



Name of Church

Congregational Church of Burlington

Address

PO Box 1291
Burlington, CT 06013

Conference:

Southern New England

Association:

Farmington Valley

Title

Pastor

Start Date

Oct 10, 2024

Description

CC Burlington CT P Search

Church Contact Information

No contact information has been added to this profile.

Listing Information

Web Presences

<https://www.facebook.com/ccb1774>

Type: Professional

<https://ccburlingtonct.org/>

Type: Professional

Additional Formal Ecumenical Affiliations

None

UCC Conference or Association Staff Contact Person

Name:

Reverend Isaac Lawson

Title:

Area Conference Minister

Phone:

8607617188

Email:

lawson@sneucc.org

Summary Ministry Description

As a bible-based congregation, we want to be ministers of faith, worship, fellowship, and outreach so the church is an open and welcoming place for all in the community. We will accomplish this through sharing the love of God and the teachings of Jesus Christ. We are focused on growing the church and our programs, so that the church is the spiritual focal point for the town of Burlington with robust fellowship opportunities and activities for families and youth. To achieve our common vision, we need financial stability, as well as an experienced pastor, strong community partnerships and committed leaders and volunteers. We are on our way to achieving that, with steady growth in recent years.

Note about our website listed above. We are in the process of updating and moving our content from WordPress to Wix as the platform. It will be completed soon.

Church pictures**What we value about living in our area.**

Overwhelmingly, our congregants value living in a small town that prioritizes community. This was a recurring theme identified by respondents in our 2023 Church Growth and Pastoral Search Survey. Burlington is a place where people feel safe and care about one another and the community at large.

Current size of membership

108

Average in person attendance

35

Does your church hold virtual worship services?

No

Languages used in ministry

English

Position Title

Pastor

Position Duration

Settled

Compensation Level

3/4 Time (approximately 30-32 hours/week)

Does the total support package meet conference compensation guidelines?

Yes

[Link to current Conference guidelines](#)

[Download compensation guidelines](#)

Scope of Work

Some fields reference [The Marks of Faithful and Effective Authorized Ministers of the United Church of Christ](#).

The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

The Scope of Work developed by our church using the [Call Agreement Workbook](#).

[Download scope of Work](#)

3 core competencies that we imagine could be foundational in our next minister's relationship with the church.

First:

Our church is in search of a Pastor who will be a compassionate counselor. This comes in response to a need expressed by our congregation, emphasizing pastoral care as a pivotal aspect of our spiritual journey. We desire a Pastor who will not only integrate deeply into our church family but also forge meaningful personal connections with each member, regardless of their age or life situation. Pastoral visits and calls were highlighted on our church survey as crucial. Thus, we seek a Pastor who is not only faithful and dedicated to the call of God but also friendly, outgoing, and capable of reaching out and connecting with individuals in their homes, in hospitals or wherever they may be. Honesty and trustworthiness will foster a safe and nurturing environment for spiritual growth and healing.

Second:

Our church desires an inspiring teacher/preacher. In line with the teachings of the bible, we seek a Pastor who can relate the timeless wisdom of the scriptures in a way that resonates with everyone, from the youth to the elderly, including those who are unable to attend services in person. Our future Pastor should be adept at delivering sermons that are not only theologically rich but also relevant and engaging, addressing real world joys and concerns that touch the lives of our community members. Each Sunday there is a children's message that mirrors the sermon and should engage the youth. On family Sundays, which occur once a month, the expectation is that sermons will also be engaging to youth. It is also important that we have a Pastor who is skilled at leading bible studies and confirmation classes.

Third:

Our church would like a Pastor that excels at leading. Our ministry teams identified the need for reciprocal leadership. We need a Pastor with a vision to guide us who is not afraid to lead but is also open to being led which requires building collaborative relationships. We would especially like a Pastor who can lead our faith formation efforts for adults and youth (e.g. Sunday School, Confirmation, Bible Studies, etc.) We are looking for a Pastor who will lead with a heart that reflects Christ's love to ensure that every congregant feels seen, heard, and spiritually nourished. Ideally, we would like a Pastor who inspires others to lead as well.

Compensation and Support

The salary basis comes from the [Call Agreement Workbook](#), equal to Cash Salary plus Value of Parsonage/ Housing Allowance. The Conference can assist in determining these amounts or provide a worksheet to be used to calculate these values.

SALARY AND BENEFITS OFFERED: SALARY BASIS: ITEM OFFERED	AMOUNT OR PERCENTAGE (IF DETERMINED)	IS THIS NEGOTIABLE	PASTORAL CANDIDATE DETERMINES
Salary (Cash basis determined from Conference/ Association Guidelines)	45000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	30000	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	<input type="checkbox"/>
Salary Basis: 75000			
Pension/Annuity	10500	<input type="checkbox"/>	<input type="checkbox"/>
Social Security and Medicare Offset	5737	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	7791	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Life Insurance	1125	<input type="checkbox"/>	<input type="checkbox"/>
Disability Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Worker's Compensation	0	<input type="checkbox"/>	<input type="checkbox"/>

If needed, please comment further on your church's salary and benefits for the minister.

