

Granby Congregational Church, UCC

**SEEKING LEADERSHIP
FOR A DESIGNATED TERM POSITION**

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this document that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates. As the committee charged with the responsibility for identifying and recommending a suitable leader for the interim time for our church, we have been authorized to share the information herein with potential candidates.

We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

Charlene M. Bordonaro

1/20/2023

Signature of Search Committee Chairperson

Date

Church Name	Granby Congregational Church, UCC	
Address	North Campus: 219 N Granby Road Granby, CT 06035	South Campus: 242 Salmon Brook Street Granby, CT 06035
Telephone	(860) 653-4537	
Email	office@granbycongregationalchurch.org	
Website - NEW joint website under construction	First Congregational Church of Granby: Homepage (firstchurchgranby.org)	Home SCC (southchurchucc.org)
Facebook	(3) Granby Congregational Church, UCC Granby CT Facebook	
Date of Vacancy	March 6, 2022	June 12, 2022 (Sr. Minister) June 19, 2022 (Assoc)

In early 2021, a joint church zoom meeting was held to talk about each church's why - made up of its members' personal why's. Shown below is a "word cloud" (a visual representation of words that give greater prominence to words that appear more frequently) that is made up of each church separately and then together. The top image titled "First and South Church Together", highlights the commonality of the combined church.

First and South Church Together



First Church



South Church



Granby UCC Youth

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help others feel included
lessen suffering
bring joy
inspire
invite others to
live life to the fullest

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Ministry flows from mission

In May 2022, the formerly separate sibling UCC churches in Granby, First and South Congregational Churches, voted to consolidate. We enter a time of major restructure. Any time of transition in the life of a congregation is an opportunity to gain clarity on the church's mission. The churches have spent considerable time in recent years, exploring beliefs, mission etc. Along with the national setting of the UCC, the Southern New England Conference of the United Church of Christ (SNEUCC) has embraced the covenant of Living the Love and Justice of Jesus. We share in this vision and mission.

January 1, 2023 was quite a day! It was the beginning of a new year and a new church! Granby Congregational Church, UCC is the new church in town. We're the members and friends of Granby's First Congregational Church and Granby's South Congregational Church who have joined together to become one. Our roots in the community are deep and well established. We are an open and affirming church that is welcoming to all and works hard to provide spiritual enrichment for those looking for fulfillment in their lives.

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

***The Granby Congregational Church, UCC will need to create a new mission statement.**

The most typical situations in which a church would seek a designated term pastor are:

1. A church in process of major restructure, assessment of viability, physical re-location, uniting or yoking with another congregation.
2. A church coping with the aftermath of major conflict or trauma.
3. A church whose continuing viability is doubtful.
4. A church where the regular search & call process may have proved difficult due to size, geographical location, or other issues.
5. A church in process of staff reconfiguration, where a particular ministry will be staffed to maintain needed programming while the reconfiguration of responsibilities is designed and accomplished.

Our church is choosing to engage a designated term pastor at this time because we understand the work before us to be in the category of number **1**.

Designated Term Ministry Pastor Goals

During the Designated Term Ministry Time, the goals of the minister are to:

1. **Continue unification process of the two congregations - including the design of worship services for the broad demographics of our combined congregation. Bring a high-energy, creative ministry, full of joyous enthusiasm, to all aspects of Granby Congregational Church life**
2. **Expand influence in the community - reaching folks who are more interested in the “doing” of Christian outreach and less in the “being” of community celebration that is worship, and the need to balance the two**
3. **Appreciation of, and inclusion of, music in our community**
4. **Facilitate and guide discussion on difficult topics including how to best utilize both church properties.**
5. **Provide leadership in developing and sustaining a church-wide commitment to pastoral care for all congregants and community members.**
6. **Understand our vision and help guide us in realizing that vision.**

(See appendix for reports by working groups comprised of members from both churches.)

We will know these goals have been accomplished when a joyous, infectious, and welcoming enthusiasm is embraced congregation-wide for serving God, each other, and the greater community ensuring that:

1. Worship services are well planned through the collaborative contributions of the senior minister, the youth director, the deacons, and the music director. Sermons are engaging, embracing storytelling, sharing context for bringing our faith to life.
2. Congregant participation is thoroughly embraced and creates opportunities for all worshipers, youth to seniors, to contribute to the service.
3. Members receive quality pastoral care supplemented by a cadre of lay people assisting in providing spiritual care to congregants and community members.
4. Our many programs, services, and ministries -- which include Worship, Caring, Outreach, Music, Membership, and Stewardship-- reach beyond the church and connect the congregation to the greater community, and the greater community to the congregation.

