

**Search and Call Tools for Congregations**

Advancing the Spirit's guidance into God's future

# INTRODUCING THE NEW LOCAL CHURCH PROFILE



The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

**UNITED CHURCH  
OF CHRIST**



# UNITED CHURCH OF CHRIST

## **LOCAL CHURCH PROFILE**

Church of Christ Congregational  
Newington CT

Full-Time Associate Minister

Southern New England Conference of the UCCC  
April 2022

### LOCAL CHURCH PROFILE CONTENTS

Position Posting

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*“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)*

## INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings and many prayers. As the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is the boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub, and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



## 1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

### 1a. LISTING INFORMATION

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Church name: **Church of Christ Congregational**

Street address: **1075 Main Street, Newington, CT 06111**

Supplemental web links: <https://www.newingtonucc.com/>

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

Conference:

Association:

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

**Rev. Isaac Lawson, South Central Area Conference Minister, Southern New England Conference, UCC, [lawsoni@sneucc.org](mailto:lawsoni@sneucc.org).**

Summary Ministry Description:

**The Church of Christ Congregational is a member of the United Church of Christ. We are an Open and Affirming Church that welcomes all believers and seekers no matter where they are on life's journey. At the core of our church is outreach and mission to our community, state, country, and world. For example, our church is actively involved in the Appalachia Service Project and the community-based Family Promise and Got Lunch Programs. Our church has a rich faith formation and education program for children, youth, and adults. The worship life in our church is rooted in scripture with a weekly service that balances both traditional and contemporary practices. Music plays a large role in our worship service with an adult choir, youth choir, and hand bell choir. In addition, various concerts and music events are offered throughout the year. We are a diverse church, composed of people of all ages and various religious backgrounds, which lends itself to a multitude of different service/outreach, fellowship, and faith formation activities.**

Photographs:

*Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.*



What we value about living in our area (2 – 3 sentences):

- Newington is a thriving community just outside the state capital of Hartford, CT. It is an area rich in the arts and culture. We are located two hours from Boston to the north and New York City to the south.

Current size of membership:

- 700 with about 550 active

Languages used in ministry (*other than English*):

- None (on a consistent, weekly basis).

Position Title:

- Associate Pastor

Position Duration (*choose one, delete the other options listed*):

- Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level (*choose one, delete the other options listed*):

- Full-Time

Does the total support package meet conference compensation guidelines?

- Yes

## 1c. COMPENSATION AND SUPPORT

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**Salary Range for this level is \$65,000 - \$80,000 total package commensurate with qualifications and experience, and is in keeping with UCC Conference guidelines. Full details regarding compensation (benefits, housing allowance) will be shared with prospective candidates.**

## 1d. WHO IS GOD CALLING TO MINISTER WITH US?

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

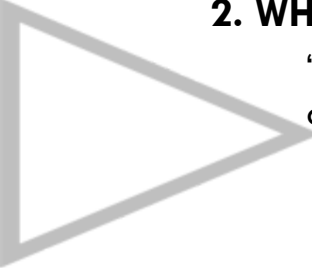
**This is a full-time position. We envision our next minister as one who complements the work in our church. We currently have strong leadership from our Senior Minister, Church Council and boards. We believe our church provides an exciting opportunity for the right candidate to explore, share, and further develop their unique gifts. Our church is eager to work with this person to assist them in defining their ministry as part of our church. Our church is open to new ideas and exploring new avenues. In particular, this person will be stepping into a role that had previously**

**been held by one part-time associate pastor and an Assistant for Youth and Outreach for the past 6 years. The successful candidate will therefore need to possess a strong background in youth ministry along with other relevant experiences to help our church family continue to grow.**

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

**English speaking. Our church is predominantly English speaking, but bilingual or candidates with different cultures are encouraged to apply.**

## **2. WHO IS GOD CALLING US TO BECOME?**



**“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)**

Who is God calling you to become as a congregation?

Recently our church adopted a new mission/vision statement: *United in Spirit and empowered by God we grow in faith and service.*

**We believe our church is called as a congregation to faithfully serve the Lord by serving and loving each other, our community, and world. We are a congregation called to faith, which we demonstrate through action. Our church is the starting point to spread the word of God and also a place for those that want to discover God and be in relationship with God, Christ, and the Holy Spirit. To that aim, we work to be inclusive of all, and we search for ways to help those in our community, country, and world experience God's love and grace.**

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

*For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

**Our church has been regularly involved in multiple ministries. For the past 28 years, our congregation has been involved in the Appalachian Service Project, sending 50+ adults and teens to areas of need to rebuild/repair and improve living conditions for those in need. More recently,**

**our congregation has been involved in two new initiatives, namely Family Promise and the Got Lunch program. .**

**Our church was one of the leads on the Family Promise program that provides housing, meals, and fellowship to homeless families by using church facilities as a shelter to keep families together. Since the pandemic of 2020, Family Promise has changed its focus to assist families on the verge of homelessness. Using churches was not a possibility due to safety precautions. We ARE still heavily involved, but in a different capacity. The program involves 13 churches that rotate weeks throughout the year. This program has been incredibly successful and now includes a day center with social services that supports these families. The success of this program is based on overwhelming support of the vast majority of the congregation.**

