

The United Church of Christ, Southbury

Local Church Profile



Southbury, CT
Associate Pastor
UCC Connecticut Conference, Litchfield South Association
September 2020

Our Church Life



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*“For surely I know the plans I have for you,
says the LORD, plans for your welfare and
not for harm, to give you a future with hope.”
– Jeremiah 29:11*

Position Posting

Listing Information

Church name: The United Church of Christ, Southbury
Street address: 283 Main Street North, Southbury CT, 06488-3805
Supplemental web links: <http://www.uccsouthbury.org/>

Conference: Southern New England
Association: Litchfield South
UCC Conference Staff Contact Person:
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The United Church of Christ, Southbury is a quintessential clapboard ‘New England church on the green’ that has been a cornerstone of the community for almost 300 years. While the largest congregation in the Litchfield South Association, like many other churches in New England, we have experienced an aging and declining membership over the past decade. However, unlike many of those churches, we have an exciting vision and a plan to move forward as a vibrant congregation with a bright future!

The plan involves a greater focus outward toward community engagement, facilitated by two pastors: a senior pastor concentrating on congregational spirituality and organizational well-being and an associate pastor focusing on children, youth, families, missions, and community involvement. We have always had a strong commitment to mission work, providing monetary as well as hands-on support, but we believe that our future vitality depends on redoubling our efforts locally and beyond. Faith without action is hollow and we strive to be living examples of Jesus’ presence in our world.

We are financially stable and have a robust governance structure that engages many volunteers. In the true congregational tradition, we have sought and received overwhelming and enthusiastic support from the membership. We are united in our

commitment to move forward and outward with the help and guidance of our new settled pastors. Please read on for more detail on who we are now and who we plan to become.

Position Description

We are seeking a settled, full-time Associate Pastor.

Scope of Work (40 - 50 hours weekly)

This position will lead our ministries with children and families, youth and young adults, lead our missions for all ages, and support the Senior Pastor in the overall life and leadership of our church.

Primary Responsibilities

- Ministry with Children, Youth and Families: Develop and drive innovative ministries for children, youth and families, including spiritual development, parenting gatherings on nurturing faith in the home, Bible and faith education, mission outreach, new ways of worshipping, and community making. Help our wider congregation understand the needs of today's parents and create an inclusive and supportive environment at all our church gatherings. Help us partner with regional churches to form a multi-church youth ministry.
- Missions for All Ages: Support our on-going mission programs. Create and lead new mission initiatives that are inviting to all ages and to our wider community and foster relationship building (e.g. a walkathon for a cause, a local half-day project that a whole family can join in, forums on topics that are struggles in today's world). Work to more fully weave missions into all aspects of our church life (e.g. worship services that are hands-on mission projects, focused mission topics for routine meetings).

Secondary Responsibilities and Tasks

- Church Governance: Attend meetings of the Church Council, Board of Christian Education and Board of Missions and Fellowship monthly, and others as needed, providing input that encourages and empowers our lay leaders.
- Church Communications: Share the good news of your ministries and missions through our monthly newsletter, social media, and other media as needed.
- Finance: With governing boards, provide input and guidance in developing and managing appropriate budgets.
- Worship: At the direction of the Senior Pastor, assist in planning services and participate regularly. Nurture us in traditional worship and also introduce us to new ways of worshipping.

Core Competencies:

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

- Personal Attributes: A person of faith, able to deepen our faith and grow us in our discipleship.
 - A warm and welcoming personality, comfortable with a diverse congregation.
 - A self-starter who is able to work independently.
 - In-depth knowledge of the Bible and Christ's teachings. The ability to relate these learnings to our daily faithful living.
- Strong Communication, Collaboration, Educational and Listening Skills: Demonstrates active use of these skills both within and outside the church body.
- Team Player: Able to work effectively and harmoniously with all constituencies, including staff members, congregation, mission partners, town leaders and general public.
- Interpersonal Skills: Able to manage and motivate people through setting direction, goals and collaboration with all stakeholders.
- Creative Problem Solving: Able to look creatively at issues and opportunities and develop/execute an appropriate action plan.
- Time Management/Organizational Skills: Determine time budgets and set schedules, meet all project/program deadlines. Demonstrate ability to set priorities, focus on execution, and multi-task when needed.
- Volunteer Management: Demonstrates ability to train, inspire, and lead a large, diverse group of volunteers of various ages.
- Event Planning and Public Speaking Skills: Demonstrates ability to plan and execute detailed events for various church constituents.

Educational and Experience Requirements:

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

Compensation and Support

- Salary consistent with the Connecticut Conference guidelines
- Competitive benefit options
- Either Housing Allowance or Parsonage
- Opportunities for professional support and growth are available through the Conference and Association

Who is God Calling to Minister with Us?

This is an exciting time at the United Church of Christ, Southbury. In the 12 months since the retirement of our long standing Senior Pastor, Walter Pitman, our congregation took the opportunity to perform a “top down” inventory of our history, where we are today and, most importantly, who God is leading us to become. Together, as a congregation and under the leadership of our interim pastor, we have completed a year-long study and discernment process that solidified our future vision.

This process has helped us identify our priorities and outline strategies and tactics to achieve our goals. We acknowledge that we are a multi-generational community and must continue to respond to our members at all stages of life. We also understand that engaging children, youth and young families is crucial for the future of our church. Also, mission work has always been a passion for our congregation and we are placing an even higher priority on supporting both our ongoing mission work while creating new initiatives. We want to integrate mission work into all aspects of our church life, especially when reaching the younger generation.

Areas of Excellence

Building Transformation Leadership Skills - We are looking for leadership to assist us in developing and implementing new ideas in worship and mission that will appeal to multiple generations. The Associate Pastor should be passionate about sharing God’s word with not just our congregation, but also with the wider community.

Engaging Sacred Stories and Traditions - Our congregation needs a pastor who can develop our spiritual life relating our faith to our daily lives and to God’s purposes. The pastor should also possess strong gifts for connecting with youth and families with children.

Working Together for Justice and Mercy - We are looking for someone who can support our existing missions and also lead us in new ways of doing missions that invite and engage younger generations and our wider community.

Strengthening Inter- and Intra- Personal Assets - The Associate Pastor will be a role model for young people and families in our church and community. S/he must understand the varied needs for younger generations, foster relationships with them and minister to them

Who Is God Calling Us to Become?

At a Special Church Meeting held on June 7th, the members of UCC Southbury voted overwhelmingly to approve our 3-year Ministry Plan. This plan is the output of several months of intensive work (between September 2019 and May 2020), where we engaged in an all-church process to reflect on our current ministries and missions and to discern our sense of God's call for our future.

The following documents are a distillation of the work undertaken and represent the congregation's commitments to live into God's call as we seek new pastoral leadership.

A Ministry Plan diagram that pictorially provides an overview of our plan



- The foundation is our Spiritual Community which is what holds us together and what supports all that we do.
- The roof is who we are and where we are headed. We are a historic, Christ-centered community that has set its sights on a bright future. Together, we are committed to turning our focus outward so that both we and future generations can thrive – exploring faith, nurturing community & serving our world.
- The pillars are our three priorities for the future
 - Do Love - mission that invites
 - Reaching the Next Generation
 - Faithful Stewardship of our Resources

- The two ropes reaching through the roof are “our cords of hope”; drawing from Luke 5:19, they represent our active faith in seeking Christ in every place of need.

