
**LOCAL CHURCH PROFILE
FOR LOCAL CHURCHES SEEKING NEW LEADERS**

**Local Church
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 a 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 opinion 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.

Signatures of Search Committee Chairpersons

Date: _____

Church

Name: First Congregational Church, Canton Center
Address: 184 Cherry Brook Road
City, State, Zip: Canton Center, CT 06020

Search Committee Chairperson or Contact Person

Name: Joan Colglazier/Craig McAllister
Address:
City, State, Zip:
Telephone: see page two
Fax:
E-Mail: see page two

Minister
Position to be filled

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Please return the completed document to your conference or association office.

1. **Church:** First Congregational Church, Canton Center
2. **Address:** 184 Cherry Brook Road - P.O. Box 133
City, State, and Zip: Canton Center, CT 06020-0133
Church Website: <http://www.cantoncenterchurch.org/>
3. **Name of Search Committee Chairperson:** Joan Colglazier
Telephone: 860-409-9182 E-Mail: j.colglazier@sbcglobal.net
- Name of Search Committee Chairperson:** Craig McAllister
Telephone: 860-379-2857 E-Mail: Craigmcallister@charter.net
4. **Conference Staff Person Assisting Our Church:** Ineke Mitchell
Address: 105 Bahre Corner Road
City, State, and Zip: Canton, CT 06019
Telephone: 860-693-4473 E-Mail: inekem@ctucc.org

MEMBERSHIP INFORMATION

5. **Membership:** *(if information is not available, put n/a or estimate and put est.)*

	Last Year	5 Years Ago	10 Years Ago
a. # Church members	682	669	597
b. Average attendance at worship	147	165	193
c. Average participation of children/youth in C.E.	222	255	210
d. Average weekly participation in adult education	14	n/a	n/a
e. # Members who are ordained clergy	2	2	2

6. Profile of Congregation – based on 30% survey response

Estimate percentage of congregation. Each category should add up to 100%

- a. **Age:** (from survey results plus records)
- 5 % ages 0 - 5
24 % ages 6-18
18 % ages 19-34
22 % ages 35-49
17 % ages 50-64
7 % ages 65-74
7 % ages 75 +
- b. **Education level of adults:** (survey)
- 7 % completed less than high school
12 % high school graduates
10 % some college/vocational school
30 % college graduates
41 % graduate school
- c. **Family units:** (from survey results)
- 23 % couples with children at home
30 % couples without children at home
45 % single
2 % single parent with children at home
- d. **Occupation of adults:** (survey)
- 6 % business
13 % clerical
1 % farmer/rancher
1 % laborer/manufacturing
62 % professional
5 % service
3 % tradesperson
9 % other
- e. **Employment:** (survey)
- 46 % employed – FT
11 % employed - PT
5 % not currently employed
28 % retired
10 % Home/Student
- f. **Describe the racial-ethnic makeup of your congregation:**

99% Caucasian

1% Other

CHURCH FINANCES

	Last Year	5 Years Ago	10 Years Ago
7. Total Church Income	468,824	264,121	255,335
a. Members offerings and pledges	\$271,158	232,891	163,389
b. Interest from investment or endowments	25,529	22,104	38,040
c. Principal reduction (endowments or investments)*	13,898	9,126	2,160
d. Rentals	1,200	0	0
e. Special Fundraising	157,039	0	51,746
f. Other	0	0	0

*Difference between interest earned and Trust Fund Income taken for the Operating Budget

If the church has conducted an annual stewardship campaign, list results for the past two years:

2008 Goal: "step up" to 1% - 3% of gross income Pledges: 251,425 Actual Received: 241,342

2007 Goal: "step up" to 1% - 3% of gross income Pledges: 244,872 Actual Received: 237,658

	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Budget	314,405	290,727	231,559
a. Our Church's Wider Mission Basic Support	14,000	20,782	17,200
b. Our Church's Wider Mission Special Support	5,508	9,349	4,993
c. Other gifts	0	0	0
d. Current local expenses	294,897	260,596	209,366
e. Annual capital payments	0	0	0
f. Other debt	0	0	0

9. Identify special offerings the church has throughout the year and the amounts from last year:

One Great Hour of Sharing, Neighbors in Need, Christmas Fund, Strengthen the Church, Wider Church Mission Support, Canton Food Bank, Gifts of Love, Disaster Relief

10. Mission

- a. Name the most significant local missions/ministries or agencies that were financially supported by your local church last year and the amount of support:

Name	Amount
1. Andover Newton Theological Seminary/Hartford Seminary	\$1,150.00
2. Christian Activities Council	\$1,225.00
3. Gifts of Love	\$600.00
4. Klingberg Family Centers	\$600.00
*see page 8 for other donations	

- b. What mission project has excited your church the most in the past three years? Why?

