

**Name of Church**

North Guilford Congregational Church UCC

Address

159 Ledge Hill Rd
Guilford, CT 06437

Conference:

Southern New England

Association:

New Haven East Consociation

Title

Pastor

Start Date

n/a

Description

North Guilford Congregational Church Pastor Search

Church Contact Information

No contact information has been added to this profile.

Listing Information

Web Presences

<http://www.NorthGuilfordUCC.org>

Type: Professional

<https://www.facebook.com/NGCCUCC/#>

Type: Professional

Additional Formal Ecumenical Affiliations

None

UCC Conference or Association Staff Contact Person

Name:

Rev. Margret Hofmeister

Title:

Area Conference Minister, SW Region - Southern New England Conference, United Church of Christ

Phone:

(860) 761-7198

Email:

hofmeisterm@sneucc.org

What we value about living in our area.

Guilford is a shoreline town with a strong sense of history and focus on preserving open space. Guilford is located approximately 15 miles from New Haven. Guilford is a suburban community with an excellent school system and easy access to many area colleges and universities, including Yale University, Quinnipiac University, Wesleyan University, and The University of Connecticut.



Guilford is within 45 minutes of all major health centers in Connecticut, including Yale-New Haven and its affiliates (all associated with Yale University School of Medicine); Hartford Hospital and affiliates; Middlesex Hospital and affiliates; and University of Connecticut affiliates.

Guilford also hosts the Shoreline Medical Center, (part of Yale New Haven Health), which offers access to skilled specialists and advanced healthcare treatments closer to home – all in a facility designed to provide quality, comfort and convenience.

NGCC is located in the northern section of the Town of Guilford which is much more rural than downtown Guilford.

Current size of membership

167

Average in person attendance

45

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?

20

Languages used in ministry

English

Position Title

Pastor

Position Duration

Settled

Compensation Level

Other

Does the total support package meet conference compensation guidelines?

No

Link to current Conference guidelines

<https://www.sneucc.org/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).
Teaching – Bible Studies, adult education, confirmation, other (please provide a list of any other teaching items).
Maintain collegial and denominational relationships.
Mission and service involvements.

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)	83600	<input checked="" 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: 83600			
Pension/Annuity	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Social Security and Medicare Offset	6400	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Dental Insurance	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Life Insurance	0	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disability Insurance	0	<input type="checkbox"/>	<input checked="" 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, Benefits, and Expenses Offered by NGCC:

a. Total compensation package offered: Negotiable; Commensurate with Experience

b. Housing: Included as part of total compensation package

c. Included benefits:

- ☒ Vacation (Negotiable)
- ☒ Maternity/paternity leave
- ☒ Social Security/Medicare Offset
- ☒ Continuing Education Funds (up to \$500/year)
- ☒ Continuing Education Time (up to 40 hours)
- ☒ Worker's Compensation

d. Available benefits:

- ☒ UCC Retirement Annuity
- ☒ UCC Life and Disability Insurance Benefits
- ☒ UCC Health Benefits
- ☒ UCC Dental Benefits
- ☒ Sabbatical Leave

e. Ministry Expenses

- ☒ Books, Periodicals and Professional Organizations
- ☒ Reimbursement of Criminal Background Check Fee
- ☐ Moving Expenses (Negotiable)

The expected living situation for our next minister.

NGCC expects that the Pastor lives nearby with a housing allowance.

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

The NGCC parsonage is currently being used as a rental property and is not available for use by the Pastor.

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

If a 3/4 time pastor is selected, NGCC will work with the Pastor to determine the job tasks and appropriate schedule requirements.

If a 3/4 time pastor is selected, NGCC will adjust the compensation package accordingly.

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

Criminal background checks.

Other:

NGCC will provide the Pastor with a suitable laptop computer.

NGCC will provide the Pastor with free parking, right in front of the church entrance.

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

Educational opportunities and Communities of Practice are offered through the SNEUCC's Center for Transformational Leadership.

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.

As we transition from our former pastor, who served our congregation for almost 10 years, NGCC seeks to find a new pastor whose strengths can assist us in continuing our individual and congregant growth and inspire us as we worship together and serve one another and our community. Our new pastor will need to work with the congregation to discern and clearly communicate a focus and vision for the church and then assist the church in its growth from there.

