

# UNITED CHURCH OF CHRIST

## **LOCAL CHURCH PROFILE**

South Britain Congregational Church  
Southbury, Connecticut

Pastor

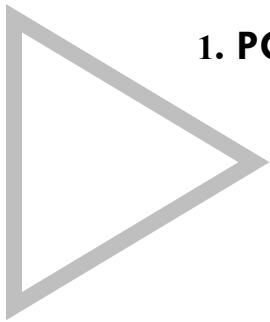
Southern New England Conference  
United Church of Christ

March 16, 2023

### LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

*“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)*



## 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:** South Britain Congregational Church

**Street address:** 693 South Britain Rd. Southbury, CT 06488

**Email:** sbccsearchcall@gmail.com

**Supplemental web links:**

[southbritainchurch.org](http://southbritainchurch.org)

**Conference:** Southern New England UCC Association (SNEUCC), Litchfield South Assoc.

UCC Conference or Association Staff Contact Person: Rev. Margret Hofmeister, Area

Conference Minister, Southwest Region, [hofmeisterm@sneucc.org](mailto:hofmeisterm@sneucc.org), 860-761-7198

#### **Summary Ministry Description:**

Our church finds its strength in community outreach. Our hope is to continue to bring people to God through our actions in the community. We do this by organizing many activities throughout the year. By our example, people will see Christ's presence in our church and be inspired to join us. Our mission is to be a dynamic, welcoming, and caring community of Christian faith by weaving the thread of Christ into the tapestry of our lives. A warm, welcoming, and engaging pastor, who is present and interacts with all who come through our doors will help us fulfill our mission.

#### **Photographs:**



**Figure 1 SBCC**



**Figure 2 Stained Glass/Pulpit**



**Figure 3 Apple Festival**



**Figure 4 Early Easter Service/Memorial Garden**

**What we value about living in our area:**

A bucolic New England town located halfway between Boston and New York. A plethora of outdoor activities as well as important services including shopping, excellent medical care, restaurants, and a movie theater. More information about our town may be found at these links:

[Town of Southbury](#)

[Town of Southbury/Phototour](#)

**Current size of membership:** 155

**Languages used in ministry:** English

**Position Title:** Pastor

**Position Duration:**

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:**

Full Time

## **1b. SCOPE OF WORK**

“The Pastor is the spiritual leader of the church. The Pastor shall be responsible for the conduct of all worship services; shall administer sacraments of Baptism and the Lord’s Supper; shall preach and interpret the Holy Scriptures; shall minister to those in need; and shall encourage and participate in the spiritual growth, education, outreach and fellowship of the church and its members. The Pastor shall be a member of the church, with all the rights, privileges and duties of its members. The Pastor shall have a general supervision of Council and shall be an ex officio, non-voting member of all boards and standing committees of the church. The Pastor shall be assisted by the Board of Deacons in matters of worship, care of the needy and in recommending persons for church membership.” (By-Laws)

**Core Competencies:**

We seek a charismatic leader who values pastoral care along with innovative and creative approaches to growing our church’s membership and impact within our community.

## **1c. COMPENSATION AND SUPPORT**

**Salary Basis** (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*):

Negotiable: \$65,000 - \$85,000 (example: \$60,000 cash and \$25,000 housing allowance Total in this example of \$85,000.) Note: the pastor sets the housing allowance within the combined total.

**Benefits** (*choose one*): (*between Salary plus benefits, Salary with optional benefits, and No Benefits*)

**Salary plus Benefits**

- Medical, Dental, Vision: mutually acceptable plan to meet the needs of the Pastor and their family and the church's goal of financial stewardship.

Plus the following:

- Group LDI Program Coverage
- FICA Offset
- UCC Pension Coverage
- As part of housing allowance, a utility allowance in Parsonage – negotiable
- Office and mileage expenses
- Educational materials and local seminars and education costs

Salary, Parsonage/Housing Allowance, and Benefits are all negotiable items. SBCC has a history of varied compensation packages, and we are willing to discuss options that are most valuable to any pastor called to share in our mission.

**What is the expected living situation for your next minister?**

This is negotiable (parsonage or nearby); based on needs of the Pastor and mutual agreement. We offer a well-maintained parsonage in walking distance to the church and parish house or the choice to live in the area.

