



Name of Church

First Church of Christ, UCC

Address

689 Hopmeadow St
Simsbury, CT 06070

Conference:

Southern New England

Association:

Farmington Valley

Title

Senior Interim Minister

Start Date

n/a

Description

FCC Simsbury Interim Pastor Search

Church Contact Information

No contact information has been added to this profile.

Listing Information

Web Presences

<https://fccsimsbury.org/>

Type: Professional

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

Type: Professional

<https://vimeo.com/user201509735>

Type: Professional

<https://www.instagram.com/firstchurchchristimsbury/>

Type: Professional

Additional Formal Ecumenical Affiliations

Greater Hartford Interfaith Action Alliance (GHIAA)

UCC Conference or Association Staff Contact Person

Name:

Rev. Isaac Lawson

Title:

Area Conference Minister, South Central Region

Phone:

860-761-7188

Email:

lawsoni@sneucc.org

What we value about living in our area.

Simsbury is one of Connecticut's oldest towns and has preserved both its historic charm and suburban/rural environment while enjoying rapid growth in population. Our congregation has many life-long members and continues to grow with addition of new members. First Church has a long history of mission work locally, in the state, country and world. We enjoyed a strong youth program for many years. We recognize that the role that church plays in the lives of people is changing, and yet we are confident in our faith and the value that our congregation brings to this community in these challenging times. We are hopeful to find ways to further engage the community and grow our congregation. We are currently undertaking a survey of the congregation to help discern our congregation's current interests and priorities. From this we hope to create a strategic plan for the coming years. We look forward to working with a minister who will faithfully guide us as we discover our church's future.

Current size of membership

500

Average in person attendance

140

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.**Video Hosting Platform**

On average, how many views are received per service?

60

Languages used in ministry

English

Position Title

Senior Interim Minister

Position Duration

Interim Pastor

Compensation Level

Other

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines[Download compensation guidelines](#)**Scope of Work**

Select the expectations of the church's next pastor using the list below and following the [Call Agreement Workbook](#).

Some additional goals for the pastor may also be included here. Expectations should be reasonable based upon the compensation level selected above; for example, a ¼ time pastor likely has time for Worship Leadership, preaching, service preparation, and possibly emergency on-call pastoral care.

Expectations:

Worship Leadership, Preaching, Service Preparation.
Church Administration, Newsletter, Communications, Staff Supervision.
Leadership with Church governing body and committees.
Pastoral care, visitation of hospitalized, homebound, and members in care facilities.
Special services (weddings, funerals, liturgical year services).

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)	75000	<input type="checkbox"/>	<input type="checkbox"/>
Housing Allowance	0	<input type="checkbox"/>	<input checked="" 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	5738	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	937	<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.

No parsonage for clergy use. Current Sexton and his family resides in the onsite parsonage.

Total cash salary basis range (includes amount designated as housing allowance) between \$75,000 and \$100,000 depending on qualifications/experience.

Compensation report is based on a \$75,000 salary.

UCC Annuity Plan - 14% of salary basis

UCC LIDI Plan - FCC pays premium

UCC Medical Plan - FCC pays premium for Plan B - Costs are dependent on what type of coverage is required.

UCC Dental Plan - FCC pays premium

UCC Vision Plan - self-pay per FCC policy

SECA Offset - 7.65% of salary basis

The expected living situation for our next minister.

Cash housing allowance as designated by minister, included in total salary basis; assistance finding temporary living arrangements.

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

No response

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

Bi- vocational employment considering if it does not interfere with Sunday worship obligations.

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

Cell Phone and/or Internet.

Conference and/or Association meeting registrations

Criminal background checks.
Community of Practice Participation.

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

Our Senior Minister has a pastoral relations committee that helps him gain insight to the congregation. The senior minister has a "Friends of First Church" committee which helps the minister provide pastoral care to elderly, ill, or isolated members of our church. Additionally, our minister participates in Farmington Valley Association and SNEUCC groups focused on supporting senior ministers.

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.