Salary Basis is \$75,000 (\$45,000 cash/\$30,000 housing allowance). Pastor can split as desired as long as it meets the \$75,000 basis.
 Annuity (14% of cash salary and housing) calculates to \$10,500.00
 Life insurance/disability (1.5% of cash salary and housing) calculates to \$1,125.00
 Self-employment tax offset (7.65% of cash salary and housing) calculates to \$5,737.50
 Health Insurance (assumed Pastor only covered on Plan B; full time currently displays 100% coverage per UCC recommendation) calculates to \$7,635.12
 Vision Coverage calculates to \$46.00
 Dental Coverage calculates to \$110.00
 Total Benefits calculates to \$25,153.62
 Total Salary Basis + Benefits calculates to \$100,153.62
 Total Salary + Housing + Benefits calculates to \$100,153.62

The expected living situation for our next minister.

Living nearby (preferably within 10 miles or a 30-minute drive) with a housing allowance. This is very important to congregants in fact 80% of those surveyed indicated this. The church would like a Pastor that is available when needed. The Pastor will be reimbursed for mileage per the IRS regulations for travel to and from the office for church related business or appointments. The Pastor will not receive mileage between home and the church office.

If a parsonage is provided, will the church offer a home equity allowance to the pastor? (The recommended guidelines for a home equity allowance is equal to 1.5% of the average home value in the community; this is considered taxable to the minister. The Housing Equity Offset should not be calculated into the Salary Basis upon which other Benefits are determined. Churches should consult a tax advisor prior to establishing any account for an equity allowance to ensure compliance with IRS rules on nonqualified deferred compensation plans.)

No

N/A

How our church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment.

Flexibility of schedule and allowances for holding another job and or living a certain distance from the church may be negotiable.

Additional reimbursements the next Pastor can expect to receive as part of their employment:

Conference and/or Association meeting registrations

Other meeting registrations (or educational requirement registrations).

Peer and professional supports available for ministers in our association/conferences.

Professional supports include UCC Conferences and access to Conference Ministers, professional development courses, and ability to order materials to assist with pastoral growth and capacity to fulfill duties.

Who Is God Calling to Minister with Us?

The ministry goals we envision our next minister collaborating with the congregation to achieve.

The next minister of our church will ideally collaborate with church leaders and the congregation to sustain and accelerate church growth, building upon the current upward trend. This will be achieved by helping to build strong youth programs for young people of all ages (e.g. Nursery Care, Sunday School, Confirmation, Youth Groups, Youth Bible Study, Youth Fellowship, Youth Choirs, Youth Camps, Youth Missions, etc.). The next minister will assist in actively engaging and attracting new young families to join the church, ensuring the continuation of the church's legacy. The focus is on fostering a sense of community and shared responsibility, encouraging increased participation in church duties and activities.

The next minister will collaborate with church leaders and congregants to organize opportunities for individuals to strengthen their relationship with God and one another through spiritually based activities. The goal is to make Christ the center of the church so that all things grow from there.

How our vision of the minister we are now seeking will assist the congregation in making an impact beyond its walls.

The minister will work with the congregation to enhance the church's outreach efforts and seek opportunities for partnerships with local businesses and organizations. Additionally, the aim is to increase community involvement by organizing more events and meals open to the community, fostering a welcoming environment that extends beyond the church premises. Together, these goals aim to not only sustain the current growth but also deepen the church's roots in our community. The minister we are seeking will also assist the church in reaching out to underserved communities through projects (e.g. Wine to Water) and mission trips in the United States and/or abroad.

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 only language required for proficiency. However, it is important that the Pastor understands cultural humility and can relate to all people regardless of their age, race, gender, sexual orientation, and/or socio-economic status.

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

The Pastoral Search Committee considered all information gathered from the congregation and the community then discussed and voted on *The Marks of Faithful & Effective Authorized Ministry* for a future minister. Seven people voted. The top 3, got 5 votes, and the 4th got 4 votes:

- Exhibiting Spiritual Foundation and Practice (5/7)
- Engaging Sacred Stories and Traditions (5/7)
- Strengthening Intrapersonal and Interpersonal Assets (5/7)
- Building Transformational Leadership Skills (4/7)

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 God is calling us to become as a congregation.

Our church is being called by God to embody growth, not just in numbers, but in vitality and liveliness, rooted in Christ's teachings and commands. It's about fostering a welcoming community that lives a life of service to God and others, grounded in ministry and discipleship. By being Bible-based and nurturing a kind and caring atmosphere, our church can truly fulfill its divine calling of ministering God's word to others.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.