**Comment on the residential/commuting expectations for your next minister.**

The membership and the ministry of the church recommends an in-town presence to take advantage of wider community activities and inter-faith events. A commuting range of 20-25 minutes or less is ideal and achievable in the surrounding towns to Southbury. This range encompasses the area hospitals, long term care facilities and shut-ins that our congregation endeavors to offer pastoral care.

**State any incentives:**

Potential retention bonus at the end of the 4<sup>th</sup> and 5<sup>th</sup> years.

**Describe peer and professional supports available for ministers in your association/conference:**

Quarterly SNEUCC meetings, seminars, and events.

Local community Interfaith Committee and events

Local Christian house of worship minister group

## **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.**

- To expand our pastoral care activities
- To cultivate our spiritual development
- To collaborate in our outreach activities
- To extend a welcome to all no matter where they are on life's journey

**Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.**

Our new minister will actively participate in community interfaith activities and support our numerous outreach endeavors.

**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 is the primary language for our congregation and community.

**Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.**

- Strengthening and developing each individual's inter and intrapersonal assets
- Exhibiting a strong spiritual foundation and ongoing spiritual practices
- Building transformational leadership skills
- Working together for justice and mercy



## **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?**

South Britain Congregational Church acknowledges and proudly supports the long history of Christian beliefs in Southbury. Our mission is “to be a dynamic, welcoming, and caring community of Christian faith by weaving the thread of Christ into the tapestry of our lives.” Wherever you are on life’s journey, all are welcome.

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

God calls us to become loving, diverse Christian representatives of Southbury and its surrounding communities.

We believe that now, more than ever, God is calling us to provide pastoral care to the elderly, sick, and lonely. We also believe God calls us to mentor our youth, our future Christian leaders, and to spread Christian faith by word and deed.



### **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.**

Our mission is “To be a dynamic, welcoming, and caring community of Christian faith by weaving the thread of Christ into the tapestry of our lives.” Our slogan, “Wherever you are on life’s journey, all are welcome.”

The current morale of our church members is high, and there is excitement among members about our future. There is a strong feeling that members help each other in times of trouble and need, a characteristic that emphasizes the strength and compassion of our congregation. There is a willingness to accept change and an openness to new initiatives. We are a learning and reflecting congregation and desire a solid leader to move forward with us.

**Describe several strengths or positive qualities of your congregation.**

The South Britain Congregational Church is a vibrant and supportive community of Christ. We might even be compared to Watty Piper’s “The Little Engine that Could”; some would say “the little congregation that can and does.”

Newcomers comment on our welcoming and friendly nature. We pride ourselves in our purposeful attention to making everyone appreciated and respected. Despite the challenges of COVID, we have enjoyed new members and friends. In 2022, we pledged our commitment to be an Open and Affirming place of worship.

The church has a long history of active participation in our wider community. Our leaders and members have a strong record of involvement in interfaith ministry, and we enjoy an excellent relationship with the other houses of faith in our community.

A deep and positive impact in our community is evidenced through our monthly outreach campaigns, support of the local food and fuel banks, sandwich brigades, and annual Apple Festival.

Our church buildings house a variety of community groups. Alcoholics Anonymous, Girl and Boy Scouts, Dance groups, CT Master Chorale, and others.

### **Describe what worship is like when your congregation gathers.**

The church, built in 1825, is a traditional "New England Congregational style" wooden clapboard colonial with bell tower steeple and weathervane, set on .57-acre green. The building has a seating capacity of 250, including seating on the first floor and in the balcony. There is also a choir room and Schantz pipe organ located on the second floor which provides a magnificent acoustic through a newly updated sound system. The pulpit is in a raised alcove area in front of a lovely stained-glass window. An ornate, antique chandelier hangs over the center aisle below a high, domed ceiling. Across the street from the church, the Parish House, located on .86 acres, contains three offices, a 32' x 65' social hall with commercial grade kitchen, a small conference room, bathroom facilities, and a lower level containing three classrooms, nursery, and a library. A 1.50-acre paved parking area is located across the street from the church and the Parish House. A beautifully landscaped Memorial Garden is located adjacent to the parking area.

Worship is led by our pastor and consists of prayer, music, hymns, scripture, and sermon.