Honor and build upon our church history

We seek to continue to engage in targeted support and outreach activities in Simsbury, the greater Hartford area, nationally and globally. We will need to find ways to engage all members in meaningful mission and outreach activities, and continue to identify opportunities to serve those who would benefit from resources of our faith community.

Offer life changing opportunities for our congregation

We seek to explore and grow in faith through education, music, worship, and fellowship, all based upon God's love and Christ's teachings. These efforts will include repeating the success of youth mission trips, growing our thriving small group faith and education programs, and developing programs that help members build bonds of fellowship and friendship. Currently we need to focus on strengthening our Christian education program, as well as Junior Fellowship (JF) and Pilgrim Fellowship (PF). Our vibrant women's fellowship engages women in study groups, caring activities and social get-togethers to build relationships and community.

Be a welcoming home for our community

First Church desires to expand its presence and influence in our community. We believe First Church should be a beacon for all seeking to grow in Christ. To this end, we have launched a Welcoming Committee to create a welcoming and supportive environment to anyone visiting the church. We seek a faith based environment that retains current members, while attracting new individuals including those who are (1) unchurched, but desire to be part of our faith community; (2) may have had a prior relationship with a church, but no longer see the relevance; (3) have been unwelcomed by their church and seek a loving and inclusive faith community.

We desire to expand opportunities and increase experiences that alter negative attitudes towards "church", provide enhanced spiritual growth and eliminate non-inclusive behaviors exhibited by some churches and church leaders.

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

First, we are called to strengthen and expand our reach to share God's message of love. Our church enjoys a core group of members that keep our church vital and successful. Their commitment, energy, and passion keeps us energized and motivated as a Christian community. We have also experienced many changes in the past decade. Acknowledging this, we have recently begun a survey with our members to determine current interests in ministry and vision for the future of the church. Additionally, like most churches, we need to grow through identifying how to meet the needs of our town's community. To do this, we are connecting with other area churches to discuss ways that have led to growth, expanding exposure to our messaging through social media advertising and remote services. We continue to reach out to area social organizations to aid with their events, such as our collaboration with the Junior Women's Club for our recent "Give the Gown" event, which connected teens with free donated prom gowns. First Church has also started after-school teen 'hang-out' for school half days that provide safe and fun activities.

God is calling us to acknowledge the crisis of climate change and identify ways to minimize our impact on the earth. First Church became "Green Certified" during our recent Capital Campaign through installing motion detector lights and changing out some heating and cooling units for heat pumps. We are also hoping to incorporate more solar energy in the coming years. Additionally, we have changed to minimize or eliminate use of disposable paper goods. We have been largely successful with the exception of the paper bulletin for Sunday service. Following several months of encouraging people to read the monitor for any announcements, the majority of the congregation asked to return to the paper bulletin. We will need to consider other ways to reduce use of paper while ensuring everyone is able to access all necessary information.

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:	300
NUMBER OF ACTIVE NON-MEMBERS:	150
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	450

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	804
MEMBERSHIP 10 YEARS AGO:	1092
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	0
YOUTH MINISTRY ATTENDANCE: (IF ANY)	0

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	50
12-17	50
18-24	10
25-34	10
35-44	50
45-54	75
55-64	100
65-74	100
75+	75

ARE THESE NUMBERS ESTIMATES?

Yes

Staff and Volunteer Leadership

List of all current staff:

STAFF OR VOLUNTEER POSITION	WHO GUIDES THE WORK OF THIS POSITION?	COMPENSATION	LENGTH OF TENURE FOR CURRENT PERSON IN THIS POSITION
Director of Music Ministry	Senior Minister	full	20 years
Administrator	Senior Minister	full	10 years
Financial Assistant	Administrator	part	7 years
Administrative Assistant	Administrator	part	1 year
Facilities Manager	Administrator	full	5 years

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

First Church enjoys a history of senior ministers staying with us for at least a decade. We have a strong youth program, however our associate pastor recently moved on, and we are currently discerning our church's priorities with plans to organize our staffing model in response to these priorities. We have also enjoyed a wonderful music ministry with a talented musician. We recently updated our sanctuary to have screens for better viewing and an AV specialist to stream the services. Lastly, we have a full time experienced administrative support and part time financial assistant. Our Facilities Manager currently lives in the parish house on the property and is able to closely monitor activity at the church.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	759828
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	143481
Total	903309

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

1022285

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](#)

Has the church ever failed to pay its financial obligations to a minister of the church?