**The Got Lunch program provides groceries in the summer weeks to families that have lunch supplemented through the school system during the academic year. Each week, lunch materials (tuna, peanut butter, bread, fruit, etc) are delivered to families in our community. This program is in collaboration with the town's social services office and other churches. Sunday's following service, individuals from these various groups come together to assemble bags of groceries and then deliver to families throughout our community. The success of this program can be measured on several levels. At the church level, this program provides the opportunity for children and adults from both within and outside our church to come together for a common cause . Outside the church, this program provides a much needed service to families that otherwise might not be able to afford healthy and nutritious lunches during the summer weeks.**

**Within the church, various committees provide opportunities for congregants to use their various skills. The process for filling committees is very deliberate. People are nominated for committees not only for the skills that may help the church but also how being involved in the church might help the individual. Through service, we grow in faith and share the good news of the Lord. In some cases, service opens new avenues to those who may feel isolated, lost, or disconnected.**

**Even during the two years of the COVID-19 pandemic, our church remained active in these ministries, finding new and innovative ways to bring God's love and support to our surrounding communities. This included a shift to remote-based iterations of the services and fellowship we offered pre-pandemic along with in-person efforts utilizing CDC-endorsed safety protocols. We are a church that handles adversity and strives to faithfully express our commitment to serving God.**



### 3. WHO ARE WE NOW?

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

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

#### 3a. CONGREGATIONAL REFLECTIONS

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Describe your congregation’s life of faith.

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

**We are a welcoming, open, and affirming church that is both progressive in its social views, yet grounded by the teachings of scripture. Ingrained in our belief and purpose is the notion that “No matter who you are or where you are on life’s journey, you are welcome here.” We recognize the Bible as the inspired word of God and are not bound to one literal interpretation of the scripture. God is most often described in our worship liturgy as loving, caring, merciful, forgiving, and patient. We also experience God’s grace in our worship. The Holy Spirit is in our midst through many of the happenings in our church, from the worship service to working through us as we do the work of the church. The Holy Spirit is also experienced during Bible study and dinner church (described below).**

Describe several strengths or positive qualities of your congregation.

**Our sanctuary is an inviting gathering place, with inspiring music and thought-provoking, meaningful sermons. The senior pastor is creative and gifted, offering services that reach out and touch all in the congregation. The congregation is encouraged to participate in the service through delivering the children’s sermons, scripture readings, special components of the service (such as lighting of the advent candles), or dramatic presentations. In addition, the congregation is encouraged to be involved in the music ministry of the church through participation in our choir, bell choir, and/or performing solos, playing instruments, or performing in small musical groups during the service.**

**Our congregation is lively and thriving. We boast a healthy number of members with robust attendance each Sunday - both in-person and online. In terms of facilities, we have a large**

sanctuary and additional classrooms/meeting spaces for fellowship, childcare, and various activities.

Physically, our location is a strength. We are situated right in the center of town, providing clear visibility, and offering opportunities to collaborate with the town on various activities and outreach initiatives. Our church also serves as a meeting place for non-church groups such as the Boy Scouts of America, Al-Anon, and AA. In recent years, however, we have also begun growing our understanding of location through increasing our presence online through live and recorded Sunday services, streaming musical concerts, and live-remote faith formation activities.

Describe what worship is like when your congregation gathers.

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

**Our church has a beautiful, traditional New England sanctuary. Our services are rooted in scripture with an emphasis on how the scripture relates to our lives today. The services combine traditional elements, but also include other various components. For example, services begin with a traditional, responsive call to worship. Services include an anthem, sermon, time of greeting and sharing of the peace, and various musical elements; however, it can also incorporate other less traditional elements, such as a component that involves participation of the congregation, dramatic performances, and more.**

**Our baptisms welcome the newly baptized as children of God and part of our church family, asking parents and the congregation to work together in raising the child as a follower of Jesus' teachings. The baptisms are incorporated within the normal service, and the senior pastor makes baptism a meaningful component of the service for both those being baptized and the congregation. The baptism also serves as an opportunity for the congregation to reaffirm their faith and commitment to Christ's teachings.**

**Words that describe good preaching include, meaningful, relevant, relatable, impactful, cohesive, and focused. Our church is blessed with a truly gifted senior minister who demonstrates all of these qualities and more in the service and in the sermons. Sermons seem to speak not only to the whole congregation but also each person individually. It is not uncommon to hear phrases such as "you were speaking to me today" or "It was as though you knew what I needed to hear today." Sermons employ various modes of delivery and styles to convey the message in a way that is understandable and applicable to daily life. The sermons are rooted in the scripture and facilitate the congregation's ability to experience the word and reflect on the meaning of the word. It is important to note that our congregation is diverse, especially when it comes to the age range and religious background. Our church is composed of young families, families that have been raised in the church, and even members in their 90's, some of whom have spent their lifetime in this church. In addition, our congregation is made up of people from various religious backgrounds, from**