Volunteers, organized by our deacons, greet participants. Assistance is provided to those that require large print, mobility support or hearing appliances. Lay readers share scripture readings under the direction of the pastor. Children are invited to join the pastor in a special message each week. An updated sound system provides amplification, and all services are video-taped and provided to the congregation's distribution listing for members and friends that are unable to attend in-person services.

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

Faith Formation is a critical element of spiritual life. Our vision is to reach out to all ages within our congregation and the greater community to promote Jesus' teachings in all our everyday lives.

The Director of Faith Formation and the small but mighty committee offer a multitude of activities and initiatives including children's Sunday School, Bible study, and a community



garden plot for the benefit of the Southbury Food Bank. Multigenerational programming happens several times throughout the year, sometimes with a craft and often in response to a community need.

Our church also offers weekly children's sermons, a lay-lead prayer group, a book club, and a newly refurbished and growing library.

**Describe how your congregation is organized for ministry and mission.**

We are a true Congregational Church in that every member is entitled to have an opportunity to participate in church functions and committees and to feel that important decisions are made only after discussion amongst committees, leaders, and members. The church is organized according to its bylaws (available upon request) and includes a council, officers, deacons, trustees, and designated committees. Leaders are elected by members at the annual meeting and serve time-limited terms.

The council and most committees meet monthly or as needed. The pastor participates as a nonvoting member at the council and deacon's meetings and upon request at various other committees.

Decisions are made by individual committees within their scope, as described in the bylaws, and recommendations are reviewed and approved by a vote of the council. Major decisions are discussed and are sanctioned by a vote of the full congregation. In emergency or crisis circumstances the chair of the council and other leaders are empowered to act on behalf of the congregation's best interests.

**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?**

These documents are readily available and may be obtained upon request.

## 3b. 11-YEAR REPORT

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



Church#: 784116

Assoc: 924

Schedule: 0

South Britain Congregational Church

Southbury

CT

06488

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2011	364	115	71	12	1	16	3	0	26
2012	309	123	100	0	0	21	4	72	-55
2013	333	120	142	13	0	14	3	0	24
2014	343	111	143	0	0	14	4	0	10
2015	351	104	37	11	2	0	5	0	8
2016	349	88	32	1	0	5	8	0	-2
2017	168	76	25	7	0	5	6	6	0
2018	161	74	22	0	0	2	4	5	-7
2019	154	70	29	0	0	0	6	1	-7
2020	154	82	48	0	0	4	4	0	0
2021	165	75	34	0	0	16	5	0	11

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2011	\$226,197	\$0	\$4,171	\$4,036	\$8,207	\$9,279	\$17,486	1.84	\$243,683	\$185,380
2012	\$211,739	\$0	\$3,963	\$6,841	\$10,804	\$2,045	\$12,849	1.87	\$224,588	\$182,409
2013	\$251,224	\$6,724	\$4,000	\$4,149	\$8,149	\$5,558	\$13,707	1.59	\$271,655	\$204,302
2014	\$224,817	\$15,242	\$4,000	\$1,513	\$5,513	\$5,517	\$11,030	1.78	\$251,089	\$207,809
2015	\$240,552	\$171,082	\$4,000	\$864	\$4,864	\$14,614	\$19,478	1.66	\$431,112	\$331,899
2016	\$284,905	\$20,379	\$4,000	\$4,667	\$8,667	\$15,605	\$24,272	1.40	\$329,556	\$213,596
2017	\$235,364	\$0	\$4,000	\$4,341	\$8,341	\$12,816	\$21,157	1.70	\$256,521	\$194,144
2018	\$237,433	\$0	\$3,667	\$3,483	\$7,150	\$4,680	\$11,830	1.54	\$249,263	\$186,391
2019	\$190,054	\$35,000	\$3,797	\$1,107	\$4,904	\$0	\$4,904	2.00	\$194,958	\$153,354
2020	\$188,023	\$0	\$5,392	\$1,813	\$7,205	\$0	\$7,205	2.87	\$195,228	\$139,438
2021	\$209,746	\$0	\$5,500	\$553	\$6,053	\$24,600	\$30,653	2.62	\$240,399	\$135,291

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2016-2021	-52.72	-14.77	6.25	166.67	-37.50	-26.38	-30.16	-27.05
2011-2021	-54.67	-34.78	-52.11	-44.83	66.67	-7.27	-26.25	-1.35

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.