We welcome a pastor who is passionate and enthusiastic, with a warm, nurturing heart and an ability to inspire a congregation of diverse beings. We seek someone with fresh ideas and an ability to break down into steps the path we need to take to achieve our goals as a church community.

The pastor will be expected to participate in traditional congregational activities, including Christmas and Easter activities as well as Annual Country Fair, Holiday Bazaar and All-Church Meetings. Additionally, we are seeking someone to envision, along with lay leaders and congregants, the kinds of unifying activities that will foster internal congregational relationships.

As a church family, we want to strengthen our ability to embrace the needs of newcomers while supporting our long-term members and continuing to provide pastoral care to all. Our hope is to attract and retain new members and families to ensure the church is vibrant in the future.

We desire a pastor who can enhance our presence in the community as a visible, faith-centered advocate who reflects our congregants' passions while continuing our support to those beyond our borders. We believe that God is calling us, together, to continue in our mission to our community and the world, worshipping and supporting one another as followers in the way of Jesus.

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

NGCC Vision Statement:

We are a spiritually vibrant Christian community, welcoming and inclusive, shining as a **Beacon of Light**, reflecting God's love in the world through worship, education, mission, and social action.

As we move forward, NGCC hopes to be recognized as "The Beacon of Light" for North Guilford by becoming more Christ-centered in our service to others. Our intention is to look at ways to achieve this by working with the people of North Guilford and surrounding areas to form a stronger, mutually supportive community.

NGCC's expectations are that the new pastor will bring enthusiasm and vibrancy along with Christ-centered values and inspirational spirituality.

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:	105
NUMBER OF ACTIVE NON-MEMBERS:	5
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	110

ARE THESE NUMBERS ESTIMATES?

No

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	285
MEMBERSHIP 10 YEARS AGO:	265
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	0
YOUTH MINISTRY ATTENDANCE: (IF ANY)	7

ARE THESE NUMBERS ESTIMATES?

No

Number of total participants by age:

AGE	NUMBER
0-11	3
12-17	4
18-24	4
25-34	5
35-44	5
45-54	15
55-64	25
65-74	30
75+	20

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
Office Manager	Deacons	part	6 Years
CE Director	CE Committee	part	2 Years
Music Director	Music Committee	part	15+ Years
Organist/Pianist	Music Committee	part	10+ Years
Sexton	Properties Committee	part	10+ Years

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

Our congregation consists of a range of people of all ages, many who have been long-term members of NGCC. Each member brings forth individual talents and ideas. We communicate, learn, share and work with one another creating a unified congregation.

Church Finances

Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	161868
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	12516
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	2162
Fundraising Events	41533
Total	218079

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

244177

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:

No debt

Are capital and other payments current?

Yes



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

Endowment:

84901

Endowment:

52976

Endowment:

No response

Capital Campaigns

Description of any building programs projected or underway.

No current building programs underway or planned for 2025.

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

149 Ledge Hill Road

City

Guilford

State

CT

Zip

6437

Finished square footage:

No response

Number of Bedrooms:

No response

Number of Bathrooms:

No response

Assessed real estate value:

No response

Available for minister residence?

No

Expected minister residence?

No

Condition of structure, systems and appliances

No response

Entity in the church responsible for review and needed repairs

No response

Parsonage pictures

Describe all buildings owned by the church and include pictures:



Rainbow over North Guilford Congregational Church, Parish Hall and Parsonage



- ← Church (including two additions):
- Sanctuary built 1812-1814
 - Seating Capacity: approximately 175
 - Library, education wing and Fellowship Hall added in 1957
 - Office Area and classrooms added in 1991
 - Pipe organ added in 1991

Nursery School Building →

- Separate building adjacent to church
- Originally used as Parish Hall
- Built in 1800's
- Currently utilized as a child learning center



← Barn

- Two-story building adjacent to church
- Used exclusively for storage for Estate Sale and NGCC Country Fair items

Parsonage →

- Two story, Federal Colonial with attached two-car garage
- Adjacent to the church building
- Built in 1800's
- Currently utilized as a rental property



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

None

Accessibility features of our building(s):

Exterior access such as ramps for wheelchair users or people requiring other mobility assistance
 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
 Large print bulletins

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 of the church building are accessible except the pulpit and balcony in the sanctuary.

Historical Information

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

Achieving ONA status is one of the most important events in the life of NGCC in the past ten years.

Other important events in the recent history of NGCC include:

1. Refugee Resettlements:
 - Four Afghan Families 2022-Present
 - Two Bosnian families 1990's
 - One Cambodian family 1980's
2. Expanded technology to allow remote access to Sunday Services 2020
3. Open and Affirming 2018
4. Hurricane Katrina Mission Trips
 - Four trips made 2005 & 2006

Ministerial History:

Name: Rev. Judith Cooke

Years of service: 9

Name: Rev. John VanEpps

Years of service: 12

Name: Rev. Kent Siladi

Years of service: 12

Community Vision

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

NGCC supports the following ministries:

1. Tithe from Country Fair to selected local non-profit
2. Saints on the Shoreline (SOS) for Refugee Settlement
3. Angel Christmas Tree (~50 Angel Gifts) Supports Guilford Welfare, Fairhaven Ministries and Riverview Psychiatric Hospital
4. Misc. Donations to Local Organizations
5. Meals on Wheels
6. Guilford Food Bank
7. Fleece Blankets for Riverview Psychiatric Hospital
8. Crop Hunger Walk
9. Sock Ministry
10. Prayer Shawls

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).
Immigrant Welcoming.

References



☒ Philomena Asante

Completed: 2 days ago

Member 1 year

Primary Email Address: philomena_asante@hotmail.com

Mobile Phone: 6172171733

Reference Response

This is a warm welcoming community. The NGCC is the little church that could. We value public service & support each other & the church. Our choir is excellent & Christine with Christian Ed director is amazing! We need to attract more young families and build closer community relationships locally to encourage membership. I love being part of the NGCC committee!



☒ Karen Johnson

Completed: 6 days ago

Joined the church in June, 1984. Through participation in church life, was called to ministry. Ordained in 2000. Consider NGCC to be my "home church".

Personal: (276) 237-5857

Personal: (276) 237-5857

Personal Cell: (276) 237-5857

Reference Response

After my ordination in 2000, I served churches in North Branford and Milford, CT in interim positions, finally accepting a call as pastor of the Old Stone Church in East Haven, CT, where I served for almost 15 years until retirement in 2016. I now live in southwestern VA, but take the opportunity to worship in North Guilford when I am in the area.

During my time in seminary and as I sought a permanent position, I was upheld and nurtured by the people of North Guilford. They are a faithful and compassionate people, grounded in their North Guilford roots yet open to new suggestions. There are some strong personalities, who do not always agree, but that only serves to make for a more vital church. I would consider a person fortunate to serve in North Guilford.



☒ Rebecca Crosby

Completed: 6 days ago

From 2006-2007, I served as a seminarian. Since then, occasionally, I have helped with pulpit supply and adult forums on our work in Haiti.

Personal: (860) 434-8054

Personal: (860) 434-8054

Personal Cell: (860) 575-5687

Reference Response

The North Guilford Congregational Church is a small country church in a charming setting. The congregation is very friendly, and I have always felt welcomed and respected. For a small church, they are very engaged in mission work, serving in food ministries, refugee ministries, homelessness ministries, interfaith ministries, as well as some global ministries, such as our work in Haiti for almost 20 years. Several years ago, they became an open and affirming church, and their worship services reflect this welcoming environment. The service follows a traditional UCC liturgy with a monthly communion. They offer a children's program with a lesson during the worship service, followed by a children's program in the classrooms. Families with children have diminished over the years. A coffee hour after the service has always been a very social event that many look forward to each week.

Closing Prayer

Ecclesiastes 3:11&13

God has made everything beautiful in its time. He has also set eternity in the human heart; yet no one can fathom what God has done from beginning to end. I know that there is nothing better for people than to be happy and to do good while they live. I know that everything God does will endure forever.

Desiderata

Speak your truth quietly and clearly; and listen to others; they too have their story.

Take kindly the counsel of the years, gracefully surrendering the things of youth.

And whether or not it is clear to you, no doubt the universe is unfolding as it should.

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.

The NGCC Search Team is the primary group responsible for preparing this profile.

The Search Team was assisted by members of the congregation who provided feedback via Surveys.

2. Additional comments for interpreting the profile:

Be sure to ask the NGCC Search Team for our extended profile.

NGCC is seeking either a full-time or 3/4 time Settled Pastor.

With this, comes the ability to be creative and flexible with this role.

We welcome your spirit, wisdom and guidance as we begin this new chapter in the life of NGCC.