

# I. POSITION POSTING

## 1a. LISTING INFORMATION

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**Church name:** The United Church of Rowayton, Inc.

**Street address:** 210 Rowayton Avenue, Rowayton CT 06853

**Supplemental web links:** <https://www.ucrowayton.org>

**Conference:** Southern New England Conference of the United Church of Christ

**Association:** Fairfield West Association

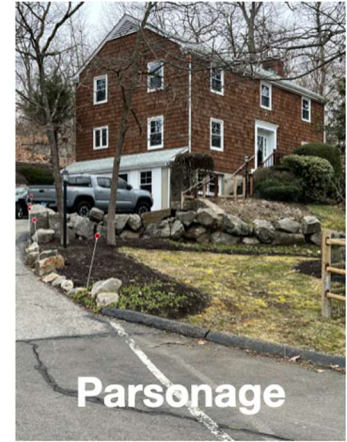
**UCC Conference Staff Contact Person:**

The Rev. Margret Hofmeister; Area Conference Minister, Southwest Region; 860-761-7198; [hofmeisterm@sneucc.org](mailto:hofmeisterm@sneucc.org)

### Summary Ministry Description:

The United Church of Rowayton (UCR) is an Open and Affirming congregation of the United Church of Christ, which renews and strengthens its commitment to advocate justice and equality for all people. We are located in Rowayton, which is a district of Norwalk, Connecticut. We are a Christian community, dedicated to welcoming all who seek a relationship with God, to sharing God's Word and love and to nurturing all in their journey of faith. We recognize and love each and every individual as a child of God. With God's grace we therefore covenant to grow and practice a unity of faith that transcends our differences and celebrate our lives. We are looking for a congenial, caring, open-minded pastor who is an inspirational preacher, visionary leader and has organizational and administrative strengths to lead us through the next phase of our faith journey. This person will strengthen our faith through all stages of life and be engaged in the fabric of our church life and community. We would like this to be a shared journey of growth for our new pastor and congregation. We have church traditions we love, and we are open for new traditions to begin.

In this, our 77<sup>th</sup> year, we are searching for our third pastor. In the next 5 years, we foresee ourselves emerging from the post-COVID world. We wish to serve as a vibrant community church providing a welcoming, safe, and loving sanctuary for all ages. We hope to encourage and attract young families to be a productive part of the community and to increase their participation in church activities. To meet these goals, we seek a pastor involved in ecumenical, inter-faith, and community activities. An involved pastor would be outgoing, warm, and able to relate to all ages. We seek a pastor who is comfortable with technology and who understands how it can be used to grow a church and develop a virtual congregation.



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

Situated along the Five Mile River, which leads to the Long Island Sound, Rowayton is a family-friendly, village-like community in Fairfield County that enjoys coastal living at its finest. It has a strong sense of community. It is conveniently close to New York and other major cities in the Northeast, and it has a train station within walking distance. It enjoys good schools and nearby universities. Fairfield County is rich in cultural opportunities and enjoys having many parks and beaches.

**Current size of membership:** 338

**Position Title:** Settled 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

**Does the total support package meet conference compensation guidelines?** Yes

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

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Our congregation has shared that they feel the presence of God in their lives, they work to connect their faith to other aspects of their life, and they feel spirituality is the basis of their whole approach to life. We hope our new pastor will guide and lead the congregation by fulfilling these responsibilities:

- Preparation and leadership of Sunday and holiday worship, including scripture study, teaching, and crafting the Order of Worship
- Planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- Faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- Leadership development by working with people in the church to create ministry and programs
- Pastoral care in collaboration with the Care Giving Ministry
- Weddings and funerals for participants in the worshipping community and in the wider community
- Planning for current and new directions in ministry
- Attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
- Participate in wider church activities such as conference and association meetings
- Faithful financial development and stewardship in collaboration with lay leadership
- Responsibility for supervision of staff
- Counseling, listening, and referral
- Study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- Energizing and inspiring the spiritual connections and faith understandings of others in all they do

**Core Competencies:**

- Inspirational preacher
- Visionary leader
- Organizational and administrative strengths, including use of technology

**1c. COMPENSATION AND SUPPORT**

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**Compensation:**

Total package: \$110,000-\$140,000, including salary and benefits.

