direction of our Director of Family Ministries and supported by a large group of dedicated volunteers whose main goal is to assure children they are loved and cherished by God. The vision statement of our Faith Formation and Education Committee is to instill faith in all we do and whenever we gather. The Committee’s mission is to enrich our faith by listening, encouraging and building community.

Volunteers strive to connect with children on their level. Sunday School begins with an informal discussion of the highs and lows of the past week. The main curriculum for Sunday School is the Deep Blue Rotation. This unique curriculum allows children to experience the same bible stories in different ways to aid learning. For example, the story of David and Goliath was taught through an art project one week then as a dramatic reenactment the following week. Seventh and eighth grades now meet every other Sunday in the evening for instruction with an Associate Pastor followed by dinner and fellowship where they are joined by the confirmands. It’s kind of a pre-confirmation program.

Ninth graders participate in a separate confirmation class that meets every other Sunday evening. The confirmands share a meal and then receive instruction from an Associate Pastor and Director of Family Ministries. These evenings are very popular with our youth.

In addition to the traditional Sunday School and confirmation curriculum, there are a variety of other ways the clergy and lay leaders involve children and young adults in opportunities to expand and discover their faith. Youth may participate in our activity, service and fellowship groups for middle and high schoolers. Throughout the year there are opportunities for them to participate in worship services, whether it is singing in one of the choirs, reading scripture or giving part of the sermon on Children’s Sunday. After confirmation they often become members of committees and serve as Sunday School teaching assistants.

Adult education opportunities include Second Hour talks, adult Bible study and our “Hats Off” book group. We are looking forward to offering more opportunities in this area.

### **Ministry and Mission**

Three years ago, First Church streamlined its lay leadership structure. Instead of having a 32-member Church Committee and 15-member Board of Trustees, we now have a 16- member Church Council (13 voting members) that has brought program and finance under one umbrella. The Council formulates church policies, makes financial decisions and plans for the future. Led by the Chair, the Church Council consists of heads of major committees (including the Senior Deacon) and the Senior Pastor, the Director of Administration and Finance, the Treasurer, Assistant Treasurer and the Church Clerk. The Council meets once a month for 2-3 hours. The major committees also generally meet monthly, with the




Chair then reporting up to the Council. The Chair of the Church Council reports “a better level of communication, more transparency and quicker decision making.”

Decisions are communicated to the congregation in a variety of ways--a weekly email blast, the "Meetinghouse Monthly" newsletter, the Sunday bulletin, announcements prior to worship on Sundays, the website, quarterly information meetings following the Sunday service, the annual meeting and an annual report. In the case of a time sensitive or urgent matter a special meeting of the Council would be called.

Copies of the organization structure, bylaws, budget and/annual report are available upon request.

## Eleven Year Report

UNITED CHURCH OF CHRIST										
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS										
<div>God is still speaking. <b>UNITED CHURCH OF CHRIST</b></div> 										
Church#:	80820									
Assoc:	108	Schedule:	0	The First Congregational Church of Greenwich			Old Greenwich		CT:	06870
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	
2007	1252	350	392	24	1	21	30	9	7	
2008	1252	350	367	18	4	18	19	9	12	
2009	1234	350	360	24	3	21	23	43	-18	
2010	1251	350	355	17	1	29	24	6	17	
2011	1275	325	350	34	4	11	18	7	24	
2012	1249	330	390	0	3	9	22	16	-26	
2013	1237	300	378	31	4	10	19	38	-12	
2014	757	265	278	10	0	28	11	507	-480	
2015	789	267	240	16	4	28	16	0	32	
2016	813	255	240	9	1	24	10	0	24	
2017	837	249	240	11	4	25	16	0	24	
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2007	\$1,313,467	\$0	\$52,500	\$44,965	\$97,465	\$269,251	\$366,716	4.00	\$1,680,183	\$1,045,683
2008	\$1,422,834	\$0	\$55,000	\$8,700	\$63,700	\$277,069	\$340,769	3.87	\$1,763,603	\$1,004,012
2009	\$1,486,117	\$0	\$55,000	\$12,212	\$67,212	\$261,351	\$328,563	3.70	\$1,814,680	\$1,121,468
2010	\$1,418,488	\$0	\$55,000	\$12,904	\$67,904	\$249,291	\$317,195	3.88	\$1,735,683	\$1,197,781
2011	\$1,557,162	\$0	\$55,000	\$12,500	\$67,500	\$248,132	\$315,632	3.53	\$1,872,794	\$1,043,650
2012	\$1,663,197	\$0	\$45,000	\$26,700	\$71,700	\$178,025	\$249,725	2.71	\$1,912,922	\$974,130
2013	\$1,579,800	\$0	\$42,500	\$16,492	\$58,992	\$235,618	\$294,610	2.69	\$1,874,410	\$1,009,134
2014	\$2,421,205	\$0	\$34,000	\$28,275	\$62,275	\$200,340	\$262,615	1.40	\$2,683,820	\$983,862
2015	\$2,425,565	\$0	\$0	\$30,344	\$30,344	\$191,487	\$221,831	0.00	\$2,647,396	\$925,889
2016	\$2,456,470	\$0	\$10,000	\$51,156	\$61,156	\$191,487	\$252,643	0.41	\$2,709,113	\$936,370
2017	\$2,512,189	\$1,017,374	\$20,000	\$31,100	\$51,100	\$188,936	\$240,036	0.80	\$2,752,225	\$911,973
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE		
2012-2017	-32.99	-24.55	-38.46	233.33	-57.89	51.05	-28.73	43.88		
2007-2017	-33.15	-28.86	-38.78	-13.04	-58.97	91.26	-47.57	63.81		
Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.										