Simply Smiles, Inc. a 501c3 not-for-profit organization dedicated to providing bright futures for impoverished children. Our church warmly commissioned three young adults to travel to Oaxaca City, Mexico. Typically, our outreach has been to Boston, MA, Orland, ME, Appalachia and Staten Island, NY. The three students had the opportunity to witness highly impoverished children. Beyond our borders, out-of-sight from our middle to upper class, witnessing and briefly living a life uncommon to our own perspective touched our church family. All of these experiences have broadened our horizons and have instilled a chilling and lasting memory to our young adults. It's through Missions that we only begin to understand the reality of what growing up poor actually means.

11. Indebtedness

- a. Total amount of capital debt: \$ 0
- b. Total amount of other debt: \$ 0
- c. Are capital and other payments current? X yes no

e. *If the church owns a parsonage, describe it:*

Address: 172 Cherry Brook Road, Canton, CT 06019

Number of Rooms: 9 Number of Bedrooms: 4 Number of Bathrooms: 2-1/2

Description: The house has a basement. First floor is kitchen, 1 1/2 baths, dining room, bedroom, den, living room, enclosed front porch. Second floor: 3 bedrooms, game room with pool table, 1 full bath. Oil hot water heat; oil domestic hot water. One-car garage. The parsonage is located about 200 yards from the church. It is not handicapped accessible.

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

14. If your conference has compensation guidelines, do you follow them?

yes no

a. *If the compensation package offered falls below conference guidelines, are you willing to have a pastor who is bi-vocational having a part-time position to supplement income?*

yes no

b. *Are you willing to help bi-vocational candidates locate other employment?*

yes no N/A

15. Salary History

To provide a profile of salaries for the position you are seeking to fill, indicate salaries at the beginning and ending of the ministers' tenure. Do not include interim positions. If a parsonage is provided, insert the letter "P" in the space provided. Provide information for the last 3 leaders or the last ten years.

	Start Date				End Date			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
a. Last	1998	33,600		P	2008	55,200		P
b. Previous								
c. Next previous								

16. During the above period, has your church failed to fulfill its financial obligations to its pastor? yes no If yes, please comment:

17. Salary, Benefits, and Expenses Offered

a. Cash salary offered: commensurate depends on experience

Conference recommended salary range: \$ according to UCC guidelines

b. Housing: amount under review

Housing allowance only: Parsonage only: would offer either

- c. Customary benefits: (X – included, N – Negotiable)
- Vacation: ___ weeks annually after _____ (date)
 - Maternity/paternity leave
 - UCC retirement annuity: (14 %)
 - UCC Life and Disability Insurance Benefits
 - UCC Health Benefits; _____ other health benefits
 - UCC Dental Benefits; _____ other dental benefits
 - Social Security/Medicare Offset
 - Continuing Education Funds
 - Continuing Education Time
 - Sabbatical Leave
 - _____ Other Benefits, Specify: _____
- d. Ministry Expenses: (X – included, N – Negotiable)
- Travel Reimbursement; 55 cents per mile
 - Meeting Expense Reimbursement
 - Books and Periodicals
 - Reimbursement of Criminal Background Check Fee
 - Moving Expenses

COMMUNITY CHARACTERISTICS

18. Population

- a. *Population of total city or town in which your church is located:* 9,400
- b. *Describe the population by racial-ethnic category and identify the source of the information:*
- 99% White, from 2009 census

19. Economic Factors

Identify major sources of employment/income in your community:

- a. Retail stores
- b. Town employees
- c. Employees of financial and service industries around the Hartford area

20. General Description

- a. *Describe five distinctive attributes of your community:*
1. Relatively stable population base.
 2. Suburb community of metropolitan Hartford with a low crime rate.
 3. Retains small town feel.
 4. Highly rated school system.
 5. Church is located in historic district.

b. *Identify major trends you envision in your community during the next five years:*

1. Very little change is anticipated and stability in number of housing starts.
2. Steady employment.
3. Little growth in young population as well as increased growth in population nearing retirement.

c. *List three or four problem areas confronting your community that members feel your church should address:*

