

12/30/16

Date

Pastor

Position to be filled

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

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**Local Church  
Statement of Consent**

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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.

\_\_\_\_\_  
Signature of Search Committee Chairperson

12/30/16

Date

**Church**

Church of Christ, Congregational  
5 Old Middle Street  
PO Box 216  
Goshen, CT 06756

**Search Committee Chairperson**

Melissa Corey  
31 Milton Road  
Goshen, CT 06756  
860-307-8350  
goshenchurchsearch@gmail.com

12/30/16

Date

Pastor

Position to be filled

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## LOCAL CHURCH PROFILE

### FOR LOCAL CHURCHES SEEKING NEW LEADERS

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

1. **Church:** Church of Christ, Congregational
2. **Address:** 5 Old Middle Street  
PO Box 216  
Goshen, CT 06756
3. **Name of Search Committee Chairperson:** Melissa Corey  
  
Address: 31 Milton Road  
Goshen, CT 06756  
Telephone: 860-307-8350  
E-Mail: melissacorey@optonline.net
4. **Conference Staff Person Assisting Our Church:** Rev. Tamara Moreland  
  
Address: 125 Sherman Street  
Hartford, CT 06105  
Telephone: 860-214-2686  
E-Mail: tamaram@ctucc.org

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### MEMBERSHIP INFORMATION

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5. **Membership:** *(as reflected in the eleven-year UCC Statistical Report for our church;*

|  | Last Year | 5 Years Ago | 10 Years Ago |
|--|-----------|-------------|--------------|
| a. # Church members                                | 130       | 197         | 225          |
| b. Average attendance at worship                   | 62        | 79          | 100          |
| c. Average participation of children/youth in C.E. | 20        | 27          | 26           |
| d. Average weekly participation in adult education | 6         | -----       | -----        |
| e. # Members who are ordained clergy               | 0         | -----       | -----        |

Note: In 2016 the Deacons reviewed and refined our church roles between active and associate members.

## 6. Profile of Congregation

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

### a. Age:

5 % ages 0 - 5  
15 % ages 6-18  
10 % ages 19-34  
25 % ages 35-49  
30 % ages 50-64  
10 % ages 65-74  
5 % ages 75 +

### b. Education level of adults:

10 % completed less than high school  
30 % high school graduates  
30 % some college/vocational school  
20 % college graduates  
10 % graduate school

### c. Family units:

40 % couples with children at home  
40 % couples without children at home  
5 % single  
15 % single parent with children at home

### d. Occupation of adults:

30 % business  
10 % clerical  
2 % farmer/rancher  
10 % laborer/manufacturing  
25 % professional  
10 % student  
13 % tradesperson

### e. Employment:

65 % employed  
5 % not currently employed  
30 % retired

### f. Describe the racial-ethnic makeup of your congregation:

95% White  
 5% Other

## **CHURCH FINANCES**

*(Figures reflect the eleven-year UCC statistical report as well as the church's annual reports.)*

|  | <b>Last Year</b> | <b>5 Years Ago</b> | <b>10 Years Ago</b> |
|--|------------------|--------------------|---------------------|
| <b>7. Total Church Income</b>                      | 191,544          | 229,926            | 190,626             |
| a. Members offerings and pledges                   | 91,845           | 108,719            | 120,288             |
| b. Interest from investment or endowments          | 18,500           | ---                | 19,750              |
| c. Principal reduction (endowments or investments) | 20,000           | 75,000             | 500                 |
| d. Rentals   | 37,866           | 27,000             | 26,777              |
| e. Special Fundraising                             | 19,490           | 18,207             | 23,311              |
| f. Other   | ---              | ---                | ---                 |