Salary: \$60,000-96,000, depending on experience and choice of either Parsonage or Housing Allowance.

Travel reimbursement

Self-Employment Tax Reimbursement (equal to 7.65% of salary + housing)

**Optional Monetary Benefits:**

Retirement contribution to UCC Pension Board annuity at 14% of salary

UCC Health Insurance

Life and Disability Insurance and Benefits

**Time Benefits:**

Vacation – one month

Paid sabbatical time (negotiable)

Professional Education and Clergy Wellness Support

Parental leave

Personal and sick leave

**What is the expected living situation for your next minister** We prefer a pastor who lives in the parsonage.

**Describe peer and professional supports available for ministers in your association/conference:** As provided by the association and conference.

**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.**

In the next 5 years, we foresee ourselves emerging from the post-COVID world. We wish to serve as a vibrant community church providing a welcoming, safe, and loving sanctuary for all ages. We hope to encourage and attract young families to be a productive part of the community and to increase their participation in church activities. To meet these goals, we seek a pastor involved in

ecumenical, inter-faith, and community activities. An involved pastor would be outgoing, warm, and able to relate to all ages.

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

Our church seeks a leader who will actively utilize the strengths and gifts of this congregation to expand our mission into the greater 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.**

- Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice
- Caring for All Creation
- Working Together for Justice and Mercy
- Strengthening Inter- and Intra-Personal Assets

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

**Who is God calling you to become as a congregation?**

We want to welcome a new pastor and are willing to work on mutual ministry. We strive to grow to meet the challenges of today's world to discover other avenues to serve our community and increase our reach to grow our congregation and budget.

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

Challenges we foresee:

- Growth of budget
- Competition from secular youth activities
- Integrating to new pastor and family
- Expanding and strengthening programs for youth

How we expect you to help our church reach these goals:

- Personal contact with members/friends and community
- Taking an active role in encouraging people to participate in the life of the church
- Exemplifying leadership and encouraging others to utilize their gifts
- To assist leaders and committees
- Supporting and nourishing our youth in their faith journey

### **3. WHO ARE WE NOW?**

#### **3a. CONGREGATIONAL REFLECTIONS**

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##### **Describe your congregation's life of faith.**

- Adult Bible Study
- Church School - childcare through 5th grade
- Anchors Program - middle school after hours program
- Confirmation - 9th grade
- Confirmation - 10th grade
- Lenten and Advent Services
- Living Nativity
- Community holiday activities
- Caregiving Ministry
- Prayer Shawl Ministry
- Youth and adult choirs
- Youth and adult **hand**bell choirs
- Livingston Scholarship Fund

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

This is an open, receptive, and flexible congregation.

- Accepting of people from all religious and ethnic backgrounds
- Willing to devote its time and energies to the church and community
- Excellent and varied music ministry to complement worship
- Award winning sanctuary, featuring semi-circular seating, stained glass windows, a unique pulpit and altar that amplify our worship experience
- Caring and warm individuals welcoming all who attend
- Partnership with local Methodist church for summer service in a nearby park
- An Open and Affirming church (by unanimous vote) since 2011

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

Although we follow an Order of Worship that ties prayer, hymns, and message together, no two services are the same. The congregation welcomes creativity and spontaneity.

- Relating Bible passages to our daily life
- Providing motivational, inspiring and challenging messages that encourage us to be better people
- Engaging use of humor
- Integrating complementary music with weekly message
- Welcoming all who seek a relationship with God

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

We start with a church school for grades K-5. We have Anchors (grades 6-8), and confirmation classes (grades 9 and 10). 4<sup>th</sup> graders receive their Bibles and take their first communion.

Children participate in outreach activities and in worship services.