**liberal to very conservative. For example, a good number of our congregants were raised Catholic. In short, the sermons appeal to both the mind and heart of all.**

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

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

**Currently, our church has a dynamic youth program, coordinated by an Assistant to the Pastor for Youth and Outreach. Our youth program finds multiple ways to help our children and young people grow in faith. Sunday school programs are offered each week for children and youth, with appropriate content and curriculum. We also have middle school (FUSE) and high school (SALT) youth groups, which meets at least twice per month during the school year and helps these youth foster a closer connection to their church family through a variety of activities (e.g. Center Church support where youth prepare and serve meals, House of Bread where youth gather clothing and food for homeless in Hartford, etc.). In addition, youth are also involved in assisting in the delivery of the content offered in Sunday School for our younger children and hosting various activities for the younger children (e.g. Halloween carnival, puppet shows, etc.). Youth and children also take leadership roles in various services throughout the year (e.g. Youth Sunday, ASP Sunday, and Christmas Service). During one evening each week, the church has confirmation classes that are delivered by both the minister and the Assistant to the Pastor.**

**For adults in the church, various forms of faith formation are offered throughout the year including traditional Bible study, book-led discussions centered on a faith issue, and various activities during special times of the year (Lent and Advent). One of the more popular opportunities for faith formation before the pandemic is Dinner Church. Dinner church is a 5-7 week program offered several times during the year where all (both church members and those from the community) are welcomed for a meal and fellowship followed by discussion of the week's scripture reading. The Holy Spirit is in our midst as we experience the word, reflect on the word, and share with others how the word speaks to us and moves us. As we move back into a "more normal" environment, we look forward to reigniting programs such as this.**

**In addition to those mentioned above, the church also offers various opportunities for faith formation, fellowship, and bond strengthening that target particular sectors of the church. For example, the Appalachian Service Project brings together a large percentage of our youth along with adults to do service. Our Free-timers program brings together our retired members. There is a woman's faith group that meets monthly, a green team that brings together environment-conscious members, as well as church picnics, music events, game nights, and various dinners that bring together a wide cross-section of our population, including some from the outside community.**

Describe how your congregation is organized for ministry and mission.

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

**Our church follows a committee-based structure with prescribed reporting lines and hierarchy, all described in the church bylaws. At the top of our committee structure is the Church Council, composed of the Pastor, a Moderator, and the Chairs of the leading committees in the church (Deacons, Trustees, Education, Stewardship, Missions, etc). A nominations committee is responsible for filling the positions on the committee, and works hard to place members by both interest and talents. Term limits are from 1-3 years with a maximum of 6 years on one committee.**

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

**The amount of time spent in meetings varies depending on the committee, the time of year, and the nature of the particular task. The second Tuesday of each month is the church-wide committees meeting. The night begins with a brief service/faith sharing before the committees break out to meet. Additional meetings are scheduled as needed.**

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

**Our church has been very fortunate in that in the years preceding the pandemic, we had not experienced any disasters or crises in recent years. That being said, the governance structure of the church is set up to address this. In addition to the Church Council, there is also an executive committee that consists of the Moderator, the Chair of the Deacons and Trustees and two additional council members. This committee works closely with the Pastor to address any issues.**

**With the pandemic, we shifted quickly to acquire the needed resources to offer a robust and engaging series of weekly services - both traditional Sunday services and faith formation as well as community support programs. Our governance structure met routinely, and as circumstances allowed, we adapted to meet the needs of our congregation and surrounding community. We also developed a re-opening committee, which was tasked with staying abreast of local, state, and national guidance for in-person activities, and the membership developed an ever-adapting plan to ensure our church was as accessible and responsive as possible.**

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No]

