

LOCAL CHURCH PROFILE

First Congregational Church in Bloomfield Bloomfield, Connecticut

Position Opening - Senior Minister

Connecticut Conference

United Church of Christ

[Validation Date]

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“God is able to provide you with every blessing, so that having all sufficiency in all things
at all times, you may abound in every good work.”

(2 Corinthians 9:8)

POSITION POSTING

Listing Information

First Congregational Church in Bloomfield

10 Wintonbury Avenue

Bloomfield, CT 06002

(860) 242-0776

www.FirstChurchBloomfield.org

Contact Information

Chante Wilson - Correspondence Secretary

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Additional ecumenical affiliations:

Bloomfield Interfaith Association

Conference: Connecticut Conference of the UCC

Association: Hartford Association

UCC Conference or Association Staff Contact Person

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Title: Northwest Central Regional Minister

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Email: tamaram@ctucc.org

SUMMARY MINISTRY DESCRIPTION:

Reflect on where your church is going and what it might look like when you get there. What do you need to get there. Who are you seeking to join you on this part of your church's faith journey.

For much of its history, the First Congregational Church in Bloomfield (FCCB) has stood as the cornerstone of a beautiful, old-fashioned, New England town. The town remains beautiful, but the church cannot be old-fashioned anymore. God is calling our church to be the heart of Bloomfield once again. Not like it used to be, but as it needs to be now.

There was a congregation before there was a town. Wintonbury Parish was established nearly 300 years ago and formed the basis of what would become Bloomfield. The church and town were closely entwined and together they grew and mostly prospered into the 1960s and '70s. In the 1970s the town of Bloomfield was named an "All American Town."

But institutionalized racist practices and policies were also at work in the 1950s and 60s, and left our community with a legacy of economic and social hardship. Real estate red-lining and white flight gradually made our schools and many of our neighborhoods racially isolated. FCCB has struggled to keep pace with changes in community demographics and membership has declined over the last 30 - 40 years.

Although we take pride in our church having advocated for Abolition and Equal Rights, and even though we are one of the most racially diverse congregations in the region, we still have work to do to make our congregation better reflect the demographics of our community.

As our history was once entwined with the town, so too is our future. In order for FCCB to thrive, we need to help our community overcome the legacy of injustice and recognize its power and strength to create a new reality in Bloomfield, making it a prosperous, safe and healthy place for people of all backgrounds and cultures to live and grow.

Ministering to this community will require a sense of respect for our history and tradition, combined with imagination and courage to incorporate new ideas and different traditions.

Originally our church members went out and made a town. Now we need to find new ways to go out and invite our town in so that we can be a better church.

God has called FCCB to go out and proclaim our love for all creation, work for justice, bring Christ's peace and grow in love and faith through service to others. We strive to be a safe, welcoming and inclusive space of worship and fellowship for all members of our community, to honor and support each individual's journey of faith.



What we value about living in our area:

Bloomfield enjoys the natural beauty of its location in historic New England. It is a rural/suburban community with lots of open space including state parks, farmland and historic landmarks. However, It is also adjacent to the city of Hartford and a quick 15 minute commute to the downtown Hartford business district. Cultural opportunities are many and varied because of the rich diversity of our community as well as our close proximity to amenities in surrounding areas like colleges, universities, museums, shopping, dining, beaches and mountains. Yet... Bloomfield still feels like a close knit, small town with friendly people, small businesses and caring neighbors.

Current size of membership: 250 members

Congregation growth 2017: 14 new members, 2 baptisms

Languages used in ministry (other than English): None

Position Title: Senior Minister

Position Duration: Settled

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines? Yes

SCOPE OF WORK

(Add here the Scope of Work developed by your church using the Call Agreement Workbook)

The Senior Minister's Scope of Work will entail all the tasks that the UCC Call Agreement Workbook lists for a full time Pastoral position, but few of them will be solely the pastor's responsibility. For example, the Minister of Music and Director of Faith Formation assist in worship planning.

Scope of work for full time PASTORAL POSITION (from the UCC Call Agreement Workbook) (40-50 hours weekly / 10-12 units)

- preparation and leadership of Sunday worship including scripture study, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning of music in coordination with musical staff or volunteers, preaching, offering of prayers, etc.
- **faith formation and vitality** through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
- **leadership development** by working with people in the church to create ministry and programs
- **pastoral care** in collaboration with our Parish Care Team
- **community engagement** and leading the way for the church to be an ambassador of God's love
- **weddings and funerals** for participants in the worshipping community
- **strategic planning for current and new directions in ministry**
- attend meetings and give leadership as needed to church programs, in collaboration with lay leadership
- participate in wider church activities such as conference and association meetings
- administration responsibilities (unless delegated) such as email, website, church supply purchasing, more
- **faithful financial development** and stewardship
- responsibility for supervision of staff
- availability to wider the community as a representative of the church
- counseling, listening and referral
- study and prayer to increase faith and to improve skills so as to lead, teach, preach better
- energizing and deepening the spiritual connections and faith understandings of others in all they do

Three Core Competencies we consider foundational in our next minister's relationship with the church:

- Our congregation needs a minister with imagination, enthusiasm, energy and spiritual passion to lead our congregation in worship and serving our community. Worship is the most important things we do as a church. Creating a worship experience that is meaningful, inspirational and even transformational is one of the most profound and authentic ways that our church can address the challenges and opportunities of our community and congregation.
- First Congregational Church in Bloomfield wants and needs a minister with personal warmth and a commitment to pastoral care. The pastor will not be solely responsible for providing that care, as it is a ministry shared with our Parish Care Team, but the pastor should lead as a model of empathy and compassion. The person we call should have a capacity for loving awareness and gentle guidance with people at all stages in their life and faith journeys.
- The minister will need organizational and executive skills to supervise church staff and leverage our resources to help our congregation grow in both numbers and spirit. Staff positions that report directly to the senior minister are the Minister of Music, Director of Faith Formation, Director of Child Development Center, Office Manager, and Building Manager. The Child Development Center director, in turn, supervises a staff of 10 – 12 teachers and aides.

COMPENSATION AND SUPPORT

Salary Basis (from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance):

The total value of the following compensation and benefits items would range from \$70,000 to \$80,000, commensurate with experience:

- Base Salary
- Self-Employment Tax (SECA) Offset
- Up to 14% Pension/Annuity Contribution
- Group Life Insurance & Disability Income Benefit Plan Contribution
- Contribution toward Health, Dental and Vision Insurance
- Continuing Education Allowance
- Business Expense Allowance to cover business mileage and other professional expenses

In addition the Church is able to include a parsonage with a fair rental value of approximately \$18,000 plus utilities and maintenance.

What is the expected living situation for your next minister:

The FCCB parsonage, located approximately half a mile from the church, will be available. The church is open to other arrangements if a candidate prefers to secure their own housing.

Comment on the residential/commuting expectations for your next minister.

If the minister does not occupy the parsonage we would expect them to live in Bloomfield or a neighboring town.

WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

- In collaboration with our Deacons, Music Ministry and Faith Formation teams, create a worship experience that is meaningful, inspirational and moving for a very diverse membership body.
- Together with our Parish Care team, strengthen and help sustain a pastoral care network to ensure that all our members know that they are remembered and cared for.
- Together with our church leadership, define strategic outreach efforts and ways to leverage our resources that will increase church membership, diversity and vitality.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

As a church, we recognize the need to be realistic in our expectations. Our new Pastor will be learning about us and our community as she or he does pastoral work among us. We will be open to grow with our Pastor and will provide space for our Pastor to grow among us.

The minister's primary role will be to inspire, encourage and empower church members, through action and word, to continue taking active roles within our church and our community outreach efforts. By doing that, we will nurture the relationships and activities that will benefit the community as well as our congregation.

Specify language requirements or culturally specific capacities preferred in a next ministerial leader and why those matter to the congregation.

We do not have culturally specific requirements so much as we have a need for cultural competence. Experience working with urban and underprivileged populations is highly desirable, but so is a demonstrated ability to connect and work with more affluent, professional populations. The ability to communicate effectively with different age groups, from the very young to the elderly and everything in between, is essential. Fluency in a second language or experience/understanding of a second culture could not help but be a benefit.

Drawing on the Marks of Faithful & Effective Authorized Ministry document, here are areas of excellence that we hope for in our next pastor:

Our next pastor's spiritual life should be founded on scripture and Christian tradition, but also should be open to growth and discernment. She or he will need both a firm foundation and flexibility to deal with the complex relationships between individuals, the church and the larger community.

Our next minister's role in promoting UCC identity will initially be a matter of reinforcing our concepts of covenant and our commitment to basic principles: ecumenism, justice, and radical hospitality.

Our minister will need self awareness, self confidence, and humility shaped by God and by personal experience. Members of the congregation will debate everything, so guiding disagreements into productive discourse will be a much needed talent. That, in turn, will require a healthy sense of self so the pastor can listen respectfully and be open to others' views, without abdicating her or his personal beliefs and stance.

The knowledge and ability our congregation most needs from our next pastor will be helping us learn to appreciate and practice our faith traditions even as they continue to evolve. Our community and the world as a whole will continue to grow more diverse and complex. Our pastor will have to help us decide what should change and what must remain.

WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

God is calling us to become the good people we already believe ourselves to be. We see our church as inclusive, hope-filled and willing to change, but too often we avoid comparing our individual visions of where those ideals are taking us.

We want and need a pastor who will help us to thrive as a church, not just survive as a church. That will involve listening to all our community members in a loving and compassionate manner and then, still lovingly, not necessarily agreeing with everyone.

Our members want the church both to grow and to serve our community. We need a pastor to guide us in seeking increased involvement within our community, to become more welcoming and inclusive, and to share the message that God loves and cares for all people.

Describe how God is calling you out to address the emerging challenges and opportunities of your community and congregation.

In 2013 through 2014, our church embarked upon a process of re-imagining our mission, vision, organizational structure, constitution and strategic priorities. This process entailed many second hour congregational meetings as well as countless committee and work team meetings.

The Mission and Vision Statements as well as the Strategic Priorities that emerged as a result of this discernment process eloquently express how our congregation feels called by God to address the challenges and opportunities in our community, in our church and in the world.

OUR MISSION

Responding to God's Call, our mission as The First Congregational Church in Bloomfield, United Church of Christ, is to go out into the world proclaiming God's love for all creation, working for justice, bringing Christ's peace and growing in love and faith through service to others. We are a safe and sacred community that welcomes all people and supports each individual journey of faith.

OUR VISION

Led by the Spirit, following the teachings of Jesus and in covenant with God and one another, our vision is to be a church that

- Welcomes all people, cherishing the wide range of gifts and beliefs that strengthen and enrich our faith community
- Shows our love for one another, our neighbors and our world through action and outreach
- Embraces our individual journeys of faith while growing in grace together
- Celebrates the breadth of our diversity while seeking unity through worship, fellowship and prayer
- Acts as responsible stewards of God's Creation

We are a spiritual home and sanctuary to all: whoever you are and wherever you are on life's journey.

OUR STRATEGIC PRIORITIES

Our world has changed and the future church will not be like the church of the past or the church of the present. As a congregation whose goal is to be a diverse, vibrant and vital community of faith, we face an evolving, dynamic and often challenging environment. We need to develop new ways to interest and engage those in our community who have a spiritual longing but not a spiritual home. Simply put, the status quo is not a viable long term option. In charting a course to ensure a bright future, our church, as it has done for almost

300 years, is committed to resurrection and renewal. To be a church that lives and thrives requires continuous change. It also takes courage. The theme for our future is sustainable, even vigorous, growth: in our membership, in our mission, in our faith and in our capacity to care. The four strategic priorities discussed below provide both direction and intent. Collectively they envision a future that we will embrace with confidence and hope always trusting in a God who guides us and cares for us in our journey ahead.

Hope Filled Worship

“You shall love your God with all your heart, and with all your soul, and with all your mind. This is the greatest and first commandment.” Matthew 22:37-38

Worshipping God is the most important thing we do as a church. People desire a personally meaningful worship experience that includes preaching, music, prayer and scripture. We believe worship comprises both what we receive from it and what we bring to it. Building on our strong traditions of worship, we will identify additional approaches that enhance what has served us so well. We will explore new ways to understand God’s Word and its relevance to our lives and continue to expand the musical genres by which we praise God and express our joy. Dedicated worship teams will develop and offer ideas that help us create worship that is profound, authentic and even transformational. Most important, new expressions of worship will always be built on our core beliefs in God, Jesus and the Holy Spirit.

Congregational Care

“And the second is like it: You shall love your neighbor as yourself.” Matthew 22:39

Caring for one another is a fundamental tenet of our faith. Whether it is to those who can no longer make it to church on Sunday or to those who face a variety of challenges in their lives, we will extend ourselves with love and compassion. But congregational care stretches beyond those in need. It encompasses the entire membership at all stages of life as we build stronger connections and strengthen personal relationships. The bonds formed through fellowship make us a more vital, caring community. While the Pastor and staff will always be a critical resource in this particular ministry, we will explore additional ways that we can collectively communicate with, reach out to and engage each other. We will expand our understanding of congregational care and how we as a community of faith can most effectively carry out this ministry. We accept the call that we are all disciples who have the capability and capacity to minister to others.

Transformational Mission

“For just as you did it to the least of these who are members of my family, you did it to me.” Matthew 25:40

We will take the words of Jesus about our neighbor to heart. Transformational mission means an active church attracting active members. Such mission work transforms both the lives of those being served as well as the lives of those serving. Mission teaches the importance of how our actions impact those in our community, in our country and in our world. The call to mission is a call to our entire congregation. Understanding the needs of the external communities that surround us will define the ways we commit our time, talent and treasure to local, national and international efforts. While making financial contributions to worthwhile organizations is one form of commitment, listening, engaging and witnessing to those around us will inspire us to broaden and deepen the way we understand and serve others.

Faith Formation

“Now faith is the assurance of things hoped for, the conviction of things not seen.”

Hebrews 11:1

Growing in faith and connection with God is the lifelong work of being a Christian. We are formed as people of God through a combination of communal worship, private devotion, fellowship, mission work and continual reflection on God’s work in our lives and in the world. When people look for a church, they are responding to a deep spiritual need, a longing for the sacred and holy. Intentional faith formation provides individual and collective opportunities to grow in faith. We will develop a clearer understanding of what we mean by Faith Formation and be more willing to share and bear witness to our spiritual journeys and faith challenges. We will consider the value of small group ministry and how best to use our human, financial and physical gifts to support our growing in faith. We will pay more attention to God’s presence in our individual lives and in the life of our church. Focusing on Faith Formation will bring us closer to God and to each other, energizing and inspiring our congregation in ways that we cannot yet imagine.

Open and Affirming Statement of the First Congregational Church in Bloomfield, United Church of Christ

The First Congregational Church in Bloomfield, UCC, engages and supports all people through worship, fellowship, learning and service so that all may find in this community the Spirit of the Living Christ.

In this spirit we declare that this church is Open and Affirming. We welcome persons of every age, gender, gender identity and gender expression, sexual orientation, race, national origin, faith background, marital status and family structure, mental and physical ability, economic and social status and educational background. We invite all into the sanctuary of our fellowship and the full life and ministry of our church.

WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS

Describe several strengths or positive qualities of your congregation.

One of the qualities that people often mention as both positive and unique about FCCB is the diversity of our congregation. While one of the more visible aspects of our diversity is race, our diversity in culture, politics, theology, ability, talent and musical dispositions is even more incredible.

With diversity of thought, heart and spirit, however, also comes challenges, to honor, respect and celebrate one another's differences. The true value and significance of our diversity lies in our desire and perseverance to overcome these challenges, to live side by side with our neighbors in peace and friendship, and to take advantage of this unique opportunity to be an example of God's love for all her children.

And while we are not always a perfect example of God's love, we sincerely believe we are called to encourage and celebrate each of our unique individual gifts in new and creative ways.

We are a warm and welcoming congregation with a deep commitment to Parish Care, Community Outreach, and celebrating God's boundless love and compassion for all humanity. Many of us are longstanding members of the church and are deeply committed to our congregation and our community. Others are new, and say that it is this very commitment, passion and love for one another that draws them in to our church.

Describe your congregation's life of faith.

FCCB draws its membership from a variety of ethnic and faith backgrounds. Our life of faith is overall mainstream, moderate and tolerant, but also very personal. In worship we lift up our sense of God as wise, loving and forgiving, and invoke the Holy Spirit as that which binds us in community as the Body of Christ.

Describe what worship is like when your congregation gathers.

Our church has two beautiful worship spaces of traditional design: the main Meeting Room and the smaller Metzger Chapel; we also occasionally worship in our Fellowship Hall as a way of breaking down formality.

Our worship needs to evoke and provide room for all the ways we relate to the Divine from quite reserved to visibly moved and expressive. Given the wide variety of faith backgrounds from which our members come, we try to learn and grow in the diverse ways of worship. They extend from the joyful noise of our Praise Choir or the Blessing of the Animals to silent contemplation while walking a Prayer Labyrinth.

Baptisms are celebrated with joy and as many family members as the parents invite to stand up. We tend to make a fuss over our children.

Good preaching for us will be sermons that remind us of all we've been given, and all that we can do. All God's children deserve to be fussed over.

Describe the Educational Programs and Faith Formation vision of your church.

The Spiritual Life ministry team is responsible for Faith Development and Christian education of both youth and adults. Sunday school and Youth Group are directed by our professional Director of Faith Formation, and the pastor conducts adult bible study classes.

While our Sunday School, Vacation Bible School and Youth Group are overseen by our Director of Faith Formation, we hope that our new minister will be accessible and comfortable connecting with our children and youth.

Our Confirmation classes present a wonderful opportunity for our older youth and young adults to sincerely embark upon their own personal journeys of faith. They have generally been conducted by our Minister with support from our Faith Formation Team

We have an enthusiastic and stimulating Adult Bible Study group that seeks a deeper understanding of how Christianity has evolved, how it is relevant in our lives today, and how it continues to change. Discussing scripture as well as other books on theology and faith or inviting in guest speakers, we explore Christianity's intersections with other faiths, historically and currently, and seek common truths in all of our humanity. We are moving away from the idea of an angry, judgmental God, bound by strict laws and literal biblical interpretations. We embrace God as the spirit of love and compassion at work within us and those around us.

Informational "Second Hour" discussions or programs are also often held following the Sunday service by various members, groups or staff to highlight mission activities or other issues and concerns before our church.

Describe how your congregation is organized for ministry and mission:

In 2016 FCCB adopted a new governance structure designed to enable members to best apply their time and talents. The church is organized around four Ministry Teams:

- The Outreach and Witness team is responsible for Missions, Membership growth and retention, Visibility in the community, and Fellowship activities.
- The Spiritual Life team, which includes the Diaconate, is responsible for Worship, Music, Pastoral Care, Faith Development, and Stewardship.
- The Business team is responsible for the church's financial and physical maintenance; it includes the Finance Manager, Treasurer, Investments & Trusts committee, and the Facilities committee.
- The Nursery School team oversees operation of the Child Development Center.

The Church Council is comprised of a Chair, Vice Chair, 2 at large members, the Financial Manager and 2 non-voting members (Pastor & Clerk) and is responsible for administration and working with the Minister and staff.

The activities of these bodies are communicated to the congregation through Sunday morning announcements, postings in the bulletin, and articles in the monthly Spire newsletter.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?

Yes

11-YEAR REPORT

The UCC 11 Year Report for First Congregational Church in Bloomfield can be found in our Appendix of Supporting Documents.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		Is this number an estimate? (check if yes)
Number of active members:	250	X
Number of active non-members:	50	X
Total of church participants (sum of the numbers above):	300	X

Percentage of total participants who have been in the church:

		Is this percentage an estimate? (check if yes)
More than 10 years:	80%	X
Less than 10, more than 5 years:	10%	X
Less than 5 years:	10%	X

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	Are these numbers an estimate? (check if yes)
25	10	10	10	15	15	25	120	30	X

Percentage of adults in various household types (estimated):

Single Adult:	50%
Adult Couple:	20%
Single Parent Family:	15%
Two Parent Family:	10%
Multi-generation Family:	5%

Education level of adult participants by percentage:

		Is this percentage an estimate? (check if yes)
High school:	20%	X
College:	50%	X
Graduate School:	15%	X
Specialty Training:	15%	X
Other (please specify):		

Percentage of adults in various employment types:

		Is this number an estimate? (check if yes)
Adults who are employed:	40%	X
Adults who are retired:	50%	X
Adults who are not fully employed:	10%	X

Describe the mix of ethnic heritages in your congregation and the overall racial make-up.