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

|   | Last Year | 5 Years Ago | 10 Years Ago |
|---|-----------|-------------|--------------|
| <b>8. Total Operating Budget</b>              | 184,180   | 200,000     | 183,905      |
| a. Our Church's Wider Mission Basic Support   | 1,200     | 4,050       | 4,050        |
| b. Our Church's Wider Mission Special Support | ---       | ---         | 3,200        |
| c. Other gifts                                | ---       | 1,200       | 1,200        |
| d. Current local expenses                     | ---       | ---         | ---          |
| e. Annual capital payments                    | 0         | 0           | 0            |
| f. Other debt                                 | 0         | 0           | 0            |

**9. Identify UCC special offerings the church receives throughout the year and the amounts from last year:**

- One Great Hour of Sharing (\$293)

**10. Mission**

- a. Beyond your contributions through the UCC, name the most significant local or global missions/ministries or agencies that were financially supported by your local church last year and the amount of support:

| Name                            | Amount  |
|---------------------------------|---------|
| 1. Heifer Project International | \$ 206  |
| 2. Blanket Sunday               | \$ 0    |
| 3. Mission Fundraiser           | \$ 306  |
| 4. Miscellaneous Assistance     | \$1,500 |

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

The Dominican Republic Mission trips of 2013 and 2015 were probably the most exciting because we learned about third world societies, helped improve the quality of life for the people we met and resulted in a life-changing experience for many of the participants. We learned how truly privileged US citizens are, but at the same time we learned that material things aren't the most important things in life. These trips have allowed us to share the love of Christ, to bond with the children and community and to show them that the world cares

**11. Indebtedness**

None

**12. Capital Campaigns:**

- a. If the church has had capital campaigns in the last ten years, note goal and results:

None

- b. What projects were undertaken as a result of your capital campaign?

N/A

- c. Was there a mission or outreach component to the campaign?  Yes  No

- d. If a capital campaign is underway or anticipated, describe it: *None*

**13. Assets held by the Church:**

- a. Reserves (savings): \$ 0

- b. Endowments/Investments: \$291,207 Church Fund  
\$584,306 Cemetery Fund

- c. Describe buildings and property of your church except the parsonage:
- 1) Three story church building, including sanctuary, meeting room with kitchen and 3 lavatories, two top story meeting or storage rooms.
  - 2) One-story parish hall, including large meeting hall, full kitchen, eight classroom/offices, nursery school wing, three (3) lavatories and miscellaneous storage/utility rooms/closets.
- d. Is the church building (including sanctuary and offices) handicapped accessible?  
Yes
- e. If a building program is projected or underway, describe it, including estimated date of completion:  
None.
- f. If the church owns a parsonage, describe it:  
15 Old Middle Street  
Goshen, CT 06756

Number of Rooms: 8    Number of Bedrooms: 3    Number of Bathrooms: 1½

Description: Large two-story home with wrap-around porch, walk-out basement, kitchen, dining room, living room, parlor, laundry room with lavatory, three (3) bedrooms, one (1) bath, two (2) fireplaces, miscellaneous closets, large open attic

Distance from Church: adjacent                      Handicapped Accessible? No

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## FINANCIAL SUPPORT OF MINISTERIAL LEADERS

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

yes                       yes for some compensation items, but not all                       no

Does the church consider this to be full time or part time?

Full Time                       Part Time (specify)

### 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     | 2009       | 37,583 | 16,107  | P         | 2014     | 40,098 | 17,185  | P         |
| b. Previous | 1997       | 26,500 | 11,357  | P         | 2007     | 30,000 | 12,857  | P         |

### 16. During the above period, has your church ever failed to fulfill its financial obligations to its pastor?

yes                       no                      If yes, please comment:

**17. Salary, Benefits, and Expenses Offered**

Total Annual Compensation: \$70,000, Negotiable based on experience. Includes Cash Salary, Housing Allowance, Benefits, Annuity and Reimbursable Expenses. Parsonage available at cost of utilities.