To faithfully and fruitfully live into our Ministry Plan, we are committed to the following seven initiatives:

- Together, turning outward
 - Our boards, committees, members and staff will engage their ministries and missions with an outward focus, aiming to serve and engage younger generations, the wider community, and those without church affiliation.
 - Use the many ideas generated through our all-church process as an abundant resource.
- Creating an after-school music program for children
 - This program, which has been prefunded for the first three years as part of our Ministry Plan, will include teaching sacred music, child care, transportation and community-making among parents.
- Forging partnership with neighboring congregations to create a multi-church youth ministry
 - This effort got underway in early 2020. It was interrupted by COVID-19, but will resume as soon it is possible to do so;
 - We have hired a Bridge Youth Leader to lead our youth and help us move into multi-church youth ministry.
- Surveying our congregation to assess its readiness to engage in a discernment process about “Open and Affirming” after the Senior Pastor is settled
 - In May 2020, our congregation conducted this survey.
 - Over 70% of the responders felt that it is very important to have this discernment process about these values.
 - When asked how capable we are of having conversations with differing points of view in a constructive and caring manner, 90% of responders felt we are either somewhat or very capable.
- Calling two full-time pastors in order to broaden, deepen, and strengthen our ministries and missions:
 - Senior Pastor responsible for:
 - Worship (in traditional and new ways)
 - Adult Faith Formation (education, spiritual development, liaison to Missions)
 - Congregational Care (pastoral care, community-making, new members process)
 - Stewardship of Organization (promoting and nurturing goal-centered ministry, nurturing lay leadership and administration, supervising church communications, representing church in wider community)

- Associate Pastor responsible for:
 - Ministry with children and families, youth and young adults, (community-making, relevant programs/events, spiritual nurture, new ways of worshipping together)
 - Missions for all ages (creating and leading new initiatives, supporting on-going missions, integrating missions into all aspects of church life)
- Prefunding the Associate Pastor's position, which is additive to our current staffing and budget, for the first three years
 - A third from our Endowment and/or Special Funds
 - A third from our "angels" – donors who give \$10,000 or more to our capital campaign "Together Turning Outward"
 - A third from our members also through the capital campaign
 - Capital campaign started June 2020 and as of September 2020 we have achieved 97% of the fund raising.
- Implementing an Adaptive Ministry process for guiding the work of our ministry staff that is centered upon the needs and purposes of the congregation
 - Each ministry staff member will have a Ministry Team with appropriate representatives
 - Ministry Teams will meet three times a year to:
 - establish priorities for the year ahead,
 - check-in on what is progressing and what is stuck, and provide needed resources,
 - from a sample survey, provide meaningful feedback to develop the staff member in our church's ministries and missions.

Throughout the all-church process we generated many ideas that energized us as we reflected on "Together, turning outward". These ideas are presented in Appendix A.

It is the right time to join the UCC Southbury family! We have a clear picture of what God is Calling Us to Become and have identified and implemented specific initiatives to get us there. We are motivated to make this a reality. We have financial resources and staff in place. We are looking for a Senior Pastor and an Associate Pastor to join us and lead us in fulfilling our hopes and aspirations.

Who Are We Now?

Congregational Reflections

Our Life of Faith

The United Church of Christ, Southbury is a community of faith, believing in the power and grace of God as brought to life, taught and exemplified by Jesus Christ.

We uphold the sanctity of an individual's personal relationship with God and do not require uniform agreement to specific religious doctrine. We believe that each person is on a spiritual journey and that the Holy Spirit is actively working within us to nourish us and guide us along this journey.

The Holy Spirit is also what moves us and embraces us as a congregation, "creating and renewing the church of Jesus Christ, binding in covenant faithful people of all ages, tongues and races" (from the United Church of Christ Statement of Faith).

And we are covenantal, adopting the Salem Church Covenant of 1629 as our own: "We covenant with the Lord and one with another and doe bynd ourselves in the presence of God to walke together in all his waies, according as he is pleased to reveale himself unto us in his blessed word of truth."

We believe that faith without action is hollow. Good works are as intrinsic to faith as are heartbeat and breathing to life. Faith is a muscle that must be exercised. We actively serve each other and look outward to serve our community and our world. We strive to be living examples of Jesus' presence.

Our Strengths

We are a welcoming, caring, and generous congregation that strives to be a place of belonging and fellowship. Our members support each other in times of need, offering both words and deeds. Our response to the recent COVID pandemic provides tangible evidence of this support. During this time our 20-member pastoral care team reached out to many of our members each

and every week. Others in our congregation were actively involved in making and distributing masks to our church and community while others actively donated materials for those masks. Some members shopped for and delivered groceries to homebound members, while others provided technical support so that members could maintain contact with other members and participate in remote worship. These are but a few examples of how our members provided support in this time of need. We have a large



diversity in life and religious experiences and find much common ground in caring for each other, our neighbors and beyond.

We are an active church. There are several fellowship groups as well as a number of fellowship events throughout the year. We are highly engaged in mission work through our town, region and world. This commitment to missions includes both financial and “hands-on” components and combines several different initiatives. We sponsor an annual mission trip for our senior high youth group. This mission trip is a major event in the life of our church as fundraising happens throughout the year.

Recognizing racial injustices in our country our congregation is seeking to be part of our ethical response in words and action. A Racial Justice Team has been established that is focusing on our awareness, perception and activism. Several actions and events have been done and with many more being planned.

We are blessed with a strong, smart and gifted church body. We have a well-rounded mix of talent in our congregation, enabling us to “take on” a large variety of challenges. Much is asked of our congregation in time, talent and treasures and we respond generously. Mission and other needs, both financial and material goods, are consistently supplied when asked and someone is always available to help.

We have a robust governance structure that offers both the opportunity to involve many parishioners in various functions while also offering gentle accountability. Our current governance offers a strong organizational structure which makes us a well-run, fiscally responsible church. In the words of our interim pastor, we are “the most organized church she has ever seen”.

Worship

A traditional worship service is held in the sanctuary at 9:30 am on Sundays. Communion is held on the first Sunday of the month. Outdoor services are held on the church green a few times during the summer, weather permitting.

Infants and toddlers are welcome in the sanctuary during worship, but we also provide nursery care. Children may go directly to the nursery before worship or be brought to the nursery at any time during the service. Our nursery is staffed by our Nursery Coordinator (a contracted high school student) and an additional member of our church. The nursery room is equipped with age appropriate toys and equipment.



All children are welcome to join in the first part of the service. After the Children’s Message, our children head to Sunday School for fun, fellowship and faith lessons, guided by teachers and shepherds. On the first Sunday of the month, the children participate in a hands-on service project (Neighbors in Need) and then join their families

in the sanctuary to share in Communion. While all children are welcome to join Sunday school at any time, it is also perfectly fine if the child would rather stay in church for the entire service.

Music is a vital part of our worship services. The Senior Choir, Bell Choir and our Sunday School music group, all participate in our services. Special services are held throughout the year where other members are invited to join. Soloists and musical ensembles are also invited to participate throughout the year.

We look to our pastor to provide relevant, thought-provoking and faith-deepening sermons to help us connect the scriptures to our personal and communal lives. During the Service of Prayer people in need of prayer are supported through pastoral and silent prayer.

Children are invited to come forward in the sanctuary to participate in our baptisms. The ritual of the baptism is explained to the children as it is performed. It has become so familiar to the children that they can now explain what is needed to perform a baptism! The children join as witnesses along with the Godparents and our congregation. The pastor finishes the ceremony with a walk through the sanctuary aisles with the child while the congregation welcomes the child with song.

Sunday worship services are followed by fellowship time in the Social Hall where we can have some refreshment, welcome visitors and catch up with each other.

Our services are accessible by phone for people unable to attend in-person.



Recently, with the COVID pandemic, worship had to be reinvented due to social distancing and the closure of the church building. Worship has been held on-line using Zoom. Many in our congregation have expressed how grateful they are to gather together through these Zoom services on Sunday mornings. Our members share their abundant gifts each Sunday in music, the children's message, and personal testimonies. The participation of our children and youth has been deeply enriching to all. While we can't pass the "peace of Christ" we do greet each other in "chats" during the Zoom service. After worship, we share fellowship in our Virtual Social Hall, both as a large group and in smaller breakout groups. Attendance at our Zoom services has typically exceeded traditional Sunday services.