### 3c. CONGREGATIONAL DEMOGRAPHICS

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Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	92	An estimate based on multiple factors including Sunday attendance, stewardship, church activities, & others.
Number of active non-members:	67	Estimate
Total of church participants (sum of the numbers above):	159	Estimate
Average Sunday Service Attendance	58	For 2022
Range of attendance including special services	33-101	For 2022

Percentage of total participants who have been in the church:

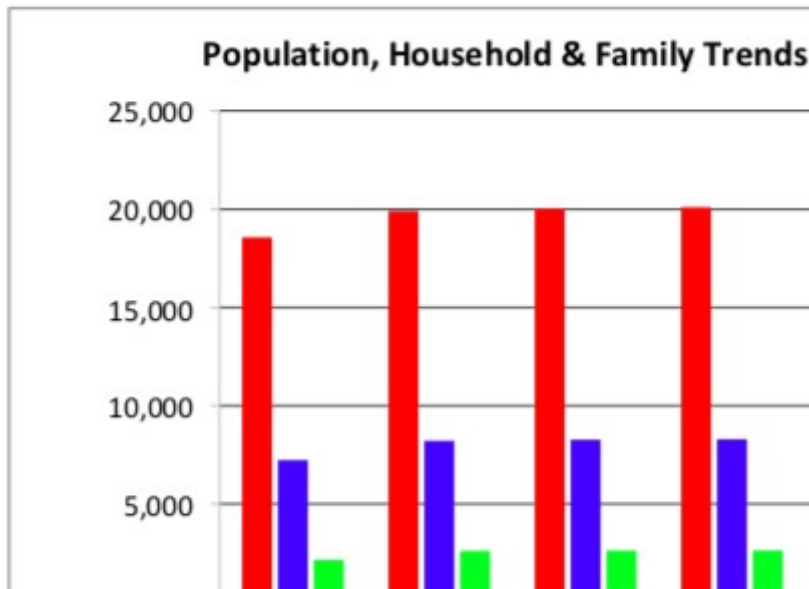
		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	59%	Yes, numbers were extrapolated from 2022 discernment survey responses. The survey had a 37% response rate.
Less than 10, more than 5 years:	11%	
Less than 5 years:	24%	

Number of total participants by age:

0-25	26-50	51-65	66+	<i>Are these numbers an estimate? (check if yes)</i>
5%	20%	25%	50%	Estimate

The demographics of our church congregation are reflective of the population of our community sourced from The Executive Insite Report prepared for Southern New England Conference UCC for Zip Code 06488 dated 01/16/2023. A copy of this report is available upon request.

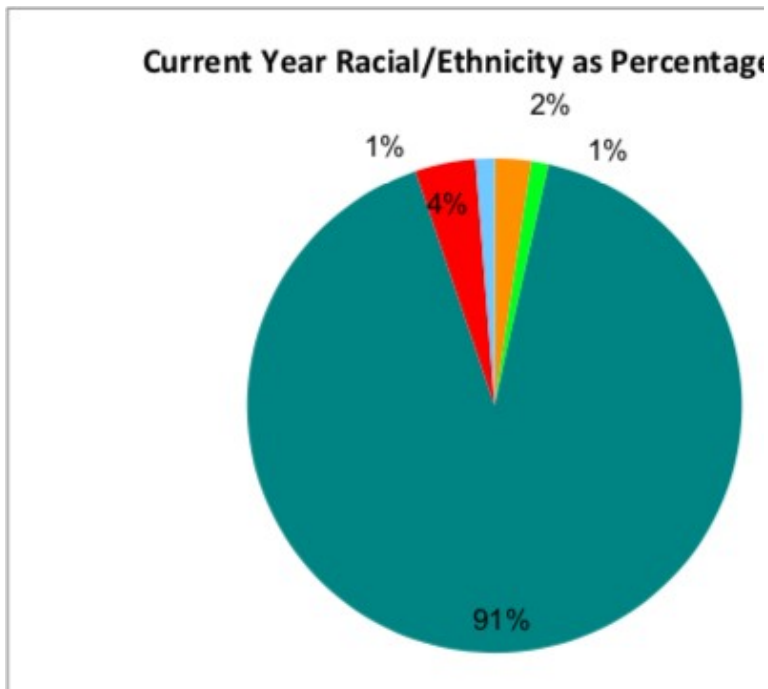
## Population and Households



\* Family Household data is not projected out 10 years.