Church: 1) Vacant leadership positions and filled positions that are occupied beyond term limits. This is not healthy for individuals or the church. In 2023, we moved to a Single Board Operating Structure and Ministry Team approach to allow for less meetings and more opportunities to work across teams rather than be locked into one committee. We also have fewer deacons than normal. Congregants have stepped up to assist with deaconate duties, fulfilling our new motto, of everyone is a deacon. 2) Balancing welcoming community with the safety of the congregation. On Palm Sunday an individual was watching the church then entered after service. He wandered freely before approaching the Pastor. After raising his voice and displaying odd behavior, he was escorted outside. A state trooper responded, asked him to leave and not return. With Holy week services there were concerns about him returning. The Moderator, Pastor and Council worked with state and local law enforcement to secure the building. Police were present at all Holy Week services and doors were locked 10 minutes after the start of services, a practice we continue. The church also has cameras in place for added security.

Community: 1) We were not successful getting town leaders to answer emailed surveys regarding their impressions of our church and the role we should play in the community. Some said they did not know us well enough to answer. We did get 26 surveys completed by community members at our town's Tavern Day event and learned they would like us to hold more events open to the community. We have since held free carwashes and karaoke nights that brought in over one hundred people. 2) Competing priorities such as youth sports was identified by some as reasons why people do not attend church. The church has been flexible such as holding confirmation late on Sundays to accommodate student athletes and holding family events on Friday nights, to avoid conflicting with weekend activities and events.

Congregation Reflections

We would describe our congregation's life of faith as...

Our church's life of faith is strong, somewhat conservative and traditional. God is mostly described as God or Jesus. There is less use of the word Lord or focus on the Holy Spirit. That is not to say they are not important. The Holy Spirit is God in our midst working in and around us. Fellow congregants have described the feeling of the Holy Spirit among us. **Our church's core beliefs include:** 1) The Trinity (God as Father, Son and Holy Ghost), 2) Jesus's resurrection, 3) Salvation because Jesus took on our sin, 4) Forgiveness as our God forgives, 5) The Ten Commandments as rules to live by, 6) God's Greatest Commands to love your God with all your heart and your neighbor as yourself, 7) The Bible as the word of God, 8) The Gospels as truth. **Our church's commitments include:** 1) Personal belief in Jesus Christ as Lord and Savior, 2) Willingness to share our time and talents, 3) Sharing the word of God with others, 4) Taking care of our church, congregation and community. **Our membership vows include:** 1) Our belief in God, 2) Our commitment and support of our church and our brothers and sisters in Christ.

Strengths or positive qualities of our congregation.

- Congregants truly care for one another and help one another in times of need.
- Congregants truly care about the church and pull together to get things done.
- Congregants truly care about the community and participate in activities to support those in need locally (e.g., food pantry, two homeless outreach agencies, Covenant to Care, children through the Department of Children and Families, etc.)
- Congregants truly care about all God's people and show it by participating in missions beyond the local community (e.g. Wine to Water project, Mission trips to help communities in needs, Adopting children from other countries, etc.).

A growing edge for our congregation and what we plan to strengthen as a congregation

In order to grow we need:

A Settled Pastor with experience growing a church and its programs.

A Leadership Development Program that invests in mentoring church members of all ages to take on responsibilities of the church.

A stronger Youth Program that will attract young families from the community to join our church family.

What worship is like when our congregation gathers.

Worship primarily takes place at 10:00 AM on Sunday morning in the Sanctuary. It is based around the Liturgical calendar. Music and the Passing of the Peace are highlights of our service as they breathe life and fellowship into our church every Sunday. Sermons, children's messages, and Sunday school lessons are mostly biblically based. The Designated Term Pastor also held a prayer service on Wednesday nights in the Sanctuary that consisted of prayer, and worship songs. Baptisms are celebrations in our church where family and friends are welcome to participate and accept the child into the family of God and the congregation promises to support the child, parents, and Godparents. Words that describe good preaching are: Relatable,

Applicable to Life, Based on Bible/Scripture, Spiritually Nourishing, Humorous, and Thought Provoking. Coffee hour is also a very important part of our Sunday after worship service. People enjoy being in fellowship with one another, sharing home baked goods and breaking bread with one another. All of these things bring us together.

The educational program/faith formation vision of our church.

Sunday School uses the Wonder curriculum (Pre-school through Grade 7). The Confirmation Program uses the Confirm Not Conform curriculum. Both programs are taught by a dedicated group of volunteers. The first Sunday of the month is Family Sunday. Children stay in church and take an active role in leading the service from reading scripture to collecting offering. This helps them learn about the volunteer opportunities during service. Several youths who made their confirmation help teach Sunday School, participate in choir, volunteer at church functions, and serve on the Pastoral Search Committee. Confirmation students have mentors to guide them through the process. Many of the students choose a member of the church they have a connection with and continue the relationship after confirmation. Mentors disciple youth and are trusted adults who can answer questions and share their faith journey. The Confirmation curriculum challenges students to take what all they learned in Sunday School and decide what they believe and what their walk with God will look like in adulthood. Adult bible studies help keep congregants stay grounded and grow their faith. The Lenten study is a favorite.