**YES**

### 3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

**CHURCH OF CHRIST, CONGREGATIONAL  
Budget Report**

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Account	January 2021 - December 2021				January 2021 - December 2021			
	Actual	Budget	Difference	%	Actual	Budget	Difference	%
01 GENERAL FUND								
EXPENSE								
01-5000 EXPENSES								
01-5050 OPERATING EXPENSE								
01-5100 PROGRAM								
01-5110 EDUCATION	3,972.37	7,300.00	3,327.63	54 %	3,972.37	7,300.00	3,327.63	54%
01-5130 MUSIC	4,564.31	7,000.00	2,435.69	65 %	4,564.31	7,000.00	2,435.69	65%
01-5150 DEACONS	4,108.18	3,600.00	(508.18)	114 %	4,108.18	3,600.00	(508.18)	114%
01-5160 MISSION & SOCIAL ACTION	1.55	350.00	348.45	0 %	1.55	350.00	348.45	0%
01-5170 HOSPITALITY								
01-5180 HISTORIAN								
01-5190 GROWTH AND DEVELOPMENT	4,450.69	3,500.00	(950.69)	127 %	4,450.69	3,500.00	(950.69)	127%
01-5210 COUNCIL	100.18	400.00	299.82	25 %	100.18	400.00	299.82	25%
01-5220 DELEGATES AND DUES	7,087.96	7,730.00	642.04	92 %	7,087.96	7,730.00	642.04	92%
01-5230 STEWARDSHIP	1,899.32	1,100.00	(799.32)	173 %	1,899.32	1,100.00	(799.32)	173%
01-5240 PLANNED GIVING COMMITTEE		100.00	100.00	0 %		100.00	100.00	0%
01-5250 BROADCAST MINISTRY	450.00	800.00	350.00	56 %	450.00	800.00	350.00	56%
01-5260 OTHER MINISTRIES	4.79	400.00	395.21	1 %	4.79	400.00	395.21	1%
Subtotal Program	26,639.35	32,280.00	5,640.65	83 %	26,639.35	32,280.00	5,640.65	83%
01-5300 SALARIES AND BENEFITS								
01-5310 MINISTRY	150,521.12	152,252.00	1,730.88	99 %	150,521.12	152,252.00	1,730.88	99%
01-5350 STAFF	215,653.98	212,348.00	(3,305.98)	102 %	215,653.98	212,348.00	(3,305.98)	102%
Subtotal Salaries And Benefits	366,175.10	364,600.00	(1,575.10)	100 %	366,175.10	364,600.00	(1,575.10)	100%
01-5400 BUILDING & ADMINISTRATION								
01-5410 INSURANCE	13,414.00	14,750.00	1,336.00	91 %	13,414.00	14,750.00	1,336.00	91%
01-5420 OFFICE ADMINISTRATION	17,472.85	18,980.00	1,507.15	92 %	17,472.85	18,980.00	1,507.15	92%
01-5440 UTILITIES	34,284.06	32,800.00	(1,484.06)	105 %	34,284.06	32,800.00	(1,484.06)	105%
01-5450 MAINTENANCE	31,050.02	31,050.00	(0.02)	100 %	31,050.02	31,050.00	(0.02)	100%
Subtotal Building & Administration	96,220.93	97,580.00	1,359.07	99 %	96,220.93	97,580.00	1,359.07	99%
Subtotal Operating Expense	489,035.38	494,460.00	5,424.62	99 %	489,035.38	494,460.00	5,424.62	99%
01-5500 BENEVOLENCES	40,698.00	40,700.00	2.00	100 %	40,698.00	40,700.00	2.00	100%
01-5700 PROFESSIONAL EXPENSES								
01-5720 SABBATICAL EXPENSES	1,000.00	1,000.00	0.00	100 %	1,000.00	1,000.00	0.00	100%
TOTAL EXPENSE	530,733.38	536,160.00	5,426.62	99 %	530,733.38	536,160.00	5,426.62	99%

CHURCH OF CHRIST, CONGREGATIONAL

Balance Sheet

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GENERAL FUND 01, December 2021

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	Current Year
<b>ASSETS</b>	
<b>CURRENT ASSETS</b>	
CASH	\$120,681.76
INVESTMENTS	1,134,533.63
EDUC. ASSISTANCE FUND	339,838.16
OTHER CURRENT ASSETS	495,143.75
RESTRICTED ACCOUNTS	<u>63,976.17</u>
Subtotal Current Assets	2,154,173.47
<b>FIXED ASSETS</b>	
LAND & BUILDING	<u>1,664,409.90</u>
Subtotal Fixed Assets	1,664,409.90
<b>OTHER ASSETS</b>	
PREPD EXPENSE/RECEIVABLE	<u>2,403.67</u>
<b>TOTAL ASSETS</b>	<u><u>\$3,820,987.04</u></u>
<b>LIABILITIES</b>	
CURRENT LIABILITIES	\$428.37
OTHER LIABILITIES	<u>67,976.17</u>
<b>TOTAL LIABILITIES</b>	68,404.54
<b>NET ASSETS</b>	
UNRESTRICTED NET ASSETS	\$2,076,743.04
TEMP.RESTRICTED NET ASSET	
BENEVOLENCE & SUPPORT	38,315.13
CHURCH SCHOOL & YOUTH	137,810.02
MUSIC PROGRAM	22,460.42
CAPITAL IMPROVEMENTS	58,297.65
GENERAL FUNDS	<u>79,586.40</u>
Subtotal Temp.restricted Net Asset	336,469.62
PERM.RESTRICTED NET ASSET	<u>1,339,369.84</u>
<b>TOTAL NET ASSETS</b>	3,752,582.50
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<u><u>\$3,820,987.04</u></u>

CHURCH OF CHRIST, CONGREGATIONAL

Income and Expense Statement

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GENERAL FUND 01, January 2021 - December 2021