## **Congregational Demographics**

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	730	x
Number of active non-members:	18	x
Total of church participants (sum of the numbers above):	748	x

\*The following data are estimates primarily based on the voluntary, anonymous survey conducted in September 2018 to which there were 189 respondents and should be viewed in that light. For example, we certainly have some single adult members under 35 but none responded to the survey.

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	78%	x
Less than 10, more than 5 years:	8%	x
Less than 5 years:	14%	x

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
		1%	1%	9%	21%	19%	26%	23%	x

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0%	x
Households with minors:	26%	x
Single adults age 35-65:	4%	x
Joint households with no minors:	53%	x
Single adults over 65:	31%	x

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	3%	x
College:	37%	x
Graduate School:	58%	x
Specialty Training:		
Other (please specify):	2%	x

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	55%	x
Adults who are retired:	33%	x
Adults who are not fully employed:	2%	x

Also, 9% of the survey respondents are homemakers and 1% are students.

The following are occupation results from a 2013 survey of our congregation:

41 % business  
 3 % clerical  
 0 % farmer/rancher  
 0 % laborer/manufacturing  
 30 % professional  
 5% student  
 1 % tradesperson  
 19% other

Diversity in our context means that our congregation has a variety of religious, political and cultural heritages. Our congregation includes a significant number who were raised in different Christian denominations and, in some cases, religions. Our congregation has political affiliations and views across the spectrum. Our congregation includes members from countries throughout Europe, as well as Asia and Latin America.

First Church has been open and affirming since 2003 and we pride ourselves as being a welcoming congregation, truly welcoming to all. That said, however, the community that we serve is not racially diverse and is limited as to ethnic diversity. One area that we have started to consider is our openness to the disabled. Our Interim Senior Pastor has recently been to a conference of the UCC Disabilities Ministry (UCCDM) about how churches are challenged to make their facilities "A2A" or Accessible to All and preached on this subject.

## **Participation and Staffing**

As shown below, First Church's staffing, lay leadership and organizational structure reflect a remarkably high level of involvement at various levels of our church community and clearly confirm our commitment to Christian education for all ages, excellent music ministry and our long history of mission outreach.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	100	Committee heads, Women's Fellowship leadership
Baptisms <i>(number last year)</i>	8	Pastors
Children's Groups or Classes	120	Assoc Pastor, Dir. Fam. Ministries
Christmas Eve and Easter Worship	1373(C) & 921(E)	Pastors, Director of Music, Staff, Family Ministries
Church-wide Meals	645	Welcoming and Caring Ministries
Choirs and Music Groups	97	Director of Music
Church-based Bible Study	20 ('17-'18)	Lay Leader, Assoc. Pastor
Communion	1/month	Pastors, Deacons
Community Meals	na	
Confirmation <i>(number confirmed last year)</i>	11	Assoc Pastor, Dir. Family Ministries
Drama or Dance Program	na	

Funerals ( <i>number last year</i> )	10	Pastors, Dir. of Music, Staff
Intergenerational Groups	60 - 90 (breakfast)	Pastors, Dir. Family Ministries
Outdoor Worship	373	Pastors, Music Ministers, Staff
Prayer or Meditation Groups	22	Caring Ministries
Public Advocacy Work	250 (Outreach)	Christmas tree sale, New Covenant Center meals, Refugee Task Force, Angel Tree
Retreats	na	
Theology or Bible Programs in the Community	na	
Weddings ( <i>number last year</i> )	3	Pastors, Staff, Director of Music
Worship, Weekly (10 am)	249 avg	Pastors, Director of Music, Staff
Worship, Beach (Summer: 8 am)	40+ (some are non-church members)	Pastors, Director of Music, Staff
Young Adult Groups or Classes	na	
Youth Groups or Classes	23 Pre-Confirm.	Assoc. Pastor, Dir. Family Ministries
Other	10 Confirmands	Assoc. Pastor, Dir. Family Ministries

### Ordained Members

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Dale Green	No		None	Y



Dedee Rigg	No		None	Y

### **Pastors Emeriti**

Sally Colgrove

Thomas Stiers

### **Current Staff (Including Ministers)**

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Senior Pastor	Yes	Full Time	Council	2020 (Associate Pastor 2018 - Feb 2020)
Associate Pastor		Full Time	Sr. Pastor	Vacant
Associate Pastor		Part Time	Sr. Pastor	2009 - present
Minister of Music		Full Time	Sr. Pastor	2010 - present

Director Family Ministries		Full Time	Assoc. Pastor	2002 - present
-------------------------------	--	-----------	---------------	----------------

Director of Church Administration and Finance		Full Time	Sr. Pastor	2014 - present
--	--	-----------	------------	----------------

Administrative Assistant		Full Time	Dir. of Church Admin/Fin	2018 - present
-----------------------------	--	-----------	-----------------------------	----------------