How our congregation is organized for ministry and mission.

Christ is the head of our church. Council, congregants and the Pastor practice reciprocal leadership, working together to operate the church and further it's mission. Ministry Teams (Worship, Faith Formation, Outreach and Evangelism) carry out most ministry efforts. The council and officers make most decisions regarding day-to-day operations and expenses. Decisions affecting the whole church are made by the congregation. Ministry Team Leads sit on council bringing information between council and the teams. Church leadership communicates with members through; in person announcements, weekly notices in church chat, ask the moderator messages, constant contact email blasts, and quarterly congregational meetings. About 8-10 hours are spent in meetings, a decrease from years past. Our mission statement was updated in 2022. Our vision statement needs to be reviewed. We want our church to grow and be a vibrant place for families with a stronger youth program and dedicated youth pastor someday. We struggle to settle on a long-range collective vision and will welcome guidance from UCC and a new Settled Pastor.

When it comes to decision-making, 9 hours are spent in meetings per month.

Is the pastor expected to attend all church meetings?

No

In times when action had to be taken quickly, for example when a crisis or disaster occurred. These were the key leaders in taking this action and this was accomplished by...

A recent example of action that had to be taken quickly was when we realized our Pastor was not at church and it was time to start service. Unable to reach the Pastor, the Deacons, Church Moderator, and a few members quickly worked together to hold the church service. The opening Deacon filled in for the Pastor for most of the service including the children's message. The Moderator and Assistant Treasurer found a scripture summary and read it instead of the sermon. Leadership acted quickly to not only make sure that the service went smoothly but to locate the Pastor safely. It was all accomplished by staying calm and working together knowing that God was with us.

A copy of an organization structure, by laws and/or annual report to further explain the patterns of the church's activity and governance

[🔗 Congregational Church of Burlington Annual Report.docx](#)

[🔗 CCB Operating Structure 2023 Final.docx](#)

[🔗 BY-LAWS-Word-FINAL FINAL - USE THIS ONE - JANUARY 2015.doc](#)

[🔗 BY LAW Suspension Summary.docx](#)

11-Year Report

Download a copy of the 11-Year Report developed with the help of our conference staff and UCC Data Hub.

[🔗 Download 11-Year Report](#)

Congregation Demographics



Describe those who participate in your church.

DEMOGRAPHIC	NUMBER
NUMBER OF ACTIVE MEMBERS:	102
NUMBER OF ACTIVE NON-MEMBERS:	6
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	108

ARE THESE NUMBERS ESTIMATES?

No

Percentage of total participants who have been in the church:

TIME	PERCENTAGE
MORE THAN 10 YEARS:	64%
LESS THAN 10, MORE THAN 5 YEARS:	18%
LESS THAN 5 YEARS:	18%

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	10
12-17	11
18-24	10
25-34	3
35-44	6
45-54	16
55-64	15
65-74	24
75+	13

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various household types:

HOUSEHOLD TYPE	PERCENTAGE
SINGLE ADULTS UNDER 35:	10%
HOUSEHOLDS WITH MINORS:	30%
SINGLE ADULTS AGE 35-65:	10%
JOINT HOUSEHOLDS WITH NO MINORS:	15%
SINGLE ADULTS OVER 65:	35%

ARE THESE NUMBERS ESTIMATES?

Yes

Education level of adult participants by percentage:

EDUCATION LEVEL	PERCENTAGE
HIGH SCHOOL:	15%
COLLEGE:	66%
GRADUATE SCHOOL:	18%
SPECIALTY TRAINING:	1%
OTHER EDUCATION LEVEL:	0%

ARE THESE NUMBERS ESTIMATES?

Yes

Percentage of adults in various employment types:

EMPLOYMENT TYPE	PERCENTAGE
ADULTS WHO ARE EMPLOYED:	54%
ADULTS WHO ARE RETIRED:	31%
ADULTS WHO ARE NOT FULLY EMPLOYED:	15%

ARE THESE NUMBERS ESTIMATES?

Yes

The range of occupations of working adults in the congregation:

The range of occupations of our congregants is diverse but leans toward white collar workers.

The mix of ethnic heritages in our congregation, and the overall racial make-up.

While we have a few members and visitors who are not Caucasian, our church is not very racially or ethnically diverse.

What diversity means in our context?

We are primarily a Caucasian and middle-class congregation. Our congregation is a blend of various protestant denominations with a fairly large number of former Catholics. We are a product of our local community which is mainly rural/suburban. However, we welcome all people to worship with us regardless of race, gender, age, or socioeconomic status.