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	Current Period	Year to Date Budget	YTD Budget Difference	Annual Budget
<b>INCOME</b>				
<b>CONTRIBUTIONS</b>				
Pledges Previous Year	\$1,310.00	\$1,000.00	\$310.00	\$1,000.00
Pledges Current Year	387,089.57	397,000.00	(9,910.43)	397,000.00
Basket	18,393.56	16,000.00	2,393.56	16,000.00
Subtotal Contributions	406,793.13	414,000.00	(7,206.87)	414,000.00
<b>DIVIDENDS AND INTEREST</b>				
Transfer from Endowment	53,272.00	53,273.00	(1.00)	53,273.00
TDBank Interest	61.33	30.00	31.33	30.00
New Center Corp Loan	19,400.04	19,400.00	0.04	19,400.00
Leroy/Mary Pond Trust	19,106.86	14,500.00	4,606.86	14,500.00
Subtotal Dividends And Interest	91,840.23	87,203.00	4,637.23	87,203.00
<b>SHARED EXPENSE</b>				
Alanon/Fri.am-Gals	0.00	636.00	(636.00)	636.00
NA - Wednesday	636.00	636.00	0.00	636.00
Creative Playtime Newingt	9,720.00	9,715.00	5.00	9,715.00
Trout Unlimited FVTU Meet	0.00	100.00	(100.00)	100.00
MADD	0.00	2,250.00	(2,250.00)	2,250.00
Weddings/Parties/Events	2,150.00	2,000.00	150.00	2,000.00
Baby Bees Daycare	4,000.00	0.00	4,000.00	0.00
Subtotal Shared Expense	16,506.00	15,337.00	1,169.00	15,337.00
<b>FUND RAISING</b>				
Golf Tournament	6,901.80	6,000.00	901.80	6,000.00
Fund Raising - other	241.56	1,000.00	(758.44)	1,000.00
Auction	35.00	2,500.00	(2,465.00)	2,500.00
Easy Giving Net Sales	4,853.49	6,000.00	(1,146.51)	6,000.00
Christmas Trees	0.00	600.00	(600.00)	600.00
Cookie Walk	2,580.00	2,200.00	380.00	2,200.00
Subtotal Fund Raising	14,611.85	18,300.00	(3,688.15)	18,300.00
<b>OTHER</b>				
Initial Offering	63.00	140.00	(77.00)	140.00
Memorial Steeple Lighting	320.00	480.00	(160.00)	480.00
Memorial Carillon Fund	750.00	700.00	50.00	700.00
Vanco Fee Offset	76.42	0.00	76.42	0.00
Subtotal Other	1,209.42	1,320.00	(110.58)	1,320.00
<b>TOTAL INCOME</b>	<b>530,960.63</b>	<b>536,160.00</b>	<b>(5,199.37)</b>	<b>536,160.00</b>
<b>EXPENSES</b>				
<b>OPERATING EXPENSE</b>				
<b>PROGRAM</b>				
EDUCATION	\$3,972.37	\$7,300.00	\$3,327.63	\$7,300.00
MUSIC	4,564.31	7,000.00	2,435.69	7,000.00
DEACONS	4,108.18	3,600.00	(508.18)	3,600.00
MISSION & SOCIAL ACTION	1.55	350.00	348.45	350.00
GROWTH AND DEVELOPMENT	4,450.69	3,500.00	(950.69)	3,500.00
COUNCIL	100.18	400.00	299.82	400.00
DELEGATES AND DUES	7,087.96	7,730.00	642.04	7,730.00
STEWARDSHIP	1,899.32	1,100.00	(799.32)	1,100.00
PLANNED GIVING COMMITTEE	0.00	100.00	100.00	100.00

CHURCH OF CHRIST, CONGREGATIONAL

Income and Expense Statement

04/12/2022 01:37 PM

GENERAL FUND 01, January 2021 - December 2021

Page: 2

	Current Period	Year to Date Budget	YTD Budget Difference	Annual Budget
BROADCAST MINISTRY	450.00	800.00	350.00	800.00
OTHER MINISTRIES	4.79	400.00	395.21	400.00
Subtotal Program	26,639.35	32,280.00	5,640.65	32,280.00
SALARIES AND BENEFITS				
MINISTRY	150,521.12	152,252.00	1,730.88	152,252.00
STAFF	215,653.98	212,348.00	(3,305.98)	212,348.00
Subtotal Salaries And Benefits	366,175.10	364,600.00	(1,575.10)	364,600.00
BUILDING & ADMINISTRATION				
INSURANCE	13,414.00	14,750.00	1,336.00	14,750.00
OFFICE ADMINISTRATION	17,472.85	18,980.00	1,507.15	18,980.00
UTILITIES	34,284.06	32,800.00	(1,484.06)	32,800.00
MAINTENANCE	31,050.02	31,050.00	(0.02)	31,050.00
Subtotal Building & Administration	96,220.93	97,580.00	1,359.07	97,580.00
Subtotal Operating Expense	489,035.38	494,460.00	5,424.62	494,460.00
BENEVOLENCES	40,698.00	40,700.00	2.00	40,700.00
SABBATICAL EXPENSES	1,000.00	1,000.00	0.00	1,000.00
CLEARING ACCOUNTS	0.01	0.00	(0.01)	0.00
TOTAL EXPENSES	530,733.39	536,160.00	5,426.61	536,160.00
EXCESS INCOME/EXPENSES	\$227.24	\$0.00	\$227.24	\$0.00

