



Name of Church

Kensington Congregational Church

Address

312 Percival Ave
Kensington, CT 06037

Conference:

Southern New England

Association:

Central Connecticut

Title

Interim Pastor Search

Start Date

n/a

Description

Interim Pastor Search

Church Contact Information

No contact information has been added to this profile.

Listing Information

Web Presences

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

Type: Professional

Additional Formal Ecumenical Affiliations

No response

UCC Conference or Association Staff Contact Person

Name:

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.

Centrally located with easy access to other parts of New England and coastline, upper middle-class faith-based community, excellent educational opportunities.

Current size of membership

283

Average in person attendance

94

Does your church hold virtual worship services?

Yes

Choose platform type(s) and number for virtual worship.

Video Conferencing

On average, how many devices are logged in per service?

17

Video Hosting Platform

On average, how many views are received per service?

13

Languages used in ministry

English

Position Title

Interim Pastor Search

Position Duration

Intentional Interim

Compensation Level

Other

Does the total support package meet conference compensation guidelines?

Yes

Link to current Conference guidelines

No response

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.

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.

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)	0	<input type="checkbox"/>	✓
Housing Allowance	0	<input type="checkbox"/>	✓
Any Experiential Difference (Related to years of experience)	0	<input type="checkbox"/>	✓
Salary Basis: 0			
Pension/Annuity	0	<input type="checkbox"/>	✓
Social Security and Medicare Offset	0	<input type="checkbox"/>	✓
Medical/Dental Insurance	0	<input type="checkbox"/>	✓
Life Insurance	0	<input type="checkbox"/>	✓
Disability Insurance	0	<input type="checkbox"/>	✓
Worker's Compensation	0	<input type="checkbox"/>	✓

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

We are looking to fill a full time Interim Pastor position. We can offer a competitive salary and benefits package that is commensurate with experience. Please see the attached budget for an illustration of the current budgeted expense for the Pastor position. If desired the budgets for the previous 2 years can be provided for comparison.

The expected living situation for our next minister.

We do not have a parsonage. We are open to discuss any housing options with the candidate. We would expect the candidate to live within 60 minute drive of the church.

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.

N/A

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

Reimbursement for use of personal vehicle.

Criminal background checks.

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

The SNEUCC offers clergy Communities of Practice (COP) for ongoing peer learning and support, clergy renewal resources, as well as counseling resources. To learn more, visit <https://www.sneucc.org/clergy-resources>. There are also additional opportunities and resources through the Central Connecticut Association.

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.

What God has called us to be since day one: a community that loves one another as He loves us. This begins with getting to know and understand one another.

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

KCC provides multiple diverse opportunities for community involvement. These include church wide events like our Festival on the Hill, Berlin Fair and Night in Bethlehem. For our youth, there are opportunities to serve meals at the Salvation Army, go on a weeklong mission trip or help at vacation Bible school.

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:	240
NUMBER OF ACTIVE NON-MEMBERS:	15
TOTAL OF CHURCH PARTICIPANTS (SUM OF THE NUMBERS ABOVE):	255

ARE THESE NUMBERS ESTIMATES?

Yes

Describe the total participation of the church:

DEMOGRAPHIC	NUMBER
MEMBERSHIP 5 YEARS AGO:	250
MEMBERSHIP 10 YEARS AGO:	250
WEEKLY ADULT EDUCATION ATTENDANCE: (IF ANY)	8
YOUTH MINISTRY ATTENDANCE: (IF ANY)	0

ARE THESE NUMBERS ESTIMATES?

Yes

Number of total participants by age:

AGE	NUMBER
0-11	7
12-17	7
18-24	5
25-34	5
35-44	10
45-54	23
55-64	60
65-74	100
75+	42

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
Chairperson of Diaconate	Diaconate	vol	2 years
Bridge Pastor	Diaconate	part	4 months
Christian Faith Formation Director	CFF Committee \ Pastor	part	15 Years
Music Director	Music Committee \ Pastor	part	10 Years
Office Manager	Trustees \ Pastor	part	1 month
Chairperson of Trustees	Trustees	vol	1 year
Chairperson of Christian Faith Formation	Christian Faith Formation Cmte	vol	1 year
Chairperson of Music Committee	Music Committee	vol	1 year

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

A balanced approach to provide for inspirational and thought-provoking services of worship, opportunities for member participation in planned events, and taking care of the business and upkeep of our church, properties, and congregation.

Church Finances


Current Annual Income

SOURCE	AMOUNT
Annual Offerings and Pledged Giving	230000
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	132175
Fundraising Events	37397
Total	399572

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

No response

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 current 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:

1100000

Endowment:

1240000

Endowment:

671000

Capital Campaigns

Description of any building programs projected or underway.

No projects currently underway

Pictures



Does the church have a parsonage?

No

Describe all buildings owned by the church and include pictures:

The main church building was constructed in 1774 and has been in continuous use since. Our parish hall was constructed in 1954. A building campaign was undertaken in 2017 and in 2019 the expansion of the Parish Hall was completed. The expansion now connects the church to Parish Hall. The Reeves Center houses the Kensington Nursery school across the street from the church. It was constructed in 1967.

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 bathroom on each floor
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	
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:

The only spaces that are not wheelchair accessible are the pulpit and the balcony in our 1774 meetinghouse.

Historical Information

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

The church approved a statement of Inclusion. This statement meets the UCC qualifications for a Church that is Open and Affirming. Some believe that this statement makes us Open and Affirming. Others view the Statement of Inclusion and Open and Affirming as 2 separate items.

The Church received Situational Support last fall, when the relationship between the Pastor and many in leadership became strained due to concerns regarding job performance. Several members worked in concert with Pastor to develop a plan to move forward. The pastor resigned before the plan could be implemented. This was a shock to many members. The information regarding the Situation Support was not widely broadcasted because of performance issues. The meetings were after Sunday services to listen concerns of the congregation. The comments heard most were the need for healing, communication and transparency. The healing journey has started and we look to continue that with the Interim Pastor.

Ministerial History:

Name: Rev. Dr. Holly Norwick

Years of service: 2

Name: Rev. Laura Westby

Years of service: 1

Name: Rev. Olivia Robinson

Years of service: 11

Name: Rev. David Williamson

Years of service: 7

Name: Rev. Allen Humes

Years of service: 17

Community Vision

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

We have a number of sister church relationships within and outside of the United States. Our church is very active in the local community in activities that engage members across the lifespan. Community events that the Church is involved in are, Friday Night Lights (think Sunday School on Friday night), Berlin Fair, our Strawberry festival in June, serving meals at local Salvation Army, annual group mission trips, hosting an emergency food pantry, supporting our sister churches in New Britain, CT and El Salvador, Night in Bethlehem and White Gifts and supporting the Prudence Crandall center. This is by no means an all encompassing list, but a sample of many good works that KCC is involved in.

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.

Open and Affirming (ONA).

References



☒ Chris Edge

Completed: Wednesday, Apr 30, 2025

I am the Economic Development Director for the Town of Berlin, the home of Kensington Congregational Church. 10 years now.

Primary Email Address: cedge@berlinct.gov

Business: 860-385-0189

Reference Response

No idea what to put here, except I am happy to help in any way I can...

☒ Aleksandra Agreda



Contacted: Tuesday, Apr 29, 2025

Primary Email Address: aleksandraAgreda@ct.gov

Reference Response

No response



☒ Lorna Gemmell

Contacted: Tuesday, Apr 29, 2025

Primary Email Address: Ldoone@cox.net

Reference Response

No response

Closing Prayer

Trust the Darkness Now by Jeff Foster

If you are lost

If nothing makes sense anymore
If all your reference points have collapsed
If the old life is crumbling now
If the mind is foggy, tired, busy
If the organism is exhausted and longs to rest
Celebrate
Trust
Breathe In, out
Make room for the visitors: the sorrow, doubt, fear, anger
An ancient emptiness- they just want to be felt. They just want to pass through.
You are a vessel, not a separate self
You are a sky, not the passing weather
An old life is falling away
A new life is being born
Others may not understand
But trust anyway
Celebrate

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.

An Interim search committee completed the profile. The committee consisted of Melissa Urrunaga, Drew Ritchie, Brian Humes, Allan Hall and Josh Ferrebee.

2. Additional comments for interpreting the profile:

With the help of God, we have an opportunity for growth and renewal so that we can better transition to a transformative Settled Pastor.