Funerals and Memorial Services do three things: celebrate the life and spirit of the loved one, grieve their death, and proclaim our faith in their eternal life. All three are included and personalized in our services. Families of the departed and funeral attendees frequently comment on how they were impacted by these personalized services.

Education and Faith Formation

Preschool through 7th Grade

Since October 2019, we have had a Bridge Christian Education Administrator who has the spirit and desire to grow our program, but is not trained in Christian Education. With guidance from our Interim Senior Pastor, our Bridge Christian Education Administrator is engaging students, parents and members with her creative ideas, communication and energy. As we look for opportunities to reach out to local families, we look forward to continuing a new chapter under the direction of new leadership.

In the summer of 2020 we launched an exciting new program called Kids' Chapel. The children meet via Zoom where they each light a candle (battery votive) and gather some meaningful items to prepare for worship. They greet each other, read and discuss a Bible verse, watch a Children's Message, talk about joys and concerns from the week and offer a prayer. The meeting is closed out with a prayer and a song. When they can meet again in person, Kids' Chapel will be held on Sunday mornings with an additional game or group activity at the end.

Confirmation

Our confirmation program for 8th graders has been noted in our community as an area of strength. Our program has been experiential in nature (by visiting different churches, hosting a Seder meal, making cross necklaces for personal use, making personal stoles, being a Biblical character in a living creche), as well as spiritually based. This year's confirmation program was under the guidance of lay people and our Interim Senior Pastor, who worked as a team to guide the students along their spiritual journey. A culminating activity is writing faith statements as a way for students to engage in deepening their relationship with God.



A strength of our confirmation process is developing a meaningful relationship with adult mentors. Confirmands can choose their mentor. Some of our mentors have been "booked" years in advance! If a Confirmand needs help finding a mentor, our Pastor creates a partnership.

Attendees of the Confirmation service have commented about how the service celebrated the confirmation class collectively and individually providing personal connections with each confirmand.

Adult Education

Through December 2018 we had a Pastoral Care Minister whose responsibilities included adult faith formation. She put together a variety of events to engage all members. She led Bible studies at two local assisted living complexes, as well as Bible

and book studies at our church. Some of the special events included a labyrinth for Holy Week, a “blue” Christmas season worship service at the beginning of Advent, and multigenerational gatherings for Three Kings Day and Halloween. In our new staffing model, adult faith formation will be the responsibility of the Senior Pastor. We look forward to renewing this ministry with new leadership.

For many years our Senior Pastor has led Bible Study on Tuesday mornings for a faithful group of 5-8 participants. We are open to continuing this tradition and to finding new ways to engage more people.

Ministry and Mission

Lay leadership plays a key role in the operation of our church. The Church Council implements church policies, makes financial decisions and creates plans for the future. Council includes the Officers of the church, representatives from each of our Boards and our Pastor. It is led by the President who serves a three-year term – initially as the Vice President to become familiar with the responsibilities of the office, then as the actual President and finally as the Immediate Past President mentoring their replacement. The Church Council meets once a month for 2-3 hours. Reports from all Council members are prepared and circulated prior to each meeting. A consent agenda is used to streamline the meeting. If there is an urgent matter, a special meeting of the Church Council is called.

Each of the Boards have various committees reporting to them for which they are responsible. The Boards generally meet once a month for 1-2 hours. Decisions are communicated to the congregation through a monthly newsletter “The Church Page”, the Sunday bulletin, announcements prior to worship on Sundays, the Annual Meeting, in Annual Reports and at Special Church Meetings as required. The organization structure is attached in Appendix B. Copies of the Constitution and Bylaws, the annual budget and annual reports are available upon request.

11-Year Report

UNITED CHURCH OF CHRIST ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS



Church#: 32150

Assoc: 128

Schedule: 0

United Church of Christ, Southbury

Southbury

CT

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YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBERS ADDS-REMOVED
2009	795	225	205	18	6	13	13	0	24
2010	813	230	205	10	0	20	8	4	18
2011	716	230	225	19	5	18	13	126	-97
2012	726	246	200	15	5	9	14	3	12
2013	744	250	221	18	1	18	9	6	16
2014	752	250	221	14	6	16	16	12	9
2015	771	250	214	12	0	18	10	1	19
2016	611	240	210	13	0	14	11	176	-160
2017	624	200	197	17	0	15	7	12	11
2018	637	126	129	18	5	1	6	0	13
2019	639	106	60	10	1	0	9	0	2

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 OFFERING \$
2009	\$559,619	\$0	\$0	\$19,174	\$19,174	\$18,039	\$36,213	0.00	\$595,732	\$263,775
2010	\$532,903	\$0	\$0	\$20,182	\$20,182	\$27,264	\$47,486	0.00	\$580,369	\$374,425
2011	\$521,764	\$0	\$0	\$17,821	\$17,821	\$32,883	\$50,504	0.00	\$572,268	\$378,250
2012	\$509,212	\$0	\$0	\$23,302	\$23,302	\$24,856	\$48,158	0.00	\$557,370	\$369,483
2013	\$537,870	\$0	\$0	\$12,869	\$12,869	\$49,416	\$62,285	0.00	\$600,155	\$326,099
2014	\$511,010	\$0	\$0	\$10,393	\$10,393	\$45,768	\$58,181	0.00	\$567,171	\$336,738
2015	\$529,062	\$0	\$0	\$7,970	\$7,970	\$45,825	\$63,795	0.00	\$582,857	\$354,710
2016	\$513,584	\$0	\$602	\$17,182	\$17,884	\$45,767	\$63,451	0.19	\$577,035	\$343,550
2017	\$607,755	\$0	\$384	\$9,505	\$9,889	\$80,812	\$90,701	0.06	\$699,456	\$390,603
2018	\$438,772	\$0	\$312	\$12,423	\$12,735	\$62,813	\$75,648	0.07	\$514,420	\$364,286
2019	\$417,971	\$0	\$0	\$5,225	\$5,225	\$59,991	\$65,216	0.00	\$483,187	\$334,092

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2014-2019	-15.03	-57.60	-72.65	-89.44	-87.86	-13.21	-49.73	-14.81
2009-2019	-19.82	-52.89	-70.73	-70.27	-10.77	-25.30	-71.25	-18.89

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.

Comments:

1. Reduction in MEMBERS in 2011 and 2016 associated with periodic review of membership roll by Church Clerk and Board of Deacons
2. Reduction in CHR ED/FAITH FORM in 2019 due to a reporting error. The corrected number is 90. The decline was due to fewer adult education programs due to the retirement of the Associate Minister responsible for Adult Education at the end of 2018.

Congregational Demographics

Describe those who participate in your church.

		Is this number an estimate? (check if yes)
Number of active members:	618	Member Roll (Source: Church Clerk)
Number of active non-members:	25	Member Roll (Source: Church Clerk)
Number of associate members:	9	Member Roll (Source: Church Clerk)
Total of church participants (sum of the numbers above):	652	Member Roll (Source: Church Clerk)

Percentage of total participants who have been in the church:

		Is this number an estimate? (check if yes)
More than 10 years:	61%	Source: Church Windows database
Less than 10, more than 5 years:	24%	Source: Church Windows database
Less than 5 years:	15%	Source: Church Windows database

Percentage of total participants by age:

0-18	19-24	25-34	35-44	45-54	55-64	65+	Are these numbers an estimate? (check if yes)
10%	14%	13%	7%	10%	19%	27%	Source: Church Windows database

Percentage of adults in various household types:

		Is this number an estimate? (check if yes)
Single adults under 35:	18%	Source: Church Windows database
Joint household with minors:	27%	Estimate (Mission InSite)
Single adults age 35-65:	5%	Source: Church Windows database
Joint household with no minors:	47%	Estimate (Mission InSite)

Single adults over 65:	3%	Source: Church Windows database
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Education level of adult participants by percentage:

		Is this number an estimate? (check if yes)
High School:	5%	Estimate (Holy Cow Survey)
College graduate:	28%	Estimate (Holy Cow Survey)
Graduate School:	41%	Estimate (Holy Cow Survey)
Other: Some college	13%	Estimate (Holy Cow Survey)
Other: Some post graduate	12%	Estimate (Holy Cow Survey)

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)
Adults who are employed:	46%	Estimate (Doug Boyd)
Adults who are retired:	46%	Estimate (Doug Boyd)
Adults who are not fully employed:	8%	Estimate (Doug Boyd)

Participation and Staffing

Ways of Gathering	Estimated Number of people Involved in attendance	Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes	117 (Total number of people, filling 213 positions)	Council, Board and Committee Chairs (Source: From the 2019 Annual Report)
Baptisms (<i>number last year</i>)	14	Pastor, Director of Music, Deacons, Staff (Source: From the 2019 Annual Report)

Children's Groups or Classes	31	CE Administor (Source: From the 2019 Annual Report)
Christmas Eve and Easter Worship	298 (C2019) 340 (E2019)	Pastor, Director of Music, Staff (Source: From the Deacons Log/UCC Attendance Spreadsheet)
Church-wide Meals	765	5F's (3x45), Mens Fellowship (100 @ Stewardship Sunday and Annual Meeting), Lenten Suppers (4x25), Next Steps (2x125), SPF Fundraisers (2x40)
Choirs and Music Groups	41	Director of Music, Bell Choir Director, Lay Leaders (Source: Director of Music)
Church-based Bible Study	5-8	Senior Pastor
Communion (<i>served how often?</i>)	First Sunday of each month, special services	Pastor, Deacons
Community Meals	Hundreds each month	DESK, GWIM
Confirmation (number confirmed last year)	10	Pastor, Lay Leaders (Source: From the 2019 Annual Report)
Drama or Dance Program	N/A	
Funerals (<i>number last year</i>)	18	Pastor, Director of Music, Staff (Source: From the 2019 Annual Report)

Ordained, Licensed or Commissioned Ministers

Name	Three-or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Stuart Brush	3-Ordained UCC	Parish	Pastor	Y

Donna Cassity	3-Ordained UCC	Parish	Professional Interim Minister	N
Cyndie Holden	3-Ordained UCC	Parish	Pastor	Y
Betty Lines	3-Ordained Methodist	Parish	Pastor	Y
Laura Opsahl	Ordained Presbyterian	Parish	Director of Music	Y

Current Staff

	Head of Staff?	Time Commitment	Supervised by	Time in this position
Interim Senior Pastor	Yes	Full time	Church Council and Ministry Team	2019 - Present
Director of Music and Organist	No	Part time	Senior Pastor and Ministry Team	2013 - Present
Bell Choir Director	No	Part time	Director of Music	2006 - Present
Bridge Pastoral Care Leader	No	Part time	Senior Pastor	2019 - Present
Bridge Youth Group Leader	No	Part time	Senior Pastor and Ministry Team	2020
Bridge Christian Ed Administrator	No	Part time	Ministry Team	2019 - Present
Office Administrator	No	Full time	Senior Pastor	2018 - Present
Nursery Coordinator	No	Part time	Board of Deacons	2 year term
Preschool Director/Head Teacher	Yes	Full time	Preschool Committee	2020
Preschool Teacher	No	Full time	Preschool Director	2003 - Present

Preschool Teacher Aide	No	Part time	Preschool Director	2017 - Present
Preschool Teacher Aide	No	Part time	Preschool Director	2019 - Present
Sexton	No	Part time	Building & Grounds Comm.	2011 - Present
* NOTE: The Office Administrator served as an Administrative Support person for 2.5 years				

Church Finances

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

Source	Amount
Annual Offerings and Pledged Giving	\$335,106
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	\$36,044
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	N/A
Fundraising Events	\$38,000
Gifts Designed for a Specific Purpose	\$21,002
Grants	N/A
Rentals of Church Building	N/A
Rentals of Church Parsonage(s)	\$50,100
Support from Related Organizations (e.g. Women's Group)	N/A
Transfers from Special Accounts	N/A
Other (specify) Preschool	\$20,000
Other (specify)	N/A
TOTAL	\$500,252

Current Annual Expenses:

Current budgeted expenses are \$640,252 for the 2020 fiscal year budget. This includes \$500,252 for church operations and \$140,000 for our preschool. Total ministerial support is \$275,860 or 43% of the expense budget for 2020. Our church has no debt and has always met all its financial obligations, including our commitment to the ministerial staff.

We support the UCC Southern New England Conference through Proportional Giving and the Litchfield South Association via Per Capita Contributions totalling ~\$7,500 per year. We have occasionally solicited voluntary contributions from our Members during the year to support the OCWM Special Mission Offerings: One Great Hour of Sharing, Strengthen The Church, Neighbors In Need and The Christmas Fund. We have never been a “5 for 5” church.

Church Funds:

The church has a wide variety of funds. Some are donor restricted and others are not. All are used for designated purposes. These funds are invested in a variety of instruments, the largest of which is the Consolidated Trust Fund managed by the Southern New England Conference. As of 12/31/19, these funds had a total value of \$1,094,189.

Preschool:



Our Preschool is managed as a semi-autonomous operation with oversight from the Preschool Committee. The committee members include church members and a parent representative. The Preschool expenses are \$140,000, including an annual contribution of \$20,000 to the church. Both are covered by tuition.

The Preschool Center has been in operation since 1978. The Preschool Center enrolls 3, 4 and 5 year olds from the local community. A new Director/Head Teacher started June 1, 2020 after the retirement of the prior Director/Head Teacher who had been with us for 17 years. The Preschool Center teaching staff is always acknowledged by local kindergarten teachers as to how well the students are prepared for a kindergarten classroom. Our church is looking for new ways to engage this set of families with our church. After closing for three months due to Covid-19, the Preschool Center is reopening in September, 2020 with appropriate health and safety guidelines.

Church-Owned Buildings:

Parsonages - The church owns two parsonages, called P1 and P2. Both parsonages are located in Southbury.

P1: 79 Charter Oak Road

- Fair Market Value \$338,980
- Fair Market Rental \$22,500/yr
- Until 2019, this was the primary residence of the Senior Pastor and his family. Upon his retirement, this property was rented.
- The structure is a 2,304 square foot colonial style home
- This home has 4 bedrooms and 2.5 bathrooms, 8 total rooms
- This property is available for pastor occupancy
- Building & Grounds Committee is responsible for maintenance
- The structure is sound and all systems and appliances are in good condition

P2: 271 Jacob Road

- Fair Market Value \$321,790
- Fair Market Rental \$20,000/yr
- This property is currently being rented
- The structure is a 2,163 square foot colonial style home
- This home has 4 bedrooms and 2.5 bathrooms, 8 rooms total
- This property is available for pastor occupancy
- Building & Grounds Committee is responsible for maintenance
- The structure is sound and all systems and appliances are in good condition

Main Building and Property:

- Fair Market Value \$1,431,500
- The structure is 12,461 square foot
- The building sits on 3.02 acres and includes the Church Green, an open field adjacent to the church which hosts several church gatherings and events throughout the year.
- The main building is located in one of the historic districts in Southbury, and is therefore listed on the National Register of Historic Places.
 - 1 Main sanctuary w/ balcony and loft
 - Steeple & bell tower with 1 bell
 - 6 classrooms
 - 1 Library
 - 1 Parlor
 - 6 bathrooms
 - 1 Social Hall (meeting area)
 - 1 large kitchen
 - 4 room office suite
 - 1 Nursery School Room
 - Part of the 4,749 sq. foot basement is finished (not included in the square foot calculation above)
 - The entire building is wheelchair accessible except the balcony, basement and bell tower
 - Building & Grounds Committee is responsible for maintenance

- The structure is sound and all systems and appliances are in good condition
- Spaces in our building are available for rental to the community as a source of income
- Spaces are made available for free to various community organizations as part of our mission outreach

Budget Process:

Our budget process starts with each committee and board requesting a budget for their wants and needs. The Board of Trustees balances these requests with the anticipated revenue with input from the Treasurer and Stewardship Chair. The proposed budget is submitted to the Church Council for their input and approval and voted on by the entire congregation at the annual meeting held in January.