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	550	yes
Number of active non-members:	50	yes
Total of church participants (sum of the numbers above):	600	yes

Number of total participants by age:

0-5	6-18	19-34	35-49	50-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
5%	15%	10%	20%	20%	20%	10%	estimates



Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	10%	
College:	40%	
Graduate School:	10%	
Specialty Training:	37%	Some college or vocational school
Other (please specify):	3%	Less than high school

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	70%	
Adults who are retired:	15%	
Adults who are not fully employed:	15%	

Describe the range of occupations of working adults in the congregation:

**Full range of occupations from business, professional, clerical, tradesperson, student, laborer**

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

**Church is 97% Caucasian, 3% other.**

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

**Welcoming diversity has been an ongoing conversation/mission in our church led in part by our Associate Pastor. In the recent past, this has included special services such as Hispanic Heritage Sunday, special adult study groups focusing on diversity, racism, etc. along with finding opportunities to partner with surrounding communities of faith from areas of greater diversity.**

### 3d. PARTICIPATION AND STAFFING

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

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	15-20/session	Pastor and church members
Baptisms <i>(number last year)</i>	5	Pastor and deacon
Children's Groups or Classes	68	
Christmas Eve and Easter Worship	400-500	Pastors
Church-wide Meals		various groups hard to say numbers post pandemic
Choirs and Music Groups	50	Music Director/Music Board
Church-based Bible Study	18-24/session	Pastor and Deacons
Communion <i>(1<sup>st</sup> Sunday of the month)</i>	210	Pastor(s) and Deacons
Community Meals		Youth and retired folk
Confirmation <i>(number confirmed last year)</i>	9	Pastor/Asst to the Pastor for Youth
Drama or Dance Program		
Funerals <i>(number last year)</i>	5	
Intergenerational Groups		
Outdoor Worship		
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats	150	Pastor/Church Council
Theology or Bible Programs in the Community		
Weddings <i>(number last year)</i>	3	

Worship (time slot: 10 AM)	210/wk	
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes	70	Asst to the Pastor for Youth/lay members/ Pastor
Other		

Additional comments:

**NONE**

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Melanie Enfield	4	Church	Pastor	N
Persida Rivera-Mendez			Assoc. Pastor	Y
Kenneth Brookes			Pastor	Y
Led Baxter			Pastor	Y
Nancy Baxter			Pastor	Y
Janet Stoddard	3	Hospital	Chaplain	N

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

**Kenneth Brookes was the senior pastor and is now retired. Persida Rivera-Mendez was the part-time associate pastor and is now retired. Neither are actively engaged nor participate regularly in church activities. Led Baxter and Nancy Baxter are retired, but are active members of the church and participate regularly in church activities.**

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Pastor		Full Time	Deacons	9 year
Asst to the Pastor for youth		Part-time	Pastor/CE Board	6 years
Dir of Music		Full-time	Pastor/Music Board	16 years
Office Manager		Part-time	Pastor/Trustees	18 months
Secretary		Part-time	Office Manager	2 year
Sexton		Part-time	Office manager	1 year
Sexton (wkend)		Part-Time	Office manager	14 years

**REFLECTION**

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

**Our church is of a healthy size to continue with our various missions. We have adequate staff to support the church and care for our facilities. Our membership is broad, allowing for intergenerational activities. One area of growth for our church is to increase the overall diversity of our membership in terms of its racial and ethnic background.**

**3e. CHURCH FINANCES**

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

Source	Amount
Annual Offerings and Pledged Giving	\$ 406,793
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	\$0

Fundraising Events	\$ 14,611
Gifts Designated for a Specific Purpose	\$40,000
Grants	\$
Rentals of Church Building	\$16,506
Rentals of Church Parsonage	\$
Support from Related Organizations (e.g. Women's Group)	\$
Transfers from Special Accounts	\$
Other (specify): non pledged plate offerings/other receipts	\$ 18,462
Other (specify): Interest and dividends	\$ 84,992
<b>TOTAL</b>	<b>\$ 537,312</b>

Current annual expenses (dollars budgeted for most recent fiscal year): **\$537,312**

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

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **27% (1 Full Time and 1 part time minister – staff not included in this calculation)**

Has the church ever failed to pay its financial obligations to a minister of the church?

**No**

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

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of the operating budget, what is that percentage? (recommended 10%)

**We give 10% of the pledged income to support our benevolences**

What is the church's current indebtedness? **0**

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

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

Year(s)	Purpose	Goal	Result	Impact
2020	Kitchen Remodel	\$110,000	\$74,000	Campaign began Feb 2020
		\$	\$	

If a capital campaign is underway or anticipated, describe: None currently underway.

