

Local Church Profile for Churches Seeking an Interim Pastor

Church Information

Full Name: First Congregational Church of Canterbury, CT
Address: 6 South Canterbury Road, Canterbury, CT 06331
Phone: 860-917-0781
Website: <http://fcccanterbury.org/>

Additional Denominational Affiliations: none

UCC Conference: Southern New England
Association: Windham
Area Conference Minister Name: Carol Steinbrecher
ACM email: SteinbrecherC@sneucc.org
ACM phone: 508-244-4887

Position Details

In a paragraph or two for each item, please answer the following prompts.

1. Describe the ministry position for which you are seeking a pastor. *(This will be the first impression most candidates have of you. Highlight your gifts and graces as well as your needs so that candidates have the best sense of connection to and curiosity about your position. Include keywords that will help candidates search. It must be **no more than 2,000 characters, including punctuation and spaces, and in a single, unformatted paragraph**).*
 - a. We are a small rural church and are seeking a pastor who will preach each Sunday and meet the pastoral needs of our church as they arise during this time of transition. We are a healthy church with a wide variety of ages and diversity in our congregation. We have a solid core of active members and some long-standing traditions in our church. Our church serves the needs of our neighbors with several outreach programs including the Canterbury Cares Food Pantry, which is housed in our church, and currently serves about 100 families. We also have a team who prepares and serves at the Willimantic Community Meal program, serving the need of some of the urban population there. We also host some popular community events that include summer concert series, an Old Home Days fair (which takes place on our church grounds), the Chili Cook-off and so much more.
2. Name 3 core competencies that you feel you will need in your Interim Pastor.
 - Love of children
 - A heart for the elderly

- Warm and welcoming personality

3. What aspects of the 5 tasks of interim ministry (listed in the instructions sheet) do you anticipate being the focus of your interim time?

We are hoping for help and guidance for the congregation and our search team in creating our church profile. We also need guidance in understanding how such a significant change in pastoral leadership is going to affect and change the congregation's expectations of their next Pastor.

4. Position Scope: _____ Fulltime 3/4 time _____ 1/2 time _____ 1/4 time

5. Position Duration: 12 months _____ 18 months other _____

Who We Are

In a paragraph or two for each item, please provide the following.

1. Church's Mission Statement (*or name that one needs to be developed*):

We strive to share the love of God as expressed in Jesus Christ with all people.

We are a warm and welcoming congregation where the gospel of Jesus Christ has central place. Our members include persons of all ages and from all walks of life and we offer many opportunities to be actively involved in the life of faith. We cherish our children and youth; and reach out in mission to the local community and the world.

We believe that all people are God's children; therefore, we welcome everyone who wants to follow Jesus into full participation in the life, leadership, and ministries of our congregation. We honor and support diverse individuals on their faith journeys--all who seek a spiritual home are welcome here.

Children are an essential part of our congregation--to be seen as well as heard from. The goal of the Christian Education Program at First Congregational Church is to help children and youth become responsible members of the church and society, able to apply their Christian faith to everyday life. Our program is based on the Bible and on the traditions of Christianity. In addition to a Bible based curriculum, we use, music, art, and drama to help the children learn and express their faith. Our teachers strive to model Christ's love in all their interactions with the children.

We encourage our children and youth to be involved in all aspects of the church's life, including worship, fellowship, and service. Typically, the younger children engage in a Children's Sermon with the pastor before they leave the worship service to participate in church school. The pastor works with youth in a program that leads to their Confirmation in the Christian faith. We also offer a Teen Club in which youth engage in service projects, worship, and have fun together.

2. Brief Church History:

The Canterbury First Congregational Church is located in the historic town of Canterbury Connecticut and sits on the town green. It is nestled in the historic district of town, directly across from the Prudence Crandall house, an important historic site in Connecticut. The original church was built in 1735 and the second in 1805. When it was destroyed by fire in 1963, the current church was constructed the following year.

3. 2-3 Significant Events:

- The town's annual Old Home Day event is held on our church grounds and serves as a great outreach for our church.
- Canterbury Cares, the town's food bank, is housed in our church hall and distributes food to those in need twice per month.
- The annual Chili Cookoff is held each winter in our church hall.
- Vacation Bible Camp, a long held tradition in our church

4. Church Strengths:

- We are a warm and friendly congregation in a beautiful and historical church building
- Our mission work includes a bustling food bank, monthly Community meal service, adopt-a-family and mitten tree each Christmas, Jamaican Dinner to support youth summer camp, and more.
- We are blessed with an excellent music director who also serves as the church secretary.
- Our Sunday services are streamed on-line
- We have a nice range of ages in our congregation, from just born to 99.

5. Church Challenges:

Our biggest challenge right now is replacing our beloved pastor.

6. Experience of Conflict:

1. Every church has conflict, some minor, some larger. On a scale of 1-5, where would you rank your church's level of conflict? 1

(Based on this work by Speed Leas 1. Problem to solve 2. Disagreement 3. Contest 4. Fight or Flight 5. Intractable)

2. Please explain why you chose this level.

There has not been any major conflict in this church for many years. The biggest conflict that took place in the last 20 years was during the time of Open and Affirming discussions during the time when Pastor Oscar Brockmeyer was with us. The church did vote favorably toward

Open and Affirming but stopped short of full Open and Affirming status. Several people did leave our church at the time of these discussions.

3. Describe your congregation’s values and practices when it comes to conflict.

There is no conflict in our church right now. If we have conflict we have committees that are in place. The Pastor Relations Committee resolves issues between the congregation and the pastor. The Church Council currently meets quarterly and addresses issues as related to policy and programming. The Church Council oversee the committees that include trustees, missions, deacons, stewardship, Christian education, PRC, etc

Basic Church Statistics
Yearly average

	Church Membership	Weekly Worship Attendance	Children & Youth Participation	Adult Ed Participation
Pre-pandemic	67 active	35apx	10apx	0
Current year	69 active	40 apx	10 apx	0

	Income	Overall Budget	Mission Giving	Reserves& Endowment Principals
Pre-pandemic		\$120,000	\$4000apx	\$700,000apx
Current year		\$120,000	\$5000apx	\$800,000apx

Compensation

Total Compensation Package Amount or Range: \$60,000 inclusive

Package offered: Total Package, no additional monetary benefits offered
(choose only one) Total Package includes optional benefits to be negotiated (if you wish, list here what those optional benefits may be)

Housing:
 Housing allowance only
 Parsonage only
 Either Parsonage or Housing Allowance Provided

Please explain briefly your process in discerning your compensation.

Compensation is based on our most recent pastoral compensation package. The church parsonage is currently rented and therefore will not be available for the interim pastor.

Church body responsible for hiring the Interim Pastor is:

The Church Council would make the final decision on this with guidance from the Pastoral Search Committee

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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 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.

Stephen E. Brown

Signature of Search Committee Chairperson
(typed or Jpeg is sufficient)

April 14, 2024

Date