We are diverse ethnically, racially, culturally, and socioeconomically. The congregation is predominantly Caucasian with a growing number of African American and West Indian families. Our Sunday morning congregation is about one-third People of Color, and many of our families are multi-racial.

We are an Open and Affirming church with growing, but still smaller than we would prefer, LGBTQ attendance and membership.

Our staff is diverse. People of Color are in the majority, and the LGBTQ community is represented.

Congregation members come from all walks of life and all stages of their individual careers. Retirees constitute the largest group within the congregation, followed by professional and technical workers.

List the date your congregation has had or will have a conversation using a resource such as the Welcoming Diversity Inventory. Comment on the results.

Our congregation adopted our Open and Affirming Statement in 2014 after an intentional conversation that lasted two years. This process was inspirational, transforming and educational on so many levels. It helped many of our members confront mixed emotions and beliefs in a caring, non-judgmental, supportive environment. It also provided a civil and thoughtful process for our congregation to work through those emotions and settle on a common position for our church. The process was an excellent model for good conflict resolution practices.

We are currently embarking on a Race Dialog initiative and will want our new Pastor to help with that. The Welcoming Diversity Inventory may be something that the congregation would be interested in exploring.

PARTICIPATION AND STAFFING

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Worship (time slot: 10:00 am)	70 - 100	Pastor, Minister of Music, Deacons
Worship (time slot: 8:00 am)	6 - 12	Pastor, Deacons
Christmas Eve and Easter Worship	110 - 170	Pastor, Minister of Music, Deacons
Weddings (number last year)	1	Pastor
Baptisms (number last year)	2	Pastor, Deacons
Funerals (number last year)	8	Pastor, Minister of Music, Pastoral Care Team
Communion (first Sunday each month)	70 - 100	Pastor, Deacons
Choirs and Music Groups Adult Choir Bell Choir	5-10 10-15	Minister of Music, Music Committee,
Adult Bible Study (weekly)	10 - 15	Pastor, Faith Formation Team
Sunday School (Pre K - Grade 8)	35	Director of Faith Formation, Faith Formation Team
Youth Group (semi-monthly)	5-8	Director of Faith Formation, Faith Formation Team
Confirmation - (every other year or so)	5-7	Pastor, Faith Formation Team
Vacation Bible School	24-30	Director of Faith Formation, Faith Formation Team
Women's Fellowship Birthday Dinners	20-30	Women's Fellowship
Intergenerational Groups Classic Dinner Party Family Fun Nights	10-20 30-50	Faith Formation Team

Church-wide Meals	50 - 75	Various church bodies, depending upon event
Community Meals Loaves & Fishes Methodist Church Soup Kitchen	75 - 95	Mission Team supports off-site meals
Outdoor Worship Easter Sunrise Service	10-20	Pastor, Deacons
Prayer or Meditation Groups Prayer Labyrinth	20-30	Faith Formation Team
Martin Luther King Service Thanksgiving Service	50-100	Bloomfield Interfaith Assoc.
Living Nativity (At the Light up the Town event in Bloomfield)	5-10	Faith Formation
Public Advocacy Work <ul style="list-style-type: none"> • Syrian Refugee Project • Vigil for the Environment • Building Understanding: Community Conversation on Race • Resolution Affirming Bloomfield as Open and Inclusive 		Mission Team, Bloomfield Interfaith Association, ad hoc groups as the Spirit moves

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three-Way or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
N/A				

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: N/A

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Office Manager	No	Full Time	Senior Minister	2 years
Minister of Music	No	Part Time	Senior Minister	47 years
Director of Faith Formation	No	Part Time	Senior Minister	10 years
Director, Child Development Center	No	Full Time	Senior Minister	3 years
Building Manager	No	Contractor	Senior Minister, Facilities Team	10 years

REFLECTION

After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?

Bloomfield has the oldest population in the state and currently our congregation is aging faster than the town's population as a whole. The church benefits greatly from the wisdom and continuing participation of its elder members, but needs to do far more to attract young families and singles. In addition to Bloomfield's own growing younger population, FCCB should be reaching out to students of the area colleges to a degree not yet achieved.

We are proud of our congregation's diversity; about 30% in attendance on Sunday mornings are People of Color. In a world of monochrome congregations that is good, but in Bloomfield with a population that is 60% African American/West Indian it is a reminder of how much more we need to do to become a church that reflects its community.

As young families join the church we find our Sunday school becoming a closer reflection of community demographics than is the church as a whole. Given that, we need to increase our outreach to young families with a church experience that serves them in this rapidly changing world.

CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$ 212,250
Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)	\$ 136,603
Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal")	\$ 39,995
Fundraising Events	\$ 15,647
Gifts Designated for a Specific Purpose	\$ 8,426
Grants	
Rentals of Church Building	\$ 18,116
Rentals of Church Parsonage	\$ 7,500
Support from Related Organizations (e.g. Women's Group)	\$ 14,000
Transfers from Special Accounts	
Other (specify):	\$ 770
Other (specify):	
TOTAL	\$ 437,660

Current annual expenses (dollars budgeted for most recent fiscal year): \$ 403,564

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.

The 2016-20107 Budget for FCCB is included in the Appendix of Supporting Documents.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 15.4%

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)

- Y Our Church’s Wider Mission (OCWM – Basic Support)
- Y One Great Hour of Sharing
- N Strengthen the Church
- Y Neighbors in Need
- Y Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%)

Determined as part of the Church’s budget process

What is the church’s current indebtedness?

Total amount of loan debt: 0

Reason for debt: N/A

Are capital and other payments current? N/A

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. N/A

If the church has had capital campaigns in the last ten years, describe: N/A

Year(s)	Purpose	Goal	Result	Impact
	N/A	\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe: N/A

Year(s)	Purpose	Goal	Result	Impact
	N/A	\$	\$	
		\$	\$	

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. N/A

Does your church have an endowment? Yes

What is the market value of the assets? \$3,784,309

Are funds drawn as needed, regularly, or under certain circumstances? Regularly

What is the percentage rate of draw (last year, compared to 5 years ago)?

4% of average prior 4 year market value of restricted funds and 4.8 – 5.0% of average prior 4 year market value for unrestricted fund. No change in last five years

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

No draw above spending policy except for capital needs from funds restricted to this purpose.

At the current rate of draw, how long might the endowment last? Please comment on the above calculations or estimates:

Based on spending policy - endowment should continue to grow

Other Assets

Reserves (savings): \$ 81,197

Investments (other than endowment): \$ None

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: \$18,000

Street / City / State / Zip:

36 Woodland Avenue

Bloomfield, CT 06002

Finished square footage: 1,843 ft²

Number of Bedrooms: 3

Number of Bathrooms: 2 ½

Assessed real estate value: \$115,430

Available for minister residence: Yes

Expected minister residence: Negotiable

Condition of structure, systems and appliances: Good

Entity in the church responsible for review and needed repairs: Facilities Board

Describe all buildings owned by the church:

The church building is located next to the Bloomfield Town Green, close to municipal buildings, shopping centers, a library, and two parks. The main building, containing the Meeting Room, has stood since 1858 and can seat up to 300 people. The attached Gale Memorial Wing has three floors. It houses the Metzger Chapel, the Living Room, Fellowship Hall and its kitchen, offices and classrooms for the church, and offices and classrooms for the Child Development Center.

The church's main floor, including worship and fellowship spaces, and principal offices, is wheelchair accessible by ramp and lift. The lower floor, occupied by the ECDC, and the second floor with classrooms and offices are not accessible.

The parsonage was built in the early 1940s. It is a single family, two-story house on a large lot within walking distance of the church and the town center. It has 3 bedrooms, 2 ½ bathrooms, a partially finished basement, 2 fireplaces, a study, and a one-car garage.

HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation.

Over a history as long as FCCB's there have been too many significant happenings to enumerate.

In the 1800s the church and its members worked for Abolition, missionary societies, and urban justice in Hartford.

For some years in the mid-20th century FCCB joined in a Federated church with local Methodists.

Following the congregations' amicable separation in the late 1950s, FCCB established its Nursery School in 1960. The school, which is now the Child Development Center, has contributed immeasurably over the years to the vitality of both the church and the larger community.

More recently the church has put its energy into a wide range of mission activities, not least among them working to help settle a Syrian refugee family.

The process of becoming an Open and Affirming congregation several years ago was a very important and highly meaningful change for many of us.

Every church has conflict, some minor, some larger. "Where two or three are gathered together.... there will be disagreement"

We have seen, just recently, how fragile racial harmony can be even in our multi-racial congregation.

To honor Black History Month in February 2017 we hosted an African American guest preacher and a large group of visitors from a predominantly Black congregation. Special music, including drums and electric keyboard, was added for the service. While the congregation on the whole found the experience positive and uplifting, we were quickly reminded of how differently individuals can experience a shared event. Amid the general happy glow some persons of color experienced slights, whether intentional or not, and some felt a sense of unvoiced criticism and disapproval.

That afternoon, an elderly long-time member sent to the Search Team and Church Council an e-mail prompted by the service and by the team's repeated requests for input. In reaction to the service, they expressed both appreciation for its energy and preference for "a more cerebral and calm" style of worship. They also expressed concern that at some

point our church will be a “Black church” rather than an integrated church. They tried, but if there's a diplomatic way to express that thought, it hasn't been found yet.

For anyone who had felt unspoken disapproval, this was confirmation. Upset reactions ranged from wanting to set them straight to not wanting to be in the same church with them. Some persons of color on the Search Team were so offended and disappointed as to consider leaving, not just the team but the church as well. The letter writer, surprised at reactions to their note, also offered to leave if that would reduce tension for others. While most of the congregation enjoyed happy memories of a very nice service, the Search Team was in crisis.

The interim pastor and the Church Council chair took the lead in navigating through this highly fraught situation. First and foremost they worked to keep communications open with all parties. With the co-chairs, they convened the Search Team to discuss the controversy and determine whether the team could continue. That meeting began with the team reading the Behavioral Covenant adopted by the church in an earlier period of dissension. The covenant describes in some detail the respect we try to show each other. Guided by those principles the team assessed the effect of events on the search process. The members attending shared their feelings and reactions to arrive at a consensus that the team would be able to continue. No fault, though, would be attached to anyone choosing to withdraw. All our team members did choose to continue.

In response to these events the Church Council is creating a church-wide Race Dialog Initiative, tasked with bringing the topic forward for open, honest, and loving discussion.

Providence continues to move in mysterious ways. These were an unhappy and troubled few weeks for some of us, but the church and with it the search process is actually better for it. We are a good congregation; we could be better; this made us look for ways to do that.

Ministerial History (include all previous ministerial staff for the past 30 years)

Staff member's name	Years of service	UCC Standing (Yes/No)
Edwin Ayala (Interim)	2	Yes
Deborah Blood	10	Yes
Linda Huff (Interim)	3	Yes
Richard Smith	5	
Stoddard B. Williams (Interim)	2	Yes
Sarah Gettamy-Worcester (Associate)	3	Yes
James Christopher	8	Yes
Norman Farnum, Jr. (Interim)	2	
Archie McCree	9	
Roscoe Metzger	31	Yes

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

The congregation needs to be open to the minister's experience and to accepting that a clergy person is an individual, with all that entails. As we bond with a new minister we will need open communication, trust, and a giving spirit from all concerned.

We want a pastor with people skills, one who is approachable, compassionate, energized, relational and inspirational. The minister should nourish discussion, diplomatically moderate conflict, and be able to accept when someone disagrees. Rigid communication should be avoided

Pastoral care is a high priority, so we seek a pastor who will love and care about the congregation.

We will need, in turn, to love and care about our pastor. Despite all the fine qualities we are seeking and which that person will certainly have, we will need to appreciate our new

minister as a human being – with strengths, talent, insights and gifts, but also with foibles, weaknesses and broken places.

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

Ask us

Has your church been involved in a Situational Support Consultation?

No

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

No

WHO IS OUR NEIGHBOR?

COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

We support a wide variety of outreach projects and initiatives begun by the Mission Board as well as individuals or small groups within the congregation. Some current examples include:

The Child Development Center, (formerly the Nursery School) - Our CDC is one of our largest efforts in extending outward in service to the community. It was founded by a church member 57 years ago. Our CDC provides licensed, accredited, high quality, affordable child care for 40-50 students on average per year. Local kindergarten teachers say they love getting our graduates because they are so well-prepared.

The Prosser Fund - This fund is a bequest that generates over \$10,000 each year to be used for the benefit of elderly Bloomfield residents with significant financial needs. Prosser funds go both to individual recipients and to support activities of the town Department of Social Services.

Thanksgiving Food Drive - This long standing tradition of the church gathers contributions from the congregation and local merchants fill boxes to provide Bloomfield families in need the makings of Thanksgiving dinner. Up to 65 households receive Thanksgiving boxes each year.

Loaves & Fishes - Another long time commitment is the meal our members prepare and serve each month for the Loaves & Fishes food kitchen at Emmanuel Congregational Church in Hartford.

Covenant To Care for Children - Each year FCCB renews its commitment to adopt a Covenant to Care Social Worker and support the work they do for Hartford youth and families. This includes collections of cloths, house wares, birthday gifts and Christmas gifts.

FIBUSPAM - A health care clinic and surgical unit in Riobamba Ecuador, that provides health care and humanitarian support for children and adults of limited economic resources. Long time FCCB member Paul Martel is the Founder and President and FIBUSPAM is supported, lovingly, by many of our church members.

Community Solutions - A clothing closet, begun by the Mission Board, supplies clothing for Community Solutions halfway house residents seeking employment as they transition from incarceration.

Backpack Program - begun by FCCB member Eunice Medwinter and supported by the Mission Board, provides weekend groceries to Bloomfield families of school children receiving food support.

Syrian Refugee family Support - In cooperation with other area congregations the Mission Board is helping a Syrian family establish their home here.