Year(s)	Purpose	Goal	Result	Impact

Does your church have an endowment?

Yes.

What is the market value of the assets?

**\$1,500,000**

Are funds drawn as needed, regularly, or under certain circumstances?

**3-5% is included in the annual budget**

What is the percentage rate of draw (last year, compared to 5 years ago)?

**4% (about the same)**

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

**No draw was needed for 2021 or the past 5 years**

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

**We are in a healthy place to last many years.**

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$

Investments (other than endowment): \$

Does your church have a parsonage?

**NO**

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

- **Sanctuary and 2 story wing of classrooms, chapel, nursery, and offices**
- **Commercial rental property and church parking adjacent to the church managed by a for-profit corporation**

Describe non-owned buildings or space used or rented by the church:

**N/A**

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

**All facilities are accessible except the pulpit**

### 3f. HISTORICAL INFORMATION

---

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

**The church hired a new Senior Minister after the retirement of our long standing Senior Minister. The new Senior Minister was serving as our Associate Minister. This is the church's first female Senior Minister. Our church went through the process of becoming designated as Open and Affirming, a decision that had overwhelming support of the church membership. Five years ago we hired a part-time Associate Minister, who was our church's first person of color to serve our church while simultaneously hiring an Assist to the Senior Pastor for Youth Outreach. When the Associate Pastor retired a year and a half ago, we then hired a new part-time Associate Minister, who has since notified the church of her intent to take on a Senior Pastor role at another church. This coincides with our Youth Outreach coordinator stepping down as well.**

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement...." Describe your congregation's values and practices when it comes to conflict.

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

**Like all churches, we do face minor conflicts from time to time. The structure of our church provides avenues for people to express their concerns. For example, a standing item on the church council agenda is a time for non-council members to address the council with any issues. In addition, the church leadership, made up of the chairs of all of the committees and boards, provides a conduit for others to express concerns if they wish to remain anonymous. Our church is open to dialogue. Major decisions are always made through the use of church-wide meetings where concerns, disagreements, etc. can be voiced. If necessary, one on one or small group meetings are held to allow for further dialogue. In this way, the church works to address all concerns to achieve a resolution or at the very least to acknowledge the concern.**



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

Staff member's name	Years of service	UCC Standing (Y/N)
Kenneth Brookes	25	Y
Melanie Enfield	9 (in this role)	Y
Eric	17 months	Y
Persida Rivera-Mendez	4 years	Y
Elizabeth Arumpalum	18 months	Y

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

Has any past leader left under pressure or by involuntary termination?

Y/N/Ask us

**NO**

Has your church been involved in a Situational Support Consultation?

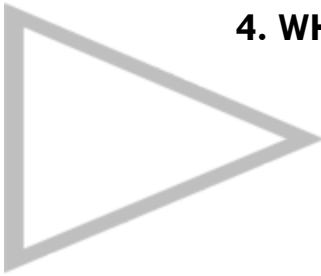
Y/N/Ask us

**NO**

Has a past pastor been the subject of a Fitness Review while at your church?

Y/N/Ask us

**NO**



## 4. WHO IS OUR NEIGHBOR?

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

- a. COMMUNITY VISION
- b. MISSION InSite

### 4a. COMMUNITY VISION

---

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

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

**The Board of Missions and Social Action is a coalition of people committed to social activism who channel their energies and efforts into specific areas of interest including the following ongoing programs:**

- Friendship Dinners are provided to the needy at the Friendship Center in New Britain on the third Sunday of every month. The committee members coordinate the collection and preparation of the food and then deliver it to the shelter.
- “Pluck-a-Turkey” provides opportunities to help families in Newington have a better Thanksgiving. Members of the congregation obtain the gifts, which are then provided to the Department of Human Services and the Friendship Center for distribution.
- The Giving Tree is in the church throughout December, and it is decorated with candy canes that contain suggestions of gifts for the Friendship Center, the Institute of Living, Interval House, and Newington Human Services to be delivered on Christmas to families in need.
- Charitable Giving opportunities occur through the use of the Benevolence Fund money to national and international ministries such as One Great Hour of Sharing, Neighbors in Need, and the Christmas Fund. When disasters occur locally or around the world, Church members contribute any way that they can to help.
- Heifer International is an organization we also support that provides animals such as cows, pigs, goats, llamas, and chickens to impoverished families. It also teaches the recipients how to care for the animals and produce food for themselves and their community.

