

# Interim Church Profile

College Street Congregational Church  
265 College Street, Burlington, VT 05401

<https://www.collegestreetchurch.org/>

1. Description of the Church (who are we)
2. Description of the Burlington Area and Community
3. What are we looking for? What do we want to accomplish?
4. Compensation (Salary, Housing, Benefits)

## #1

College Street Congregational Church (CSCC), United Church of Christ, is a proudly welcoming, open and affirming church. We value human rights and justice and see worship and service as two important ways in which we experience and share God's love. God has blessed us with gifts of skilled music and compassionate hearts and provided us a beautiful building in a central location in which our music and our hearts might resonate. We believe that we are called to use God's gift of our building and location for the good of the broader Burlington community.

CSCC has a vibrant and varied music program, including choir, bells, and "strummers, pluckers and strikers," and is used by many music groups for rehearsals and performances. The Champlain Valley Office of Economic Opportunity rents space in our basement for its Head Start program, and other groups (e.g. AA, AI-Anon) meet at the church. The church provides cooked dinners or pizza every week to Outright for its Friday night LGBTQ youth meetings and supports many Burlington non-profit groups helping those in need. Church members have shown remarkable generosity over the years, both to meet church budgets and special needs, but also to support mission opportunities.

Like other churches and institutions, the COVID epidemic presented challenges for CSCC, but our technology experts quickly put together a Zoom option that allowed us to meet together, even if not in person. We have maintained a hybrid Sunday service, allowing us to include people who are housebound or live far away. As a congregation, we find that our heart bends especially toward children and youth. We did see a decrease in the number of children participating in our programs during and after COVID but are working to develop and implement creative approaches to turn this around.

At the beginning of 2024, the congregation approved and began implementing a new governance structure, replacing the long-standing "board model" with a more flexible arrangement of ministry teams – Communications, Congregational Care, Faith Formation, Finance and Administration, Outreach, Property and Worship. It has been an exciting process that has seen the growth of new leadership, and we are working well together to meet challenges and help CSCC meet its goals of serving our church family and the community in which we live.

## #2

Burlington is located in Northwestern Vermont on the eastern lakeshore of Lake Champlain approximately 45 miles south of the Canadian border. The population of Burlington is 45,000 with a yearly influx of 17,000 college students at the University of Vermont and Champlain College.

The median age of Burlingtonians is 27 with over 50% identifying as female. 86% identify as white, 4% black, 3% Asian, 3% Hispanic, and 4% as more than one race. 23.7% of people live below the poverty level. The median household income is \$64,931. Additional information can be found on the following link.

<https://censusreporter.org/profiles/16000US5010675-burlington-vt/>

Downtown Burlington is a vibrant community with access to the water, bike paths, and parks, by either car, bike, walking, or public transportation. Within the heart of downtown is the Church Street Marketplace with a dedicated pedestrian area that is home to local shops, restaurants, boutiques, and the High School. Burlington is host to an active theater, arts, and music scene with annual festivals, international music ensembles, and is a developing music hub for local talent.

College Street Church is located approximately one-half mile from the Church Street Marketplace. Our church is shadowed by two vacant buildings and adjacent to the Fletcher Free Library. The city is working with local developers to redevelop this area. The city has several challenges and has engaged the community in two public forums in 2024 to address the bail and conditions of release, gun violence, and youth involved violence. The next public forum in 2025 will address substance abuse. Our church is located in the epicenter of this issue and our Outreach team is actively working towards finding ways to become engaged. Other significant issues impacting our city are the lack of affordable housing, homelessness, and adequate mental health services.

**#3**

We are seeking a full-time intentional interim minister with the proper training, experience, and skill set to assist and support College Street Congregational Church during this time of transition. This individual will walk a path with us to reflect, refine, and help us envision a path forward.

The ideal candidate will have strong interpersonal skills who will engage our congregation with compassion and understanding. This individual will be committed to us until a permanent pastor is called. We seek an individual who is an excellent communicator with strong organizational skills, is technology savvy or willing to learn, and will directly support our staff, tenants, congregation, and community relationships.

**#4**

Proposed Annual Interim Pastor Compensation:

|                 |                               |
|-----------------|-------------------------------|
| \$ 44,580       | Salary                        |
| \$ 36,000       | Housing                       |
| \$ 7,266        | Social Security Make-up       |
| \$ 11,281       | Pension                       |
| \$ 12,000       | Health Insurance, negotiable  |
| \$ 1,000        | Dental Insurance              |
| \$ 1,400        | Disability                    |
| \$ 503          | Workers' Comp.                |
| <u>\$ 1,200</u> | Travel, Expenses, Educ., etc. |
| \$115,230       | TOTAL                         |