Sexton		Full Time	Dir. Church Admin/Fin	20+ years
--------	--	-----------	--------------------------	-----------

Director Membership		Part Time	Sr. Pastor	2006 - present
------------------------	--	-----------	------------	----------------

Parish Nurse		Part Time	Sr. Pastor	2004 - present
--------------	--	-----------	------------	----------------

Communications Specialist		Part Time	Dir. Church Admin/Fin.	2019 - present
---------------------------	--	-----------	------------------------	----------------

Radio Host		Part Time		25+ years
------------	--	-----------	--	-----------

Database Administrator		Part Time	Dir. of Church Admin/Fin	2016 - present
------------------------	--	-----------	--------------------------	----------------

## **Church Finances**

### **Current Annual Income** (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$891,609.00
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$274,700.00
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$0
Fundraising Events	\$0*
Gifts Designated for a Specific Purpose	\$26,574.00
Grants	\$0
Rentals of Church Building	\$19,520.00
Rentals of Church Parsonage	\$0
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$5,000.00
Transfers from Special Accounts	\$1,568.00
Other (specify): Preschool/Summer Day Camp	\$ 1,061,542.00
Other (specify): Bequest	\$ 5,000.00
Other: Music Events	\$13,555.00

Other: Cemetery	\$35,500.00
<b>TOTAL</b>	<b>\$2,345,718.00</b>

\* Support from Related Organizations (Women's Groups) reflects fundraising contribution

### **Current Annual Expenses**

Current annual expenses (dollars budgeted for most recent fiscal year) are \$2,241,744.00. The church currently has no debt.

Total ministerial support is \$335,000, which represents 15% of the budget.

The church has never failed to pay its financial obligations to a minister.

Our church participates in Our Church's Wider Mission (OCWM – Basic Support) at a level of \$15,000.

In January 2019 the congregation approved the Meetinghouse and memory garden renovation and upgrade project that will be undertaken this summer with a total budgeted cost of \$1,508,340, with up to \$1,000,000 to be provided from the endowment.

### **Capital Campaign**

Year(s)	Purpose	Goal	Result	Impact
2016 - 2018	Capital renovation of church campus/Facilities upgrade, Outreach	\$1.5M	\$1.724M	Significant improvement in facilities, church campus, parsonages, support for new building at Inspirica
		\$	\$	

The Campaign included a \$250,000 gift to Inspirica to help fund a newly constructed residence to house homeless families in an adjacent community.

### **Endowment**

The church endowment's investable assets as of 1/31/19 totaled \$8,706,495.

Funds are drawn as needed. The rate of draw has been 3.25% (of average year-end market value of the endowment for past three years) in last five years. The 3.25% spending rate represents the current income stream from interest and dividend receipts.

### **Other Assets**

Reserves (savings): \$400,000

Investments (other than endowment): \$ 400,000 (preschool deposits on tuition)

Parsonages - the Church owns three parsonages. Maintenance is the responsibility of the Building and Grounds Committee working with the Director of Church Administration and Finance

## **Parsonage Descriptions**

### **1. 15 Forest Avenue**

Fair market rental value of the parsonage: \$6500/mo

How is the parsonage used? Housing for Senior Pastor and family

Finished square footage: 2,259

Number of Bedrooms, Number of Bathrooms: 5 Bedrooms, 3 ½ Bath inc. loft

Condition of structure, systems and appliances Excellent, Renovated 2016

### **2. 106 Sound Beach Avenue**

How is the parsonage used? Housing for Associate Pastor

Finished square footage: 1,928

Number of Bedrooms, Number of Bathrooms: 4 Bedrooms, 2 Baths

Condition of structure, systems and appliances Renovated 2016

### **3. 11 Forest Avenue**

How is the parsonage used? Housing for Minister of Music

Finished square footage: 1,519

Number of Bedrooms, Number of Bathrooms: 3 Bedrooms, 1 ½ Baths

Available for minister residence: Currently houses Director of Music and family

Condition of structure, systems and appliances Excellent, renovated 2018

## **Main building and property**

Property encompassing 9 acres including a 5 acre cemetery/columbarium

A separate historic 1 acre cemetery, Tomac Burying Ground - the oldest cemetery in Greenwich  
(includes graves of 26 veterans of the Revolutionary War)

- 30,000 square feet of space in three interconnected buildings.
  - 1895 - Original stone Gothic Meetinghouse building
  - 1930 - Binney Parish House (offices, auditorium, Daniels Center (large meeting, rehearsal and activity space)
  - 1952 - Education Building (lounge, meeting rooms, choir room, kitchen, classrooms)
  - 1960 - Extension of Meetinghouse and undercroft (offices, classrooms)
  - 2000 - Extensive renovations - new slate roofs (including gutters, leaders, coping, lightning protection) plus new heating, electrical, A/C, new and renovated bathrooms, new second floor kitchen, repointed bell tower
  - 2017 - extensive repair and renovation of upstairs kitchen and education building
- 12 bells in the bell tower weighing a little over 4 tons, from 250 pounds to 2000 pounds, installed in 1930
- 17 stained glass windows in the Meetinghouse (including 4 in the bell tower), all of which were completely restored in 2009
- Two commercial sized kitchens
- Auditorium with stage and extensive stage lighting

- Church sponsored preschool with eight classrooms, 100+ children
- 105-car parking lot
- 2 free standing garages
- Three parsonages

The sanctuary, auditorium, lounge/meeting room and main offices are handicapped accessible. The chancel and some offices are not. In some cases, you must go outdoors to go from one handicapped accessible place to another. This summer's project for the Meetinghouse includes handicap access to the memory garden.