1. Local food and fuel needs for underemployed and unemployed.
2. Job searches/networking.
3. Outreach for elderly and shut-ins.
4. Need for volunteers for Fire/EMS.

d. *Indicate Mission Activities*

1. In which your church participates as a part of its mission in the community:

Back Bay Mission, Biloxi, MS; Prayer Shawl Ministry, Canton Connections, Canton Fuel Bank, Covenant to Care, Connecticut Conference of the UCC, Focus on Canton, Freedom Rides, Food Share, Habitat for Humanity, Hartford Interval House, Open Hearth Association, Operation Fuel, Plowshares Institute, Silver Lake Conference Center, South Park Inn, Susan B. Anthony Project, Suit a Brother/Dress a Sister, Canton Food Bank, Children's Home, Soldier's Care Packages, UNICEF, Charles Hall Youth Services

2. In which your church expects the leader you are now seeking to participate:

As encouraged by members and committees of the church.

e. *Describe how your church building is now being used by the community:*

Al-Anon, AA, Cub Scouts, DAR, School Study Groups, Garden club, occasional rental for events

f. *Indicate the number of school districts from which members of your church are drawn:*

_____ one _____ two X three or more

CONGREGATIONAL LIFE

21. Identify major trends you envision in your church in the next five years

Continued and increasing demand for innovative Church School programs and youth activities, and the growing need for lay teachers and advisors. Requests for Christian Education programs for adults. Growth in the number of senior citizens and desire for programs and visitation.

Reaching out more to the community, develop more local missions to help people affected by the economy and in crisis. Greater commitment to stewardship (financial and otherwise). More opportunities for fellowship. Keep great music and sense of community

22. Planning

- a. *All churches do planning. How would you characterize the way planning is done in your church?*

Most planning has been done on an annual basis by the Church Council, Trustees, Pastor, and Committee Chairs, with the budget limitations being a major determinant. However, for our 2008 Capital Campaign, our Church did long-range planning for fiscal/maintenance needs along with small group feedback sessions.

- b. *What expectations do you have of the person you are seeking in relation to the planning that takes place?*

The Pastor would be involved in major planning efforts for the Church by providing suggestions, encouragement, and spiritual guidance, and would perhaps, stimulate such efforts.

- c. *When is the last time your church undertook a period of discernment and long-range planning in an intentional way?*

In 2008, our Church did undertake long-range planning for major fiscal/maintenance needs in a Capital Campaign for the next 10 years. It did not include policy and By-Law review.

- d. *What were the outcomes of your intentional long-range planning?*

The financial donations and pledges received exceeded our expectation, and yet fell just short of our goal. The campaign was facilitated by many church volunteers and included many small “cottage” meetings among the congregational members which were enlightening, frank, and appreciated.

- e. *Does your church have any plans to undertake a period of long-range planning in the future?*

Not yet.

23. Reflections on Congregational Life

Comment on the following with what you believe to be the generally-held responses of the congregation. (If more space is needed, use additional pages.)

- a. *Identify the three most important events in the history of your church and the year:*

<u>Event</u>	<u>Year</u>
1. 250 th Anniversary Celebration	2000
2. Refugee family resettlement:	
i. Bosnian (2)	1990s
ii. Hurricane Katrina	2005
iii. Cuban	2006
3. Retirement of Reverend Dr. Evans Sealand & his appointment to Pastor Emeritus	1994

- b. *Identify the most challenging event in the life of your church in the last three years and what the church learned from it:*

The most challenging faith experience happened just three years ago, and involved the Senior Youth Fellowship leadership. The couple leading the fellowship had led the group successfully for many, many years. In more recent years their theological beliefs began to diverge from the more generally held beliefs of the congregation. The couple was approached by the minister to see if they minded some oversight of the fellowship they led. The couple did not accept this offer. As a result the couple left our church to participate with another church that they had attended in tandem with ours over the years.

Ramifications to the SYF were significant. The couple had been encouraged to stay with our congregation, yet declined. Youth had bonded with the couple and some were very upset by the upheaval of the program. A large meeting was held, attended by the Minister, Diaconate, Church Council, youth and parents of the SYF. The purpose of the meeting was to address the concerns of the youth, and to communicate to them that the couple chose to leave our church, they were not asked to leave. Our CE Director and parents of the SYF now head the fellowship.

- c. *Identify what the congregation intends to accomplish during the next three years:*

Our church is being called to unite through participation. The congregation's desire is to maintain the strong sense of community and fellowship with friends and neighbors which has developed for most members from childhood, to adulthood to old age.