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

To read about our ministries, please see <https://www.ucrowayton.org/ministries/>

Typically, each board meets once a month for approximately 1 ½ hours. Should an issue arise between meetings that requires an emergency vote, our constitution permits voting by email. Actions taken by boards and committees and by Executive Council can be communicated via our weekly email newsletter, the Order of Worship, announcements made during the service, and by single-topic letters.

Our By-laws and Constitution is available at <https://www.ucrowayton.org/church-governance>, and our Annual Report is available at <https://www.ucrowayton.org/publications>.

### **3c. CONGREGATIONAL DEMOGRAPHICS**

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Respondents to our online or paper surveys accounted for 293 attendees. This includes 207 members, 49 non-member attendees, and 37 unconfirmed children. The congregation includes 151 attendees over the age of fifty, with 102 of those over the age of sixty-five.

The congregation is very well educated. Over 98% of the adults are high school graduates including 70% with college degrees or advanced degrees.

The church draws its membership primarily from Rowayton and the other areas of Norwalk (78%), with the remainder coming from surrounding towns.

The vast majority of our members, 94.3% of respondents, participate in the church through attendance at Sunday and/or holiday services. In addition to attending services, 30% of the respondents report involvement with the adult or youth music programs. 20% of our families have children involved in our Christian education programs, either through Sunday school or teen education leading toward confirmation. We have an active Bible Study group and a Prayer Shawl Ministry that meets to knit, pray, and enjoy each other's company. Approximately 36% of the adult membership is engaged in service to the church through one or more of the various boards and outreach opportunities.

### **Describe those who participate in your church.**

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	207	
Number of active non-members:	86	
Total of church participants (sum of the numbers above):	293	

**Percentage of total participants who have been in the church:**

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	71.2%	√
Less than 10, more than 5 years:	12.1%	√
Less than 5 years:	16.6%	√

**Number of total participants by age:**

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
25	26	21	18	29	25	24	44	58	√

**Percentage of adults in various household types:**

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	18.0%	
Households with minors:	27%	
Single adults age 35-65:	5.5%	
Joint households with no minors:	35.5%	
Single adults over 65:	34.5%	

**Education level of adult participants by percentage:**

		<i>Is this number an estimate? (check if yes)</i>
High school:	12.6%	
College:	51.1%	
Graduate School:	34.8%	
Specialty Training:	16.0%	
Other (please specify):	--	

**Percentage of adults in various employment types:**

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	47%	
Adults who are retired:	33%	
Adults who are not fully employed:	8.9%	

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

The congregation ranges from recently employed to retired, from business to service professions.

**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?**

The ethnic heritages are mixed; the racial makeup is predominantly white.

**Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise: No**

**3d. PARTICIPATION AND STAFFING**

The following data is lower than normal because we were in COVID and COVID-recovery.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings?
Adult Groups or Classes	--	
Baptisms ( <i>number last year</i> )	5	Pastor
Children’s Groups or Classes	Average 10	Christian Education Director, Board of Christian Education, Pastor
Christmas Eve Family Service	400	Deacons, Pastor, and Music Director
Christmas Eve Candlelight	200	
Easter sunrise service on beach	100	

Easter (2 services, combined)	400-500	
Church-wide Meals	100	Social Committee, Board of Christian Education
Choirs and Music Groups	Adult – 25 Children - 12	Music Director, Director of Children's Choirs
Church-based Bible Study	30	Pastor
Communion ( <i>served how often?</i> )	Once a month	Deacons and Pastor
Community Meals	3/event	Board of Christian Outreach (currently waiting for agency to re-open its kitchen)
Confirmation ( <i>number confirmed last year</i> )	Average 13	Pastor, Christian Education Director
Drama or Dance Program	--	
Funerals ( <i>number last year</i> )	8	Pastor, Music Director
Intergenerational Groups	--	
Outdoor Worship	90	Pastor, in partnership with neighboring Methodist church
Prayer or Meditation Groups	--	
Public Advocacy Work	--	
Retreats	--	
Theology or Bible Programs in the Community	--	
Weddings ( <i>number last year</i> )	3	Pastor, Music Director
Worship (time slot: 10:15am)	120	Pastor, Music Director, Christian Education Director, Deacons
Young Adult Groups or Classes	--	Christian Education Director, Board of Christian Education
Youth Groups or Classes (Anchors)	5	Christian Education Director, Board of Christian Education
Other	--	

**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? <i>(3 or 4 or No)</i>	Ministry Setting	Type of Ministry Role	Retired? <i>(Y or N)</i>
Rev. John Livingston	No			Y
Rev. Heather Hopkins	No			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:**

Rev. Livingston is Interim Pastor. Rev. Hopkins has no functional role in this church.