Has our congregation recently had a conversation about welcoming diversity, or do we plan to hold one on the near future

No

Participation and Staffing

Participation and Planning of Gatherings

WAYS OF CHURCH GATHERING	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
Adult Groups or Classes (in person or online)	34	Pastor, Men's Ministry, Women's Fellowship, Deacons
Baptisms (number last year)	3	Pastor, Deacons, Family
Children's Groups or Classes	20	Sunday School
Christmas Eve and Easter Worship	120	Deacons, Pastor, Music
Church-wide Meals	30	Congregants, Ministry Teams
Choirs and Music Groups	28	Music Director
Church-based Bible Study	6	Pastor
Communion (served how often?)	40	Pastor serves monthly, Lay Persons for Home Communion
Community Meals	0	Pending
Confirmation (number confirmed last year)	5	Confirmation Teacher, Pastor, Mentors
Drama or Dance Program	20	Sunday School Teachers (Pageant)
Funerals (number last year)	2	Pastor, Deacons
Intergenerational Groups	20	Women's Fellowship
Outdoor Worship	20	Pastor, Music, Deacons (Summer service)
Prayer or Meditation Groups	5	Pastor
Public Advocacy Work	0	N/A
Retreats	9	Confirmation, Deacons
Weddings (number last year)	2	Pastor/Deacons
Worship (digital / online / livestream)	40	Pastor, Deacons, Music
Young Adult Groups or Classes	0	N/A
Youth Groups or Classes	12	Teachers (Confirmation and Communion)
Other	0	N/A

Worship Times

WORSHIP (TIME SLOT):	ESTIMATED NUMBER OF PEOPLE INVOLVED IN ATTENDANCE	WHO PLANS EACH OF THE LISTED GATHERINGS
10:00	40	Pastor, Deacons, Music

Additional comments:

Attendance on Sunday fluctuates between 20 and 60 throughout the year with an average of 40. There is currently no Sunday School in the summer months so that is when attendance is at its lightest.

List of all members or regular participants in our congregation who are ordained or commissioned ministers, or who hold Lay Ministerial Standing. Additionally the names of Members in Discernment in our congregation.

NAME	THREE-WAY OR FOUR-WAY COVENANT	MINISTRY SETTING	TYPE OF MINISTRY ROLE	RETIRED
Kristie Rubendunst	3	Church	Bridge Minister	<input type="checkbox"/>

Previous pastors or retired ministers who currently hold membership in the church and their role(s) in the life of the congregation:

Previous Designated Term Minister Daniel Cohen became a member but has moved on to another congregation and will be moved to the inactive list.

List of all current staff:

STAFF POSITION	HEAD OF STAFF	COMPENSATION	SUPERVISED BY	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Music Director	Music Chair	part	Music Chair	2
Office Manager	Church Officer	part	Church Officer	4
Sexton	Church Officer	part	Church Officer	5

Reflection: What this information reflect about our congregation's overall ministry:

Our church is made up of people who have been here a long time and like traditional ministry programs and activities. However, leadership recognizes it is important to involve newer members, meet their needs, and entertain new ideas to attract more people for the healthy continuation of the church. Our music director and chair have made a point of asking congregants to submit hymn requests and ensuring a mix of traditional and contemporary music. Recently we purchased a clavinoia to replace our very old organ that was in disrepair allowing for more modernization.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	109167
Fundraising Events	3466
Gifts Designated for a Specific Purpose	13159
Rentals of Church Building	6470
Support from Related Organizations (e.g. Women's Group)	554
Total	132816

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

137679

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.

[Download church budget](#)

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

58

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

Neighbors in Need

Christmas Fund

In what way is OCWM (Basic Support) gathered?

Basic support for OCWM is budgeted for \$1,350 and is sent in the Spring of the following year so 2024 will be sent in spring of 2025.

If calculated as a percentage of operating budget, this is the percentage?

No response

Total amount of loan debt:

No response

Reason for debt:

No debt

Are capital and other payments current?

Yes

Capital Campaigns

Description of any building programs projected or underway.

In 2024, council began discussing the need to regrade and repave the driveway. Research is being done on what is needed and companies are being consulted for quotes. There is a small committee of three congregants serving as subject matter experts who are doing research and will advise council. The town of Burlington will also be consulted as they use and maintain the lot.

Pictures





Description of any capital campaigns in the last ten years:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

Description of any capital campaigns underway or anticipated:

YEAR(S)	PURPOSE	GOAL	RESULT	IMPACT
0		0	0	
0		0	0	

Description the prominent mission component(s) involved in the most recent (or current) capital campaign.

No capital campaigns in the past 10 years.

Does your church have an endowment?

No

Other Assets

No response

Reserves (savings):

No response

Investments (other than endowment):

No response

Does the church have a parsonage?

No

Description of all buildings owned by the church:

The Church building itself on Spielman Highway

Description of non-owned buildings or space used or rented by the church:

The Church owns extensive land (approximately 7 acres) including a ball field that is rented to the Burlington Little League for use.