The estimated 2022 population for Southbury is 20,030. The population is growing somewhat slower than the statewide growth rate. Family households are not growing as fast as the population, suggesting the growth may be the result of growth of non-family adult households.

## Racial/Ethnicity



This chart shows the percentage of each group for the current year estimate.

## Age

The average age in Southbury has been rising for several years. It is projected to rise over the next five years. Overall, children are aging through, but there is some evidence of a resurgence of children in the younger years. This resurgence is not yet seen in data provided by the local school district, Region 15.

## Education

Level of Education	Percent of Adult Population
Less than 9 <sup>th</sup> Grade	3.0
Some High School	2.5
High School Diploma/GED	21.5
Some College	13.3
Associate degree	9.4
Bachelor's Degree	26.6
Graduate/Professional Degree	23.8

The educational attainment level of adults has been rising over the past few years. It is projected to rise over the next five years by 0.6%. The overall educational attainment of the adults in this community is greater than the state.

## Occupations:

Southbury is well above the state average for White Collar workers. It is well below the state average for Blue Collar workers. Managerial Executive, Professional Specialty and Sales are the highest percentage of occupations for adults in Southbury.

### 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	25	Lay leaders
Baptisms <i>(number last year)</i>	0	Pastor/Deacons
Children's Groups or Classes	4	Faith Formation Director/Committee
Christmas Eve and Easter Worship	80	Pastor/Deacons
Church-wide Meals	50	Lay leaders
Choirs and Music Groups	10	Music Director/Committee
Church-based Bible Study	20	Pastor
Communion <i>(monthly)</i>	60	Pastor/Deacons
Community Meals	2 (COVID)	Lay Leaders
Confirmation <i>(number confirmed last year)</i>	0	Pastor/Faith Formation
Drama or Dance Program	N/A	
Funerals <i>(number last year)</i>	7	Pastor
Intergenerational Groups	20	Faith Formation
Outdoor Worship	30	Pastor/Deacons
Prayer or Meditation Groups	5	Lay leaders
Public Advocacy Work	N/A	
Retreats	20	Lay leaders

Theology or Bible Programs in the Community	N/A	
Weddings ( <i>number last year</i> )	2	
Worship (time slot: <u>10 am</u> )	60	Pastor/Deacons
Worship Easter Outdoor (time slot: <u>8 am</u> )	30	Pastor/Deacons
Young Adult Groups or Classes	N/A	
Youth Groups or Classes	N/A	
Other:		

**Additional comments:** Offering activities to our community is a very important part of SBCC history. These events have been deeply impacted by the pandemic, but we are currently working to bring these opportunities back. SBCC welcomes the community to two major annual events, The Apple Festival and the Victorian Tea. These events are attended by large crowds. Other community events are also offered throughout the year.

**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)
Sharon Wolf			Occasional Lectionary Reader	Y
James Willis			Occasional Sunday Supply Minister	Y

**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:** Retired and not previously pastors of this congregation.

**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
Director of Faith Formation	No	Part time	Pastor	7 years
Director of Music Ministry	No	Part time	Pastor	1 month
Organist	No	Part time	Director of Music Ministry	2 years
Administrative Assistant	No	Part time	Pastor	2 years

## REFLECTION

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

Our congregation primarily ministers to its members and the local surrounding community. A large part of our ministry is outreach to charitable organizations throughout the area. This is mainly accomplished by the hard work and dedication of our members who give tirelessly of their time and resources to those in need.

## 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$153,000
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$19,000
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$



Fundraising Events	\$16,800
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$4,850
Rentals of Church Parsonage	\$
Support from Related Organizations (e.g. Women's Group)	\$
Transfers from Special Accounts	\$
Other (specify):	\$
Other (specify):	\$
<b>TOTAL</b>	<b>\$193,650</b>

**Current annual expenses** (dollars budgeted for most recent fiscal year):

*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.*

\$178,325. A copy of our budget is available upon request.

**Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?**

Total Ministerial=\$50,555/178,325=28.3% Previous Year-\$91,587/211,709=43.2%

**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 operating budget, what is that percentage? 4%

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

Total amount of loan debt: 0-Zero

Reason for debt: N/A

Are capital and other payments current? Yes

**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.**

N/A Buildings are in excellent shape and maintained yearly.

**If the church has had capital campaigns in the last ten years, describe: N/A**

**If a capital campaign is underway or anticipated, describe: N/A**

**Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. N/A**

**Does your church have an endowment? Restricted and Non-Restricted Endowments**

**What is the market value of the assets?** Total of all Endowments and Reserves

- Building and Grounds \$1,400,000
- Endowments - Operating in three accounts – \$555,000 (\$400K, 90K, 65K)
- Scholarship Fund – special use \$180,000
- Smith Pastors Fund – \$12,000 - special use for helping others, specifically those who may need emergency cash to survive, pay rent, purchase necessities and food. Supervised through the current pastor and trustees.

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

Yes, funds are drawn as needed and with oversight by the Trustees regarding their uses.

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

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

Last two years 5% or less. Many years zero withdrawal

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

15-20 years

**Please comment on the above calculations or estimates:** These calculations and projections were determined by the board of Trustees in collaboration with the Finance Committee.

**Other Assets** N/A

**Reserves** (savings):

\$28K in restricted and unrestricted accounts. These are small accounts mostly for specific uses with a few or no restrictions. These accounts are currently being held in liquid Money Market Account(s) with our local banking institution.

**Investments** (other than endowment): N/A

**Does your church have a parsonage?** Yes

Fair market rental value of the parsonage: \$3300

How is the parsonage used? Rented when not used by Pastor

Street / City / State / Zip: 639 South Britain Road, Southbury, CT 06488

Finished square footage: 3600 square feet

Number of Bedrooms, Number of Bathrooms: 4 Bed and 2 Bath

Assessed real estate value: Most recent comparisons: \$450,000

Available for minister residence: Y/N Yes

Expected minister residence: Y/N Negotiable

Condition of structure, systems, and appliances: Historic District Home in excellent maintenance and upkeep.

Entity in the church responsible for review and needed repairs – Property committee within the board of trustees.

**Describe all buildings owned by the church:**

- Church and related land.
- Parish House with offices, meeting rooms, gathering room, and related land.
- Parsonage Home as described above for Pastor use or rental and  $\frac{3}{4}$  acre of land.
- Main church parking lot with 2 acres of asphalt and surrounding land.
- Memorial Garden  $\frac{1}{3}$  acre for designed purpose - memorial use.

**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.*) Church and upper Parish House

**Reflection:** After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry? *For example, when was a*

*time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?*

Our church has a strong history of family giving and members are dedicated to supporting the financial needs required to carry out our mission.

### **3f. HISTORICAL INFORMATION**

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**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 South Britain Congregational Church was founded in 1766 and has been a long-time and important part of the community. The church was established in the tiny village of South Britain in the winter months when travel to the church of origin in the next town was just too difficult. The current church structure was erected in 1825 and has served as a year-round house of worship since that time.

Over the years the building has been used for a variety of public functions including theatrical and musical productions. In November of 1937, the church building was used for a Special Town Meeting, since the Town Hall wasn't large enough to hold everyone who showed up. This meeting was in response to the purchase of land in town for the establishment of a Nazi Bund Camp. Rev. Lindsay, then pastor of SBCC, preached against the "un-Christian, un-American, and pro-Nazi" nature of these camps. A commemorative plaque was recently installed marking this historic role is saying "No to the Nazis" in Southbury.

The church has a long history of offering events for Christian activities and fellowship with all the members of the wider community and beyond. These activities included an annual Yuletide Fair that some 25+ years ago outgrew the indoor space of our Parish House and became the Apple Festival held inside and outside every September. This is a highly anticipated event each year that brings 100's of people to our buildings and grounds and seeking the best apple pies anywhere. In addition, prior to COVID restrictions, the church was also known for its community meals, including Shrove Tuesday Pancake Supper, Victorian Tea, Ping Pong & Pizza Fridays.

**Describe a specific change your church has managed in the recent past.**

The COVID pandemic created challenges for our congregation that allowed us to find new and creative ways to live our church's mission, "To be a dynamic, welcoming, and caring community of Christian faith by weaving the thread of Christ into the tapestry of our lives." The importance of maintaining our connection to God and to each other was tested. Good stewards within the congregation stepped up to share a variety of talents.

