

FOR LOCAL CHURCHES SEEKING LEADERSHIP IN AN INTERIM TIME

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 document 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 leader for the interim time 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.

Betty Stratton

Signature of Search Interim Committee Chairperson

Date 2/18/2022 (updated)



Church Name: Broad Brook Congregational Church

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Date of vacancy: 11-1-2021

For additional information:
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Ministry flows from mission. The interim time of the life of a congregation is an opportunity to gain clarity on the church's mission. The Southern New England Conference is living into this mission "United in Spirit and inspired by God's grace, we welcome all, and seek justice for all."

What is your church's mission? (Please share your church's mission statement here or name that one need to be developed):

Our Mission: We are a caring family of God, where all are welcome to share in spiritual growth, guidance, fellowship, and support. We work together to spread God's love and the words and mission of Jesus Christ to others. .

To test or develop a mission, the Interim can be guided by three questions

1. Who are we now?
2. Who are our neighbors? Or who are we uniquely equipped to serve?
3. Who is God calling us to be?

In addition to asking and responding to the three questions above, what are your Expectations/Primary Goals/Needs for the interim time: (push yourselves to be precise...this is critical for the work and ongoing conversation of the assessment/evaluation of the interim time)

Our need is for the interim pastor to interact with us through thoughtful Sunday services and prayer, special activities and events, and discussions involving various goals, including:

- a) Healing from the changes that have occurred in the last year, including the death of several members, less in-person services due to COVID quarantining, and the decline in active membership. This would also involve connecting with those in need of calls and/or visits.
- b) Exploring messages from Scripture by renewing and expanding our understanding of how these words are meaningful in our current times
- c) Nurturing our spiritual, physical, and emotional commitments to our church as each person is doing a great deal to keep our church active and dedicated to our mission
- d) Assisting in the Confirmation class for spring 2022
- e) Providing spiritual guidance and expertise to encourage and support open communication so that we clearly respond to each person within the church body. Our members have deep respect and appreciation for each other but in trying to accomplish many tasks, we don't always take the time to express our feelings adequately. We need the pastor to help us improve our ability to create an environment where dialogues are encouraged and supported.

In summary, we would like to feel more connected with God and each other.

In a paragraph or two for each item, please provide the following:

Brief History of the Congregation:

Broad Brook Congregational Church was established in 1851. The first building on the present site of the Broad Brook Congregational Church was completed in December of 1853. In 1893 the building was destroyed by fire and it was completely rebuilt with a dedication service in 1894. After major renovations and repairs a re-dedication was held in 1958. A centennial re-dedication was held honoring and longtime members in January 1994. For over 70 years the church was operated under an ecclesiastical Society. On December 2, the church legally became "The Broad Brook Congregational Church, Incorporated" a corporation formed according to the laws of the State of Connecticut and located in the Town of East Windsor. We are a member of the United Church of Christ.

Presently we are a small community of 35 active members and 15-20 attending worship on Sunday morning. We have an excellent education program and lead teacher for 3-5 children. We are a family of church members who are looking for a settled part time interim pastor (20-24 hours per week) who will partner with us as we aspire to grow in spirit and numbers.

Our congregation is mostly 55 years old and above. We are an OPEN and AFFIRMING church as of an affirmative and unanimous vote on September 26, 2021.

Church Strengths:

Open and friendly Church where all are welcome.

Supportive of the congregant homebound and community in need (collect food donations for the Five Corner Pantry)

Supportive of members who may be in of support due to illness or medical issues (calls, food, ...)

Strong Christian Education Program. We have a small choir with organ/piano accompanist that provides hymns and anthems during the service. We open our church to offer wedding and baptisms to anyone in the community. We are heavily invested on the Church Missions (International, National, State, local) through physical collection as well as budgeted monetary donations to these organizations.

Significant Events: Prior to Covid we did:

Tag Sale	Bi-Monthly Beacon (ongoing)
Plant Sale	Established a Website
Children's/Adults Pageants	Bazaars
Suppers	Game Nights

Our Challenges:

We are a small mostly over 55 congregation. Currently our Treasurer is quite ill so this places more of a strain on our assistant who also is a Deacon, and serves in other capacities. Actually the core members all wear "several hats" which also is quite cumbersome.

As such we are not able to conduct all the business required of an operational church. Also the weekly attendance is such that we do not take in a lot of revenue so we have to depend upon interest income and bequests received to pay operational expenses.

We continue to have issues in communication which sometimes hinders our ability to clear the air and move forward for the good of the church.

Is there unresolved Conflict in the Church? _____ Yes X No

Level of Conflict in You Church (Low 1, 2, 3, 4, 5 High): 1

(As identified by Speed Leas, in a Leadership Magazine article in 1989:

1. We have problems to solve, but we can do it!
2. We're not communicating. There seems to be a low level of trust...but we are talking!
3. The focus has changed to "winners/losers!"
4. The goal is "divorce" and getting people to quit. At this level it is wise to seek outside help!

Was the previous leader a contributor to conflict? X Yes _____ No

If yes, please explain: The pastor was more interested in "change" than meeting the Congregations need for more spiritual leadership. The message they heard was that they had to do more or make changes to the current worship practices in the hope of attracting new members. A lot of the familiar aspects of the service were always in flux or just changed without any notice or explanation.

In the process the congregation was feeling inadequate and more and more disconnected with the service. During the sermons Jesus's messages weren't meaningfully applied to our everyday life and most times the congregation left feeling discouraged and uninspired. Politics were incorporated into the services numerous times which the congregation felt was inappropriate. The minister was not very good at communications with home bound and persons in need (telephone calls, visits, follow up).

Generally, the starting place of negotiation for the Compensation package offered to the Interim Pastor is the same as the most recent pastor or what you anticipate offering to your new Called Pastor.

Cash Salary offered \$ 52,000 (including housing allowance as mutually agreed)

Conference Compensation Guidelines (salary range) \$ See Conference Guidelines for salary range

Housing:

 Housing allowance only

 Parsonage only

 would offer either

 0 Pension Contribution (14% of Base Salary plus housing)

 0 Social Security Allowance

 Health Insurance Individual Family

 Dental Insurance Individual Family

 Vacation (1 week per quarter for a full time Interim)

 Meetings

 Business Mileage Reimbursed (IRS Rate)

One time Criminal Background Check fee \$140 reimbursed to the Interim Pastor

Renewable Covenant/Contract will be for: 12 months * 18 months 24 months

*(unless a settled pastor has been selected)

Is this a full time or part time? Part time

Interim Pastor will be selected by: Deacons & Officers of the Church

Once an Interim Pastor has been chosen and a covenant has been signed, please forward the following documents to your Area Conference Minister:

Copies of the Interim Covenant/Contract

Documents outlining the conditions for terminating the covenant/contract

It is customary that the church or Interim Pastor may terminate the contract only after 60 days' notice of such intent.

Suggested Supplemental Materials to send to a candidate:

1. Newsletter

2. Worship Bulletin

3. Annual Report