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
Accessible parking spaces
Access to worship spaces, including chancel and pulpit, for wheelchair users and people with other mobility aids

Wheelchair access in bathrooms
Handrails on all stairs
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Curb cuts

Which spaces are accessible to wheelchairs:

Entrance: The side entrance has a ramp.
Sanctuary: The front pew in the sanctuary was removed for access up front.
Bathroom: The women's room has a handicap stall.
Fellowship Room: For Activities has double doors
Chapel Room: For Coffee Hour has double doors

Policies regarding financial practices of the church:

The **treasurer** manages the church's finances, general bookkeeping, investments, annual financial audits, insurance policies, payment of bills and reimbursements, payroll and tax responsibilities. The treasurer holds the checkbook and is on all bank accounts and is also responsible for setting budgets and managing the church's financial portfolio as well as presenting them to council and the congregation for review, discussion and vote. The **assistant treasurer** works with the treasurer to manage the church's finances. They collect, sort and record tithes and donations made to the church, keeping

detailed records of all financial transactions. The assistant treasurer oversees a group of counters who assist with processing and securing weekly contributions. A **memorials chairperson** keeps track of all donations made from estates or in memory of someone.

Reflection: After reviewing the church's finances and assets described above, what this information reflects about our congregation's mission and ministry:

What we know about our church is that the members sustain the church. When something is needed financially or otherwise people step up. The church had gone through some tough financial times prior to 2020 but has been rebounding and is in a better financial position than it had been previously. When people are happy, they tend to give. We know that women's and men's fellowship groups and ministries are meeting regularly, collecting money each week and growing in number. There is life in the church and with that brings support.

Historical Information

Significant happenings in the history of our church that have shaped the identity of our congregation.

Supporting one another through personal losses. One church family lost three young members (mom, child, dad) to illness between 2008-2012 then in 2015 our Pastor lost his wife to cancer. He ministered to the community and we in turn ministered to him and his daughters. These tragedies bonded us into the deeply caring church body we are today. **Covid had a huge impact.** A task force developed protocols, all meetings moved to zoom, and some congregants didn't return when the doors reopened. **Our Pastor resigned after 19 years.** Confusion surrounded the circumstances including the timing, compensation, and an undisclosed human resource issue. Lack of perceived transparency and uncertain times led to mistrust of leaders and caused people to leave. Covid hindered the release process with an outdoor socially distanced event. **A new Single Board Leadership Model/Lay Leadership Structure was adopted in 2023 after meeting with a consultant.** It has been implemented although not perfectly.

A specific change our church has managed in the recent past.

Recently, our church instituted home communion for our two shut-ins after church on the first Sunday of the month. The Pastor and deacons take turns visiting and giving communion. Also, recently our church has had an influx of new members, so a new member class was developed to include information on our new church structure and new members are now offered sponsors to mentor them and answer questions.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement....". These are our congregation's values and practices when it comes to conflict.

We try to avoid conflict by practicing open communication and transparent processes. When conflict arises between members, they are encouraged to handle it directly or speak to their assigned deacon or Pastor if needed. If conflict arises among leaders, they are reminded to take a breath and give grace. If necessary, grievances among leadership can be dealt with at council meetings. Years ago, the church had a formal committee and designated process for congregants who needed to confide in someone. That is something that could be revisited if necessary.

The most recent major conflict through which our church has navigated.

The most recent example of conflict was over handling closing the church during a snowstorm that came in faster than expected. There was a policy in place being followed but some did not agree with it. Calls and discussions were had separately rather than as a team creating chaos. In the end we pulled together to make and communicate a final decision ensuring everyone's safety. Council reviewed and changed the policy at the next meeting. We learned in stressful situations we need to follow policy and communicate respectfully. An example of not being able to resolve conflict was when the church became divided over the departure of a minister. Some felt he was being treated unfairly, others did not. Some congregants distrusted leadership causing the Moderator and business chair to leave abruptly. Fortunately, in time new leaders stepped up and rebuilt a strong foundation, but it took time. We do not have formal conflict management policies but are open to developing some.

Ministerial History:

Name: Elizabeth Fisher, Settled	Years of service: 9	UCC Standing
Name: Earl Eisenbach, Interim	Years of service: 1	UCC Standing
Name: Lee Moore, Interim	Years of service: 1	UCC Standing
Name: Wendell Taylor, Settled	Years of service: 19	UCC Standing
Name: Joseph Tobin, Interim	Years of service: 1	UCC Standing
Name: Daniel Cohen, Designated Term	Years of service: 3	
Name: Kristie Rubendunst, Bridge Minister	Years of service: 0	UCC Standing

What our church has learned about itself and its relationship with people who provided ministerial leadership.

We learned ministers have different leadership styles. We learned we want someone who keeps teachings and sermons biblically based. We want a Pastor who is available, involved and takes time to get to know them without being pushy or aggressive. We will do best with a Pastor that is willing to share in the work and decisions of the church in a reciprocal leadership model. We have been growing and moving in the right direction toward what we are looking for. We hope to find a Pastor who can engage people of all ages and make CCB a place where the community wants to visit and then stay.