To achieve these goals, successful candidates will demonstrate the following key competencies:

1. Creativity
2. Flexibility
3. Listening and Empathy
4. Enthusiasm

Intro to our church

Brief History:

For the first 133 years, First Church of Granby and South Church were one. Founded as the Salmon Brook Ecclesiastical Society of Simsbury in 1739, people first met in the home of Daniel Hayes with a preacher from Simsbury. Soon, however, there was discussion about building a meeting house. A small brown building was built near the present town cemetery. It was heated by foot stoves brought from home. Upon the completion of this building, the society was named The First Ecclesiastical Society of Salmon Brook. After several temporary pastors, the first settled pastor was the Rev. Joseph Strong in 1752. He served for 27 years.

The membership in the church grew, the original meeting house was moved, but by 1830 a need for a larger meeting house was apparent. The decision about location caused so much controversy that nothing was done until 1834 when a new meeting house and parsonage were constructed at the present location of First Church, then the geographic center of Granby. To raise money, pews (called slips) were auctioned for between \$8.00 and \$95.00. The new meeting house was dedicated on November 25, 1834. Up to this point, because of admonitions from the Calvinistic preachers that music was prohibited in worship, there were no musical instruments in the services. However, in 1843 a double bass viol was purchased to lead the singing. A flute was sometimes played, and in 1845 a pump organ was purchased. A choir was officially organized in 1843 and a singing teacher was hired to lead them. From then on, music became important in the services, and a new organ was purchased in 1886, followed by another pipe organ in 1942. At this time, the annual Music Sundays were started.

In 1856 the name Salmon Brook Society was officially changed to First Congregational Church of Granby. In 1868 the Rev. T. D. Murphy was ordained, only to leave in 1872 with 38 church members to start a new church in Granby center. It was located on the top floor in the library building, which also housed the Academy where Rev. Murphy taught. South Congregational Church was born in the commercial center of Granby, and the one became two.

For the next 150 years, the two churches were on separate paths, but dealt with many of the same problems.—money was short; buildings were purchased, built, renovated, expanded, burned and replaced.

Program offerings and Outreach initiatives have come and gone over the years, some of the most notable that remain are:

1. Sunday School
2. Youth Group - including mission trips at the state, national and international levels
3. Sow and Reap Garden Club
4. Refugee Support, including housing
5. Habitat Women's Build
6. Food insecurity

- a. Waste Not Want Not (WNWN) community meal is an independent, not for profit organization that provides a free weekly meal to the community. South Church supports WNWN through volunteers and some financial support
 - b. Open Cupboard Food Pantry
 - c. Friday Grab and Go meals.
- 7. Blood Drives
 - 8. Maternal Infant Outreach Program (MIOP)

Through the years, First Church and South Church have joined forces in many projects. In recent years, both First and South Church have experienced the social and demographic forces that are eroding membership in many mainline Protestant denominations. In an effort to sustain their viability and continue their mission, both churches began a discussion of collaboration five years ago. Working groups examined our properties, our worship, our personnel, our membership, our music, and voted overwhelmingly to become one in May, 2022. We belong together!

One important note about the discernment process and the subsequent decision to consolidate, is that an intentional decision was made to maintain both church campuses and related buildings for the near term. The properties of each church include:

- 1. First Church
 - a. Sanctuary, office space, classrooms, privately owned preschool and adjoining community area / kitchen, known as Cook Hall
 - b. Parsonage, now a rental property
- 2. South Church
 - a. Sanctuary, office space, nursery and community area, known as the Gathering Room.
 - b. Parish Hall with classrooms and community area / kitchen, known as Fellowship Hall.
 - c. Youth Building with two meeting rooms.
 - d. "The Back 40" - 5 acres of land purchased by the congregation for future development that is home of the Garden of Gratitude, which grows and provides food to the community meal.