By managing our budget and finances prudently, we seek to be responsible stewards of First Church's resources so as to balance the needs of current membership with the needs of future generations of members.

Our annual budget is initially drafted by our Director of Church Administration and Finance who solicits input from the various profit and expense centers. It is then reviewed and discussed with the Budget Committee in a series of meetings held starting in February, with the Stewardship Committee providing necessary input on the revenue side. The proposed budget is then submitted to the Church Council for its approval prior to being brought before the congregation at the annual meeting in June.

## **Historical Information**

Three of the most significant happenings in the history of the church in the past ten years include the celebration of our 350<sup>th</sup> Anniversary, the change to the structure of the governance of the church and the most recent creation of a church campus and major renovations of the properties as a result of the 350<sup>th</sup> Anniversary Capital Campaign.

The 350<sup>th</sup> Anniversary, "Honoring the Past, Celebrating the Present, Leaning into the Future", was celebrated from May 2015 to April 2016 and was the most significant event of the past ten years. The goal was to not only coordinate a series of celebratory events but to emphasize the impact this process had on helping First Church achieve our potential in the 350<sup>th</sup> year and beyond. Highlights included:

- A "First Church Flashback" featuring a nugget of First Church history each Sunday.
- The Rev. Dr. Brenda Stiers Memorial Speaker Series
- The launch of the 350<sup>th</sup> Anniversary Capital Campaign for major renovations to the Meetinghouse, auditorium, parsonages and education wing and development of the church campus as well as a grant to Inspirica toward new deeply affordable housing for homeless community members in nearby Stamford, CT.
- Created a Time Capsule to be opened in 2065 at the 400<sup>th</sup> anniversary, Special Harvest Sunday food drive, participated in two parades, neighborhood tour, Founder's Day Picnic



As previously mentioned, a major change in governance was initiated in 2016. The new governance structure has been an important step in avoiding/resolving conflicts. Other policies also aim to mitigate conflicts. Quarterly information meetings of the congregation have been inaugurated. Congregants are welcome to sit in on Church Council meetings. A weekly email blast and monthly newsletter are published. Surveys have been undertaken before the searches for new pastors have begun. All members have the opportunity to have their voice heard.

Of course, First Church has not been without conflict in the past. We have a history of strong lay leadership and congregational involvement. Our acceptance of differing views and faith perspectives has encouraged members to voice their opinions. The resignation of an Associate Pastor in July 2011 and a Senior Pastor in January 2012 resulted in high emotions and a reexamination of the governing process. As these events were developing, lay leadership created task forces to define and address problems that had surfaced. The outcome has been changes to governance, increased communication and clear guidelines for pastor compensation and housing.

### **Ministerial History**

<b>Senior Pastors</b>	<b>Years of Service</b>	<b>UCC Standing (Y/N)</b>
<b>Patrick Collins</b>	<b>2019 - Current</b>	<b>Yes</b>
<b>Carla Dietz (Interim)</b>	<b>2018 - 2019</b>	<b>Yes</b>
<b>Richard DenUyl</b>	<b>2014 - 2018</b>	<b>Yes</b>
<b>John Collins (Interim)</b>	<b>2012 - 2014</b>	<b>Yes</b>
<b>David Young</b>	<b>2005 - 2012</b>	<b>Yes</b>
<b>Ralph Ahlberg (Interim)</b>	<b>2003 - 2005</b>	<b>Yes</b>
<b>Thomas Stiers</b>	<b>1977 - 2003</b>	<b>Yes</b>

<b>Associate Pastors</b>	<b>Years of Service</b>	<b>UCC Standing (Y/N)</b>
--------------------------	-------------------------	---------------------------

<b>Patrick Collins</b>	<b>2016 - 2019</b>	<b>Yes</b>
<b>Avery Manchester</b>	<b>2009 - Present</b>	<b>No (United Methodist)</b>
<b>Meghan Young</b>	<b>2015 - 2016</b>	<b>Yes</b>
<b>Mark Montgomery</b>	<b>2008 - 2015</b>	<b>Yes</b>
<b>Dan England</b>	<b>2007 - 2014</b>	<b>Yes</b>
<b>Susan Murtha</b>	<b>2010 - 2011</b>	<b>Yes</b>
<b>Kate Forer</b>	<b>2008 - 2009</b>	<b>Yes</b>
<b>Ron Halvorsen</b>	<b>2006 - 2008</b>	<b>Yes</b>
<b>Susan Craig</b>	<b>1988 - 2007</b>	<b>Yes</b>
<b>M. Ashley Grant</b>	<b>2003 - 2005</b>	<b>Yes</b>
<b>Sarah - Anne “Sally” Colgrove</b>	<b>1978 - 2003</b>	<b>Yes</b>
<b>James Ebert</b>	<b>1998 - 2001</b>	<b>Yes</b>
<b>William Federici</b>	<b>1991 - 1997</b>	<b>Yes</b>
<b>Brigitta Remole</b>	<b>1989 - 1992</b>	<b>Yes</b>
<b>David Fountain</b>	<b>1988 - 1990</b>	<b>Yes</b>

The church has never been involved in a Situational Support Consultation. No pastor has been the subject of a Fitness Review. We are open to discussion of previous pastor departures as appropriate.

# Who Is Our Neighbor?

## **Community Vision**

### **Service and Advocacy**

First Church has a rich tradition of outreach in support of local, national, and global charities as demonstrated for instance in the long-standing commitment by our Women's Fellowship to the operation of "The Rummage Room", a thrift shop in Old Greenwich that currently generates annual profits in excess of \$150,000, all of which is allocated to the support of over 30 charities annually.

Each year more than 100 First Church volunteers help sell close to 500 Christmas Trees on the Church front lawn, raising \$30,000+ that is distributed among a group of charities selected by the Church Outreach Committee.

First Church also is a long-time supporter of H.O.M.E. (Homeworkers Organized for More Employment), a craft cooperative working with the rural poor in Hancock County, Maine, by hosting the H.O.M.E. Craft Fair on our premises the weekend before Thanksgiving each year. Tradition also calls for H.O.M.E. to receive half of the over 200 shopping bags of food items contributed by members of the congregation at the "Harvest Sunday" Service held every year the weekend before Thanksgiving. The remainder of the donations are given to a local food bank.

First Church is sponsoring and providing some financial support for an Afghan refugee family with four children ages 5 to 16, that arrived in the United States in 2017 and now reside in nearby Stamford, CT. A task force of around 40, which includes about 20 non-members, is providing support with civic, academic, employment, health care and cultural integration.

Our 350 Year Anniversary Capital Campaign, which concludes in 2018, raised over \$1.7 million, of which \$250,000 was designated to provide a lead grant in the development of a "Deeply Affordable Housing" project in Stamford created by the local charitable organization, Inspirica, whose Mission Statement is "To break the cycle of homelessness by helping people achieve –and maintain – permanent housing and stability in their lives". A number of First Church members are also actively involved as volunteers at Inspirica.

Some 30 Church members participate annually in a 20-year tradition of preparing and serving hot lunches once a month at the only soup kitchen in Stamford.

Each year in November/December members of First Church organize a "Giving Tree" opportunity to choose a gift fulfilling a wish of our friends at H.O.M.E. and at Pilgrim Towers, a senior residential community in Stamford. In 2018 160 Christmas wishes were fulfilled through the labor of volunteers gathering and distributing the wishes and the gifts.

### **Engagement with the wider UCC**

First Church provides financial support to Our Church's Wider Mission (OCWM) and hosts the Fairfield West Executive Committee every other month. One of our pastors is the registrar for the UCC Fairfield West Association and a delegate to the General Synod 2019 in Milwaukee. Our Director of Family Ministries is a Board member of the CT Association of UCC Educators and a graduate of the Vibrant Faith University "Faith Formation" program. A First Church lay leader is a member of the UCC Fairfield West Executive Board.

A First Church youth group under the leadership of an Associate Pastor undertook a mission trip to the Houston, Texas area this past summer, working with the UCC Disaster Recovery Ministry in helping families that had been displaced by Hurricane Harvey get back into their homes.

First Church proudly adopted the Open and Affirming designation in 2003, warmly welcoming all people from our broader community into our congregational life and ministry.

### **Ecumenical and interfaith activities**

Our Pastors are expected to join the Greenwich Fellowship of Clergy, a group representing ministers from about a dozen local churches and synagogues. One of our pastors is also a member of the Interfaith Council of Southwestern Connecticut.

In 2018 the First Church youth again helped prepare over 100 Thanksgiving meals together with the youth group at Temple Shalom in Greenwich.

Our Director of Family Ministries leads middle school children in our Sunday School on visits to the Stamford Mosque and to Temple Shalom in an interfaith "exposure" project.

First Church recently signed up to participate in a "new for Greenwich" project called "Sharing Sacred Spaces" in which ten congregations/communities of faith will organize visits to worship spaces representing different faith traditions in order to build interfaith understanding, bridges and solidarity.

### **Mission**

First Church's stated mission is "to proclaim the gospel to all people and to work for the promotion of justice, the reign of peace, and human understanding in all our relationships. We strive through our example to overcome exclusionary practices, discrimination and violence in our society based upon considerations, including but not limited to race, ancestry, age, physical or mental limitations, gender, sexual orientation, social or economic class, and religious background. We commit ourselves to work towards ending hatred, prejudice and discrimination, thereby providing a safe physical, emotional and spiritual haven. As Jesus accepted and included all people, so do we as individuals and as a congregation welcome all who wish to enter our community of faith and invite their participation in the full life of the church. Without exception, we accept each person who joins our community of faith, as an individual and our equal within God's family."

The essence of our mission statement underlies the many outreach activities that, through the time, talent and treasure of members of our congregation, provide support to local, regional, national and worldwide organizations.

As stated previously, First Church is and always has been the community church for the communities of Old Greenwich and Riverside within the Town of Greenwich. As we seek to grow our membership in order to better live out our faith journey, it is important that we not only retain but strengthen that position. It is essential that over time our new Senior Pastor become engaged, recognized and viewed as a spiritual leader outside the church and in the community as a whole. It goes without saying that initially the time allocation of that person will need to be directed towards getting to know and understand our congregation, individually and as a whole, but ultimately it will be important that he/she also be a vital presence in the broader community.