- d. *Describe how the church expects the person you are seeking to help your church reach these goals:*

Our church hopes that our new minister can achieve this unity and fellowship through encouragement and stimulation.

1. He/She should work well with our church staff and committee members.
2. He/She should set the tone of fellowship throughout the church.
3. He/She should possess a sense of humor, and sense of honor as well as a sense of trustworthiness.
4. Encourage involvement of members in our services, as well as on committees.

- e. *Chose the statement that most accurately describes the theological/faith stance of your church: You may check more than one.*

- We tend to be theologically conservative.
 We tend to be theologically moderate to conservative.
 We tend to be theologically moderate.
 We tend to be theologically moderate to liberal.
 We tend to be theologically liberal.
 We tend to be quite diverse theologically.
 Other

Comments:

We are a traditional, non-Evangelical family-oriented church. With regard to our view of the Bible, 46% of us responded to the survey saying "The Bible is the record of many different people's response to God and because of this, people and churches today must interpret for

themselves the Bible's basic moral and religious teachings." 42% of us chose the statement that "The Bible is the inspired Word of God and its basic moral and religious teachings are clear and true, even if it reflects some human error."

f. *Describe the educational program of your church:*

Identify the curriculum/a used in your church school and the person or committee responsible for selection of curriculum/a:

Our Christian Education Director and the Christian Education Committee are responsible for the selection of the curriculum/a for our church school. The curricula are Cornerstone Rotation Model (used generally for grades 3 through 8) and Heartshaper from Standard Publishing (used generally for 3 years old and through second grade). The CE Director also uses other available resources for our summer Sundays and has also created a series used in the past, prior to our rotation model, that she called The Foundation Formation. This series was based on each grade learning a prayer, hymn, psalm, or commandments, etc.

Indicate resources used for Confirmation and the person or committee responsible for the selection of these resources:

The Pastor is responsible for the Confirmation class. There is no set curriculum but could use United Church resources and Pilgrim Press materials.

Are there educational opportunities for all ages?

Yes.

Does your church have a Safe Church Policy?

Yes, it was written and adopted in 2004. We also have a Policy and Procedures document available if an incident occurs.

g. *Describe how the church expects the person you are seeking to participate in the congregation's educational programs:*

Our church would expect the pastor to lead the confirmation class with assistance. The pastor would also be the leader of any adult study classes. S/he would have some input in the children's program. Our CE Director would like to share the children's message during the worship service with the pastor as she feels that it is important for the children to know the minister as a teacher, too.

h. *Describe how programs or ministries of your church are evaluated:*

The CE Committee evaluates the children's programs and curriculum. The Diaconate and Personnel committee evaluate the other ministries of our church.

i. *Describe the strengths or positive qualities of your church: (Add *** if information came from a survey of the congregation.)*

*** All information here was gathered through our social gathering session or surveys.

At Canton Center we have a wonderfully active and vibrant community of caring Christian members. Our church is busy with folks who want to learn, teach and work on our many projects. It is very obvious on Sunday mornings that there is a strong family focus at Canton Center. Our church is filled with young families and older people too. We have a very strong and well attended Sunday School program that we are extremely proud of. Our Christian Education program is considered very valuable and important to all segments of our membership.

We are blessed with an outstanding music program at Canton Center. We have many talented and dedicated members in the vocal and hand bell choirs under the leadership of our extremely talented Organist/Choir Director. We are also able to call on church members who perform instrumental and vocal solos that supplement the regular music program. Our surveys show that the membership is extremely happy and proud of the music program of the church.

We are a friendly group of people. The Sunday coffee hour after church is packed with people who want to spend some time talking with each other. At Canton Center we put a lot of emphasis on having fellowship opportunities. We have several fellowship groups that meet regularly to enjoy planned events. We also have the Wider Church Fellowship that is an open organization that needs no special membership but rather declares that all church members and friends are already members. Wider Church Fellowship is led by a steering committee that provides fellowship opportunities for the whole church. Fellowship is considered so important, that all profits from the church's major fund raising events are kept aside in a separate account just for fellowship use.

We are a church that is concerned for our less fortunate members of society. Recently we joined with area churches to sponsor Cuban and hurricane refugee families. Previously, we sponsored two Bosnian refugee families on our own. This year our youth went on a very meaningful mission trip to work for under privileged children in Mexico. We have a very active Missions Committee that meets regularly and has a budget for benevolence use. We have special offerings whenever there is a local or global need for assistance. Members give freely in response to these needs. Annually and at other times depending on need we hold "Brown Bag Food Drives." Response is always outstanding and incredible with a huge number of filled bags of groceries to go to local food banks and organizations. We are a community that tries to live up to the requirement to "love our neighbor as ourselves."