**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
Interim Pastor	--	Full Time		June-December (retired)
Interim Pastor	--	Full Time		December-present
Office Manager	--	Part Time	Pastor & Personnel Committee	18 years
Business Manager/ Treasurer	--	Part Time	Pastor & Board of Household Concerns & Personnel Committee	3 years
Music Director	--	Part Time	Pastor & Personnel Committee	43 years
Christian Education Director	--	Part Time	Pastor & Personnel Committee	5.5 years
Communications Director	--	Independent Contractor Part Time	Pastor & Personnel Committee	2 years
Property Manager	--	Independent Contractor Part Time	Board of Household Concerns	3.5 years
Children's Choir and Youth Handbell Director	--	Part Time	Pastor, Music Director, & Personnel Committee	1 year

### 3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$376,000
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$94,000
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$0.00
Fundraising Events	\$0.00
Gifts Designated for a Specific Purpose	\$0.00
Grants	\$0.00
Rentals of Church Building	\$40,600
Rentals of Church Parsonage (since July 2022)	\$21,000
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$0.00
Transfers from Special Accounts	\$0.00
Other (specify):	\$0.00
TOTAL	\$531,600

## 2023 CAPITAL BUDGET

<b><u>Proposed Projects</u></b>	<b><u>2022 Budget</u></b>	<b><u>2023 Budget</u></b>
Boiler Replacement	175,000	-
Sanctuary Staining	35,000	35,000
Parsonage Refresh	25,000	-
Building Replacement Cost Analysis	8,500	-
Meeting House Air Conditioning	-	30,000
Unforeseen	25,000	10,000
<b>Total Expenditures</b>	<b>\$ 268,500</b>	<b>\$ 75,000</b>

# UNITED CHURCH OF ROWAYTON 2023 PROPOSED BUDGET

## UNITED CHURCH OF ROWAYTON PROPOSED 2023 OPERATING BUDGET

	2021 Actual	2022		2023		Comments
		Budget	Actual	Proposed November	Budget February	
<b>REVENUE</b>						
Pledges	420,055	400,000	345,310	360,000	260,000	2023 Pledges as of 1/25
Pledges Anticipated	-	-	-	-	60,000	
Church and Parsonage Rental	2,160	5,000	24,285	29,000	29,000	Parsonage rented through 7/23
Transfer from Endowment	-	86,900	60,000	94,000	97,000	Maximum of 5% of Unrestricted
Nursery School	29,513	30,600	30,857	32,600	32,600	Assumes Increase of 5% in 9/23
Plate/Unpledged Contributions	5,025	12,000	16,179	16,000	20,000	Increased to 2019 level
Fundraisers, Net	143	-	190	-	-	
<b>TOTAL REVENUE</b>	<b>\$456,896</b>	<b>\$534,500</b>	<b>\$476,811</b>	<b>\$531,600</b>	<b>\$498,600</b>	
<b>EXPENSES</b>						
<b>Board of Christian Education</b>						
Class Activities and Curriculum, Youth and Confirmation Programs, Special Events, Child Care, Adult Ed	3,500	7,000	5,323	7,000	5,000	Cut to slightly below 2022 actual
<b>Board of Christian Outreach</b>						
	45,900	45,900	45,900	38,200	23,800	Reduced to bring revenue and expenses in line
<b>Board of Deacons</b>						
Spiritual Development, Supplies, Music Program Development, and Special Programs	3,635	9,100	6,472	9,100	6,000	Cut to slightly below 2022 actual
<b>Salary and Benefits</b>						
Clergy and Staff including Communications Director, Director of Music, Children's Choir and Youth Handbell Director, Office Manager, Business Manager and Director of Christian Education	289,472	284,000	312,394	276,000	270,000	No staff salary increases
<b>Administration</b>						
Office Expenses, Communications (Video, Broadband, Telephone, Website), Payroll Taxes, Legal, Insurance, Stewardship and Social Committees	67,677	71,000	68,394	72,500	72,500	Increases in Insurance and Legal
<b>Plant and Facilities</b>						
Heating Oil, Electricity and other Utilities, and General Maintenance of House of Worship, Meeting House and Parsonage	103,314	110,000	111,566	121,300	121,300	Increase of 30% on heating oil, 15% on electricity, and 3% on other services
<b>Capital Repairs</b>						
	7,500	7,500	7,500	7,500	-	No transfer to Capital account budgeted
<b>TOTAL EXPENSES</b>	<b>\$520,998</b>	<b>\$534,500</b>	<b>\$557,549</b>	<b>\$531,600</b>	<b>\$498,600</b>	

**Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage?** 23%

**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?** 1% of income

**What is the church's current indebtedness?** No debt

**Are capital and other payments current?** Yes

**Does your church have an endowment?** Yes

**What is the market value of the assets?** \$2.1 million

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

**What is the percentage rate of draw (last year, compared to 5 years ago)?** 0%

**Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:** Only in 2022 to meet operating budget

**At the current rate of draw, how long might the endowment last?** Forever; we are not touching capital

#### **Other Assets**

**Reserves (savings):** \$100,000

**Investments (other than endowment):** \$0.00

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

**Fair market rental value of the parsonage:** \$500,000

**How is the parsonage used?** Was used for our pastor and family; it is rented while we are interim transition.

**Street / City / State / Zip:** 21 Steepletop Rd., Rowayton CT 06853

**Finished square footage:** 2,300 ft

**Number of Bedrooms, Number of Bathrooms:** 4 BR, 2.5 bath.

**Assessed real estate value:** \$550,000

**Available for minister residence:** Yes

**Expected minister residence:** To be determined by pastor

**Condition of structure, systems and appliances** Good

**Entity in the church responsible for review and needed repairs** UCR Board of Household Concerns

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

Our property includes the House of Worship, Meeting House, Parsonage, a fully-equipped playground, Memorial Garden, and directly across the street, Emig Park. The House of Worship has an unusual inverted conical design with a circular designed sanctuary. The Meeting House includes the church office, the Christian Education/Music office, Livingston Hall, a fully equipped kitchen and three meeting rooms upstairs. The United Church Nursery School is located in the Undercroft of the sanctuary.

**Describe non-owned buildings or space used or rented by the church:** None

**Which spaces are accessible to wheelchairs?** Sanctuary, first floor of Meeting House, and Memorial Garden.

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

UCR is on a solid financial base, although we are adjusting our budget due to fewer pledges, which is attributed to decreased church attendance and activity due to COVID. We expect to increase over time.

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

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Our roots were planted in 1860 as The Five Mile River Baptist Church. Having outgrown their location in a schoolhouse, a new building was constructed nearby and dedicated as the Rowayton Baptist Church in 1905. In 1945, Reverend Donald Emig was pastor of the Methodist church. He succeeded in merging the Baptist and Methodist churches into The United Church of Rowayton in 1951, under denominational auspices but neither Baptist nor Methodist.

With a growing church, the Meeting House was built in 1955. Membership in the UCC came in 1957. Our unique, award-winning sanctuary, initiated by the desire for "a symbolic bridge between

God and humanity,” was dedicated in 1962. This was followed by the parsonage in 1964 and expansion of the Meeting House in 1994.

The culmination of a twelve-year church and community effort to offer affordable housing for Seniors was celebrated with the opening of Hilltop Homes in 1982 on land donated by our church.

Pastor John Livingston was called to succeed Donald Emig in July of 1986. He retired in 2022. We think two pastors in 77 years is a remarkable testament to the health and vibrancy of this congregation.