Saturday Community Lunch - This is a weekly lunch, hosted by the United Methodist Church, free to all community members, and supported by our Mission Board.

The Potty Ministry - Our church opens its doors each Thursday evening in the summer for community members attending Bloomfield's Concerts on the Green across the street in Drummer Boy Park to use our toilets.

Our church also supports other organizations that serve our community through the use of our building, including:

The Alliance for Bloomfield's Children (ABC)

The National Alliance for Mental Illness (NAMI)

Alcoholics Anonymous

Narcotics Anonymous

The church also supports other non-profit organizations including, Christian Activity Council, and a variety of homeless shelters.

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

FCCB sends delegates to:

- Christian Activities Council
- Connecticut Conference of UCC
- Hartford Association
- UCC Synod

Check all of the following “statements of witness” that apply to your UCC faith community.
(Find more information on these statements at ucc.org.)

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Immigrant Welcoming
- Inter-cultural/Multi-racial (I’M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Other similar designations in affiliated denominations

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

Describe your congregation’s participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

FCCB's minister and laity are active in the Bloomfield Interfaith Organization, which organizes ecumenical services to observe Thanksgiving and Martin Luther King, Jr. day. The Bloomfield Interfaith Organization has also been active recently in public advocacy work supporting a Resolution Affirming Bloomfield as Open and Inclusive, and a town wide Community Conversation on Race.

While the interfaith group includes Protestant, Catholic, Jewish, Muslim and LDS communities, it draws participation from relatively few of the large number of churches in Bloomfield. We would like our next minister to reach out to neighboring churches and encourage their participation. With more churches involved, the Interfaith Organization would be able to expand its activities, and that might increase opportunities for youth to form fellowships, for adults to volunteer, and for the churches to learn from one another and support each others' ministries.

Reflect on the scope of work assigned to your pastor. How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectation on their time?

As we reflect on the scope of work our new pastor will face, we see initially a need to prioritize the health and growth of our congregation. Efforts to strengthen and renew the local church will occupy much of the minister's time. As those efforts are rewarded, a reinvigorated church will again be able to increase its involvement in the CT Conference and the wider church.

How do your congregation's internal demographics compare or contrast to neighborhoods adjacent to your church and other neighborhoods with which your church connects?

This is our congregation's greatest challenge. We, as a church, are significantly older and whiter than Bloomfield's population. The congregation is unanimous in wanting to attract younger members, and comfortable with doing so. The congregation is vocally near unanimous in wanting to attract more people of color, but not always entirely comfortable with all that can mean.

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

Many aspects of our current ministry reflect the aging population in our pews. With Bloomfield's concentration of retirement homes those aspects will continue to have value, but that cannot be our only response to demographics.

We make ongoing efforts to broaden the appeal of our worship services with more modern, diverse, and ethnically varied music and practices. We continue seeking ways to project a sense of mission and welcome to the community.

Further changes in community demographics continue to occur with rapid residential growth in the town. A major apartment complex is presently under construction in the village within easy walking distance.

What do you hear when you talk to community leaders and ask them what your church is known for?

Community leaders often mention our great preschool and our community engagement. Support for education and children is very important to FCCB and its members. The Child Development Center has been serving the community more than 50 years. The church also hosts many events by the Library, Bloomfield High School, musical groups, Alliance for Bloomfield's Children, and other civic organizations. Members of our congregation are

often involved in charitable activities or advocacy work outside of our church walls. Anytime anything happens in Bloomfield, someone from our congregation is bound to be involved.

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

Visitors and guests almost invariably cite the warm welcome they receive, and the sincere personal interest expressed by members. Children are really welcome, not just tolerated, and young parents appreciate the programs and activities we offer for their families .

New attendees also have said they liked being invited to take part in the church's mission initiatives.

Participants in adult faith formation Bible studies appreciate intellectual discussions that connect theology to the present world and daily life issues; not fanatical theological interpretations of Scripture

REFERENCES

Letters of reference are included in the Appendix of Supporting Documents from the following people:

REFERENCE 1

Roberta La Monaca
Director of Library Services
Prosser Public Library
1 Tunxis Ave.
Bloomfield, CT 06002
860-243-9721 Ext. 3553
rlamonaca@libraryconnection.info

REFERENCE 2

Camilla Jones, LCSW
Director Social & Youth Services
Bloomfield Social & Youth Services
330 Park Ave.
Bloomfield, CT 06002
860-242-1895
cjones@bloomfieldct.org

CLOSING THOUGHTS

CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

So the Word became flesh, he made his home among us, and we saw his glory, such glory as befits the Father's only Son, full of grace and truth. John 1:14

Heavenly Father, Mother of Wisdom and Light, Divine Source of all Life, Creator of Day and Night, the Beginning and the End,

As we embark upon our search for a new Minister, we lift our hearts to you in thanksgiving for the gifts that are presently being used for the benefit and service of our community. We thank you for the fellowship and understanding among us, for mutual respect and shared vision, we are grateful. For perseverance and insight into the common concerns we share, for these gifts and graces we are thankful. Father you've blessed our community together. Now we ask for your blessing as we begin a new journey of leadership, growth and expansion. May your blessing be upon us in the name of the Creator, Christ and Holy Spirit.

STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

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.)

Pastoral Search Team

Ursula Dang - Co-Chair
Kevin Colvin - Co-Chair
Cecilia Simmons - Secretary
Mike Riley - Spiritual Guide
Oz Gibbs - Technical Writer
Chante Wilson - Correspondence Secretary
Clay Hart - Contributing Member
Sophia Gray - Contributing Member
Trudy Barnard - Contributing Member

Church Council

Ron Robinson - Chair
Scott Goetjen - Financial Manager
Carolyn Delgado - Member at large
Priscilla McCatty - Member at large

Interim Minister

Rev. Edwin Ayala

Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association /conference named.

Staff Comment:

To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

“Jesus answered them, ‘Have faith in God!’” – Mark 11:22

APPENDIX OF SUPPORTING DOCUMENTS

- I. Letter of Recommendation - Roberta LaMonaca, Director of Library Services
- II. Letter of Recommendation - Camilla Jones, Director Social & Youth Services
- III. UCC 11 Year Report for First Congregational Church in Bloomfield
- IV. First Congregational Church in Bloomfield 2016-2017 Budget Report



PROSSER PUBLIC LIBRARY

P. Faith McMahon Wintonbury Library

May 10, 2017

To whom it may concern:

I am writing on behalf of the First Congregational Church of Bloomfield, CT. My relationship with the church spans my 38 year long career, first as a librarian and now as Director of the Prosser Public Library.

For many years I was a children's librarian and had regular contact with the staff and students of the FCC pre-school. Many Bloomfield families selected the FCC nursery school for their children, even if they were not church members. The excellent reputation of the school and the love and caring displayed by the teachers were the reason behind their decision.

As the Library does not have any large meeting space, we have often rented the Fellowship Hall to hold our "big" events. The church made this space available to us on countless occasions, for a nominal fee, had furniture set up as needed and helped in whatever was requested. By doing this, they helped to provide a service to the community where professional, live, cultural events were presented to the public at no charge.