## c. Customary benefits:

- Vacation (2 to 4 weeks annually, based on experience)
- Maternity/paternity leave
- UCC Retirement Annuity (10 to 14 % of salary and housing, based on experience)
- UCC Life and Disability Insurance Benefits
- UCC Health Benefits
- UCC Dental Benefits
- Social Security/Medicare Offset
- Continuing Education Funds
- Continuing Education Time
- Sabbatical Leave (to be negotiated, based on years of service)
- Equity Fund

## d. Ministry Expenses

- Travel Reimbursement
- Meeting Expense Reimbursement
- Books and Periodicals
- Reimbursement of Criminal Background Check Fee
- Moving Expenses (to be negotiated)

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**COMMUNITY CHARACTERISTICS**


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**18. Population**

- a. Population of total city or town in which your church is located:  
2015 estimate = 3000
- b. Describe the population by racial-ethnic category and identify the source of the information:  
as stated in 6.f, the population is about 95 % white; [www.cerc.com/litchfield](http://www.cerc.com/litchfield)

**19. Economic Factors**

Identify major sources of employment/income in your community:

Most residents travel outside of town for work, as Goshen does not have any large employers. Torrington, Litchfield, and New Milford are among the most common commuter destinations. Among those residents who do work in Goshen, the Town of Goshen, Torrington Country Club, Union Savings Bank and Torrington Savings Bank are the largest employers.

## 20. General Description

- a. Describe three distinctive attributes of your community:
  1. Peaceful Country Setting
  2. Low Crime, Great Schools
  3. Helpful Caring Community
  
- b. Identify major trends you envision in your community during the next five years:
  1. Goshen's many desirable attributes will attract new families, but real estate prices may discourage young and/or moderate income families from settling in Goshen.
  2. Organizations that rely on volunteer labor have found it difficult to fill positions. The church needs to be aware of this and make every effort to encourage the congregation to get involved.
  
- c. List three or four problem areas confronting your community that members feel your church should address:
  1. Our community faces environmental concerns involving our local ponds and lakes. Our Church will stay sensitive to the education of our community.
  2. Our youth face a complex world with many difficult choices and many opportunities to go astray. Our church can continue to offer a strong youth program (Youth Group) and support local youth programs (Boy Scouts, Girl Scouts, etc.).
  3. Our community and our church will face social changes. We should be aware of these changes and address them accordingly.

**For more information on Goshen, visit [goshenct.gov](http://goshenct.gov) and [goshenlandtrust.org](http://goshenlandtrust.org).**

### d. Indicate Mission Activities

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

Through the activities of its mission committee and youth group (PF), the congregation participates in a wide variety of mission activities. Locally, the church participates in:

- monthly food collections for a homeless shelter (FISH) in nearby Torrington
- annual coat drive to collect winter coats for donation to homeless shelter
- collection of holiday gifts for donation to local social service agencies
- plant, maintain and harvest the Goshen Community Garden to support local soup kitchens
- volunteer at the Torrington Soup Kitchen
- Church of Christ Congregational hosts a local food pantry

At the national/international level we regularly participate in:

- fundraising for Heifer Project International
- Blanket Sunday (supporting disaster relief efforts of Church World Service)
- One Great Hour of Sharing (Church World Service)

Our active youth group (YG) has made 8 trips to the Dominican Republic to work on Careforce International and Village Mountain Mission projects. The YG has also gone to Miami for hurricane Andrew cleanup, to New Orleans to help with the hurricane Katrina cleanup, participated in Habitat for Humanity building projects, gone to the Native American Reservation in South Dakota and to Los Angeles, NYC and Boston to work in shelters, food banks, and soup kitchens. In addition the YG has traveled to the National Youth Events at Purdue (Indiana) and Florida.

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

We expect the leader we are seeking to be an active partner in the work of the missions committee, and to provide leadership in working with our youth group as well as in the local community.

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

--AA

--Al-Anon

--Cub, Boy, and Girl Scouts

--Snuggle Bunnies Day Care

--Goshen Community Care and Hospice

--Goshen Garden Club

--Goshen Seniors Social

Many other organizations use the church facilities for one-time events and activities throughout the year.

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

\_\_\_\_\_ one      \_\_\_\_\_ two       three or more

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## CONGREGATIONAL LIFE

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

- a. b. Membership attraction to more young families with children and expanded Faith Formation program
- b. Attention to needs of older members of the congregation through need-based programs, visitation, social activities, etc.
- x. Continued and increased community involvement through social programs to promote our church's image, thus attracting potential members (women's/men's groups, potluck dinners, etc.)
- d. Promotion of more membership involvement in church life
- e. Enhanced use of technology for worship, congregational meetings and outreach
- f. Financial support requiring dependence on endowment (this has been a trend in recent years)

### 22. Planning

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

Most planning is done by individual committees and teams. The responsibilities of the committees and teams are defined in the church's Constitution and By-Laws recently revised and adopted in November 2016. Planning events that were held and open to everyone included Eat, Pray, Talk with Pastor Besse-Rankin and Forward in Faith with Pastor Tobin most recently.

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

Per our by-laws, the pastor is an ex-officio member of the Governing Board and all committees and therefore is expected to work with each group in the planning process.

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

We like to think that we've often had periods of discernment (the act or process of exhibiting keen insight and good judgment), but to the best knowledge of the Search Committee, we've never done formal long-range planning (five-year or ten-year plans, etc.).

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

No, not at this time.

### 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 most important faith experiences or events in the history of your church and the year each took place:

| <u>Event</u>   | <u>Year</u>                                      |
|--|--|
| 1. Support of refugee family from Bosnia, Iraq and Syria   | 1992, 2015, 2016                                 |
| 2. Dominican Republic Mission Trips  | 1999, 2001, 2003, 2005, 2007<br>2011, 2013, 2015 |
| 3. Blueberry Festival, Goshen Fair Mini Pies and Holiday Pies  | 1974 - Present                                   |
| 4. Christmas Song & Feast  | 1996 - Present                                   |
| 5. Ordination of the first 2 missionaries to Sandwich Islands (Hawaii)                                   | 1819   |
| 6. Ecumenical Dinner with St. Thomas of Villa Nova and the Church of Latter Day Saints each Thanksgiving | - Present  |
| 7. Annual Church Picnic at Camp Cochipianee  | - Present  |

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

The most challenging event in our church in the last three years was the re-vote on becoming an open and affirming church with no caveats. In 2005, the issue was brought forward when the Connecticut state legislature legalized same-sex civil unions. After months of discussion, the deacons decided to present the issue to the congregation as two questions: 1) should our church become ONA and 2) should we establish a Civil Union Policy (CUP) that would allow our pastor to perform same-sex civil unions either inside or outside our church premises? We had a discussion meeting with very heated, emotional points on both sides of the issue followed by a congregational vote held several weeks later. It was voted to become ONA by 62 to 15, but the CUP was defeated 42 to 35.

In 2016, question 1 was presented to the Congregation again, and the vote would replace the two question vote from 2005. There was a discussion meeting, which was well organized by Rev. Michael Lake and each person had the chance to give their perspective, followed by a congregational vote two weeks later. It was voted to become ONA by 52 to 8 with 3 abstaining. For the first time in our history, 11 members were able to be present electronically via conference call to allow all members interested to be present and vote.

Our church's ONA policy states: All persons who love God and accept Jesus Christ as Lord and Savior are welcome to join our community of faith, regardless of their age, race, gender, ethnicity, sexual orientation, ability, economic or marital status, level of education, political or past religious beliefs, or any other difference which may be regarded as a barrier to Christian fellowship.

What we learned from this is:

- 1) our congregation has a different understanding of ONA than the UCC (our ONA policy addresses all areas of diversity - age, race, gender, ethnicity, sexual orientation, economic status, level of education, political beliefs, etc. while the UCC ONA only addresses sexual orientation),
- 2) Jesus Christ is more important than any issue we could have and He will continue to guide us.