We invested in additional technology. Services were videotaped for the first time and offered for online viewing. We continue to offer online services to some 300+ contacts. Church bells were rung every night at 8:00 pm as a reminder that Christ is with us. One member made homemade masks and left them on the church steps every week, others provided grocery and medication delivery. Deacons made homemade cookies and delivered them to all members to help fight the feeling of isolation and remind us of Christ's love for us all.

**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?)*

Recently we went through a two-year process of adopting Open and Affirming designation. This process was contentious and hotly debated. After providing multiple opportunities for discussion and education, the congregation demonstrated that their Christian values could supersede their differences.

A committee exists specifically to deal with church conflict and members and staff are invited to consult and present concerns.

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

Staff member's name	Years of service	UCC Standing (Y/N)
Jared Rardin, Settled Pastor	1993-2001	Y
Peter Meister, Interim Pastor	2002-2005	Y
Glenn Rainsley, Settled Pastor	2005-2007	Y
Douglas Miller, Interim Pastor	2007-2010	Y
Shannon Wall, Settled Pastor	2010-2016	Y
Jerry Smith, Interim Pastor	2016-2017	Y
Dave Bucan, Interim Bridge Pastor	2017-2020	Y
Malcolm Carr, Settled Pastor	2020-2022	Y
Donna Cassity, Interim Pastor	2022-current	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?**

Yes. We respect the confidentiality of all staff, including pastors, and are unable to discuss details of this occurrence. You may direct your questions to Rev. Margret Hofmeister, Area Conference Minister, Southwest Region: 860-761-7198 or [hofmeisterm@sneucc.org](mailto:hofmeisterm@sneucc.org)

**Has your church been involved in a Situational Support Consultation?**

No

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

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**

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###### **Who is our neighbor?**

SBCC has a strong relationship to our surrounding communities. Our Parish House is a gathering place for many community groups and organizations including Daises, Girl Scouts, Cub Scouts, AA, the Audubon Society, CT Master Chorale. Church facilities are available for private gatherings, weddings, funerals, and memorial services.

The church actively participates in Southbury Faith in Action group where people of ALL denominations have meetings to discuss joint efforts to engage our community. The majority of clergy from Southbury have lunch quarterly to communicate and coordinate synergistic efforts. Our church actively participates in the interfaith Thanksgiving Service and dinner provided to those less fortunate in the community.

SBCC participates in the Equity and Inclusion Committee to promote social justice issues in town. We also have a Loss and Grief Group to support people who are going through hard emotional times.

Outreach projects include Greater Waterbury Interfaith Ministries (GWIM), Community Fuel Bank, Americares, St. Vincent DePaul Society, Homes for the Brave, Homefront, New Start Ministries (for placing and supporting refugees), Fair Trade Christmas Sales, Kay Lansante Medical Mission for Haiti, Disaster Fund for Haiti, UNICEF, Southbury Fuel Bank, Southbury Food Bank, One Great Hour of Sharing, Covenant to Care.

SBCC actively participates in the Litchfield South Association of the Southern New England Conference of the UCC. We have a delegate that attends regional meetings.

We are known as a warm, welcoming, and fun community of worshipers. Our church recently attained the UCC designation of “Open and Affirming”.

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

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

**If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities?** *Think of the range of activities from time spent gathering, to governance, to time spent going out.*

Our mission statement and slogan are guiding lights for all activities.

**Reflect on the scope of work assigned to your pastor(s).** *How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation’s expectations on their time?*

Our congregation expects our pastor to primarily focus on church activities and to a lesser degree carry our mission within our wider community.

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

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

Southbury is the home of the largest retirement community in the state of Connecticut. The demographics of the church compare very favorably with the surrounding neighborhoods and Southbury as a whole. Fifty percent of our church is 66 years of age or older which is higher than the town of Southbury. The birth rate per capita has decreased over the last few years and the trend is for that to level off or continue to decline. Many congregations in our community are struggling to attract children and new families. Currently there are four children in Sunday School that are served by our part-time lay Faith Formation leader.

Our church has a very favorable reputation among community leaders and other clergy. The community has a coordination of church leaders and activities across six denominations that is unique and uplifting.

We are known as a warm and welcoming place with a hard-working dedicated congregation. Fifty nine percent of our congregation have been members more than 10 years, and 24% have been coming less than 5 years.