### **Mission InSite Report**

First Church's MissionInSite report illustrates the continued trend of growth that we have seen over the past ten years. Albeit slight, the population including families and households is projected to continue to grow over the next ten years. This continued growth trend highlights the opportunity to strengthen community outreach and bring more members into the First Church community.

First Church's internal demographics are similar to those of the adjacent neighborhoods in terms of largest racial/ethnic group, types of families, employment, primary language and educational attainment. Income level of congregation has not been surveyed, but it is thought to be inline with surrounding neighborhoods. The notable difference between the demographics of the neighborhood and our church is the average age. The average age of members is older than the 38-year old average of the community, but the number of younger members joining is increasing, albeit slowly.

The demographics of the First Church community directly shapes the ministry because of the deep involvement of members on the many committees. Similar to the internal demographics there are more people in the 60+ age range serving on committees than the younger members and there is little diversity in ethnic/racial groups. Over the past few years it is clear that the demographics of the neighborhood community, specifically the average age and number of families, has been shaping the development of a variety of ministry and programming opportunities ranging from worship opportunities, to church school, to all community family activities (e.g. Trunk or Treat and movies on the lawn). While we have seen an increase in participation in evening family activities, that has not transferred to an increase in families with young children participating in Sunday School. One hypothesis is that this is a response to the many competing Sunday morning activities (e.g. sports practices and games). As a result, we are aware of the need to consider ways to expand activities to incorporate new concepts and worship times in response to today's evolving demographic trends.

### **Community Impressions**

When you talk to community leaders about what First Church is known for they talk about the long history, tradition and community involvement. More specifically they mention the 350th Celebration,



youth involvement (e.g., carrying the cross to the beach in preparation for the Easter sunrise service), work with local charities, community caroling and the annual Christmas Tree sale the proceeds of which are allocated to local charities.

When one asks new people what got them involved in the First Church community many of the answers are the same. They include; inspiring sermons, fellowship, the welcoming environment, the music, increasing younger membership, the children's programs, community connections, openness, tolerance, being part of a genuine faith community and beach services.

## References

### **Jason T. Shaplen**

Senior Advisor, Inspirica

One of the largest providers of services to the homeless in Connecticut and the largest in lower Fairfield County.

Telephone: 917-414-0816

Email: jshaplen@gmail.com

FFCOG has been involved with outreach in partnership with Inspirica for many years.

### **John Collins**

Minister, UCC

Telephone: 203-923-6780

Email: jwcetc451@gmail.com

Interim Senior Minister - First Congregational Church of Greenwich (2012- 2014)

### **Tracey Hair**

Director, H.O.M.E., Inc.

Telephone: 207-469-7961

Email: traceyhomeinc.@gmail.com

FCCOG has been involved with outreach in partnership with H.O.M.E. for many years.

## H.O.M.E. Inc.

P.O. Box 10,  
Orland, Maine,  
U.S.A. 04472  
Phone: 207-469-7961  
Fax: 207-469-1023  
Email: traceyhomeinc@gmail.com



*"Serve First Those Who Suffer Most"*  
*Proud member of Emmaus International*

Friday, February 1, 2019

Describe some areas of strength in this church's ministry.

- The church's ministry is constant, compassionate and flexible. H.O.M.E. works on ground that is always shifting, plans are made as easily as they are changed when working with people experiencing poverty. The ministry of FCCOG has been steadfast in that environment, approaching our work and the people we serve with a unique patience.
- Our experience with the Church is similar to what one might experience in an extended family – an openness to messiness, an eagerness to assist and meet our work where it is at – in many cases the ministry has met us in the trenches of deep addiction, hoarding challenges and chaos. Mercy is indeed jumping into the chaos of others – the ministry of FCCOG embodies that spirit.

Describe a significant experience you have had of this church's ministry.

- We have experienced loss alongside people in the ministry – long term residents of our shelter community have passed; founders have passed – we have experienced solidarity and support during transition of leadership at H.O.M.E.
- Staff at H.O.M.E. value immensely the mentor role that members of FCCOG have played as we lead this large organization. We are a poverty organization and our work touches on immediate response to poverty as well as systemic change in relation to issues affecting people in poverty. H.O.M.E. has benefited from guidance from long term volunteers, many who have been coming to H.O.M.E. for decades.
- H.O.M.E.'s relationship with FCCOG has provided an opportunity to build bridges between social classes by breaking bread and *being* in the work together. Year after year volunteers from FCCOG come to work *with* us rather than *for* us.

- This ministry has impacted our programs with financial support for items such as purchasing playground equipment for our homeless shelters, purchasing wood stoves for the shelters and a passenger van for H.O.M.E.'s Summer Camp Program.
- Each year, staff from H.O.M.E. travel to FCCOG for a craft fair. We sell crafts to assist people living in poverty. We also sell crafts as a method to build bridges and connect people who are housed with people who have no housing. Parishioners open their houses to the travelling staff and support the fair with advertising and set up. During those times it is evident *that everyone has a seat at the table.*

We are grateful for the long relationship FCCOG has held with H.O.M.E. Inc. and are blessed to have shared life with so many people in an authentic and open environment. We're honored to be on this journey with FCCOG.