We are a fiscally conservative and responsible church, doing our best to be good stewards of the resources God has entrusted to us. We try to balance the current and future needs of our congregation and neighbors with the resources we have.

Historical Information



The Southbury Congregational Church was founded in 1732. It dwelled in several sites until the third church was built on the present site in 1844. In 1923 the members voted to federate with the Methodist Episcopal Church and from 1923 until 1957 this church was known as the Federated Church of Southbury. The Federated Church served the spiritual needs of the community until the Methodist Conference requested that the federation be dissolved. In 1957 the Congregational Christian Churches and the Evangelical and Reformed Church merged to form the United Church of Christ, and in 1966 the members of this church voted to join the new denomination. At that time the name of the church became The United Church of Christ, Southbury.

Three significant happenings in the history of UCC Southbury that have shaped the identity of who we are:

1. When Southbury said “no” to the Nazi’s
2. Creation of Halo and Hammers
3. The retirement of our pastor/interim pastor selection and ministry plan adoption

When Southbury said “No” to the Nazi’s

During the 1930’s there was a strong movement in the United States by the German American Bund to establish a network of camps in the United States. This movement, and these camps, were part of a larger strategy to bring the Nazi belief system to the United States. These camps were indoctrination centers for Nazi’s with the end goal of spreading propaganda and creating a “5th Column” within the borders of the United States. A key element of the plan was to set up a 178 acre camp within the borders of Southbury. This large camp was critical to the overall strategy of Bund camp expansion in the northeast.

As these camps proliferated within the United States in the 1930’s, most politicians and citizens turned a blind eye. However, for the first time in the United States, a community, Southbury, found a way not only to stop the building of the camp, but to expel the Nazi’s. A key part of this local movement was a sermon from Rev. Felix Manley, Senior Pastor of what was then the Federated Church (now UCC Southbury). Rev. Manley denounced the Nazi movement from the pulpit, calling it “utterly opposed to Christian principals.” He further pointed out that the proposed Bund camp had “the purpose to revive German national loyalty” as well as a “planned training station for young Hitler youth...with all it implies.” He closed his sermon with these words, “If Fascism or Communism triumph at some future date, it will not be because of their superior merit, it will be because of our laziness.”

Rev. Manley’s sermon was the first words in opposition to the camp spoken in public. This sermon helped galvanize the local citizens against the camp and the Nazi’s. His actions began a series of events culminating in the eviction of the Nazi’s from Southbury. The town enacted its first zoning laws and zoning commission to stop land clearing and building on the site. Not only was the building stopped, but eventually the Nazi’s sold the property. This was an important event nationally as newspaper coverage of the event helped shed light on what the Nazi’s stood for and the danger they represented not only to the local communities but the nation as a whole. This event still has resonance with our congregation today. UCC Southbury has a long history, which gives us a strong sense of community and pride in our past accomplishments. Many of our parishioners have family ties to our church and community that go back generations, several families having played a role in 1937. This event is still celebrated within our congregation and was the subject of a 2012 documentary film by church member, Scott Sniffen, “Home of the Brave” documenting the events in Southbury in 1937.



Saying “NO” to the Nazi’s was a significant event not only in local history, but also in American history. This event has helped shape our church’s place in the local community and helped define the role we strive to continue to play today. Our church

body has a strong sense of mission and community involvement, with a solid history of both. It is our goal to have our past continue to inform and inspire our future.

Creation of Halos and Hammers

Another significant milestone at UCC Southbury began in 1985, when our church congregation started sponsoring mission trips for our high school age students. In 2006, our annual Mission Trip became a group called Halos and Hammers, and came under the direction of a creative and dedicated lay leader. Halos and Hammers welcomed youth of all denominations, and the students certainly benefited from their week-long mission trips to most states in the mid-Atlantic and Northeast. The volunteer lay leader's belief is that the kids can learn and complete all the work with minimal help from adults. Mission trip participants are encouraged to interact with the recipients of the work projects as a way to learn about how people's lives are different than here in Southbury, CT. Many students have written about their life changing week as part of their college applications.



The mission trip program became very popular with local students and grew to the point of us having limited options of locations due to the number of participants. The largest group we had was 60 students (and 15 chaperones) in 2010. Several local churches recognized the popularity and importance of Halos and Hammers Mission Trips, and started their own summer Mission Trips for high schoolers. While we are proud that we were the “seed” for area churches, our numbers have been impacted. As a congregation, we are aware of the decreasing numbers of high school participants in Halos and Hammers Mission Trips (as well as Senior Pilgrim Fellowship youth group activities) in the last few years. We are looking to restore a vibrant youth program and Mission Trip experience at UCC Southbury.

Senior Pastor Retirement/Interim Pastor Selection/Ministry Plan Adoption

Our most recent significant church event was the retirement of The Rev. Walter Pitman in the summer of 2019 after over 25 years of service as Senior Pastor. He was one of the longest serving pastors in the history of our church. For many of our members, he was the only pastor that they had known in our church. Additionally, Rev. Pitman was very active in our town and was in many ways the public face of our church in our community. His retirement created concern for many members about the future of our church. A search team was established to find an interim pastor. After interviewing several candidates, the Rev. Susan J. Murtha was selected and hired as our interim pastor beginning in September, 2019.

Rev. Murtha began her ministry by holding a series of six “Parlor Talks” which were small group conversations attended by a majority of the members of our church in which

she learned more about our perceptions of ourselves and hopes for our future. She used these initial sessions to help establish priorities for the interim process. This was followed by an all-church process entitled “Next Steps” which included a series of nine sessions in which church members were actively engaged and energized to develop the future direction for our church.

The outcome of this process was a Three-Year Ministry Plan that was overwhelmingly approved by our church family on June 7th, 2020. A key part of this Ministry Plan was the recognition of our need for two full-time pastors for which this Church Profile is being prepared. Together, we are committed to turning our focus outward so that both we and future generations can thrive – exploring faith, nurturing community and serving our world. Moving from the uncertainty associated with the retirement of a beloved, long-serving pastor to the excitement and hope associated with a well reasoned plan for our future, in such a short amount of time, is truly an unbelievable accomplishment!

Two specific changes that our church has managed in the recent past:

1. Accessibility to all parts of the church and social hall
2. Refocusing of our missions activity

Church and Building Accessibility

Southbury has a number of large retirement communities. As such our town demographics and our own church demographics have a significant portion that is elderly. Our church building was created over time by putting two buildings together. This created a building with multiple levels with many sets of stairs which created accessibility problems. We had a handicapped ramp to enter the Sanctuary however, getting to restrooms or the Social Hall for fellowship time after church or to other parts of the buildings such as the parlor and classrooms to participate in church activities all required navigating stairs.

Our Buildings and Grounds team was tasked to address this issue. They actively sought input from church members to identify accessibility concerns and involved a local architect to develop options. There was active communication throughout the project with membership and the Church Council, leading to the selection of the final proposal with necessary funding, culminating in overwhelming approval at a special meeting of the church body. While physical restrictions made it impossible to address all concerns, accessibility was maximized within these limits. Ultimately, an elevator with two 90 degree doors was installed that accesses four different levels in the church, our Social Hall was expanded to add bathrooms on the same level and add much needed storage area, the other bathrooms throughout the building were remodeled and our heating system was converted from oil to gas to eliminate two buried oil tanks impeding construction. All of this was done while maintaining the look and feel of our church and within the guidelines of the Southbury Historical Society. Completed in the

summer of 2012, this project has resulted in significantly improved accessibility by our elderly and disabled members and has made our church much more open and accessible to our community.