- The Caring Ministry is comprised of church members who demonstrate their ministry by visiting members of the congregation in times of need, providing transportation to physician appointments, preparing food for others, or just visiting for an afternoon chat with the homebound. They oversee the delivery of the prayer shawls and baby blankets to both members of the church and/or their friends.
- Neighbors helping Neighbors one house at a time is demonstrated by the congregation's involvement with Rebuilding Together New Britain. This is a non-profit organization that assists low-income New Britain homeowners, specifically the elderly and disabled, with critical home maintenance and repairs that they are unable to do themselves.
- Our church operates a Thrift Shop in Newington center, which is open five days a week and staffed by volunteers. Used clothing, books, puzzles, household goods, and other items are sold at low prices to those in need in the community. The revenue generated is used to support various church projects.
- The church is very active with the Newington Food Bank making donations at least once per month. In addition, we focus on obtaining turkeys and monetary donations in order to provide Thanksgiving dinner to people in need in our community each November.
- Each February during Mission month, the Church School (grades 1-4) put together Hygiene Packets, which includes soap, towels, toothbrushes, combs, etc., to be distributed by Church World Service (CWS) when there is a national or international disaster.
- Every February, the youth of our congregation and community participate in the Sleep-out for the Homeless. This is a fundraising project that raises awareness of the plight of the homeless as well as provides financial support to services for the homeless in the Greater Hartford area.
- Once a month, our youth serve dinner at Center Church (UCC) to low/no income residents in Hartford.
- Our Church has been instrumental in starting Family Promise of Central Connecticut. This is an interfaith coalition striving to help homeless families find and retain permanent housing. We are the first Connecticut affiliate of this national organization.
- Once a month, our Church volunteers to prepare meals for Hands-on-Hartford; this is a social service nonprofit organization that serves Hartford's neediest residents in the areas of food, housing, and economic security.
- Each summer, our church partners with the town to coordinate the Got Lunch Program. Church members, along with others from the community, prepare grocery bags designed to provide lunches for the week for those families who receive subsidized lunches during the school year.

- “Seeds of Hope” is a program where members of the church from the youth through the elderly sponsor three children year-round, which goes toward paying for school tuition, supplies, and meals.
- Our church is also involved with the Greater Hartford Interfaith Action Alliance in order to strengthen our ties with neighboring faith organizations in our community to support social justice work.
- “We care for God’s creation by adopting and advocating environmental stewardship that will preserve and restore Creation for our descendants and for all living things on Earth” adapted from the UCC Connecticut Conference Environmental Ministry Team’s mission statement. It has been five years since the kickoff of our Green Team for a Green Church. Our focus for this year has been on these key issues:
  - ❖ Assess the energy use of our church and make recommendations
  - ❖ Examine ways to make our church life more eco-friendly
  - ❖ Educate the congregation about environmental issues, and environmental justice issues
  - ❖ Our Church has received level 2 (of 3) Green Church certification from the UCC Connecticut Conference.

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

**Our church is active in the association and attends conference meetings.**

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at [ucc.org](http://ucc.org).) Check any statements below that apply to your UCC faith community.

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

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

**UCC Newington sees itself as a community where all are welcomed no matter who they are or where they are in life's journey. Beyond being a place where people can come, we actively seek to reach out to the people in our community - in Newington and beyond - to show God's love and work towards greater justice in our town and the world beyond. To that end, we are open to new ways we can learn and grow in our relationship with God and to bring His love to those most in need of it.**

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

**Our church is part of the Newington Interfaith group comprised of Catholic, Protestant, Jewish and Muslims Leaders. Group holds Interfaith services throughout the year.**

#### **4b. MISSION InSite**

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

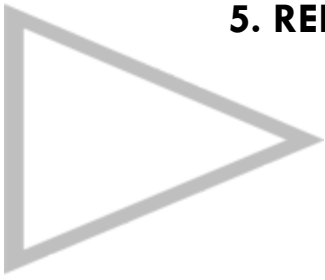
How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

How are the demographics of the community currently shaping ministry, or not?

What do you hear when you talk to community leaders and ask them what your church is known for?

What do new people in the church say when asked what got them involved?

## 5. REFERENCES



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

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

### REFERENCE 1

Name / Position / Setting  
(Telephone / Email / Relationship to the Congregation)

### REFERENCE 2

Name / Position / Setting  
(Telephone / Email / Relationship to the Congregation)

### REFERENCE 3

Name / Position / Setting  
(Telephone / Email / Relationship to the Congregation)

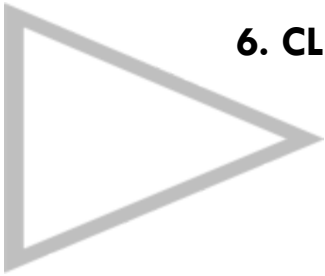
### PROMPTS FOR REFERENCES

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

Describe some areas for improvement in this church’s ministry.

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

Anything else you wish to share.



## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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

### 6b. STATEMENT OF CONSENT

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The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*

**The senior pastor and members of the pastoral search committee.**

2. Additional comments for interpreting the profile:

**None at this time.**

Signed on behalf of the Newington UCC Pastoral Search Committee:

Forrest C. Helvie, Ph.D.  
Pastoral Search Committee Co-Chair  
March 2022

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature: *Rev. Isaac Lawson*

Name / Title: Area Conference Minister, SNE Conference

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

Phone: 860-761-7188

Date: May 9, 2022

**UNITED CHURCH  
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

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