As a member of the Bloomfield Interfaith Association for the last 8 years, I have had close contact with both clergy and congregants of the Bloomfield First Congregational Church. Both Pastor Blood and Pastor Ayala have been instrumental in Interfaith activities including hosting Thanksgiving and Martin Luther King Jr. services at the church. The church has also taken part in supporting Conversations on Race in our racially diverse town. Several congregants have taken leadership roles in our group and have been instrumental in helping to keep Bloomfield Interfaith active in the community.

I can say with certainty that Bloomfield is a better place to live and work because of the very active role that the First Congregational Church takes in the community. Their leadership and welcoming philosophy is evident in all that they do.

Please feel free to contact me for any help I may be able to provide.

Sincerely,

Roberta La Monaca, Director
Prosser Public Library, One Tunxis Avenue, Bloomfield, CT 06002
860-769-3553
rlamonaca@libraryconnection.info

1 Tunxis Avenue, Bloomfield, CT 06002 • Tel 860-243-9721 • Fax 860-242-1629

www.prosserlibrary.info



*Department of
Social & Youth Services*

TOWN OF BLOOMFIELD
330 PARK AVENUE
BLOOMFIELD
CONNECTICUT 06002
TEL 860.242.1895
FAX 860.726.1068

May 12, 2017

RE: First Congregational Church of Bloomfield Letter of Reference

It is with great pleasure that I provide this letter of reference for First Congregational Church of Bloomfield. First Congregational Church (FCC) has always been committed to serving the Bloomfield community and the residents that are most in need of services. Bloomfield Social & Youth Services has partnered with FCC on several programs. One such program is their annual donation of sixty-five Thanksgiving baskets to the clients served by our holiday distribution program. Another partnership that the church has pursued to address hunger in our town includes the weekend backpack food distribution program. FCC volunteers provide food and financial donations to fill backpacks with food for distribution at the local elementary schools. FCC members also volunteer at local soup kitchens and organize food drives for the Bloomfield Food Bank.

Another resource that is unique to the Bloomfield community is the Prosser Fund, which is managed by the Mission Board of FCC. The Prosser Fund was established to provide financial assistance to elderly, low income, Bloomfield residents. This fund has assisted many residents who had no other resources available. Some examples of this assistance include, roof repair and/or replacement, heating unit repair and/or replacement, ramps, hearing aids, prescriptions, to name a few. This is a valuable resource to the clients served by our department. During a time when resources are diminishing for both public and private agencies, it is comforting to know that we have a resource in town to refer our seniors during a crisis.

FCC also has a proven commitment to diversity and interfaith activities. FCC has been a longstanding member of the Bloomfield Interfaith Association. Through the Association, FCC members have assisted with organizing the National Day of Prayer, Thanksgiving and Rev. Dr. Martin Luther King, Jr. Day interfaith services. Several FCC pastors have also served as president of the Bloomfield Interfaith Association. In addition, FCC members have participated in community conversations on race. FCC's commitment to diversity is evidenced by being an open, affirming and welcoming congregation to all persons.

In conclusion, First Congregational Church of Bloomfield is a pillar of this community. It is always a pleasure to partner with the church in our mutual mission to help those in need. I welcome the opportunity to share additional information about this great congregation.

Sincerely,

Camilla B. Jones, LCSW
Director

**ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED
IN UCC YEARBOOKS**



Church#: 80110

Assoc: 116

Schedule: 0

First Congregational Church in Bloomfield

Bloomfield

CT

06002

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2005	352	110	54	0	0	1	16	0	-15
2006	352	120	37	0	0	5	9	0	-4
2007	351	120	37	0	0	0	0	0	0
2008	351	120	25	0	0	11	8	0	3
2009	352	110	40	0	2	6	7	0	1
2010	341	110	45	0	0	0	7	4	-11
2011	340	110	70	0	0	8	9	0	-1
2012	317	110	65	7	4	1	7	28	-23
2013	314	110	64	0	0	0	3	0	-3
2014	315	110	64	0	9	5	4	0	10
2015	317	88	76	6	4	1	9	0	2

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	SPECIAL SUPPORT	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2005	\$324,588	\$18,000	\$1,000	\$4,891	\$5,891	\$15,638	\$21,529	0.31	\$364,117	\$189,689
2006	\$310,507	\$0	\$3,000	\$4,022	\$7,022	\$29,552	\$36,574	0.97	\$347,081	\$201,470
2007	\$310,507	\$0	\$3,000	\$1,740	\$4,740	\$0	\$4,740	0.97	\$315,247	\$0
2008	\$383,915	\$0	\$4,000	\$7,830	\$11,830	\$13,682	\$25,512	1.04	\$409,427	\$235,330
2009	\$325,985	\$0	\$4,000	\$6,212	\$10,212	\$19,382	\$29,594	1.23	\$355,579	\$241,493
2010	\$330,372	\$0	\$5,000	\$7,493	\$12,493	\$36,880	\$49,373	1.51	\$379,745	\$227,814
2011	\$354,077	\$0	\$5,000	\$14,647	\$19,647	\$48,533	\$68,180	1.41	\$422,257	\$242,850
2012	\$355,207	\$0	\$5,000	\$3,220	\$8,220	\$36,865	\$45,085	1.41	\$400,292	\$259,659
2013	\$341,950	\$0	\$6,000	\$7,959	\$13,959	\$34,721	\$48,680	1.75	\$390,630	\$245,531
2014	\$348,548	\$0	\$6,000	\$12,686	\$18,686	\$22,125	\$40,811	1.72	\$389,359	\$213,151
2015	\$371,968	\$0	\$6,000	\$5,569	\$11,569	\$44,717	\$56,286	1.61	\$428,254	\$250,812

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2010-2015	-7.04	-20.00	68.89	0.00	-18.18	12.59	-7.40	12.77
2005-2015	-9.94	-20.00	40.74	1000.00	-43.75	14.60	96.38	17.61