Mission Refocusing

Over the last 20 years, our mission work and philosophy has changed. UCC Southbury's Board of Missions has moved toward a more direct "hands on" approach to allocating funds and support for local, national and international needs.

The direction was taken for a variety of reasons. Our congregation clearly saw local needs were not being met. The church body and Board of Missions felt that we should be better stewards of our church resources and, with a more hands on approach, could better meet the needs of our neighbors in the region. This monetary commitment has been paired with increased involvement from parishioners who not only identified needs and arranged for financial support, but became directly involved in obtaining additional resources to meet those needs. Today, UCC Southbury has a number of partnerships with charitable organizations with many of these relationships dating back a decade or more.

Our Congregation's Values and Practices Concerning Conflict

Our UCC Southbury congregation tends to avoid conflict. Our interim pastor has helped us convene conversations and confront issues through several open, positive discussions in both small group and large group settings. Our congregation now realizes that it is important to engage in discussion on current issues, and we would look to our new ministerial staff to guide us in further dialogue.

As with all large groups of people, there have been instances of conflict that have been settled with the help of the members of Council and the boards and committees involved. One major conflict within our congregation was the decision on whether to become Open and Affirming. The issue was discussed many times at Council and with the Deacons during 2005 but was never brought forth to the congregation for fear that it would cause a major division of the congregation.

With the help of our interim pastor, we re-addressed the topic to become Open and Affirming. The congregation was surveyed to assess its readiness to engage in a discernment process about "Open and Affirming" after the Senior/Lead Pastor is settled. The congregation overwhelmingly indicated that it was ready to begin this process with the help of our new settled Senior Pastor.

In the past and recently, UCC Southbury has had to deal with personnel issues concerning different priorities and opinions on what constitutes good ministry. As we wrestled with conflicts inherent in these situations it became very clear that we have never had policies that established a system of support and accountability for ministerial

positions, thus there has never been anything concrete to refer to when trying to determine satisfactory performance. If guidelines and objectives for a person's position are not clearly defined it is difficult to have a fruitful conversation with that person about how well they are fulfilling the needs of their ministry. Something had to change if we were going to improve our overall performance as a church. And, now we are implementing that change.

In the process of searching for a new settled pastor, God has blessed us with an interim pastor who has had considerable experience with this very issue. The Rev. Susan Murtha has led us through a process that recognizes that 'job descriptions' are not really sufficient for ministry staff because congregational needs change and priorities shift; a mere cookie-cutter checklist of 'tasks to be accomplished' in a ministry position over-simplifies the needs and is likely to miss the mark. Instead, to provide the necessary guidance, support and accountability, the Adaptive Ministry system creates Ministry Teams for each of the ministry staff members (clergy and program directors).

Briefly, the system is designed to create and maintain an adaptive ministry staff and is applicable to Senior and Associate Pastors, Director of Music, Christian Education Administrator, Pastoral Care Leader and Youth Group Leader. Each of these staff members is a part of a team created to guide their work. Other members of the team would include their supervisor and a nonassociated church member who acts as the team leader. Additional members of the team would include stake-holders in the performance of the particular ministry (e.g. the Director of Music might have a representative of the Music Committee, someone from the Board of Deacons because it involves worship, a parent with a child in the youth choir and perhaps an adult choir member).

The team engages in a three part process each year:

1. Meet to establish the highest priorities with the staff member referring to the church's Ministry Plan
2. Check in with the staff member to affirm what is working and identify where help may be needed
3. To complete the cycle, review feedback from a broad-based survey sent to 20-25 people on the effectiveness of each staff member. These people include members of the Ministry Team (except the subject staff member), key staff members and other members who work closely with the subject staff member and representatives from the general congregation.

This system is nearing the end of its first year of implementation and shows great promise for removing confusion, emotional discomfort and potential conflict. Clarity of expectations and the support of dedicated teams should help our leaders lead us into a bright and rewarding future.

Ministerial History

Senior Pastor

Name	Years of Service	UCC standing (Yes, No, Lay)
Reverend Susan Murtha Interim Senior Pastor	2019-Present	Yes
Reverend Walter Pitman Senior Pastor	1994-2019	Yes
Reverend Allen F. Tinkham Interim Senior Pastor	1993-1994	Yes
Reverend William O. Wagner Senior Pastor	1972-1992	Yes

Associate Pastors and Lay Leaders

Christian Education

<i>Name</i>	<i>Years of Service</i>	<i>UCC standing (Yes, No, Lay)</i>
Susan Belknap Bridge Christian Ed Administrator	2020-Present	Lay
Cindy Tolin Christian Ed Administrator	2012-2019	Lay
Tanya Platt McGuire Christian Ed Administrator	2008-2011	Lay
Reverend Meg Watson Associate Pastor of Christian Ed and Youth	2005-2007	Yes
Christian Education Committee	2000-2005	Lay
Gwen Lukens Christian Ed Administrator	1992-2000	Lay
Diane Platt Christian Ed Administrator	1991-1992	Lay

Reverend Fred Meade Associate Minister of Christian Education and Youth	1985-1991	Yes
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Pastoral Care

<i>Name</i>	<i>Years of Service</i>	<i>UCC standing (Yes, No, Lay)</i>
Carla Preiman Bridge Pastoral Care Leader	2020	Lay
Reverend Betty Lines Interim Pastoral Care Minister	2019	No
Reverend Cyndie Holden Pastoral Care Minister	2008-2018	Yes

Youth

<i>Name</i>	<i>Years of Service</i>	<i>UCC standing (Yes, No, Lay)</i>
Kyle Davis Bridge Youth Leader	2020	Lay
Ashley Sylvester Youth Leader	2011-2020	Lay
Tate Norden Youth Leader	2008-2011	Lay
Jeff Lukens Youth Leader	2007-2008	Lay
Reverend Meg Watson Associate Minister of Christian Ed and Youth	2005-2007	Yes
Georgette Huie Interim Youth Minister	2004-2005	Lay
John Flynn Youth Minister	1991-2004	Lay

UCC Southbury has never had a leader leave involuntarily. Our church has not been involved in a Situational Support Consultation. No pastor has been the subject of a Fitness Review.

Who Is Our Neighbor?

Community Vision

UCC Southbury has a long tradition of strong support for local and regional mission work and outreach. Our congregation believes deeply that “faith in action” is a key element in our church. This belief manifests itself not only in direct financial support, but also in giving time, talent and material goods to a variety of causes. The tentacles of our mission work are varied, but we believe each continues to make a difference in the lives of our neighbors.

Our congregation entrusts the management and administration of our mission work to the Board of Missions and Fellowship. This board is charged with:

- Congregational awareness concerning issues and needs within our community, region, nation and world
- Developing projects that encourage personal involvement of our congregation
- Overseeing and administering all budgeted and directed mission funds
- Overseeing and administering the annual Endowment Fund allocation

Part of UCC Southbury’s commitment to mission work is our goal of allocating 10% of our Pledge and Contribution revenue. We felt by adopting a goal to “tithe” our Pledge and Contribution revenue to Missions, we would more closely align our actions with the teachings of Jesus Christ. When this goal was adopted several years ago the Missions’ budget was approximately 5% of our Church budget. In 2019 we achieved this goal.

Missions’ distributions vary from year-to-year, but are generally made with a goal of 60% local needs and 40% national/global needs. These funds go to very worthy organizations that feed, house, teach, treat and minister to people in desperate need.

Each year UCC Southbury plans and executes a Special Missions Project. The guidelines call for both a financial commitment and a “hands on” component allowing our parishioners the chance to get directly involved. This project is funded from a 4.5% allocation of the Missions Fund and is separate from the budgeted allocation to the Board of Missions. The chosen project includes a large donation (2020 Special Missions Project was \$10,537) as well as one or more “hands-on” components. Each year, the Board of Missions solicits project ideas from the congregation. One of these projects is chosen after a vetting process and presented to the congregation for

approval during our annual meeting. Recent projects have been Acts 4 Ministry and GWIM Soup Kitchen.