Has any past leader left under pressure or by involuntary termination?

Yes

Has your church been involved in a Situational Support Consultation?

Yes

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

Yes

Has a previous minister been a contributor to conflict following their tenure as pastor?

No

Community Vision

How the relationships and activities of our congregation extend outward in service and advocacy.

We participate annually in Tavern Day, a celebration of the town by sitting on the planning committee, selling food and staffing a kid's table making inspirational crafts for community distribution. Last year we implemented a community survey to learn what people know about our church and the role we can play in the community. We have a long history of donating time, talents and goods to the Burlington Food Pantry and two homeless outreach programs (the Agape House a Christian led ministry serving the homeless in the morning and Brian's Angels serving the homeless in the afternoon). The church holds an annual gathering to support the Wine to Water Project, an international non-profit organization committed to supporting life and dignity for all through the power of clean water. Our church collects donations to purchase and put together water filters that are sent to communities in need. We are also in touch with the town social services office to support community members in need.

Our congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ.

Our Pastor attends Farmington Valley Association Meetings and last year our church hosted one of the meetings and prepared dinner for attendees. Members of the council have attended conferences in the past. Also, our Designated Term Pastor took a

course on what it means to be a part of the UCC and shared that information with congregants. Finally, CCB seeks the advice of our area conference minister when needed. Most recently, meetings have been held regarding Pastoral Search and prior to that meetings were held regarding curriculum selection for our youth programs.

How our church engages with the community organizing movements in our community.

The church has relationships with several organizations supporting their movements: 1) Several recovery groups meet at the church providing a safe space for them to gather. 2) Our church supports our local boy and cub scout organizations. They use our space and participate in Scout Sunday with us annually. 3) We collaborate with the Burlington Historical Society, on an annual celebration of our town called Tavern Day and serve burgers, hot dogs and apple crisp on site. They use our parking lot for their events, and we use their space for our events. 4) The Burlington Little League rents our ball field, and we are in discussions with them to collaborate on future family friendly events. 5) We allow the Lions Club to use our property for their annual carnival. 6) Members of our Property, Planning and Development committee participated in discussions regarding development on Library Lane. Our church is a good neighbor open to working with all organizations in our community.

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, through [Just World Covenants](#) or affiliations with other groups. Check any of the following partnerships which your congregation has formally adopted, or movements which otherwise apply to your congregation.

None.

What the above statement(s) mean(s) to our community. How our congregation plans to work toward the above statements of witness in the future.

Our church is trying to be welcoming to all and hold more activities and events that are open to the community. We would be interested in learning more about working toward some of the above with leadership from a Pastor familiar with them.

Our congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

For many years the Confirmation students have been taught about other world religions including Judaism, Catholicism, Buddhism, and Islam. This includes class discussions and then visits to services to see how other religions practice worship.

How our mission statement compares to the actual time spent engaging in different activities.

Our current mission statement is as follows: We, the Congregational Church of Burlington, share the love and grace of Christ through our daily service to God and our church. As ministers of the faith, we seek spiritual growth through prayer, worship, fellowship and outreach. Our mission statement reflects a balance between activities of governance, gathering and outreach.

The scope of work assigned to our pastor(s). How their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time.

In the current Scope of Work in the Call Agreement, an hour a week is allotted so up to 4 hours a month.

The ARDA or MissionInsite Reflection

ARDA/MI File

[Download ARDA/MI File](#)

From looking at our congregation's The ARDA or MissionInsite report, these trends and opportunities are what stood out to us.

The makeup of our congregation closely mirrors the information in the report for all categories.

How our congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to our church, and b) other neighborhoods with which our church connects.

The congregation's demographics closely mirror the demographics of the residents in the town of Burlington. However, the surrounding towns, such as Farmington, Unionville and Bristol are much more diverse. Bristol is the most diverse and the neighboring community that the church serves the most as we have relationships with two homeless outreach programs.

How the demographics of the community are currently shaping ministry, or not.

Activities are planned that appeal to the current demographic and with input from all.

What we hear when we talk to community leaders and ask them what our church is known for.

A survey was mailed to over 60 community leaders with only one returned so we did a mailing with information about who we are. Our state representative attends church occasionally and provided a letter of reference. Our Town Selectman and his family attend service and are active in church now. We conducted a community survey at Tavern Day in 2023. Twenty-six

surveys were completed with 18 of them indicating their impression of the church was positive. They asked for more events open to the families and youth. Some open events include karaoke nights, car washes, magic shows, and movie nights.

What new people in the church say when asked what got them involved.