The town of Southbury is 91% white, 4% Asian, 2% Black and 1% Hispanic. Southbury is well above the state average for white-collar workers and is below the state average for blue-collar workers. More than 50% of the adult population in Southbury has either a bachelor's degree or a graduate professional degree. Parishioners from our church seem to prefer sermons that are very thought-provoking and relate to current life applications.

Community leaders and clergy has a very favorable opinion of SBCC. Our rich history of taking a leadership role in removing the Nazi Bund from the town of Southbury, celebrating the church's 250<sup>th</sup> Anniversary with various events, shows that we are rooted in the community.

Also, our many civic projects like our Apple Festival, Victorian Tea, Pancake Supper, Ping Pong and Pizza evenings, Men's Group, Women's Group, Lenten preparatory gatherings, spiritual retreats and many more events that are open to the community, shows how engaged the church is with our greater community. This active engagement is a big reason for our favorable reputation.

A caring and inviting, existing membership draws new members to join the congregation and participate in our mission.

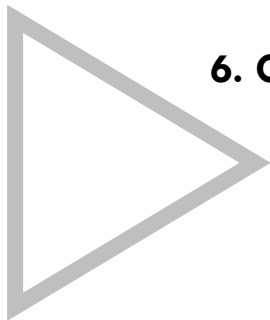




## 5. REFERENCES

*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.*

- Pastor Jerry Smith: [jasmith0843@gmail.com](mailto:jasmith0843@gmail.com)/Former Interim Pastor
- Rabbi Eric Polokoff: [rabbi@bnaiisraelsouthbury.org](mailto:rabbi@bnaiisraelsouthbury.org)/Friend of Congregation
- Reverend David Peters: [david@roxburychurch.org](mailto:david@roxburychurch.org)/Friend of Congregation



## 6. CLOSING THOUGHTS

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

### 6a. CLOSING PRAYER

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***Then I will give you shepherds after my own heart, who will lead you with knowledge and understanding." (Jeremiah 3:15, NIV)***

Lord, we understand that a new pastor always means change. Help us to be prepared to change and grow with graciousness and unity so we can be the church You have called us to be.

***Trust in the Lord with all your heart, and do not lean on your own understanding. In all your ways acknowledge Him, and He will make straight your paths. (Proverbs 3:5-6)***

We Pray that we will patiently await God's timing and settle for nothing less than His perfect will.

***Some of us have been given special ability as apostles; to others he has given the gift of being able to preach well; some have special ability in winning people to Christ, helping them to trust him as their Savior; still others have a gift for caring for God's people as a shepherd does his sheep, leading and teaching them in the ways of God. (Ephesians 4:11-12, TLB)***

We pray, Lord, that you would increase our new Pastor's passion for Your Word. We pray that you would give them a love for our church and the strength to leave their current position. We pray that our new Pastor would form good relationships with our church family and that you would prepare them to shepherd us through both our trials and blessings. We pray, Lord, that you will also give them a deep love for our community. May they have a strong desire to teach and preach the whole counsel of God and to fulfill all the biblical roles of a shepherd. And lastly, we pray for our new Pastor's family. You, Lord, know each detail about every member of their family. Please give each of them strength as they consider leaving their current home and going to a new church, or as they begin pastoral ministry for the first time.

We pray, dear Lord, for our new Pastor, that they may dwell in your promises. Lord, may they always find shelter in Your Word and stillness in Your peace. May their heart soar with faith. Thank You for placing Your mighty hand of protection upon them now. Bless them abundantly with your love and kindness.

In Christ Jesus we pray,

Amen

## **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 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.

**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.)*

To develop a profile which most accurately describes our Church and sets forth a profile for the person ultimately called by God to serve as our Pastor, we, the Pastoral Search Committee, sought participation from our congregation through a written and electronic survey, one-on-one conversations and a congregation-wide discussion. Additional contributing resources were our Trustees, our Finance Committee, our Council, Faith Formation, and this Search Committee.

**2. Additional comments for interpreting the profile:**

Please feel free to contact us.

Signed: 3/9/2023

Sal Graziano, Search Committee, Chair

Laurie Hornbecker, Search Committee, Vice Chair/Chaplain

Carleton Dunn, Church Council Moderator

## 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. Margret Hofmeister*

Name / Title: Margret Hofmeister, Area Conference Minister

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

Phone: 860-761-7198

Date: March 17, 2023

**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*