There are a number of charities with whom UCC Southbury has a long-term working relationship. Church members support these organizations financially and with volunteer efforts. Each of the organizations listed below has a church liaison that maintains regular contact and coordinates activities:

- Covenant to Care for Children
- Downtown Evening Soup Kitchen
- Greater Waterbury Interfaith Ministries
- Safe Haven of Greater Waterbury Women's Emergency Shelter
- Southbury Food Bank

In addition to the organizations and causes listed above, our church members also support a number of annual projects:

- One Great Hour of Sharing
- Comfort Caps - Howard Leever Cancer Center
- OCWM Collection
- Diaper Bags - items purchased, assembled and delivered to Waterbury Hospital
- Camp Scholarships - Silver Lake Conference Center
- Big Chill Out blanket donation
- Thanksgiving Baskets - Items purchased, assembled and delivered in Southbury
- Christmas gifts purchased, collected and distributed

We have been the Chartered Organization for Boy Scout Troop 60 since 1930.

We provide the free use of our facilities to a variety of non-profit community organizations as part of our local outreach:

- Alcoholics Anonymous (AA)
- Community Addiction & Recovery Education & Support (CARES)
- Southbury - Middlebury Acting Responsibly Together (SMART)
- Tribury Lyme Disease Support Group

Mission InSite Report

UCC Southbury's Mission InSite report projects limited change in our population and demographic indicators for our community over the next 10 years. Racially, our community is very homogeneous with 91% being white. Our community is highly educated with half of the adults 25 years or older having bachelor or higher level college degrees. Our community is financially comfortable with an average household income of >\$120,000 and very little poverty (3.1% below the poverty level). The presence of

several large retirement and senior health communities raises the average age in our community. Over a quarter of our population is 65 or older and this is expected to rise to almost a third over the next 10 years. The only other growing segment of our population is Singles and Young Families ages 25-34 which are currently 9.4% of our population and are expected to grow to 14.4% in the next ten years. About 26% of all households and 38% of family households in our community have children.

UCC Southbury's demographics as measured from our Church Windows database are misleading when compared to the Mission InSite report. The Church Windows database includes Members and Affiliates of our church. As such, young children are not included until they are confirmed (age 14). Additionally, with the success of our confirmation program we have a high proportion of members who came to membership via confirmation (>37%). While our demographics show a higher percentage of the 18-24 year old and 25-34 year old segments, this is influenced by children who joined the church through our confirmation program who have moved out of the area starting lives elsewhere but who have not yet found a new church home and transferred their membership. When these influences are accounted for, UCC Southbury's demographics tend to mirror those of the community around us with two notable exceptions. Our proportion of adults 65 or older is even larger and our proportion of families with children is less. While these differences may be influenced by the relative priority placed on religion within these groups, both of these groups provide unique ongoing ministry and programming opportunities.

Adults 65 or older may have reduced mobility and greater difficulty attending services and other church related activities. In this COVID season, we have a dedicated group of volunteers that provides rides, help with technology, and grocery delivery. Even after the COVID pandemic subsides, we plan to continue options that will support remote participation. Also, we have developed a robust pastoral care team to care for our seniors during Covid and beyond. Finally this group tends to have greater control of their time and are looking for ways to make a difference. We actively look for intergenerational activities that will allow them to share their rich experiences with others. We actively look for Missions and Outreach opportunities that involve hands on participation as we "Do Love Missions that Invite".

Reaching the Next Generation is one of the three pillars of our Ministry Plan. Young families struggle with complex schedules associated with the variety of activities that their children are already involved in. We are focusing on providing a strong Christian foundation, with ministry and programs that are meaningful and engaging for children and families.

In addition to our immediate community, we are located in close proximity to larger urban areas in Waterbury to the east and Danbury to the west. These cities have the racial and ethnic diversity not found in our own community. Additionally, they have greater financial insecurity and social needs that are in need of support. A large

proportion of our “local” Missions Outreach is aimed at supporting the needs of these cities.

Only a little over half of Southbury residents (51.45%) affiliate with a religion of any denomination. The unchurched provide a significant opportunity.

Perceptions of Community Leaders

Our present and past town leaders mentioned how UCC Southbury supported our church youth through mission trips and supported town youth through scouting sponsorships and projects. It was also mentioned how welcoming and accepting we are. The directors of local food banks have said our church is vital to their ability to help food insecure residents. They are grateful that they can rely on our congregation; when they call with a need, it will be answered.

Speaking about what got them involved and keeps them engaged in UCC Southbury, new members lift up a wide range of qualities and opportunities. Some speak of feeling that they have found their spiritual home, the warmth of our congregation's welcome, and our caring for one another. Others speak of being inspired by transformational youth ministry or the desire to give back to the children's ministry that gave so much to their children. Many speak of our church's involvement in our wider community. As one new member said “we have found a church family for our whole family”.

The personal invitations to join boards and committees that matched their talents, capabilities and experiences have encouraged new members to become more involved. The willingness of established members to share with new members ideas and information was also mentioned as a positive factor.

References

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July 22, 2020

In Re: United Church of Christ, Southbury Church Profile Writing Group

To Whom It May Concern:

My relationship with the United Church of Christ of Southbury and its leadership extends over more than 25 years. As a rabbi in the community, and as the Convener of the Southbury Clergy Association, I worked closely with longtime UCC Senior Pastor, The Rev. Walter Pitman, and now with Interim Senior Pastor The Rev. Susan Murtha. Our two congregations are supportive of one another, and both actively seek to nurture strong interfaith bonds.

Our two houses of worship are located close by on the same street. The UCC is a designated location in B'nai Israel's emergency plans, and we have extended the same contingency to the UCC. This year I conducted the annual UCC model Seder for its Confirmation Class and mentors virtually, lest the tradition lapse. For a generation the synagogue hosted Confirmants and their mentors at our worship, as our Confirmation students, in turn, attended UCC services and received instruction from their pastor. We've also joined together for many interfaith Thanksgiving services, adult educational offerings and responses to community events.

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

The church has historically had one of the area's largest and best youth programs. With many leading members likewise active in the town and community, the UCC also has helped guide a civic tone in town that fosters inclusion and volunteerism. Worship services and social events are warm and engaging. The church's clergy are well-respected and influential opinion-makers within the town and interfaith community.

- Describe some areas for improvement in this church's ministry.

Southbury is an aging community, with fewer young families arriving. This is a cause for stress for the religious institutions in our area, including our own and the UCC.

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

When our synagogue sought zoning for our campus, as later happened for Orthodox church, the UCC's Senior Pastor championed the effort, telling the Zoning Board of Appeals: "The question isn't 'Why they want to build now?' It's 'What took them so long?'"

- Anything else you wish to share.

As a new chapter in the church's history begins, my congregation and our area clergy looks forward to welcoming a new settled Senior Pastor into our Interfaith community.

I agree that the contact information provided may be shared with prospective candidates.

Sincerely,

Rabbi Eric Polokoff



July 27, 2020

United Church of Christ of Southbury, CT.

It is an honor to describe United Church of Christ of Southbury, CT areas of strength. UCC'S Members, Missions, Fellowship and Friends unconditionally support GWIM through many avenues! We are proud to call UCC GWIM'S Friends, as everyone cares so much and reaches out regularly to our hungry friends in need at GWIM. We are extremely grateful to have UCC understand the hearts of GWIM'S Staff, Volunteers, and our hungry friends we serve.

UCC of Southbury supports GWIM'S Food Pantry by collecting and donating canned goods and groceries all the time (Monthly and More) and because there are so many shelves to stock, they are FILLED with many choices of food items for our GWIM Community; this is made possible because UCC is so kind and generous! UCC always supports the Soup Kitchen. The church members of UCC, the friends, the volunteers and the Church Sunday School Classes, all prepare the MOST delicious casseroles for all of our guests that rely on the Soup Kitchen daily! GWIM is so BLESSED and GRATEFUL for ALL the wonderful and amazing support United Church of Christ of Southbury gives unconditionally. Thank You!