No

Total amount of loan debt:

No response

Reason for debt:

N/A

Are capital and other payments current?

No

Does the church currently have any endowments? If so, what are the values of those endowments?

Endowment:

3700000

Endowment:

No response

Endowment:

No response

Capital Campaigns

Description of any building programs projected or underway.

A major capital construction project costing \$3.5 million was completed in 2022. There are currently no large projects scheduled

Pictures



Does the church have a parsonage?

Yes

Fair market rental value of the parsonage:

No response

How is the parsonage used?

No response

Street

6 West St.

City

Simsbury

State

CT

Zip

6070

Finished square footage:

3129

Number of Bedrooms:

4

Number of Bathrooms:

2

Assessed real estate value:

437380

Available for minister residence?

No

Expected minister residence?

No

Condition of structure, systems and appliances

average condition, structurally, systems and appliances are new.

Entity in the church responsible for review and needed repairs

Board of Trustees & Administrator

Parsonage pictures



Building	Contents	Property in the Open	Grand Total
Building Replacement Cost \$452,250	Contents Cost of Replacement \$24,126	Property in the Open Replacement Cost \$0	Grand Total Cost of Replacement \$476,376

Building Description

Occupancy: Dwelling
 Year(s) Built: 1990
 Super SqFt: 3,129
 Basement SqFt: 0
 Stories: 2
 SDO Class: Josted Masonry
 Building Condition: Average

Building Comments

Exterior Wall Type: Concrete, Finished in Plaster / Siding, Metal on Frame
 Siding: Electric Sidingboard Units
 Ceiling: None
 Roofing Material: Shingles, Asphalt

Additional Features:
 Porches, Patio Deck, Porches and Steps

Describe all buildings owned by the church and include pictures:

Home on site is a 4-bedroom, 2-bath Cape Cod-style home. It is 3,196 sq. ft. including finished basement, that was built in 1990. The home is in average condition. It is fully furnished with all new appliances.

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

n/a

Accessibility features of our building(s):

Accessible parking spaces
Interior access to different floors for wheelchair users or others with mobility aids (elevator, chair lift, ramps)
Access to child care spaces for wheelchair users and people with other mobility aids
Listening devices in the sanctuary, or wireless technology to connect to hearing aids
Large print bulletins

Closed-captioning on sanctuary screen and/or livestream
Wheelchair access in bathrooms
Handrails on all stairs
Sound system in sanctuary and other meeting places (fellowship hall, large meeting rooms, etc.)
Curb cuts
Accessible bathroom on each floor
Wheelchair areas in sanctuary (other than "front or back")

Which spaces are accessible to wheelchairs:

All areas are wheelchair accessible except the chancel, pulpit, balcony, and choir loft. Wheelchair access is available at the entrances to Palmer Hall, the Offices, and the Parlor. Palmer Hall features an ADA-compliant push-button door. An elevator, located near the Palmer Hall entrance, provides access to all three floors of the building.

Historical Information

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

First Church completed a \$2.5MM Capital Campaign to update the facilities which coincided with COVID and remote worship. The project was completed in 2022, and we enjoyed re-entering the sanctuary for worship. Unfortunately, this was short-lived, as a pipe burst in the sanctuary and flood damaged the majority of the church. We were heartbroken but rebuilt the sanctuary and adjacent spaces again only to share the devastating loss of our Senior Minister's twenty (20) year old daughter to cancer. These challenges together with Covid have both challenged and diminished our active participation. In response, our congregation started a "Let's Do It" group which energized people to find ways to revitalize our congregations. This has led to several meaningful changes, including a more active Welcoming Committee focused on connecting with visitors, and a longer fellowship hour, where members linger for lunch and conversation after service.