The second most challenging event in our church in the last three years was the conflict surrounding the resignation of our Pastor and our inability for discussion without judgement. At the time of our Pastor's resignation, there was some speculation regarding the reasons for the resignation and we found members or attendees drew their own conclusions without discussion. We brought in Rev. Michael Lake to facilitate

discussions of conflict management and how to move our congregation forward and to prevent something like this from happening again.

What we learned from this is:

- 1) The Governing Board needed to and has reviewed and updated our Congregational Bylaws to more clearly define the role of our pastor and church employees.
- 2) We need to ensure our Pastoral Relations Committee has some formal training prior to implementing.
- 3) We are searching for a Pastor to lead our congregation, with the ability to delegate staff tasks, to allow the Pastor to truly lead.

c. What is God calling your church to do/become over the next few years?

Our church has always served as a meeting place and focal point for the community. We have been fortunate to have had a number of long tenured Goshen families contribute significant assets to the church allowing us to improve and upgrade our facilities, which continue to provide needed space for many community activities. There has always been a very strong sense of family and over the past years, a real commitment has been made to the development of a successful youth program. As we look ahead, we need to focus on goals which are attainable using available resources to avoid spending down the endowment. Our goals for the next three years include the following:

- Focus on local community outreach
- Maintain continuity in the youth program
- Continue to build on the music program
- Create a team to monitor the needs of our elderly members
- Strengthen the commitment and financial participation of members

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

We anticipate that the individual we are seeking would be involved in all goal areas, and would provide leadership in those areas that best match his or her own personal strengths. We also expect the individual to play a central role in encouraging and motivating staff and members of the congregation to take leadership roles, as determined by personal interest and/or expertise, in helping us meet our goals. We would also like the individual to develop an outreach ministry to former or inactive members to encourage involvement and learn why members have distanced.

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

8 % We tend to be theologically conservative.

20 % We tend to be theologically moderate to conservative.

24 % We tend to be theologically moderate.

25 % We tend to be theologically moderate to liberal.

15 % We tend to be theologically liberal.

8 % We tend to be quite diverse theologically.

Comments: Percentages are based on the results of the theological perspective index in the Holy Cow Survey dated 5/18/16. As shown, our congregation is theologically quite diverse.

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:

The curriculum is selected by the Faith Formation Committee and administered by the Director(s). There are currently 2 church school classes for Pre-K through 6<sup>th</sup> grade and each class has an average attendance of about 8 students. The curriculum breakdown is as follows and the Spirit in Truth: Living the Word Narrative Lectionary, Year 3 curriculum is new for the 2016-2017 school year:

Pre - 2<sup>nd</sup> Living the Word

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

Confirmation is coordinated by the pastor, who selects the necessary resources. The last confirmation class was 2015-2016 and consisted of a group of students that attended by desire and not specifically by an age requirement. The curriculum used was Affirming Faith.

Are there educational opportunities for all ages?

Currently the most active educational opportunity has been the Sunday School classes for Pre-K through 6th grade. There is a youth group for the Middle and High School age which has been very active over the past several years with Mission Trips to the Dominican Republic and other mission work here in the US.

We currently have an adult bible study group led by our head Deacon and feel that adult education is an area that can be further developed.

Does your church have a written Safe Church Policy?

Yes  No

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

The Faith Formation Committee and Director(s) look to the pastor for guidance and direction but not to make the final decisions regarding educational programs. The pastor assists in preparing and delivering the Children's Sermon for the church service in conjunction with the Director(s) of Faith Formation. The pastor is expected to help develop, lead and participate in additional adult education program. The Pastor is expected to coordinate and lead confirmation classes.

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

There are annual reports submitted by each committee. We have not done a periodic overall church evaluation since 2004 but agree we need to establish a process again.