The church is steadily growing, welcoming 6 new members in March of 2024. New members disclosed that they joined because they missed church and live nearby. They stayed involved because they felt welcomed from the beginning. New members acclimated well and are actively participating in the church's life through volunteering or attending fellowship opportunities. The second half of 2024 welcomed three more young families. New members are quick to help when asked. Recently, new members have stepped up to help with one-time events like decorating for Christmas to weekly deaconate duties.

References



☒ Andrea Cordani

Completed: Monday, Feb 24, 2025

My husband and I have been attending CCB since 2007. Our daughters were raised in the church. I am actively involved in Sunday School.

Personal Home: 8604040435

Reference Response

CCB has dealt with many challenges over the last five years. While members have come and gone, what I appreciate most is the continued sense of community among those who remain. I'm happy to say that we've seen a steady increase in attendance over the last couple of years with encouraging growth among Sunday School attendance, in particular. In addition to all that the congregants are doing to attract the community to the church, a settled pastor who is aligned with the church's vision and mission will be critical to sustained growth. I look back on how large the CCB church community was when we first began attending and have faith that it will thrive once again.



☒ Doug Thompson

Completed: Sunday, Mar 23, 2025

Family and I have been attending the Congregational Church of Burlington for about two years. My son is taking Confirmation classes

Primary Email Address: thompson.d@burlingtonct.gov

Business: 8606736789

Reference Response

My wife and I made the decision about 18 years ago that Congregational Churches were the vehicle we would utilize to express and grow in our faith. We believe that the congregants form the Church and have shied away from more authoritative organizations.

We found the Burlington Congregational Church (BCC) to be very welcoming. We were also happy to see that they had programs for children as we have three aged 16, 14 and 10. When discussing confirmation classes with the moderator, we liked that the moderator stressed that the decision to be confirmed was the confirmand's. Individuals should be exposed to the gospel and make their own decisions and interpret the teachings in their own way with some guidance, dialogue and the right to disagree respectfully.

The BCC is also invested in the community in charitable ways and hosts a number of outreach events which is a great way to disciple.

Closing Prayer

We prayed individually and collectively and then chose a quote, a song and a scripture that convey important messages regarding the hopes for our church to a future pastor that is called to journey with us. We chose this quote from Mother Teresa: "Prayer in action is love, love in action is service. Together we can do great things." We chose the song: "They'll Know We Are Christians by Our Love", by Peter Scholtes. We chose the Scripture: Jeremiah 29:11, "For I know the plans I have for you, declares the Lord, plans to prosper you, and not harm you, plans to give you hope for the future."



Statement of Consent

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.

Discernment and Pastoral Search Committee (Chase Adams, Bill Butler, Kaitlyn Cordani, Kirsten Devlin, John Deeb, Dave Dickson, Gina D'Angelo and Joanne Reitz)

Treasurer Joanne Reitz and Assistant Treasurer Connie Richards

The Congregation Through Responses to a Membership and Pastoral Search Survey

Ministry Teams, Church Leaders and Employees through Listening Sessions

Community Respondents on a Community Survey

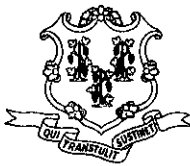
Burlington Town Selectman Doug Thompson

State Representative John Piscopo

Faith Formation Chair Andrea Cordani

2. Additional comments for interpreting the profile:

We uploaded two longer letters of reference from Andrea Cordani and John Piscopo that were submitted previously before we learned of the new online reference system.



State of Connecticut

HOUSE OF REPRESENTATIVES STATE CAPITOL

REPRESENTATIVE JOHN E. PISCOPO
SEVENTY-SIXTH ASSEMBLY DISTRICT

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HARTFORD, CT 06106-1591

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John.Piscopo@housegop.ct.gov

CHIEF HOUSE REPUBLICAN WHIP

MEMBER

ENERGY AND TECHNOLOGY COMMITTEE
ENVIRONMENT COMMITTEE
FINANCE, REVENUE AND BONDING COMMITTEE
JOINT COMMITTEE ON LEGISLATIVE MANAGEMENT

June 4, 2024

Congregational Church
268 Spielman Highway
Burlington Connecticut 06013
Attn: Gina D'Angelo

Dear Gina, I am a frequent visitor to the Congregational Church of Burlington. The first impression is the welcoming congregation. You immediately feel your company is appreciated. Whether it is a fund raiser, which they have at least every quarter, or a Church Service the visit is always pleasant.

The Church is in the center of town. It has taken on the responsibility of being the heart of the community. The church is well represented by clergy at every town function and event. The Pastor gives the prayer at parades, school observances, and veteran's and firehouse functions. The only area of improvement seems to be universal in that it could use more members. While it is good to see a recent infusion of new people with young children, more can be done with more members. At a recent Church dinner, I enjoyed a table with laughs, good natured barbs, and a fond farewell. Everything seems to be working for the church, I am secure in feeling it has great potential for the future.

Sincerely:

A handwritten signature in black ink that reads "John E. Piscopo".

Representative John E Piscopo