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

#### **Challenges of the last three years**

When the pandemic began in March 2020, we stopped meeting for in-person worship. We had 24 hours to figure out how to be church and serve our congregation. One of our dedicated members volunteered to prepare a worship service and post it for members.

Our Pastor and Music Director put together a half-hour worship service which was recorded on Thursday afternoon, and the volunteer edited and prepared the recording to be sent out on Sunday morning. As time went on, this recorded service developed into a meaningful worship experience for our members as well as for a new, digital congregation.

### **Ministerial History**

Staff member's name	Years of service	UCC Standing (Y/N)
Rev. Donald Emig	40	deceased
Rev. John Livingston	36	Y
Rev. Carla Dietz (Associate Pastor)	8	Y
Rev. Rhona Kochman (Associate Pastor)	2	unknown

**Has any past leader left under pressure or by involuntary termination?** No

**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?

### 4a. COMMUNITY VISION

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

Our Board of Christian Outreach sponsors numerous drives throughout the year and provides financial support to local agencies using a generous allocation from the annual budget. In addition, it administers the Emig Fund grants, which provide non-profits with funding for special projects.

We also reach out to the community in other ways. Our Imagination Team was created specifically for this purpose. We partner with the Rowayton Civic Association for its Annual Christmas Pageant and Memorial Day Parade. Our adult choir has sung in nursing homes and our adult handbell choir has worked with other churches. Our new Communications Director ministered to a large audience during COVID with our pre-recorded worship services and is currently working on a strategic welcome plan that includes Plan Your Visit. Our Caregiving Ministry reaches out to those who are home bound or in need of a friend, providing care through calls, visits, and transportation. It also holds on-site luncheons and functions.

#### **Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.**

Our church has hosted association meetings, and our pastor and Delegate have participated in its committees. They attended General Synod and association annual meetings and conference meetings. Our Delegate was Connecticut Conference Moderator and a member of the Board of Directors of the Connecticut Conference.

#### **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                                  |

#### **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?**

Our congregation indicated interest in Faithful and Welcoming, Inter-cultural/Multi-racial, and Just Peace.

**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 our pastor's message to the congregation) tells us to go out and live out this statement.

**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?**

80% with church, 10% local community, 10% wider church

## 5. REFERENCES

Name up to three people who have agreed to serve as phone and written references.

### REFERENCE 1

Kathy Wildman

30 Ellis Street

Chatham MA 02633

(860) 214-5439

[wildmanfamily4@gmail.com](mailto:wildmanfamily4@gmail.com)

Former member

To read her reference, click <https://www.ucrowayton.org/wildman-reference>

### REFERENCE 2

Jackie Roberson

(203) 981-9371

[jcr\\_msw@yahoo.com](mailto:jcr_msw@yahoo.com)

Served on the Emig Foundation, which made the Emig Fund possible, and a social worker in Rowayton and the Norwalk High School

### REFERENCE 3

Edward “Jed” Lawrence, Jr.

Lawrence Funeral Home Director

2119 Boston Post Road

Darien CT 06820

(203) 655-6127

## 6. CLOSING THOUGHTS

### 6a. CLOSING PRAYER

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The Way

The way is long — let us go together

The way is difficult — let us help each other

The way is joyful — let us share it

The way is ours alone — let us go in love

The way grows before us — let us begin

## 6b. STATEMENT OF CONSENT

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

As the committee charged with the responsibility for identifying and recommending 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.

### **Search Committee**

Rob Ayala  
Leslie Borum  
Joanne Brown  
Kurt Nelson  
Lynne Pratt  
Benita Watford Raleigh  
Sarah Wayland

Signed:

  
\_\_\_\_\_  
Lynne Pratt, Chair

April 2, 2023  
Date

  
\_\_\_\_\_  
Rob Ayala, Co-Chair

April 2, 2023  
Date

## 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: Area Conference Minister, SW Region, SNE Conference, UCC

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

Phone: 860-761-7198

Date: April 25, 2023