Warm Regards,



Tracey Hair, Executive Director  
**H.O.M.E. Inc. / Emmaus Homeless Shelter**  
 Representative from Region III on the Statewide Homeless Council.

*H.O.M.E. Inc., is a non-profit organization dedicated to keeping and enhancing the quality of life for low-income and homeless families. Through services, stewardship of resources, and shared responsibility, we aim to bring forth new possibilities for food, jobs, shelter, low-income housing, education and self-sufficiency.*

REFERENCE LETTER:  
FIRST CONGREGATIONAL CHURCH OF GREENWICH UCC

REV. JOHN W. COLLINS  
203-923-6780  
[jwcetc451@gmail.com](mailto:jwcetc451@gmail.com)

It is a pleasure for me to act as a reference for the wonderful folks at First Congregational Church of Greenwich. I was the Interim Senior Minister at FCCOG from June 2012 until August 2014. When I arrived, the congregation was in the early stages of recovering from a painful and awkward conflict with its most recent Senior Minister. His departure a few months before had been marked by a good deal of rancor and conflict. But one of the first things I noticed about First Church was their resilience in the face of this difficult moment. By the time I arrived, the congregation, with the able help of their excellent Associate Ministers, had already begun the work of healing the divisions created by the conflict. This process continued during my tenure, but it was a process that was driven mainly by a lay leadership eager to heal the wounds and turn the church's attention toward the future.

This was my experience with the FCCOG congregation throughout my ministry there. It was, and continues to be, a church with tremendous talent and resources in its laity. Over and over I found a willingness to do the work necessary to move the church forward. Because it is situated in one of the most affluent communities in the nation, it has a unique foundation of resources to be an effective community of God's people. There is depth of leadership, expertise and a dedication that other congregations would envy. This was evident in two initiatives that began during my time and came to fruition during Richard DenUyl's ministry.

The first of these initiatives was in the area of governance. For time out of mind the church had been governed by two powerful committees, the Diaconate and the Trustees. This arrangement had served the church very well in a long period of calm and productive ministry. But the conflict in 2011 showed the limits of this governing style and through a thoughtful process, led by lay leadership, a new structure came into being which included an umbrella Council committee. Again, the skill, dedication and willingness to solve problems was evident in the work of this task group.

The second initiative was in the crucial area of Welcoming. This is another way of saying church vitality. I am told that this initiative continues and would be a fruitful area for the next Senior Minister to work with. I say this because I believe that First Church, with its resources and depth of leadership can be a model for what relevant parish ministry can be in the future.

My time at First Church was one of the most rewarding experiences in my 40 years in parish ministry. Like every church, it faces the challenge of creating a vital future while being attentive and compassionate to its membership. But it is a warm and caring congregation, filled with talented people, and I know from experience that it is a special community in which to practice ministry. Please feel free to call or email if you would like any further information.

John

## Closing Thoughts

### Closing Prayer

---

“And when you turn to the right or when you turn to the left, your ears shall hear a word behind you, saying, ‘This is the way; walk in it.’” -- Isaiah 30:21

Now that all the questions have been answered and all the options weighed, there is still the matter of the Spirit. We humbly ask God to send us an inspiring, loving, and engaging Associate Pastor who can help us to experience God’s grace, compassion, and mercy, and who feels called by God to love our church and our town.

May all that we do be guided by God.

---

### 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 a 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.

The Search Committee, Church Council, Director of Family Ministries, Director of Membership, Director of Administration and Finance, the congregation via survey, and staff all contributed to portions of this Local Church Profile published last year (2019). Elements of that Profile have been updated to reflect the Associate Pastor search in 2020.

Jim Shattuck  
FCCOG Associate Pastor Search Committee Chair  
3/1/20

### **Validation by Conference/Association**

The congregation is currently in good standing with the association/conference named.

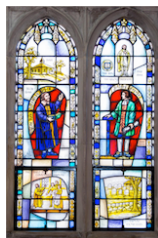
To the best of my knowledge, ministerial history information is complete.

To the best of my knowledge, available church financial information is presented thoroughly

Approved by:

Rev. Dr. Michael Ciba  
Senior Regional Minister  
Southern New England Conference, United Church of Christ  
cibam@sneucc.org  
860-223-5564