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

As noted elsewhere in this profile, we are a caring and friendly congregation however we feel we need to establish a strong hospitality team to make visitors feel comfortable and welcome. We have a well-attended Sunday school program and an active and engaged youth group for middle and high school members. Due to both its facilities and its location, the church has long been the center for a wide variety of community activities. The church also has a small core of very active members willing and able to serve on committees, oversee programs, and plan events. We are a flexible congregation open to changes in worship, meeting the needs of our members and community as identified by our Holy Cow Survey results.

24. Indicate major boards, committees, small 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.

25.

| Board/Committee      | Purpose                                     | # Members | Frequency   | Leadership |
|----------------------|---|-----------|-------------|------------|
| Governing Board      | Organizational leadership                   | 10        | Monthly     | 2          |
| Diaconate            | Spiritual leadership                        | 8-12      | monthly     | 2          |
| Pastoral Relations   | Liaison between pastor and congregation     | 3         | as required | 4          |
| Book of Remembrance  | Receive/use cash memorial gifts             | 5         | as required | 3          |
| Safe Church          | Assure the safety of all who are vulnerable | 2         | as required | 3          |
| Faith Formation      | Organize/direct education work              | 4         | Bi-monthly  | 2          |
| Building and Grounds | Care, maintenance and improvements          | as needed | as required | 3          |
| Music                | Implement church music program              | as needed | as required | 3          |
| Stewardship          | Christian giving                            | as needed | as required | 2          |
| Pastoral Care        | Caring for and/or visiting those in need    | as needed | as required | 2          |

|             |  |           |             |   |
|-------------|--|-----------|-------------|---|
| Auditing    | Audit Church accounts                  | as needed | as required | 4 |
| Nominating  | Prepare lists of nominations           | as needed | as required | 2 |
| Hospitality | Maintain fellowship life of the church | as needed | as required | 3 |

There is more detail on our organization in our church's Constitution and By-Laws, which is available electronically on request.

## 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.

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

C 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

C some have left our church because of conflict

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

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

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

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

## 26. Worship

- a. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special emphasis such as healing services, contemporary worship, etc.)

Regular worship services are conducted on Sundays at 10:00 A.M. with communion included the first Sunday of each month. Special services held throughout the year are: Ash Wednesday, Maundy Thursday, Sunrise Easter Service, Mother's Day/Children's service, Green Sunday (held in June), the Thanksgiving Ecumenical Service (held with St. Thomas RCC and the Church of Latter Day Saints), the Service of Healing and Remembrance and a 4pm family service and 7pm traditional service on Christmas Eve.

- b. Are your worship services or church gatherings sign language interpreted?

Yes  No

Are there particular ministries with persons with developmental disabilities or mental illness?

No.

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

by the pastor in consultation with the Music Director and Head Deacon

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

Most recently, the style has been very personal and relatively informal with a desire for inspiration. This has been described as delivering sermons relating to individuals, addressing current events, including biblical interpretation, relating to the present and keeping an open mind.

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

Per our Constitution, the pastor is expected to "preach the gospel, administer the sacraments (and) have care of all services of public worship".

f. What hymnal(s) are currently used by your congregation in worship?  
We use The Christian Praise Hymnal and the New Century Hymnal.

g. Have you considered using another hymnal?  
The New Century hymnal was recently purchased.

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?  
The use of Inclusive Language is important to some members of our congregation, so we use both traditional and more modern hymns in our worship services.

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## WIDER CHURCH CONNECTIONS

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### 27. United Church of Christ

- a. Association, conference, or other denominational programs and activities in which church members participate:

Do you send delegates to association and conference meetings?  
Regularly  Occasionally  Never

Have members of your church ever served as delegates or visitors to General Synod?  
Yes  No

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

- 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

### 28. Ecumenical and Interfaith Activities

- a. Describe ways your church participated in ecumenical and interfaith activities during the last three years:
- |                                    |                            |
|------------------------------------|----------------------------|
| 1) Home Care/Hospice               | 4) Goshen Festival Singers |
| 2) Ecumenical Thanksgiving Service | 5) CTUCC Giv2              |
| 3) Christmas Cookie Packing        |                            |

- b. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:  
The pastor is expected to actively participate and encourage congregational participation.