Our church has a very competent and talented staff whose services are greatly appreciated by all. Their longevity with the church shows that they are very satisfied with their positions as well. Our history shows that we have fostered very amiable relationships between staff, committees, pastor and members. We believe that mutual respect and appreciation and our friendly environment has led to the long term staff stability that is valued at Canton Center.

We have a wonderful facility that is maintained and well cared for. Our present capital campaign has provided the funds to make needed repairs and improvements. The church is an old New England meeting house in a historic district. The sanctuary interior with the traditional high pulpit has been faithfully restored to its original character after having a gothic décor for many decades. The sanctuary is plain and devoid of ornamentation and beautiful in its workmanship and simplicity. The church's exterior has a fresh coat of paint and always has an inviting appearance.

24. Indicate major boards, committees, groups, and organizations that are a part of your church, the frequency of meetings (monthly, weekly, etc.), and expectations for leadership. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and laity share responsibility; 3 = laity takes primary initiative and responsibility; 4 = the pastor's presence is expected periodically/occasionally.

Board/ Committee	Purpose	No. of Mem.	Frequency	Leader- ship
Council	Our governing body which has representatives from our major committees.	11	Monthly	3
Trustees	Oversees the fiscal health of the church, including pledge campaigns, as well as the maintenance of its properties.	9	Monthly	3
Diaconate	Assists Pastor with church services.	6	Monthly	2
Christian Education	Oversees our Sunday School programs as well as our Junior and Senior youth Fellowship classes.	10	Monthly	2
Missionary & Stewardship	This committee disburses funds to local, national and worldwide organizations.	9	Monthly	4
Memorial Gifts	Creates an ongoing legacy for anyone who wishes their memory continue through the life of this church.	3	Periodic	3
Nominating Committee	Calls members to secure volunteers for each committee opening.	5	Periodic	3
Music Committee	This committee represents the various programs (Senior, Junior, Cherub and Hand Bell Choirs) as well as special musical events.	3	Monthly	3
Wider Church Fellowship	Oversees fundraisers (Strawberry Festival, Chicken Pie Supper, Harvest Fair and others) and also sponsors social programs and fellowship activities.	12	Periodic	3
Delegates to Farmington Valley Association	Attend annual (or semi annual) conference meetings.	4	Annually	4
Delegates to CT UCC Conference	Attends annual (or semi annual) conference meetings.	3	Annually	4
Prime Timers	This is a group for our Seniors, but the group is open to anyone. This provides social programs and activities, as well as service projects.	6	Monthly	3
Women's Fellowship	This is a new group, just beginning to provide a fellowship opportunity.	2	Periodic	3
Flower committee	Secure volunteers to bring flowers for church service, often as a memorial.	1	Ongoing	3
Prayer Shawl Ministry	Knits shawls and pray over them. Once complete, they distribute to those in need (e.g. serious illness or difficult times).	16	Monthly	3
Personnel Committee	Evaluates the salaries and performances of all employed personnel of the Church, and makes recommendations to the Trustees.	6	Periodic	3

25. Conflict

Most churches experience conflict at various times. Characterize your church's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church: C = closely; S = somewhat; N = not at all.

C as a church, we respect and listen to each other and work things through without generating divisiveness

S as a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides

S some have left our church because of conflict

S conflict hurts our sense of unity, but we tend not to talk about it

S painful experience with conflict has been present, but it has been worked through, and we have learned from the experience

S we have had some painful experiences with conflict, and they linger in the background

N open conflict is present, and we need a minister who can help us deal with it

_____ other Specify:

Comment:

26. Worship

a. *Describe the weekly worship schedule:*

Sunday worship is at 10 – 11am, there are two services on Christmas Eve and two on Easter morning. There is also a Maundy Thursday service. All services are conducted in English. Communion is served the first Sunday of the month, on Maundy Thursday, and two times a year at teachers' meetings. One or two laity services are conducted a year which are led by the Deacons.