**FIRST CONGREGATIONAL CHURCH
IN BLOOMFILED
2016 2017 BUDGET**

<u>ACCOUNT NUMBER</u>	<u>ACCOUNT DESCRIPTION</u>	<u>BUDGET</u>
CASH RECEIPTS		
4015-001	PLEDGES	208,000
4015-009	FREE OFFERING	3,600
4015-013	INITIAL OFFERING	150
4015-014	SPECIAL OFFERING	2,000
		<u>213,750</u>
4019-021	TRUSTEES GENERAL	76,405
4019-023	GALE MAINTENANCE	16,491
4019-022	MARTIN MILDON	0
4019-024	METZGER	251
4019-025	ROWLEY FUND	3,823
	SCHRYVER	0
4019-027	VERMILYA	458
4019-028	CARLSON	7,013
4019-029	SNYDER	0
4019-031	PROSSER	22,803
	PETERSON	1,069
4019-033	WADHAMS	1,831
4019-030	WILLIS	0
4019-034	BIDWELL	3,016
4019-035	CLARK	1,900
4019-037	ARRISON	2,852
4019-039	SCHOL & BENEV	466
4019-040	MUSIC ENDOWMENT	361
4019-041	WOOD	1,069
4019-042	MANN	193
4019-043	LANDSCAPING	0
4019-044	HUBBARD	672
4019-045	WALCH	932
4019-046	LATIMER	420
	RP MERRITT	1,030
		<u>143,055</u>
4023-035	MUSIC	500
4025-050	ONE GREAT HOUR OF SHARING	2,000
4021-060	CHILDREN'S DEVELOPMENT CENTER	14,000
4021-061	BUILDING INCOME - OTHER	12,500
4023-052	WOMEN'S FELLOWSHIP	300
	COFFEE HOUR RECEIPTS	170
4023-070	MISCELLANEOUS	700
4023-071	SPECIAL EVENTS	0
	CWS PROJECT RECEIPTS	0
	PF/YOUTH PROJECTS	1,000
		<u>31,170</u>
	CURRENT YEAR RECEIPTS	<u>387,975</u>
	SURPLUS (DEFICIT) - PRIOR YEAR	<u>(4,943)</u>
	TOTAL CASH RECEIPTS	<u>383,032</u>

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	BUDGET
CASH DISBURSEMENTS		
5030-111	MINISTER'S SALARY	58,500
5030-112	MINISTER'S BUSINESS EXPENSES	1,000
5030-113	MINISTER'S ANNUITY	3,862
5030-114	MINISTER'S SOCIAL SECURITY	4,800
5030-115	MINISTER'S MEDICAL	0
5030-116	MINISTER'S LIFE AND DISABILITY	0
5030-117	MINISTER'S CONTINUING EDUCATION	0
5030-118	MINISTER'S MEETINGS / SABBATICAL	0
5030-118	MINISTER'S SEARCH COMMITTEE	1,500
		<u>69,662</u>
5031-111	PASTORAL CARE STAFF	0
5031-112	PASTORAL CARE BUSINESS EXPENSES	800
		<u>800</u>
BOARD OF DEACONS		
5033-131	CANDLES AND COMMUNION ELEMENTS	100
5033-132	FLOWERS	0
5033-133	DIACONATE MISCELLANEOUS	200
5033-134	EVANGELISM	600
5033-135	SUBSTITUTE MINISTERS	1,800
	DISCERNMENT / STRATEGIC PLANNING	400
	CHURCH MEMBER EVENTS	300
5033-136	HARTFORD ASSOCIATION	500
5033-137	CONN CONFERENCE MEMBER SHARE	2,600
	MISSIONARY SOCIETY OF CT	4,000
5033-138	CAPITAL REGION COUNCIL - CHURCH	0
		<u>10,500</u>
MUSIC BOARD		
5035-141	MUSIC DIRECTOR'S SALARY	18,605
5035-143	ORGANIST SUBSTITUTE	300
5035-144	MUSIC AND MATERIALS	400
5035-145	SPECIAL MUSIC (INCLUDES \$350 FOR JA)	2,650
5035-146	TUNING & REPAIRS	1,200
5035-147	RETREAT	150
	DIRECTOR CONTINUING ED	0
5035-148	MUSIC DIRECTOR BENEFITS	100
5035-149	MUSIC SOCIAL SECURITY	1,424
5035-150	MUSIC - CONCERTS	0
		<u>24,829</u>
BOARD OF CHRISTIAN MISSION		
	BUDGET TOTAL	9,000
	SUBTOTAL CHRISTIAN MISSION	<u>9,000</u>
5039-250	PROSSER FUND	22,803
5041-255	SPECIAL OFFERING	2,000
5041-260	ONE GREAT HOUR OF SHARING	2,000
	TOTAL CHRISTIAN MISSION	<u>35,803</u>

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	BUDGET
BOARD OF CHRISTIAN EDUCATION		
5043-300	DIRECTOR OF CHRISTIAN EDUCATION	27,300
5043-301	SUNDAY MORNING CHRISTIAN EDUCATION	500
5043-302	YOUTH AND ADULT EDUCATION	300
5043-304	LIBRARY	0
	PROFESSIONAL DEVELOPMENT	250
5037-207	SCHOLARSHIP	9,809
5043-307	SPECIAL EVENTS/RETREATS	300
5043-308	CONFERENCE AID	0
5043-309	VACATION BIBLE SCHOOL	500
5043-310	JUNIOR/SENIOR P.F.	300
5043-312	CONFIRMATION	0
5043-313	C.E. SOCIAL SECURITY	2,088
		<u>41,347</u>
BOARD OF FACILITIES MANAGEMENT		
5045-411	ADMIN. ASSISTANT SALARY	38,255
5045-412	ADMIN. ASSISTANT INSURANCE	0
5045-418	SOCIAL SECURITY	2,926
5045-419	CUSTODIAL CONTRACTOR	42,840
		<u>84,021</u>
5047-430	PRINTING	100
5047-431	POSTAGE	1,900
5047-432	TELEPHONE	4,100
5047-433	SUPPLIES	1,900
5047-434	STATIONERY AND PAPER	1,000
5047-435	REPAIRS AND MAINTENANCE	750
5047-436	STEWARDSHIP COMMITTEE	300
5047-437	AUDIT/REVIEW	0
5047-438	DELEGATES	200
5047-439	CONTINGENCY	1,200
		<u>11,450</u>
5049-440	COPIER/COMPUTER	4,400
5049-441	CUSTODIAN SUPPLIES	6,300
5049-442	ELECTRICITY - CHURCH	9,700
5049-443	WATER	2,300
5049-444	FUEL - CHURCH	11,000
5049-445	INSURANCE - CHURCH	25,000
5049-446	REPAIRS AND MAINTENANCE - CHURCH	4,000
5049-447	OPERATIONS - GALE	4,600
5049-449	SNOW REMOVAL	13,000
5049-450	REPAIRS AND MAINTENANCE - GALE	16,491
5049-451	GROUPS MAINTENANCE	3,300
5049-452	KITCHEN	300
		<u>100,391</u>

ACCOUNT NUMBER	ACCOUNT DESCRIPTION	BUDGET
5050-448	REPAIRS & MAINTENANCE - PARSONAGE	2,600
5050-461	ELECTRICITY - PARSONAGE	1,000
5050-462	TELEPHONE - PARSONAGE	0
5050-463	FUEL - PARSONAGE	1,700
5050-464	WATER - PARSONAGE	400
5050-465	INSURANCE - PARSONAGE	0
		<u>5,700</u>
5051-515	MEMBERSHIP	700
		<u>700</u>
5052-520	PROGRAM - WOMEN'S FELLOWSHIP	300
		<u>300</u>
5053-512	MAJOR REPAIRS	0
	BUDGET REDUCTION - MAJOR REPAIRS	0
	PAYROLL POOL	0
		<u>0</u>
	TOTAL CASH DISBURSEMENTS	<u>385,503</u>
	SURPLUS/(DEFICIT)	<u>(2,471)</u>