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





<i><b>Job Description</b></i>				
<b>Job Title</b>	Associate Pastor			
<b>Hiring Manager</b>	Senior Pastor, Rev. Patrick Collins			
<b>Job Holder</b>				
<b>Reporting Manager</b>	Senior Pastor, Rev. Patrick Collins			
	<b>Status: FT</b>	<b>Hrs Per Week: 40-50</b>	<b>Location: FCCOG</b>	<b>Date Revised: Jan 11, 2020</b>
<p><b>Job Summary:</b> Called by the congregation, this full-time position is responsible for sharing the leadership of worship, faith formation and pastoral care of the congregation with the Senior Pastor. The Associate Pastor directly manages all aspects of pastoral care within the church. The Associate Pastor supervises the Church School Director and Parish Nurse, and actively provides pastoral guidance and faith enrichment activities to support a variety of ministries within the congregation. The pastor works closely with the Senior Pastor in areas of leadership and innovation to rethink and envision what it means to be a church in the 21<sup>st</sup> century.</p>				
<p><b>Major Duties:</b></p> <ul style="list-style-type: none"> <li>A. <b>Worship, Preaching/Liturgy:</b> Lead worship and deliver thoughtful sermons for various services as part of the pastoral staff preaching schedule as outlined by the Senior Pastor (typically 1-2 times per month).</li> <li>B. <b>Pastoral Care:</b> Provide leadership and oversight of the pastoral care ministries of the church.</li> <li>C. <b>Faith Formation:</b> Work with the Senior Pastor and Staff to develop and implement faith formation initiatives within the church.</li> <li>D. <b>Special Events:</b> Work with the Senior Pastor and Deaconate to develop worship services and special events which engage the community in new and exciting ways.</li> <li>E. <b>Community Ministry:</b> Minister to and provide pastoral care for the community.</li> </ul>				
<p><b>Job Responsibilities and Tasks:</b></p> <ul style="list-style-type: none"> <li>1. <b>Worship:</b> at the direction of the Senior Pastor, assist in planning the weekly service along with the Minister of Music, select relevant readings, etc.</li> <li>2. <b>Pastoral Care:</b> Maintain pastoral care module in church database and coordinate pastoral care duties such as hospital visits, etc.</li> <li>3. <b>Faith Formation:</b> Actively participate in Christian Education for the Church community, enabling spiritual growth within the congregation by sustaining and developing a variety of ministry programs within the church.</li> <li>4. <b>Community Ministry:</b> be accessible and welcoming for personal meetings, baptisms, funerals and weddings.</li> <li>5. <b>Administration:</b> Provide ongoing and ad hoc actions to sustain programs, in concert with other staff and lay volunteers.</li> <li>6. <b>Staff Church Committees:</b> Attend monthly Church Council meetings and various other committee meetings (specifically Caring Ministries, Faith Formation and Deaconate), providing</li> </ul>				

input and guidance and empowering/encouraging lay leaders.

- 7. Supervision:** Provide oversight, guidance and supervision to the Church School Director and the Parish Nurse.
- 8. Church communications:** providing input for various media, including Meetinghouse Monthly, weekly email updates and social media.
- 9. Finance:** Prepare and manage annual budgets, e.g., Church School.

#### **Educational Requirements:**

1. A graduate of a fully accredited seminary.
2. An ordained minister holding ministerial standing or privilege of call in the United Church of Christ (or with the ability to hold such ministerial standing or privilege of call prior to starting employment).

#### **Experience Requirements:**

1. An ordained minister with energy, passion, and enthusiasm – backed by a strong faith
2. A proven track record of experience in, education, congregational care, parish life, and worship leadership
3. Demonstrated strong leadership capabilities (effectively assist in setting direction, aligning people around that direction and then motivating and inspiring them to achieve it)
4. Proven management skills for leading direct reports
5. Strong program and event planning skills

#### **Skills, Knowledge & Attributes**

##### **Skills & Knowledge:**

1. Strong biblical knowledge: able to refer to the Bible in contemporary, relevant, thoughtful, and provocative ways.
2. Demonstrated skills in, and passion for, leading worship, preaching and teaching.
3. Ability to research, compose and deliver exceptional sermons.
4. Active Listening skills.
5. Effective at providing pastoral care, assistance, and counseling to members of the congregation.
6. Competent in teaching and educational ministry
7. Relationship Management – Able to communicate effectively with all constituencies inside and outside the church.
8. Team Player - Able to work effectively and harmoniously with all constituencies: entire staff, members and friends of the congregation of all ages, Church tradesmen, the public.
9. Collaboration Skills- Effective with Church committees and officers, able to deal effectively with conflict.
10. Influencing Skills - fostering membership growth and increasing the participation of current members in church activities and stewardship.
11. Managerial Skills - Able to manage and motivate people through setting direction, conducting goal setting and annual performance reviews, delegating effectively, encouraging ideas and collaborative teamwork, and providing ongoing feedback.
12. Creative Problem Solving - Able to look creatively at problems and opportunities with a fresh perspective and suggest paths to success for the Church.



13. Interpersonal Communication Skills - clarifying concerns, managing differences, giving balanced feedback, dealing effectively with conflict
14. Time Management skills: sets the project schedule, meets all project/program deadlines.
15. Organizational Skills – demonstrated ability to set priorities, focus on the most important, multi-task when needed.
16. Volunteer Management - Demonstrated ability to recruit, train, inspire and lead a large, diverse group of volunteers including adults, and high school youth for the range of Church and Preschool programs.
17. Event Planning Skills
18. Public Speaking Skills
19. Budget management Skills
20. Computer savvy - Proficient with job-specific programs from Microsoft Suite (Word, Excel, Outlook, etc.)

**Attributes:**

1. A person of faith, able to encourage congregants to develop their spiritual life, and to relate their faith to their daily lives.
2. A warm and welcoming personality, comfortable with a diverse congregation (age, economic means, family stability).
3. A mature, emotionally secure person; able to be compassionate and discrete with others, especially the bereaved and emotionally vulnerable.
4. Flexible: responds effectively to surprises, remains calm and rational under stress.
5. Self-starter able to work independently.