b. *Are your worship services or church gatherings in sign language?*

No

c. *Identify how worship is planned on a regular basis in your church:*

__ by a worship committee

X by the pastor

__ by the pastor in consultation with the church musician

__ other. Specify:

d. *Describe the style and content of preaching valued by your congregation:*

Our congregation values a sermon that touches directly on each person's everyday life. The sermon is carefully composed and skillfully delivered. It is spiritually moving and inspirational. It makes us reflect on issues and events that go beyond our personal lives and those in our local community. It also is challenging and thought-provoking. The preacher sets forth a clear faith position as a guide for making decisions and living a faithful life. It is biblically based and illustrated.

e. Describe the role in worship of the person you are seeking:

The pastor will be planning and leading worship sensitive to the needs of the congregation. The Pastor will emphasize the spiritual development of the members; support religious education programs for children and youth; directly involve laity in planning and leading the church programs and events. The Pastor will develop and lead adult education programs.

f. What hymnal(s) are currently used by your congregation in worship?

We use the Pilgrim and Chalice hymnals. Many congregants prefer the Pilgrim hymnal over the Chalice hymnal.

g. Have you considered using another hymnal?

The Pilgrim hymnal has been in use for at least 50 years and we introduced the Chalice hymnal eight years ago to broaden our repertoire. At that time we considered but decided not to use the New Century Hymnal.

h. Churches have a variety of practices related to the use of Inclusive Language in worship services. How important is this issue to your church?

This has not been an issue – 47 % of the congregation reports being very satisfied and 35% report being generally satisfied with the current practice.

WIDER CHURCH CONNECTIONS

27. United Church of Christ

a. Association, conference, or other denominational settings in which church members participate:

CTUCC Conference Annual Meeting, Farmington Valley Association, Silver Lake retreats/programs

Do you send delegates to association and conference meetings?

Regularly

Have members of your church ever served as delegates or visitors to General Synod?

Yes

b. Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate:

CTUCC and Farmington Valley Association meetings

- c. *Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:*

closely moderately nominally other

Comment:

Some are more aware of our association with the UCC connection than others.

28. Ecumenical and Interfaith Activities

- a. *Describe ways your church participated in ecumenical and interfaith activities during the last three years:*

Easter Sunrise service; High School graduating class Senior breakfast; Bell Choir and Choir exchange; Focus on Canton interaction of senior citizens and youth; youth mission trips; summer camp at Silver Lake UCC retreat; summer Sundays with Canton Baptist Church; refugee resettlement with local churches; Crop Walk and Thanksgiving Ecumenical service.

- b. *Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:*

Our church expects the new minister to be an active, supportive friend to the congregation and the community. They will be a person who will lead and participate in long standing church activities and possibly begin some new traditions.

RELATIONSHIP WITH MINISTERIAL LEADERS

29. Relationship With Prior Leaders

- a. Characterize your church's experience with pastoral leaders over the last 10 years. *You may check more than one response:*

We have had solid relationships with persons providing pastoral leadership.

We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.

We have some tough times and things did not always work out.

Other. Specify:

Comment: Our congregation has enjoyed very strong and positive relationships with the past three ministers which is reflected in their respective tenures.

- b. *Indicate the tenure of the last three installed persons who filled the position you are seeking to fill. Do not include interims:*

31. If there is periodic assessment of the nature of the work and of the performance of that work for the position you are seeking to fill, describe it:

We conduct separate annual personnel reviews with each staff member, including our pastor. These are intended to be constructive dialogs in which we can discuss issues/concerns and performance highlights.

Our personnel committee is comprised of our Church Council officers as well as members of our key committees.

32. Leadership Expectations

A list follows of 43 items which represent a range of qualities in the ministry of the church. Place an “X” beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. **Do not rank the items.** If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

Mark only 12 of the following items. Do not rank the items.

Our church needs a person who...