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## RELATIONSHIP WITH MINISTERIAL LEADERS

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### 29. Relationship With Prior Leaders

- a. Characterize your church's experience with pastoral leaders over the last 15 years.

*You may check more than one response:*

- In general, our lay leaders have a history of strong, cooperative relationships with the church's 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 had some tough times and things did not always work out.

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

| Name                      | From | To   |
|---------------------------|------|------|
| 1. Paige Besse-Rankin     | 2009 | 2015 |
| 2. J. Christopher Nichols | 1992 | 2007 |
| 3. Stuart Charter         | 1974 | 1991 |

If a previous pastor or pastor emeritus/a is currently a member of the church, describe his or her involvement in the life of the congregation:

We have no previous pastor or pastor emeritus/a as a member.

- c. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill:

Besides providing vacation and sabbatical time, we also supported Paige by offering our friendship, listening to her many suggestions, participating in mission trips with her and giving her positive feedback and loving criticism when needed.

- e. Involuntary Terminations:

Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure?

Yes     No

- 30. Does the church have a Pastoral Relations Committee?**     Yes     No

If yes, describe its purpose and how it functions:

We do not have a PRC at this interim time however the Committee is as described below.

As described in our Constitution and Bylaws:

**"C. THE PASTORAL RELATIONS COMMITTEE:**

The Pastoral Relations Committee may consist of a minimum of three active members including members of the Diaconate, Governing Board and Congregation at large. Members will be appointed by the Governing Board. This committee shall meet as needed or at the call of any Church member, staff, or the Pastor. The Pastoral Relations Committee acts in a confidential capacity to improve communication, interpretation, and understanding between the Congregation, staff, and Pastor. Annually, the Committee will conduct a performance evaluation of the Pastor. While welcome at the Governing Board meetings, the chairman of the Pastoral Relations Committee is not a voting member of the Governing Board."

- 31. If there is periodic assessment/evaluation of the nature of the work and of the performance of that work for the position you are seeking to fill? Describe it:**

As described in 30. above, there is to be an annual performance evaluation of the pastor performed by the Pastoral Relations Committee.

Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation? No, not usually

### 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 only those 12 which you feel need first priority at this time. **Please 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.

#### Our church needs a person who...

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

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**GENERAL**


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**33. Does your church search committee or governing body have a well-defined policy against discrimination?**  Yes  No

Our church has an ONA policy which is followed by all Church Committees and states: All persons who love God and accept Jesus Christ as Lord and Savior are welcome to join our community of faith, regardless of their age, race, gender, ethnicity, sexual orientation, ability, economic or marital status, level of education, political or past religious beliefs, or any other difference which may be regarded as a barrier to Christian fellowship.

**34. Has your congregation participated in an ONA (Open and Affirming) study/discernment process?**  Yes  No Comment:

Our ONA experience is described in 23 b above.

**35. Is there a position description of the pastor's role and responsibilities?**

Yes  No If "yes", please attach a copy.

They are described in our Constitution and Bylaws and will be detailed in the Pastor's Call.

Does your church have a personnel policy covering this position?  Yes  No

Yes, Article III Pastor, of our Bylaws. Below is the first paragraph of Article III.

*The Pastor shall be responsible for the spiritual welfare of the Church with the assistance of the Diaconate. The Pastor shall seek to enlist people as followers of Christ, preach the gospel, administer the sacraments, be responsible for all services of public worship, and administer the activities of the Church in cooperation with the various boards and committees. The Pastor shall be an ex-officio member of all boards, teams and committees. The Pastor has direct supervisory responsibility for all employees of the Church and will monitor and coordinate their day to day activities to ensure that they meet the objectives of the Church's mission.*

**36. List the titles of other paid staff positions and indicate whether these positions are full-time (FT) or part-time (PT).**

The paid staff positions in our church are described in our bylaws under "X. Employees of the Church". The positions are Church Secretary, Financial Secretary, Faith Formation Director(s), Organist/Choir Director, Sexton and Cemetery Sexton. All positions are part-time (PT).