Significant Events in the Life of the Church(es)

1736 - Salmon Brook Society Formed

1834 - Present Meeting House dedicated

1856 - Name changed to First Church of Granby

1872 - Members split, South Church founded

1992 - First female minister, First Church

Early 2000's - Both churches became Open and Affirming

2022 - Both churches vote to reunify 1 + 1 = 1

2023 - Reunification & Birth of Granby Congregational Church, UCC

Church Strengths:

- ***Unusual position of being both new and established***
 - Though we are a new church entity, we have an established and generous membership, a favorable local reputation, and a long history as valued community institutions.
 - Our new church identity provides us the opportunity to redefine ourselves and our role in the community. The new church can help bring positive change to strengthen the health and vibrancy of the community (Granby and neighbors beyond town lines)
 - A new church reflects a sense of hope for the future. As a unified UCC voice, we can be a strong advocate for love, peace, and justice in community discussions, community planning, and community action.
- ***Wealth of financial and physical assets***
 - The reunification of two congregations leaves us with two properties and buildings. Both church campuses already serve as community anchors and provide the community with public space (i.e. Good Company Theater, commuter parking) and gathering space for local organizations to meet. With creativity, these physical assets could support the community in even greater ways. These assets can help us establish new relationships, engage with new partners, and support community-building efforts.
 - The new church is financially well positioned, with both churches bringing in financial reserves as well as their physical assets to the union.
- ***Skills, talents, and dedication of the lay leadership and congregation***
 - Many people from both congregations have been deeply involved in keeping the church going through recent years of declining membership and attendance, declining funds, challenges of the pandemic, and the discernment work that ultimately brought the two congregations together. We have continued to care for each other and have even increased our outreach work during this period. We are blessed to have many individuals committed to the work of being a faith community.

Our Challenges:

- ***Change can be hard***
 - The vote to reunite was overwhelmingly positive and indicates an overall acceptance of change, but there is still much work to do. As we define the ways of the new church, the elimination of some traditions could sow opportunities for division. Care must be taken as we move forward not to let disagreements divide us again. We have experienced enough challenges navigating cultural differences that we know there are some particularly sensitive areas.
- ***Demographically challenged***
 - The church membership reflects the demographics of the local community: predominantly white, predominantly middle-class, predominantly older.
 - We want to find ways to center young people more, in both the life of church and in the community.
 - We seek ways to meet the spiritual, social and physical needs of the elderly as they, and their loved ones / caretakers, navigate the aging process.

- As an open and affirming church that extends welcome to all people, we want our local community to also welcome diversity.
- **Burnout**
 - The lay leadership has carried a heavy load for the past several years. We need to cultivate new leaders, attract new church members, and reach more people through engagement in the community.
- **Mourning & Grief**
 - The congregants are experiencing loss and are mourning “what was”.
 - In addition, the senior minister of South Church retired in June after 16 years of service.

Is there unresolved Conflict in the Church? _____ Yes **X_ No**

There are significant decisions to be made that, if not handled with care, could create conflict. There is also anxiety associated with the unknown future.

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

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

1. **“We have problems to solve, but we can do it!”**
2. “We’re not communicating. There seems to be a low level of trust...but we are talking!
3. The focus has changed to “winners/losers!” Emotions are escalating. Some folks are leaving. At this level it is wise to seek outside help!
4. The goal is “divorce,” and getting people to quit. There are active attempts to manipulate or sabotage processes. Open communication is not being practiced.
5. Not only wanting others to leave, but seeking to hurt others in revenge!

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

BASIC STATISTICS:

Note - FC = First Church; SC = South Church

#Church Members	Average Worship Attendance	CE Participation	Adult Ed Participation
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FC - 126	FC - 35	FC - 5	FC - no pgms due to covid
SC - 202	SC - 74	SC - 15	SC - 4

2021 Income	2021 Budget	2021 UCC Mission Giving	Reserves & Endowments	Compensation being offered
FC - \$274,380 SC - \$378,023	FC - \$237,755 SC - \$364,557	FC - \$3,329 SC - \$8,241	FC - \$950,000 SC - \$806,624	TOTAL compensation = \$110,000-145,000. Compensation will be negotiated between candidate and church. The basis for total compensation will consider, but not be limited to, years of experience and qualifications.

Note - relocation assistance is available for a distance exceeding 50 miles from current residence to Granby.

One time Criminal Background Check fee of \$175 reimbursed to the Designated Term Pastor.

Covenant/Contract will be for: _____ 24 months 36 months or _____ other

Is this full time or part time? Full time

The Designated Term Pastor will be selected by: Search Committee and presented to the congregation for vote according to bylaws. _____

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Once a Designated Term Pastor has been chosen and a covenant has been signed, please forward the following documents to your Area Conference Minister.

- Copies of the Interim Covenant/Contract
- Documents outlining the conditions for terminating the covenant/contract.