- | | |
|---|---|
| 1. <input checked="" type="checkbox"/> is an effective preacher/speaker | 24. <input type="checkbox"/> regularly encourages support of
Our Church’s Wider Mission |
| 2. <input type="checkbox"/> continues to develop his/her
theological and biblical skills | 25. <input type="checkbox"/> reaches out to inactive members |
| 3. <input checked="" type="checkbox"/> helps people develop their
spiritual life | 26. <input type="checkbox"/> works regularly in the development
of stewardship growth |
| 4. <input type="checkbox"/> helps people work together in
solving problems | 27. <input type="checkbox"/> is active in ecumenical relationships
and encourages the church to
participate |
| 5. <input checked="" type="checkbox"/> is effective in planning and leading
worship | 28. <input checked="" type="checkbox"/> is a person of faith |
| 6. <input type="checkbox"/> has a sense of the direction of
his/her ministry | 29. <input type="checkbox"/> writes clearly and well |
| 7. <input type="checkbox"/> regularly encourages people to
participate in United Church of
Christ activities and programs | 30. <input type="checkbox"/> works well on a team |
| 8. <input type="checkbox"/> helps people understand and act
upon issues of social justice | 31. <input checked="" type="checkbox"/> is effective in working with youth |
| 9. <input type="checkbox"/> is a helpful counselor | 32. <input type="checkbox"/> organizes people for community action |
| 10. <input checked="" type="checkbox"/> ministers effectively to people in
crisis situations | 33. <input type="checkbox"/> is skilled in planning and leading
programs |
| 11. <input checked="" type="checkbox"/> makes pastoral calls on people in
hospitals and nursing homes and
those confined to their homes | 34. <input type="checkbox"/> plans and leads well-organized
meetings |
| 12. <input type="checkbox"/> makes pastoral calls on members
not confined to their homes | 35. <input checked="" type="checkbox"/> encourages people to relate their faith
to their daily lives |
| 13. <input type="checkbox"/> is a good leader | 36. <input type="checkbox"/> is accepting of people with divergent
views |
| 14. <input checked="" type="checkbox"/> is effective in working with children | 37. <input type="checkbox"/> encourages others to assume and
carry out leadership |
| 15. <input checked="" type="checkbox"/> builds a sense of fellowship among
the people with whom he/she works | 38. <input type="checkbox"/> is mature and emotionally secure |
| 16. <input type="checkbox"/> helps people develop their leadership
abilities | 39. <input type="checkbox"/> has strong commitment and loyalty |
| 17. <input type="checkbox"/> is an effective administrator | 40. <input checked="" type="checkbox"/> maintains confidentially |
| 18. <input type="checkbox"/> is effective with committees and
officers | 41. <input type="checkbox"/> understands and interprets the mission
of the church from a global perspective |
| 19. <input type="checkbox"/> is an effective teacher | 42. <input checked="" type="checkbox"/> is a compassionate and caring person |
| 20. <input type="checkbox"/> has a strong commitment to the
educational ministry of the church | 43. <input type="checkbox"/> deals effectively with conflict |
| 21. <input type="checkbox"/> is effective in working with adults | 44. _____ |
| 22. <input type="checkbox"/> inspires a sense of confidence | 45. _____ |
| 23. <input type="checkbox"/> works regularly at bringing new
members into the church | |

If there are other comments you wish to make about expectations, include one or more paragraphs here on an additional sheet.

STATEMENT ON LEADERSHIP IN MINISTRY

Using this page, and one additional page if needed, write a statement that will help a candidate better understand the relationship of clergy and lay leadership in the life of your congregation. Include in the statement reflections on leadership styles that work well for your church. Describe how clergy and lay leaders work together. If yours is a multiple-staff church, it would be helpful to comment on your expectations of how the staff team members relate to each other. You are encouraged to include anything else you want to say about your church and its expectations of the leader it now seeks:

Relationship of Clergy and Congregation

Our church has a history of long pastorates that are cherished in the memories of the congregation. We have had only two pastors since 1959, we enjoyed the service of our Pastor Emeritus for 35 years and our most recent pastor for 12 years. It is the fervent desire of the congregation to continue this history of long-term, warm, personal relations with a spiritual leader who is graced with the ability to inspire the congregation in its Christian purpose. Our now retired Pastor Emeritus remains as a beloved, active member of the congregation who serves no leadership function within the church.

Strong Cooperative Relationship with Lay Leadership

Our lay leadership is strong and capable. All committees of the church are well prepared and function independently in their assigned responsibilities. The chair of each committee holds a seat on the Church Council. The Church Council is led by the president of the church who has prepared for the one year position by being vice president and member at large, both additional one year terms. The Pastor is invited to attend all committee meetings and offer input and inspiration freely. It would be expected that the pastor attend and give a monthly report to the Church Council and also host and be an active participant in the monthly Diaconate meeting.

Lay Led Ministries

We have many varied lay led ministries that function with little input or supervision from the Pastor. Among them are:

The **Prayer Shawl Ministry** is about five years old and has completed and provided over seven hundred prayer shawls to people in need of a spiritual uplift. The group meets monthly for fellowship and knitting sessions. The Missionary and Stewardship Committee and Prime Timers have helped support the purchase of yarn for this important ministry.