The Pastor will work with each of these people and in particular, "The Pastor has supervisory responsibility for all staff and will monitor and coordinate their work to be sure that their day to day activities meet the objectives of the Church's mission and will participate in the annual review process of these positions along with the Moderator. All staff positions report to the Pastor."

**37. Name three people who have agreed to serve as references. Make sure they are not members of your church, but know your church well enough to be helpful to a final candidate seeking more information about your church, e.g., previous pastor, conference staff, person in community, neighboring pastor:**

| Name           | Telephone    | Relationship to Your Church   |
|----------------|--------------|---|
| Tom Stansfield | 860-733-3621 | Former Scout Master and Committee Chair for Troop 35, but not a member. |
| Janet Hooper   | 860-491-3215 | Active community member; regularly attends church, but not a member.    |
| Judy Armstrong | 860-491-9922 | Community member very active in church functions, but not worship.      |

**38. What groups or individuals in your church have contributed to, reviewed, and/or approved this profile for circulation?**

The entire congregation has contributed to section 32 of the LCP via survey and to the overall LCP via the Holy Cow Survey and thru a Forward in Faith meeting. The Financial Officers were the primary architects for the Financial Support sections 14 - 17.

The Governing Board has been asked to review and comment on the LCP. Only the Search Committee (and the Regional Conference Minister) has approved the LCP for circulation.

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**STATEMENT ON LEADERSHIP IN MINISTRY**

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Church of Christ Congregational in Goshen has enjoyed a long history of strong and cooperative relationships between its clergy and lay leadership. The congregation has benefited from open communication and a commitment to collaboration between its pastor and its lay leaders. In recent years, the pastoral leadership style has been reflected in the tone of the worship service, which has been characterized as caring, informal and diverse, with joys and sorrows being openly shared.

While one of our church's great strengths is its core of committed, energized, and talented volunteers, it is also important to note that our numbers are limited and burnout among lay leaders can become an issue. A challenge of the pastor's position will be finding a balance between encouraging those already active to stay committed, finding ways to motivate others to become involved/take ownership, and recognizing the importance of establishing priorities and setting realistic goals given the size of our congregation. We are hopeful the new pastor will be fairly competent with technology or willing to learn, so we may expand our use of technology to enhance our worship services and further reach our members and the community.

During the process of writing our church's profile, the search committee has heard from many members of the congregation, both through formal large-group meeting and in informal conversation. It is clear that our congregation is hopeful that the individual called to our church will continue to maintain the strong relationship with youth and children that has become such a vital aspect of our community over the past several decades. At the same time, we are aware that many feel strongly that there is a real need for balancing this important work with increased outreach ministry to older members. Finally, there is the expectation that our next pastor will be available to serve as a mentor and spiritual guide to those in need.

As we look ahead to establishing a relationship with a new pastor, the search committee and the congregation as a whole share the expectation that we will be able to continue much of the good work already underway, while recognizing that a new individual will bring his or her own strengths and interests to the table. We are excited about the possibilities this will bring and look forward to the next chapter of leadership that can guide us into a period of growth and spiritual prosperity through bible-based inspiration.

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## Conference or Association Descriptive Reference

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**Church Name:** Church of Christ, Congregational

**Location:** 5 Old Middle Street  
Goshen, CT 06756

**Conference:** The Connecticut Conference

**Association:** Litchfield North Association - part of the North West Central  
Region of the Connecticut Conference

**Name of Staff Assisting in the Search:** Rev. Tamara Moreland

**Staff Comments:**

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Signature of Staff Assisting in the Search

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Date