There are so many amazing experiences that I have been privileged to encounter at UCC. Most recently, Missions and Fellowship supported our desperate need at GWIM for a new floor to be purchased and installed in the Soup Kitchen. GWIM was given this GIFT from UCC and what a Gift it was and is and will forever be! GWIM and all the entire Board of Directors of GWIM, staff, volunteers, and friends are safe, healthy, and beyond grateful for this gift that keeps on giving!

I am proud to say that UCC is a longtime friend of GWIM! UCC believes in our Mission, Ministry and the love for giving to others! It means everything to receive all the fantastic donations and equally significant, is the fact that UCC cares about GWIM receiving all the amazing deliveries, which is a gift! Jandi and Dr. Erik always brings forth the needs of GWIM to the forefront and the deliveries to GWIM'S door Step, which is a true blessing! Thank You!

The gifts and support from everyone at UCC during holiday times is so amazing! The gifts the children receive from UCC are extraordinary and ever so wonderful! The Annual Blanket Drive from UCC, provides gorgeous blankets and warmth for all our beautiful people at GWIM!!! All year long GWIM receives books, art supplies, diaper bags, baby equipment and household items from UCC'S Rummage Sale.

I am humbled by everything that UCC does for all our friends at GWIM. We embrace all the gifts ...Monetary, Food, Gift Cards, and Casseroles and most importantly...LOVE, which is simply Priceless!

Sincerely yours,

Barbara Ann Dublin, MS
Executive Director

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gwimsk@forhungry.com



Roxbury Congregational Church

A Congregation of the United Church of Christ

24 Church Street ~ Roxbury, Connecticut 06783

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www.roxburychurch.org

We Are a Community Seeking to Share God's Love!

The Rev. David F. Peters
Minister
david@roxburychurch.org

Sandra L. Kleisner
Minister of Music
sandra@roxburychurch.org



August 17, 2020

Dear friends,

I write today a letter of reference on behalf of the Southbury United Church of Christ, a neighboring-town congregation. I have served the Roxbury Church since 1986 and have over the years had quite a few joint ventures and interactions with Southbury UCC, clergy and laity.

Southbury UCC remains a strong pillar within the Southbury community and it is looked to for support and guidance. There seems to be a good bond among the religious communities in town. While a majority of the clergy in town have been serving there a short time, the members of the laity interact both through the churches and socially in the community over the years. The Town of Southbury is a busy hub community, providing shopping and service not only for itself but it surrounding communities.

Their strengths as a congregation have been a strong commitment to youth ministry, including yearly mission trips in the Mainline Protestant tradition, quality programs of Christian nurture and fellowship. Their staffing models have, to this point, supported this emphasis. They function as a "program" model of church with strong committee leadership and paid staff reporting to and having decision making running through the committees as one would expect.

As far as improvements for the Church, it may need to re-empower the leadership following a long-term pastorate leading to the retirement of the Pastor. The congregation would need their new pastoral leadership to help them to seek out where changes and modifications would need to take place with the changing social landscape and the realities of a post-COVID-19 world. This is not unique to this parish but care would need to take place as a large percentage of the congregation is of a generation that is comfortable in a model rooted in the 1950's with the church providing on-site ministry and an attraction model of evangelism. Again, this not unique to this congregation, but the demographics here would demand more pastoral care and sensitivities. A stronger tie with the wider United Church of Christ might enhance a sense of wider ministry beyond serving just itself, its community and local regional urban areas of Danbury and Waterbury.

"No Matter Who You Are, Or Where You Are on Life's Journey, You Are Welcome Here!"

Our congregation, along with other UCC congregations in the area have shared specific liturgical and programmatic events, such as Ash Wednesday worship, a series of Lenten Studies and pulpit exchanges. I would imagine, as one of the larger UCC congregations in the area, it would be important for this congregation to embrace and promote this type of sharing, seeing it as one of its' ministries to be shared with neighboring, and not so large, congregations who might not be able to carry out these events by themselves. A regional Mainline Protestant witness, if you will. This August, the Southbury UCC congregation asked to tune into our virtual worship services for 2 weeks while their Interim Pastor was on vacation and we were honored to provide this.

I have great hopes for a dynamic leader for this wonderful congregation, filled with loving and supportive people. While ministry in these days is not as easy as it used to be, where one just read the latest church growth book and had all the answers handed to one, Southbury UCC has most of the resources available to have a flourishing ministry and a vibrant ministry for God's people there and beyond.

I am available for questions, if you need.

In faith,



Rev. David F. Peters
Minister
Cell: 203-770-6721
david@roxburychurch.org

"No Matter Who You Are, Or Where You Are on Life's Journey, You Are Welcome Here!"

Closing Thoughts

Closing Prayer

"To him who by means of his power working in us is able to do so much more than we can ever ask for, or even think of." Ephesians 3:20

Dear Lord, we are full of thanks that you have moved the hands and hearts of the UCC Southbury congregation over the past year. Our journey of preparing our hands and hearts for our future has been fruitful. Now, our hands and hearts are ready to help and heal our neighbors, and be change agents in this world. Our hands and hearts are ready to speak out about our faith. Our hands and hearts are ready to teach those around us about your love for all people. Our hands and hearts are ready and open to renewal of the mission and ministry of our beloved church. Our hands and hearts are ready to welcome new leadership that is excited and willing to lead us on a journey with our newly adopted 3-year ministry plan; to be inspiring, loving and teach us about the Holy Spirit. Dear Lord, our hands and hearts, together, are ready to turn outwards. Amen.

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.

This profile was completed by the United Church of Christ, Southbury's Profile Writing Team and was approved by the Church Council.

Rick Hall

United Church of Christ, Southbury Profile Writing Team Chair

9/15/20

Conference/Association Validation

The congregation is currently in good standing with Litchfield South Association/Connecticut Conference.

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

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

My signature below attests to the above three items.

Approved by:
Rev. Dr. Michael Ciba
Senior Regional Minister
Southern New England Conference, United Church of Christ
cibam@sneucc.org
860-921-8204

Appendix A

Together, Turning Outward

The following is a sample of our best ideas and their potential application to our three priorities:

- Reaching the Next Generation
 - Events for families to gather for community-making and/or for mission
 - Programs for parents – parenting in an age of social media, vision for your family life, nurturing the spiritual life of children
 - Be attentive to and open to what thriving congregations are doing
 - Outdoor events, including fire pit, story-telling, field games, mission events
 - Summer events/programs for kids, e.g. Bell camp, Making-a-Difference camp
 - Invite preschool families to events
 - Worship that is conversational and community-making, e.g. Dinner church, Messy church, mission topics, testimonials
 - After-school music program
 - Mom's groups
 - Robust child care at church events
- Do Love: mission that invites
 - Transportation to church for seniors
 - Mission trips for adults and/or families
 - One-day local mission projects
 - Mission-focused worship, i.e. doing a project and/or featuring a mission
 - Mission events that are on the lawn, inviting to community
 - Mission-focused adult education on key topics of our time from a faith perspective: environment, technology, suicide prevention
 - Worship outside and invite community
 - Add mission component to annual Strawberry Festival
 - Make small grants available for kickstarter projects that engage our congregation
 - Offer building space to community/regional service groups
 - Aging as a spiritual journey
 - Open mic nights
- Faithful Stewardship of our Resources
 - All boards, committees, members and staff work toward recreating their gathering time by handling all non-discussion items by email, focusing more on core purposes and turning outward to Ministry Plan priorities and initiatives
 - Form and nurture new networks and “pop-up” groups that are focused on new projects
 - Create effective outdoor signage and social media

- Increase revenue for ministry: building rentals, expand Holiday Fair and Strawberry Festival, look into expanding Preschool
- Develop and implement funding for Associate Pastor
- Implement model and process for guiding the work of ministry staff

Appendix B