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

Associate Conference Minister:	Isaac Lawson
Phone	860-761-7188
Email	lawsoni@sneucc.org

Suggested Supplemental Materials to send to a candidate: (available upon request)

1. Newsletter
2. Worship bulletin
3. Annual Report

Position Listing for the National UCC Employment Opportunities:

1+1=1

We are a congregation reunited! First Congregational Church and South Congregational Church, both of Granby, CT, decided by congregational votes in May of 2022 to reunite after a separation 150 years ago. We have considered collaboration between the two churches for the past five years, with deep discussion over the past eighteen months. Through a careful and meaningful process, we learned that we share many beliefs, are welcoming to all, are aligned on a host of Christian principles and strongly believe that, together as one, we would bring much to our community.

Granby is a New England town with a population of 11,000 residents. The population center of Granby is suburban. Outside of the population center, Granby is rural, with much open space. Granby is roughly equidistant from Hartford, CT and Springfield, MA, with the downtown areas being approximately 30 minutes from the churches by car. Boston and New York are two to two and a half hours away, respectively, by car, when there is no traffic. By comparison, Granby is a relatively wealthy town with excellent schools and reasonable taxes for CT. However, food insecurity does exist in and around the community. The churches have assistance programs such as food banks, free community meals, grab and go bags, and a free food pantry. Through these programs as well as others, the congregants seek to spread God's love to the community, whether members of the congregation or not.

Having already spent considerable time in discernment, we are seeking a Designated Term Pastor. We are in need of a full-time pastor who can guide us through further collaboration while recognizing the challenges that may come and the ability to assist in healthy discussion. Our church's discernment focused on three major programs – (1) Worship & Music (2) Mission & Outreach / Membership (3) Stewardship & Caring. The ideal candidate will have high energy to help us accomplish the following goals:

1. Worship services that are well planned through the collaborative contributions of the senior minister, the youth director, the deacons, and the music director. Such services need to be received meaningfully in-person and remotely.
2. Congregant participation that is thoroughly embraced and leadership that creates opportunities for all worshipers to contribute to the services and outreach activities, especially young people.
3. Guide the congregation in discerning its vision (or mission, purpose, call, etc), and identifying strategies to accomplish this.
4. Our many ministries, which include Worship, Caring, Outreach, Music, Membership, and Stewardship, reach beyond the church with programs and services connecting the congregation to a greater community, and the greater community to the church.
5. Sermons that engage and energize the congregation to accomplish #2 and #3 above.

Appendix

a. Music & Worship

- i. Creating a faith community that welcomes all persons, regardless of age, race, gender, nationality, faith background, social status, marital standing, family structure, physical or mental health and ability, sexual orientation and gender identity. By recognizing the importance of embracing congregant participation, we will all come together living a faith of all belonging to the community and are appreciated by it.
- ii. Creating worship in all its forms that is welcoming and accessible, encouraging personal connections among all members. By creating a close sense of community, worship teaches, gives comfort, and instills an awareness of what we are called to do in serving the world around us.
- iii. Embracing music as core to the church's mission for celebrating the life, dignity, and worth of every person. By including a wide variety of traditional hymns, choral music, instrumental ensembles, and contemporary songs, the music ministry serves to inspire and energize the community gathered in worship. We raise our voices in praise of God's glory as a congregation and gather strength from the words and melodies of music we hear at church through music the Granby UCC reaches beyond the church with programs and services connecting the congregation to the community, and the greater community to the congregation.

b. Outreach

- i. Guiding us to be the hands of Jesus in putting our faith into action, strengthening our common desire to work together creating a better world now and well into the future, helping us focus on addressing food insecurity,

decent shelter for all, caring for all peoples, and advancing social and environmental justice solutions.

- ii. Leading us in following the example of Jesus by serving one another with humility, compassion, and love. We seek to use our resources and energy to help meet needs within the community, nation, and the world. Through serving others and offering gratitude, we, ourselves, are transformed to become true servants of God.

c. Membership, Stewardship, and Caring

- i. Leading Granby UCC in being true to its Membership, Stewardship, and Caring vision that:
 - 1. All are welcome to participate in the commitment and responsibility of being stewards of all that God has given us.
 - 2. Sharing our gifts and talents to sustain our community, our property, and our world as being part of our caring community, and
 - 3. Our caring community is our faith in action, accepting people without judgment, and responding to the needs of people and the world.
- ii. Guiding us in embracing a concept of membership that includes welcoming all in the community who want to participate in our Granby UCC family. We accept the commitment and responsibility to be caring stewards of all that God has given us: our people, our structures, our environment, and our community, by being present for one another, and contributing our time, talent and treasure to those ends.