Wider Church Fellowship is a committee of the church that provides regular fellowship opportunities for the whole church and holds the two major annual fund raising events of the church: the long standing Chicken Pie Supper/Church Fair and the Strawberry Festival. Totally lay led this committee has the distinction of enjoying a separate budget from the general fund where all the Wider Church Fellowship receipts are set aside for fellowship programs and fellowship expenses. The Wider Church Fellowship also organizes two very successful annual pot luck dinners at Thanksgiving and Palm Sunday.

Women's Fellowship is a new start-up organization that is enjoying an enthusiastic response from the women of the congregation.

Visitation Ministry has three members that help out with visits to hospitals and nursing homes.

Prime Timers Senior Fellowship has regular meetings with speakers and wide ranging programs. They also go on short trips to enjoy all sorts of educational and social activities. The Prime Timers are tremendous help doing prep work for the Chicken Pie Supper and the Strawberry Festival. They also provide and serve refreshments following many of the church's memorial services.

Music Ministry consisting of the Senior Choir, Junior Choir, Cherub Choir, Bell Choir, Youth Instrumental Ensemble.

Junior and Senior Youth Fellowships are organized under the leadership of the Christian Education Committee and the Director of Christian Education. The youth fellowships enjoy an active program that supports social activities and is enriched by domestic and sometimes foreign mission work.

How the lay led ministries function in relationship with the Pastor

These lay led ministries with the exception of the Visitation Ministry function independently but welcome guidance and views of the Pastor. The Visitation Ministry is coordinated with the Pastor.

What will be expected of the Pastor

The Pastor is the spiritual leader of the church. As such, the Pastor will lead the Sunday worship service, administer the sacraments of Baptism and Communion and endeavor to teach the congregation in all aspects of the Christian faith. It is expected that the selected pastor will have the ability to deliver thought provoking biblically based sermons that will fulfill the need of a diverse congregation. *Surveys indicate that many congregants want an intellectually stimulating message while others prefer a more basic approach.* It will be the Pastors job to provide a mixture that meets the need of the congregation. The congregation wants to be challenged to do Christian work and activities. The Pastor should have the ability and enthusiasm to find or develop programs that will interest the congregation. Often, programs become the work of ongoing committees or new ad hoc groups. However, the Pastor can have personal involvement as desired. There is an ongoing stated desire for adult Christian education by our extremely busy congregation, scheduling is a continuing challenge. The congregation values pastoral calls to hospitals, nursing homes and home visits very highly. The Pastor should value and enjoy making calls as well.

Financial Decisions

The Pastor should be aware of the work that the committees are doing. It is not unusual for the Pastor to attend the committee meetings. However, it is not necessary to attend the committee meetings. The Pastor should be well informed in the activities of the church and offer suggestions or guidance when he/she thinks it necessary. The Pastor is an Ex-Officio member of all committees and invited to all meetings and business but is excused from committee discussions of his/her compensation.

Leadership styles that work well

The leadership style that works well at Canton Center is a collaborative one, listening to and respecting all viewpoints, getting to know us and our traditions, then offering fresh perspectives, new ideas, and spiritual guidance. We prefer a relaxed, interpersonal style of leadership that will seek to bring us together, help us grow in faith and service, and help our congregation remain vital for future generations

What do we hope the Pastor will value in our style of lay leadership

Initially, we hope the Pastor will respect our methods, traditions, and our point of view in all work of the church and any issues as they arise, while offering fresh ideas and new perspectives once they have gotten to know us.

How do staff members relate to each other

We have a wonderful group of well organized staff members. They work well with each other and have enjoyed a positive work experience with the former Pastor. Previously the Pastor held monthly planning meetings with the staff that helped coordinate the individual's activities.

Anything else about expectations for Pastor

It is important for the Pastor to be outgoing and friendly and work toward bringing new members to the church. It is also necessary for the Pastor to be a motivating factor, to engage members in the work of the church. Members should hear participation messages from the pulpit as well as from other members. It is also important for the Pastor to have the ability to communicate and work with our youth members. To be able to relate to our youth and encourage their participation is vital in providing for the future of the Church.

Conference or Association Descriptive Reference

Church Name: **First Congregation Church of Canton Center**

Location: **41°51' N and 72°55' W**

Conference: **Connecticut Conference of the UCC**

Association: **Farmington Valley Association of the UCC**

Name of Conference Staff Assisting in the Search: **Ineke Mitchell**

Signature of Staff Assisting in the Search

Date