Ministerial History:

No response

Community Vision

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

We have an active Mission and Outreach Board which funds and organizes work on multiple levels to address local and national problems. We are a founding and active member of the Greater Hartford Interfaith Action Alliance of area religious organizations coordinating political and practical responses to community problems. Additionally, our members work locally to grow vegetables for Foodshare, a non profit fresh food distributor. Our "Care Bags" committee packs a backpack full of essentials for kids emergently taken into foster care. We host a non cost monthly community dinners in response to hunger and loneliness highlights area mission work. We have active men's, women's, youth, and retirees social groups, as well as organized "shut in" visitation. We are starting a free preschool craft and play drop-in event for young parents to socialize. We participate in Covenant to Care for Children through filling backpacks with school supplies and purchasing Christmas gifts in December.

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.

Accessible to All (A2A).
Open and Affirming (ONA).

References



☒ Mari Alduen

Completed: Friday, Apr 25, 2025

Marilyn Alduen SWCA and liaison for the Hartford office.

Primary Email Address: mari.alduen@ct.gov

Business: 8608819165

Reference Response

First Church of Christ Simsbury plays a vital role in supporting Hartford area children of all ages. For 13 yrs FCC has voluntarily provided age appropriate Care Bags directly to our office for social workers to give to the children upon arrival. Words can't describe the comforting effect these bags have on our children during this stressful time. FCC is the ONLY sustainable program which provides to our office. It has been my pleasure to partner with FCC. The Care Bag committee at First Church has become like a family. First Church invited me this past February and I was able to speak about how this

program helped our community. The church welcomed me with open hands. The church is wildly enthusiastic to continue to meet the needs of Hartford. First Church Simsbury is a shining example of humanity and community at work and I'm proud to say that I'm part of them.



☒ Emily Barrette

Completed: Friday, Apr 25, 2025

Community partner

Primary Email Address: barrette@fvta.org

Business: 860-670-5838

Reference Response

First Church of Simsbury has been an outstanding partner with The Farmington Valley Transition Academy (FVTA) for over 12 years. We are a transition program for individuals with disabilities ages 18-22. First Church has allowed to utilize their kitchen to help us instruct students on vital adult daily living skills such as table etiquette, food prep and meal presentation along with hosting etiquette. At the beginning of this school year, our new space was not ready for us to move into and First Church saved the day by providing us with space for all of our students and spaces for students that required quieter space. Our students and staff have always felt welcomed and the community at First Church Simsbury is incredible. We are so blessed to have First Church as a partner!



☒ Kristen Formanek

Completed: Monday, Apr 21, 2025

I am Kristen Formanek, the Director of Community and Social Services for the Town of Simsbury. My department coordinates the Simsbury Food Pantry.

Primary Email Address: kformanek@simsbury-ct.gov

Business: 18606583283

Reference Response

First Church has played an important role in addressing food insecurity in our community for over ten years as the host of Mobile Foodshare. Mobile Foodshare provides food items to anyone seeking them on a bi-weekly basis. Hosting this program is very important as it provides an additional resource for those that are struggling. First Church has become home to our Food Pantry. Last summer we were made aware that the church that had housed our pantry was experiencing a Holy Closure. Identifying a new home for and relocating our pantry was no small task. First Church quickly identified itself as a possibility and graciously offered us a perfect space! Staff (especially Shannon) and volunteers worked hard to make the space work for us and welcomed us. We have had three distributions in our new space, and we have received overwhelmingly positive feedback from our participants.

Closing Prayer

We are an active, faithful, and financially secure church seeking a prayerful and inspired pastoral guide. We are hopeful that this person can help us live our best Christian lives in worship and community building as well as help us navigate the selection of a called Senior Minister.

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.

Shannon Lindsay, Administrator
Meredith Barrows, President of Executive Committee
Chris Morkan, Vice President of Executive Committee
Melinda Westbrook, Chair of Personnel

2. Additional comments for interpreting the profile: