CHURCH PROFILE

Congregation: Canterbury United Community Church
Location: Canterbury, New Hampshire
Position Sought: Settled Full Time Minister
Associations: United Church of Christ, Merrimack Association
American Baptist Churches, Vermont and New Hampshire Conference

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WHO IS OUR NEIGHBOR? (see also Appendix III)
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“God is able to provide you with every blessing, so that having all sufficiency in all things at all times, you may abound in every good work.”
(2 Corinthians 9:8)

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 opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

Rick Crockford
Jim Miller
Polly Camire
Kathy Southworth
Kris McLaughlin
-CUCC Pastoral Search Committee-
POSITION POSTING

Listing Information

Canterbury United Community Church
P.O. Box 216; 5 Center Road
Canterbury, NH 03224
canterburychurch.org
mycanterburychurch@gmail.com
www.facebook.com/MyCanterburyChurch

Additional Ecumenical Affiliations: American Baptist Churches USA
Conference: NHUCC
UCC Association Staff Contact Person:

Richard Slater
Associate Conference
Minister
603.715.9525
rslater@nhucc.org

SECTION 1: WHO ARE WE LOOKING FOR?

Position Summary
We sense the Canterbury United Community Church (CUCC) is being Spirit-led to rebound from a long season of transition and relative quiet, by turning in a new direction. We feel called to step boldly beyond the bounds of our sanctuary, existing church family, and traditional worship practices to discover and help meet the emerging needs of a broader community of hurting, drifting people. We are therefore seeking an infectiously enthusiastic settled pastor to lead us; someone whose personal journey and struggles have helped them to develop a deeper Christ-informed understanding of how to engage with others through struggles and joys alike.

We’re looking for someone who, through the word of God, can proclaim a life-giving alternative to today’s pressures, fears, and on-going conflicts in this “now is everything” world. We desire someone who will not only work with youth and families in this endeavor, but who can also relate to our aging population. We need someone who will challenge and stretch us, yet who will do so compassionately and with a willingness to stretch themselves as well—providing comfort, yet discouraging us from clinging tightly to it.
The town of Canterbury is an inviting place, a small town of about 2500 people with big hearts, living amid the beauties of nature and the legacy of the Shakers and our other ancestors. Residents value the spirit of camaraderie, helpfulness and entrepreneurialism that animates many of our school, church and community activities. Though wonderfully located close to urban centers, we are still an enclave of forest, field, and farm which fosters a strong instinct for preservation and conservation.

Current size of membership: 93
Active participants (member and friends): 84
Languages used in ministry: English
Position Title: Full Time Pastor
Position Duration: Long-term settled ministry in which the minister moves church membership to the congregation and moves standing to related association
Compensation Level: UCC Conference Guidelines

**Scope of Work: Who is God Calling to Minister With Us?**
*(See also Appendix I)*

**Strategic Goals for Pastor**
These are the goals we believe our next minister should work towards achieving in collaboration with the congregation:

1. Reach out to the newcomers in our midst, as a friendly point of entry to both CUCC and the broader community.
2. Provide practical help and resources for hurting people.
3. Serve as a connection for people regardless of where they are on life’s journey.
4. Offer and encourage access to more solid and challenging spiritual “food” for Christians as they move forward through the stages of their faith walk.
5. Base our efforts to attract new seekers/believers on Scripture and Spirit-inspired preaching, interpreting, and teaching.
The Marks of faithful and effective ministry that rise to the top for CUCC:

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE: We seek a leader who is genuinely and authentically grounded in his/her/their own spirituality and relationship with God. This is the basis of being able to lead others in their journey, and thus our next leader must be actively engaged in the relationship with God and actively seeking their own spiritual development concurrently. Trusting in God and being open to receiving guidance for our church will be key to its success.

CARING FOR ALL CREATION: Our goal is to be welcoming to all, and that means genuinely caring for all of God’s creation, including one’s self. Canterbury is not immune from the hurt, hopelessness, and suffering that afflict our world, and our next minister will be open to receiving whoever walks through the door with grace and dignity. Along with providing that level of care, our next minister will need to be able to discern when self-care is necessary.

WORKING TOGETHER FOR JUSTICE AND MERCY: The community of Canterbury thrives when spiritual leadership is flourishing. Like many small towns, we are looking at implementing changes within our church to keep up with societal growth and challenges. Our next leader will need to be skilled in building authentic relationships, in order to best help meet the needs of individuals in this community. Being open to all and establishing working relationships sets the tone for confronting injustices, and exemplifies the “radical hospitality” that we are yearning for.

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS: Having knowledge of human growth and development is critical to being able to lead in ministry. An effective pastor needs to know how to meet people where they are at, in terms of their development as humans as well as their spiritual development. Role modeling effective communication at many different levels and at the same time being authentic in one’s own practices will help to build relationships of trust, so that when tough or contentious issues arise, there will be a basis of approach rooted in our relationship with God.

Core Competencies

HEART AND SOUL COMPETENCIES
- Relies on God’s Spirit as the power to transform and restore
- Acknowledges the sovereignty of God in all of life’s circumstances
- Desires to live, speak, and gather people within the atmosphere of God’s Grace
- Understands the necessity of sustaining inward and relational peace
- Ability to be present and attentive, yet forward looking
VOCATIONAL COMPETENCIES

● Intentionally shepherds CUCC – its persons and as an organization
● Seeks ways to love and meaningfully connect with the broader community
● Capable to coordinate, facilitate and follow through on the needs of a small church
● Honors time commitments while remaining open to the unforeseen.
● Authentically communicates the character of God to the listener

Compensation And Support

Salary Basis  UCC NH Conference Guidelines
Benefits:  UCC NH Conference Guidelines

Expected Living Situation For Our Next Minister: In light of our sense that it would be the most effective way for the minister to be fully plugged-in to life in Canterbury, residence in the parsonage is preferable. The parsonage is conveniently near the church, but far enough away to preserve a certain level of personal privacy. Alternatively, a housing allowance could be offered as well.

Peer and Professional Supports Available: The UCC New Hampshire Conference offers Pastoral Leadership Development Support for new clergy in the Conference. (The NH Conference office is 15 miles from CUCC.) The Conference’s annual (February) “Prepared to Serve” day-long event offers around 50 educational workshops, area ministry organization exhibits, worship and opportunity to connect to UCC colleagues and lay leaders in the New Hampshire region. Many area faith leaders belong to the Greater Concord Interfaith Council which teams up on and promotes community outreach efforts and interfaith events.

SECTION 2: WHO WE ARE NOW (AND WHO HAVE WE BEEN)?
KEY CONGREGATIONAL STRENGTHS
WHAT WORSHIP IS LIKE
CONGREGATIONAL REFLECTIONS
11-YEAR REPORT
ORGANIZATIONAL NOTES
CONGREGATIONAL DEMOGRAPHICS
PARTICIPATION AND STAFFING
CHURCH FINANCES
HISTORICAL INFORMATION
Mission Statement
The mission of the Canterbury United Community Church is to provide:

- A spiritual focus for children and adults that transforms their lives by connecting them with God.
- A serving focus that strengthens and heals people within the congregation, Canterbury and around the world;
- An outreach focus that encourages people, young and old, to rejoice with us in music, fellowship and the diversity of our gifts.

Key Congregational Strengths
- A faithful core of veteran members and friends with diverse talents and strong work ethic
- Spirit-led, moving music program
- Strong ties to community, both historical and current
- Heart to look to the future and necessary changes
- Social nature of worship service, including humor and warmth
- Dedication to local community service in a variety of ways
- Growing spirit of ecumenism
- Growing desire to hear God’s leading for the church

What Worship Is Like
Worship is held on Sunday mornings in our traditional New England-style sanctuary which holds about 90 people. The congregation on any given Sunday holds a broad spectrum of religious and political views/beliefs, and we strive for a healthy balance of all. The atmosphere in the sanctuary is warm, friendly, and welcoming. People greet each other upon arrival and often chat before service begins. A sense of connection, community, and unity with the Holy Spirit envelops our space as the service begins.

Our Children’s Time is always interesting, given the variable make-up and number of kids present. The children are encouraged to be curious and vocal, and often we are amazed by what they contribute to their lesson. When they leave for Christian Growth classes, often we feel as if a large wave of energy has just passed through!
The sermons that are most impactful are those that are both relevant to our daily lives and offer a gentle challenge to the congregation. They include contextual knowledge of and incorporation of the Scripture reading to make the lesson potent, and truly challenge us to think and act out of love in our daily lives. They often include humor to remind us all that we are human. Our community prayer and the weaving of names spoken aloud is a very moving time in our worship, where people may offer the names of those in need of prayer.

Communion is shared the first Sunday of the month. The method of communion alternates between intinction and deacons serving communion in the pews. This alternation provides opportunity for a wider range of experience while sharing together at Christ’s Table.

Music is central to our worship and is threaded throughout the service. Our choir members provide beautiful and varied anthems, and are led by our very talented music director, who puts together a cohesive array of musical choices to support the lesson each week.

Following our worship, a warm fellowship time is shared by anyone who wishes to attend in the separate Parish House. Coffee, snacks, and conversation are abundant, and this is where children reunite with parents.

Community members take part by serving as greeters, scripture readers, and fellowship providers. We encourage children to light the candles, often teaming up with an adult for support. Sometimes community members will deliver the children’s sermon, and all the Christian Growth teachers are
volunteers from the congregation/community. There is an effort to provide food/rides, etc. to elderly friends and neighbors who need help in some way, and folks volunteer in that manner as well.

**Our Music Program**

Although our congregation is small, CUCC has a long history of dedicated musical souls that have enhanced worship with responses and anthems. The group prepares a variety of styles of music to reach a congregation with mixed musical “roots” in terms of their church backgrounds. Traditional anthems, rousing praise music, spirituals, and classical works are used throughout the year.

Many choir members provide special music during the summer months as soloists or in small ensembles. Throughout the year, others who wish to share their gift of music as part of our worship experience are welcomed to play instruments and/or sing during the offertory.

The congregation is often invited to sing the Benediction response with the choir, closing the service with a feeling of union. Several years ago the church established a tradition of remaining seated for the Postlude, which is usually played on piano or organ, but is sometimes a vocal solo. Many have expressed that it provides an additional time of quiet reflection as they enter a new week of work and other activities. On occasion, the choir, along with other musical friends, has presented free concerts in our Parish House for all to enjoy.

**Faith Formation**

While there is the energy among a group of adults to facilitate a Christian education program for our young persons, the number of children has declined in the last couple years.

CUCC has run a “one-room schoolhouse” for the last two years due to the variable attendance of children. However, both the children and their parents have expressed interest in more regularly-available educational programming. Preliminary discussion of “Our Whole Lives” has taken place. There is support by both generations for activity and service-based learning, such as gardening, an off-site ropes course, crafts, etc. The children are the primary cast members for our annual Advent Walk: *How Far is it to Bethlehem?* The Youth Group is not a consistent entity, although our teens and young adults still help to sponsor two community meals a year, an all-community dinner at Thanksgiving as well as an Easter breakfast, with help from key adults.

Typically, there is one Bible study or topical study offered each year and we would like to be able to expand that. There is also interest among adults in church-sponsored discussion or reading groups; there are often study groups led by members but not church-affiliated. Interest in a “men’s group” is also something of a constant discussion centering around the formation of a group dedicated to a specific project or activity in the community.
Congregational Reflections

How We View God

AS TO IDENTITY:

- God is Creator, the originator of all Life. God initiates, sustains, and resurrects life through cyclical patterns each entity innately observes.
- God is love, and therefore all that emanates from God purely demonstrates this, as in the promise of presence in the midst of any circumstance.
- God is infinite, and exists in timelessness, but chooses to interact with creation, which for now is bound for a purpose, within time and space.
- God is wisdom and knowledge for life and living, and desires to reveal it to humanity.
- God is unchanging, consistent and stable, and possesses all power. Though far beyond human understanding, these truths can be experiential.

AS TO NATURE:

- God is the Triune God
  - Creator - God intends life for relationship, the pleasure of connection.
  - Christ Jesus - God on earth, in the flesh, to identify with people in human joy and suffering to demonstrate victory in both -- even in death, the ultimate experience of pain and loss.
  - Holy Spirit - the breath of God which births and perpetuates life, and is the source of abundant love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control, offered to all humanity for transformation.

AS TO CHARACTER:

- God bears many names, and several have already been mentioned. Some reflect God’s attributes, some reveal God’s invitation. Though not an exhaustive list, here are some others vital to our view of God in relationship to Creation:
  - Just
  - Faithful
  - Healer
  - Holy
  - Merciful
  - Righteous
  - Redeemer
  - Provider
  - Sovereign
  - True
- God is relational and still speaks to everyone. God desires to engage, Spirit to spirit with each person who is willing to listen, receive, and respond. Such encounters deliver love that defeats
fear, faith that renews strength, rebuke that restores wisdom, courage that restores hope, and much more.

Arriving at Consensus
The CUCC congregation has, over the years, arrived at consensus on important issues generally through a 2-3 step process. The concerns, wishes, and sentiments of members and friends are gathered via direct and indirect means including focus groups, surveys, informal (house) meetings, and feedback to members of the Church Council and the Pastoral Relations Committee. That input is then filtered by the Council (or, in the case of any aspect of the pastoral search process, the Pastoral Search Committee) to select areas where the majority believes--or bylaws require--that a discussion and vote among the broader membership is necessary.

Issues presented for discussion and decision may be brought up as part of the CUCC Annual Meeting or during a special meeting called for a specific purpose. Generally, everyone present is encouraged to express their opinions, questions, concerns, and ideas; and church members are permitted to vote.

Statements of Witness

_X_ God is Still Speaking
___ Open and Affirming

Shortly before Rev. Burrowes retired in 2010, he asked the congregation to decide whether or not he could officiate same-sex unions at CUCC. Some formal discussion happened at the annual meeting which resulted in a policy that CUCC ministers could officiate such services elsewhere, but not on CUCC property. Pointing to CUCC’s dual affiliation with the American Baptist Churches was part of that discussion. Rev. Burrowes, expressed to some that addressing the idea of “open and affirming” would likely be the single most urgent issue that CUCC would need to grapple with going forward. More than ten years later, our congregation has not addressed the ONA process directly, although some feel that our current interim pastor’s presence makes us a “de facto” open and affirming church. We know it does not, though it has brought us a fair way in being ripe for a larger discussion. Through several in-depth discussions at search committee meetings, we’ve explored the question of whether or not CUCC will be led to embark on an intentional Open and Affirming process.

Church By-Laws
A portion of the by-laws concerning nominating procedures and the make-up of church committees was suspended more than two years ago due to a shortage of people to cycle on and off the existing committees. We hope to consider a reorganization of our committee structure to address this. The remainder of the by-laws are still in effect.
Our Relationship with the Wider Church

The last several years our participation in the wider church has been minimal, though not intentionally so. With a settled minister, there may be interest in exploring a stronger connection with the wider church.

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

11-Year Report

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When it comes to decision-making, how many hours are spent in meetings per month?

The primary decision-making body of the CUCC is the Church Council. The Council meets monthly for between 1.5 to 2 hours. Typically, decision-making is made throughout the committees of the Church including the Diaconate, Trustees, and Finance. Each of these committees also meet on a monthly basis. The meetings are scheduled so that Council meets last and is attended by representatives from each of the other committees, so that decisions made by the individual committees can be reviewed and decisions requiring Council approval can be addressed. Additional meetings of the Council and other committees are made on an as-needed basis. A rough estimate of the average time spent in meetings monthly is 10-12 hrs.

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

Issues that have needed quick action have been the canceling of services due to weather conditions, need for a signature to address our financial responsibilities, or to respond to someone in need. These issues are largely addressed, aided by mobile technology, by the person becoming aware of the issue reaching out to the Pastor or officers of the Church. Being a relatively small church and community, the CUCC also has a history of individuals taking direct action when they see a need, which can be both a positive and negative attribute.

An example of a recent major event that required quick action was in January 2017 when interim minister Rev. Donoghue fell on the ice in his driveway and sustained a very serious concussion that required long-term home recuperation. Ultimately, although he made a mostly full recovery by the end of a year (thanks in part to his quiet isolation), Pastor Bill never returned to the CUCC pulpit, officially retiring. Members of the church responded appropriately to help Pastor Bill and his wife through that
difficult time, mobilizing in meaningful ways to move through our own grief process and yet making sure that the work of the church continued.

The Sunday following the accident was Martin Luther King Jr Sunday, an important and lively annual observance for the CUCC congregation and choir. Jim Miller, a member of the church and choir who had occasionally served as lay preacher, led worship that Sunday. Thus began a series of four rotating CUCC lay worship leaders over the course of the following five months, interspersed with visiting ordained ministers for Communion Sundays. Our organist and choir director, the choir, diaconate, and other volunteers from the congregation worked together to play an essential part to maintain continuity.

Easter Sunday was split between a Sunrise Service coordinated with the pastor of Canterbury’s Church of the Woods, and Jim Miller leading the mid-morning service. The traditional Easter Sunday community breakfast happened as usual, coordinated and produced by youth leaders. Other volunteers coordinated the supplies for covering a large portable cross with flowers—a recent but important part of the Easter celebration.

During February or March, as it became obvious that Rev. Donoghue would not be recovering in the near future, the Council met to begin the process of finding an Interim Minister. A decision was made to work within the processes of the UCC rather than the ABC.

**CONGREGATIONAL DEMOGRAPHICS**

In the fall of 2020, the Search Committee conducted a short demographic survey of members and friends who had been involved in some manner with CUCC within the past two years.

Describe those who participate in your church.

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</tr>
<tr>
<td>Number of active non-members:</td>
<td>36</td>
</tr>
<tr>
<td>Total of church participants (sum of the numbers above):</td>
<td>84</td>
</tr>
</tbody>
</table>

Percentage of total participants who have been in the church:

<table>
<thead>
<tr>
<th></th>
<th>Is this number an estimate? (check if yes)</th>
</tr>
</thead>
</table>
More than 10 years: 80%
Less than 10, more than 5 years: 14%
Less than 5 years: 6%

Number of total participants by age:

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-11</td>
<td>2</td>
</tr>
<tr>
<td>12-17</td>
<td>5</td>
</tr>
<tr>
<td>18-24</td>
<td>10*</td>
</tr>
<tr>
<td>25-34</td>
<td>1</td>
</tr>
<tr>
<td>35-44</td>
<td>1</td>
</tr>
<tr>
<td>45-54</td>
<td>8</td>
</tr>
<tr>
<td>55-64</td>
<td>18</td>
</tr>
<tr>
<td>65-74</td>
<td>16</td>
</tr>
<tr>
<td>75+</td>
<td>20</td>
</tr>
</tbody>
</table>

*This number includes quite a few college students who still attend when they’re home.

Percentage of adults in various household types (n=66):

<table>
<thead>
<tr>
<th>Household Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single adults under 35:</td>
<td>27%</td>
</tr>
<tr>
<td>Joint household with minors:</td>
<td>8%</td>
</tr>
<tr>
<td>Single adults age 35-65:</td>
<td>9%</td>
</tr>
<tr>
<td>Joint household with no minors:</td>
<td>32%</td>
</tr>
<tr>
<td>Single adults over 65:</td>
<td>24%</td>
</tr>
</tbody>
</table>

Education level of adult participants by percentage (n=82):

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>High school</td>
<td>9%</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>----------------</td>
<td>--------</td>
</tr>
<tr>
<td>College:</td>
<td>42%</td>
</tr>
<tr>
<td>Graduate School:</td>
<td>21%</td>
</tr>
<tr>
<td>Specialty Training:</td>
<td>11%</td>
</tr>
<tr>
<td>Some College or Specialty Training</td>
<td>17%</td>
</tr>
</tbody>
</table>

Percentage of adults in various employment types (n=66):

<table>
<thead>
<tr>
<th>Employment Type</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults who are employed</td>
<td>33%</td>
</tr>
<tr>
<td>Adults who are retired</td>
<td>41%</td>
</tr>
<tr>
<td>Adults who are not fully employed</td>
<td>26%</td>
</tr>
</tbody>
</table>

*Is this number an estimate? (check if yes)*

The top four occupational sectors for working adults in the congregation have been: **education, health care, arts and skilled crafts, and business/financial/legal services.**

**WHAT DOES DIVERSITY MEAN IN OUR CONTEXT?**

We are a mirror-image of our state, with few people of color attending our services. The congregation is almost wholly white. There is, however, a significant amount of theological diversity in the congregation.

New England has historically been portrayed as spiritually barren, which suggests the people of this region are resistant to God, or things of a religious nature. Though statistics would support this impression in that a very low percentage of the population would indicate they regularly attend church, they do not accurately portray the interest New Englanders have in things of a spiritual nature, particularly in recent years.

There is no question that leading a New England congregation presents some unique challenges. One area in which this might occur is something that might be termed as an individualistic mindset, which could be attributed to spending many months inside due to cold weather months. Even so, a spirit of solidarity runs deep and can be witnessed between family, neighbors and community members.
People confidently rely on themselves, but they also understand the significance of being able to depend on those around them in times of need.

Canterbury specifically has a core of long-standing residents who uniquely relish their town connections, but encouraging increased engagement could be an area where particular intention and wisdom relative to culture would be important. Admittedly, negotiating this complex spiritual terrain is not a trip for the faint hearted, but the journey and outcome is worth the effort.

**PARTICIPATION AND STAFFING**

Complete the following chart. Please leave blank any fields that are not applicable to your congregation. The following are 2019 numbers.

<table>
<thead>
<tr>
<th>Ways of Gathering</th>
<th>Estimated number of people involved in attendance</th>
<th>Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Groups or Classes</td>
<td>14</td>
<td>Pastor</td>
</tr>
<tr>
<td>Baptisms (2019)</td>
<td>about 1/year</td>
<td>Pastor and Deacons</td>
</tr>
<tr>
<td>Children’s Groups or Classes</td>
<td>0-10; currently average 2x month</td>
<td>Christian Education teachers in conversation with the Pastor</td>
</tr>
<tr>
<td>Christmas Eve and Easter Worship</td>
<td>100; and 50 Easter Sunrise</td>
<td>Pastors and Deacons</td>
</tr>
<tr>
<td>Church-wide Meals</td>
<td>See below</td>
<td></td>
</tr>
<tr>
<td>Choirs and Music Groups</td>
<td>12</td>
<td>Choir/Music Director</td>
</tr>
<tr>
<td>Church-based Bible Study</td>
<td>Occasionally</td>
<td>Pastor</td>
</tr>
<tr>
<td>Communion (served how often?)</td>
<td>1st Sunday; 45</td>
<td>Pastor and Deacons</td>
</tr>
<tr>
<td>Community Meals</td>
<td>120; 3x/year</td>
<td>Youth and adult volunteers</td>
</tr>
<tr>
<td>Confirmation (confirmed last year)</td>
<td>0; 1 child now eligible</td>
<td></td>
</tr>
<tr>
<td>Drama or Dance Program</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Funerals (number last year)</strong></td>
<td>9 (4 members; 5 town neighbors)</td>
<td>At or affiliated with CUCC</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>---------------------------------</td>
<td>--------------------------</td>
</tr>
<tr>
<td><strong>Intergenerational Groups</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Outdoor Worship:</strong></td>
<td><strong>Easter Sunday/ 50 in 2019</strong></td>
<td>Pastors and Deacons</td>
</tr>
<tr>
<td><em>Easter Sunrise Service;</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td><em>Church of the Woods gathering</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Prayer or Meditation Groups</strong></td>
<td>Used to have 6</td>
<td>Lay leader moved; Deacons currently perform this function</td>
</tr>
<tr>
<td><strong>Public Advocacy Work/ Outreach</strong></td>
<td>3 on committee; many designate offering for outreach</td>
<td></td>
</tr>
<tr>
<td><strong>Retreats</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Theology or Bible Programs in the Community</strong></td>
<td>1</td>
<td>Congregants but unaffiliated with CUCC</td>
</tr>
<tr>
<td><strong>Weddings (2019)</strong></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Worship (time slot: 9 AM)</strong></td>
<td><strong>40 average; June-September</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Worship (time slot: 10 AM)</strong></td>
<td><strong>40 average; Sept.-June</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Young Adult Groups or Classes</strong></td>
<td>1-2 aged for this currently</td>
<td></td>
</tr>
<tr>
<td><strong>Youth Groups or Classes</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Other: Maundy Thursday</strong></td>
<td><strong>45; Annually</strong></td>
<td>Pastor and Deacons, congregant volunteers</td>
</tr>
</tbody>
</table>

CANTERBURY UNITED COMMUNITY CHURCH PROFILE – 2021

PAGE 17
On a larger scale, CUCC sponsors and recruits volunteers from all over town to produce the Canterbury Fair (Always the Last Saturday in July!) An annual tradition in the Town of Canterbury, “The Fair” occurs always on the last Saturday in July, rain or shine. For over 60 years, an extremely dedicated group of volunteers work to host crafters, antique vendors, kids’ games and activities, petting animals, food of many kinds, and a variety of local entertainment. Fair Day embodies the spirit of our community--people of all ages coming together to make a very special day for the Town of Canterbury. Sponsored by the CUCC, the proceeds benefit the Canterbury Fund, the Canterbury Elementary School, high school scholarships, and the Church.

Examples of additional “outside the walls” activities engaged in by CUCC include:

- The Blessing of the Animals
- Live Nativity event
- An annual day-long Ecumenical Event at Shaker Village
- Hosting of the Avaloch music series for townspeople
- Distribution of Holiday Food Baskets
List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation). None

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

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

During COVID-19, CUCC has continued to provide weekly services (starting with Palm Sunday), not in-person but via podcast on the anchor.fm platform. These compilations of current recordings typically consist of a musical meditation, two hymns (sent to the congregation as pdfs, from which they can sing along to the piano recording), two scripture readings by different members, a sermon, and pastoral prayer. On special Sundays (Easter, monthly communion Sundays, Advent), additional elements have
been added--the communion messages directing audience participation. We have also done a live stream (Zoom) Hymn Sing, where our Music Director and one vocalist were socially distanced and masked in the Parish House, while congregation members sang along to hymns with their microphones muted.

We conducted our 2020 Annual Meeting via Zoom, with 39 members and friends attending from their homes and other locations, as well as Zoom fellowships and a Christmas Eve gathering. The 2021 Annual Meeting was also conducted by Zoom.

CUCC has many assets and opportunity offerings that have not been (fully or at all) utilized to reach the broader community, in order to share Christ’s love—yet which are also not beyond the realm of possibility:

● Frequent and full use of social media, the website, and video/audio recording of services. (Sanctuary building doesn’t yet have internet coverage.)
● Continue expanding promotion of Parish House use as a community venue resource.
● Positive activities/offerings for youth—and parents of young children—from all over town.
● Crisis, grief, and burden counseling, relief, and redirection for community members.
● Continued and expanded music/art/food/cultural/speaker-led offerings and events.
● Alternative and special worship service formats, times, and locations.
● More use of the video/audio connectivity between the Sanctuary and the Parish House, to handle overflow.
● Bible studies/small group topic series on application of Christian faith and principles to real problems facing communities, families, and individuals.
● Expand Ecumenical Gathering at Shaker Village.
● Partnership with Church of the Woods for shared collaborations.

REFLECTION
Our efforts need to target younger families and recent arrivals in our community to ensure that our congregation continues to meet the needs of our whole town. In order to sustain the church, it is necessary to focus on “who is not yet here” and to partner with the diverse stakeholders present in the community.

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

<table>
<thead>
<tr>
<th>Staff Position</th>
<th>Head of Staff?</th>
<th>Compensation (full time, part time, volunteer)</th>
<th>Supervised by</th>
<th>Length of Tenure for current person in this position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Admin Assistant</td>
<td>no</td>
<td>Part-Time and Volunteer</td>
<td>Minister</td>
<td>June 2019-present</td>
</tr>
<tr>
<td>Music Director</td>
<td>no</td>
<td>Part-Time</td>
<td>Music Committee</td>
<td>2008-present</td>
</tr>
</tbody>
</table>

CHURCH FINANCES

Current annual income 2020 (dollars used during most recent fiscal year)

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Offerings and Pledged Giving</td>
<td>$ 94,100</td>
</tr>
</tbody>
</table>
### Financial Summary

<table>
<thead>
<tr>
<th>Source of Income</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</td>
<td>$10,980</td>
</tr>
<tr>
<td>Endowment Draw (beyond what is permitted by spending policy, “drawing down the principal”) Expected to draw $11K, but did not need to given unanticipated income</td>
<td>$</td>
</tr>
<tr>
<td>Fundraising Events**</td>
<td>$817</td>
</tr>
<tr>
<td>Gifts Designated for a Specific Purpose (Outreach, Mt 25, Sunday School, Parish House, Newsletter, Memorials)</td>
<td>$12,498</td>
</tr>
<tr>
<td>Grants (PPP forgivable loan)</td>
<td>$20,500</td>
</tr>
<tr>
<td>Rentals of Church Building**</td>
<td>$5,145</td>
</tr>
<tr>
<td>Rentals of Church Parsonage</td>
<td>$NA</td>
</tr>
<tr>
<td>Support from Related Organizations (e.g. Women’s Group, fair, CBS) Typical year $5K-$6K Fair--Covid</td>
<td>$</td>
</tr>
<tr>
<td>Restricted Bequest/Endowment Income</td>
<td>$15,000</td>
</tr>
<tr>
<td>Other (specify): Newsletter advertising</td>
<td>$4,062</td>
</tr>
<tr>
<td>Other (specify): Youth Group Fundraising Income</td>
<td>$710</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$163,812</td>
</tr>
</tbody>
</table>

Annual 2020 actual expenses: $155,156 ($160,410 budgeted)  
2020 actual income: $163,812 ($133,847 budgeted)

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? **Approximately 50% of the budget is ministerial support.**

Has the church ever failed to pay its financial obligations to a minister of the church? **No**

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? *(indicate those included during the most recent fiscal year)*

- [X] Our Church’s Wider Mission (OCWM – Basic Support) and ABC Wider Church Mission
- __ One Great Hour of Sharing
- __ Strengthen the Church
- __ Neighbors in Need
- __ Christmas Fund
The CUCC Outreach Committee’s preference is to focus outreach financial support to local needs and other missions where we have personal relationships on the ground. We therefore designate $6-8K per year to local organizations where we can partner to meet broader community needs.

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of the operating budget, what is that percentage? *(recommended 10%)* Due to congregational budget constraints, our OCWM support has been nominal. We have chosen to devote existing resources to local causes and issues through our Outreach committee.

What is the church’s current indebtedness? **zero**

If the church has had capital campaigns in the last ten years, describe: **NA**

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. **NA**

Does your church have an endowment? **Yes**

What is the market value of the assets? 
**Approximately $626,000 currently.**

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

*Current income is distributed and additional amounts are taken under certain circumstances.*

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

1. **For operating budget, the total draw is limited to 4%**
2. **Additional amounts are drawn by Church Council vote when operating budget is in a shortfall and for specific capital project needs**

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

*There is approximately $300,000 in restricted endowment and the balance is available for unrestricted purposes.*

At the current rate of draw, how long might the endowment last?

*The finance committee estimates 5-7 years of withdrawals are available in the worst-case scenario.*

Other Assets: **N/A**

Reserves (savings): **N/A**

Investments (other than endowment): **None**
Does your church have a parsonage?
Yes, built in 1995
Fair market rental value of the parsonage:
$1600
How is the parsonage used?
Pastoral residence
Street / City / State / Zip:
15 Kimball Pond Rd. Canterbury NH 03224
Finished square footage:
2167
Number of Bedrooms, Number of Bathrooms:
3 bedrooms; 2.5 bathrooms
Assessed real estate value:
$223,300 assessed value for taxes
Available for minister residence: Yes

Expected minister residence: Strongly preferred but ultimately negotiable

Condition of structure, systems and appliances
New roof in 2018; some new appliances 2017, some interior painting 2017, other misc. work since 2017
Entity in the church responsible for review and needed repairs
Trustees
Describe all buildings owned by the church:
Sanctuary, Parsonage and Parish House

Which spaces are accessible to wheelchairs? Sanctuary and Parish House

- Reflection: After reviewing the church’s finances and assets described above, what does this information reflect about your congregation’s mission and ministry?

2020 has been a challenging year because of COVID19, but the inherent faith and resilience of the congregation and community has allowed the church to weather the storm both financially and theologically.

Whilst as we have seen, the past is not always a predictor of the future, the pandemic has caused us to change our philosophy on our endowment, allowing us to continue to provide vital community services, which is part of our mission statement. Historically, the endowment has been relatively untouchable; currently, the church has agreed that those resources are best devoted, in small part, to the operation of church buildings that are vital to the wider community.
Committee and Trustee chairpersons are invited, after committee discussion, to submit budget requests for their area of responsibility, and these are evaluated and consolidated by the finance committee, who in turn present to the full council, who in turn recommend it to the Annual Meeting. Though this procedure may seem a little bureaucratic, it works because it involves everyone. Our church has not initiated any new ministry initiatives as we await a settled Pastor.

HISTORICAL INFORMATION

- Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

1. Fire in Canterbury Center and subsequent new church building (1946)
2. Merger with Baptist Church
3. Sponsorship of Canterbury Fair and Canterbury Fund

- Describe a specific change your church has managed in the recent past.

The retirement of Pastor Burrows, ten years ago, led to two consecutive interim ministers who were each quite quickly embraced by the congregation. CUCC’s level of satisfaction with the two ministries,
interim though we knew them to be, led to a certain reluctance to recognize the need to move forward and secure our future with a settled minister.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict.

As noted above (p.10), the Open and Affirming question proved a source of conflict, which is presently unresolved. The compromise reached allowed the CUCC pastor to officiate at same-sex weddings but not in the CUCC sanctuary. Several people left the congregation on either side of the question. The compromise seems to have pleased only those who didn’t relish taking a committed stand one-way-or-another. How far down the road can we kick this particular can, so to speak? Our dual ABC/UCC affiliation comes into play when discussing issues such as this.

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

<table>
<thead>
<tr>
<th>Staff member’s name</th>
<th>Years of service</th>
<th>UCC Standing (Y/N)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sara Rossigg (interim)</td>
<td>July 2017-</td>
<td>Y</td>
</tr>
<tr>
<td>Bill Donoghue (interim)</td>
<td>5</td>
<td>Y</td>
</tr>
<tr>
<td>Mel Burrows (settled)</td>
<td>9</td>
<td>Y</td>
</tr>
<tr>
<td>John Eaton (interim)</td>
<td>3</td>
<td>Y</td>
</tr>
<tr>
<td>William Daniels (settled)</td>
<td>7</td>
<td>Y</td>
</tr>
</tbody>
</table>

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

All three of the most recent ministers, one settled and two interim pastors, immediately grasped the importance of ministering to the entire Canterbury community, through both obvious outreach activities such as the Fair and working with the elementary school, as well as the pastoral care of many non-congregant townsfolk who seek and find solace and comfort in the CUCC in their times of trouble. They each recognized the different and vital roles in the community that the minister and the church play in the life of Canterbury and stepped into them with enthusiasm.
Has any past leader left under pressure or by involuntary termination?
No

Has your church been involved in a Situational Support Consultation?
No

Has a past pastor been the subject of a Fitness Review while at your church?
No

Section 3: Who Is God Calling Us to Become?

After nearly three years of our committee seeking and receiving the Spirit, we believe there is a radical call on this body of Christ. At this point in our history, CUCC is stripped pretty bare to the essentials of function and operation. This, in a way, has appropriately loosened the controlling grip of our history and tradition enough to allow for a transformed focus. And though the newness of what’s to come is enveloped in uncertainty, we’re less afraid to move forward because we’re awakened to what is possible in and with the Spirit of God living in and through people. The pandemic has allowed us to awaken even more fully to the rich possibilities that exist in our community and our church.

We observe that many in our state of NH are in a crisis of identity. And although we see and believe that the Church has always meant to provide access to the One, who as our Creator, can answer the universal questions *Who am I?* and *Why am I here?*, we sense a fresh invitation to renew this body’s mission and vision around this purpose.

*CUCC will* be a community where people gather to be restored by the encouragement and support of love and truth, to *journey together* through each other’s joys and sufferings, and to receive from God, consciously aware of the Holy Spirit and following the model and teachings of Jesus.

Further, we envision:

- God is inviting CUCC to become a place where every person, no matter where they come from, what they look like, or what they bring in their pockets, or extend their energy towards, is received in the fullness of love.
- God desires to lead CUCC in creating an atmosphere in which every heart can meet Spirit-to-spirit with God and come to know the love each one of us was magnificently formed and created to experience.
- In God’s encounter with each one of us, in God’s time and tender revealing way of communicating what’s true, we will receive hope and purpose for our lives via the understanding of identity (who I am) and destiny (why am I here).
● CUCC as a place where we learn to remain in the vine of Christ, rooted there in the foundation of who God made us to be. Following the model of Jesus, together we learn to seek and listen for God’s guidance as to when, where and how to extend our energies daily.

● Finally, we see a time when each individual, responding to God’s great gift and living rooted in Love, can pass on what they have received, enabling our CUCC community to share God’s vision that *Love is All*.

Section 4: Who Is Our Neighbor?

COMMUNITY VISION

MISSION InSite

Community Vision

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

Our relationships and activities range from long-standing support for A Light For Zimbabwe (alightforzimbabwe.org) to the Canterbury Fair, the Loudon Food Pantry, the local Cropwalk, holiday food baskets, and Native American relief efforts, among several others. The CUCC Outreach Committee is primarily responsible for targeting church-wide efforts of a financial nature, aimed annually at select international, national, and local charities.

A Light For Zimbabwe is a nonprofit organized and overseen by one of our members. It collects donations of household items and cash, for use improving daily lives, education, healthcare, and hope for villagers in the Chipinge District of Zimbabwe. The primary focus is the school and one of our members travels there annually.

The CUCC sponsors a community newsletter, published eleven times yearly and mailed to every address in Canterbury—a bit more than a thousand—and also sent to about thirty out-of-town subscribers, in addition to quite a few email subscribers. This vital outreach effort is largely supported by advertising and donations. Volunteer editors from the congregation have been essential to its success.

In addition to an engaging and hopeful message from the Pastor, the newsletter is regularly consulted (on paper and online) by residents looking for news and notes from Town offices and departments, the Elkins Public Library, Canterbury Elementary School and the school district, the church itself, the Canterbury Fair, Canterbury Historical Society, Canterbury Shaker Village, the Country Store, and the local farmers market—in short, the core elements of the community fabric that holds together our small town. In addition to the advertisers’ messages, important phone numbers and hours are
Provided for town functions—and there’s often a description of an interesting hiking trail, a report from a local nonprofit, or a favorite recipe. (See Appendix V for links to sample newsletters)

Additional organizations that CUCC and its members have assisted include:
1. Concord Coalition to End Homelessness
2. Riverbend Community Mental Health Services
3. Friendly Kitchen Soup Kitchen

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

Although our ministers have continued to be active in the denominational meetings, it’s been a number of years since members of our church have been likewise actively engaged.

- Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.)

Check any statements below that apply to your UCC faith community.

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Border and Immigrant Justice
- Inter-cultural/Multi-racial (I’M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Designations from other denominations
- None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future? As noted above in the profile, we would welcome a church wide discussion of the Open and Affirming issue. Should a grassroots movement emerge from the members of the congregation, we would be receptive to joining with the UCC in these efforts. Regardless of our current lack of activity related to ONA, CUCC endeavors to be a safe and welcoming place for all, and we look forward to the prospect of our congregation being led, by our new Pastor, to future conversations regarding going through the ONA process.
● Describe your congregation’s participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

CUCC has joined with other faith communities several times over the last few years; one such activity, “Sharing Practices of the Spirit” was an interfaith event at Shaker Village involving the local Society of Friends and The Church of the Woods, as well as sharing various spiritual disciplines like Tai Chi, yoga, a contemplative walk, and Shaker songs. We are a member of the Concord Interfaith Council as well.

● If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

The mission statement of CUCC is reflective of the life of the congregation both within and outside the walls of the church. In addition to steady spiritual food provided to adults, we have adapted our approach to child and youth ministry as the population of this age group has varied, especially in the past seven years.

The general availability of the Minister as the “town’s pastor” remains a very helpful asset. This emphasizes the full-time nature of the position, with significant time spent working with community members, especially those connected with Canterbury’s small senior-living apartment complex, families from the local elementary school, etc.

Although our church has a rich history of being a hub for serving the community, we find ourselves with limited numbers of volunteers to draw upon for additional activities (other than the Canterbury Fair, the Town Newsletter, and occasional outreach suppers and gatherings.) Music, which is central to the life of the congregation--not solely on Sundays, has provided opportunities for community outreach. Prior to COVID-19, a summer concert series was added as a community offering.

● Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation’s expectations on their time?

One of the reasons that we feel strongly that this is a full-time ministry is the prominent role the pastor plays in the community, both with the congregation itself and with the wider community, such as the seniors in our town, as well as with the elementary school and the daycare in our Parish House. Coordination and contact with the wider church is important as well, although it has been somewhat limited in practice due to time constraints.
MISSION InSite

- Comment on your congregation’s MissionInsitite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

While our population is fairly stable with moderate growth, there have been a relatively significant number of new people moving into Canterbury and neighboring towns over the past few years. One opportunity that presents itself is the chance to re-invigorate the Christian Education program to attract families with young children.

- How do your congregation’s internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

Canterbury is quite similar in demographics to our surrounding towns. There is little ethnic or racial diversity in NH or in northern New England.

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

CUCC does well in serving the older segments of our population; however, we would like to tap a newly-growing demographic in town--families with children.

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

--Use of the Parish House for the wider-community is praised.
--Daycare programs are seen as an asset.
--Importance of newsletter
--The Canterbury Fair
--Community-wide events
--Past sponsorship of BSA
--Always being an available resource in times of need.
--Working with The Spruces (low-income senior living) and the elementary school

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

Responses include:
1. The desire to interact with the world in a more positive way.
2. Seeking resources to serve both parents and their children--so that both are enriched by the experience and young parents would be surrounded by slightly older parents and post-high-school parents--for inspiration, etc.
3. The benefit of participating in one of the centers of community life
4. Gathering around for the Good News

REFERENCES
(Letters of Reference are in Appendix IV)

REFERENCE 1
Sue Houck, Director, Loudon Food Pantry
603-724-9731/https://loudonfoodpantry.org/
Info@LoudonFoodPantry.org

REFERENCE 2
Reverend Steve Blackmer, Church of the Woods, 92 Foster Rd., Canterbury, NH
https://kairosearth.org/church-of-the-woods/
sdblackmer@kairosearth.org

REFERENCE 3
Rachel Baker, Children’s Librarian, Elkins Public Library, Canterbury, NH
bakercompany4@gmail.com
603-491-5612

Closing Thoughts
CLOSING PRAYER
STATEMENT OF CONSENT
CONFERENCE/ASSOCIATION VALIDATION

Closing Prayer

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

I Corinthians 13:12

. . . . Now I know in part; then I shall know fully, even as I am fully known. And now these three remain: faith, hope and love. But the greatest of these is love.

“Trees of the Field” paraphrased by Steffi Karen Rubin
You shall go out with joy
And be led forth with peace
The mountains and the hills
Will break forth before you
There'll be shouts of joy
And all the trees of the field
Will clap, will clap their hands

And all the trees of the field
Will clap their hands
The trees of the field
Will clap their hands
The trees of the field
Will clap their hands
While you go out with joy

“You Say” by Lauren Daigle

I keep fighting voices in my mind that say I'm not enough
Every single lie that tells me I will never measure up
Am I more than just the sum of every high and every low
Remind me once again just who I am because I need to know
Ooh-oh

You say I am loved when I can't feel a thing
You say I am strong when I think I am weak
And you say I am held when I am falling short
And when I don't belong, oh You say I am Yours
And I believe (I)
Oh, I believe (I)
What You say of me (I)
I believe

The only thing that matters now is everything You think of me
In You I find my worth, in You I find my identity
Ooh-oh

You say I am loved when I can't feel a thing
You say I am strong when I think I am weak
And you say I am held when I am falling short
When I don't belong, oh You say I am Yours
And I believe (I)
Oh, I believe (I)
What You say of me (I)
Oh, I believe

Taking all I have, and now I'm laying it at Your feet
You have every failure, God, You have every victory
Ooh-oh

You say I am loved when I can't feel a thing
You say I am strong when I think I am weak
You say I am held when I am falling short
When I don't belong, oh You say I am Yours
And I believe (I)
Oh, I believe (I)
What You say of me (I)
I believe
Oh, I believe (I)
Yes, I believe (I)
What You say of me (I)
I believe

Appendix I

Ministry Goals: Additional Detail

GOAL: reach out to the strangers in our midst, to the benefit of themselves, CUCC, and the town.

CUCC desires to not only remain a vital part of our community, but also to be a leading force within it. We live in a town where everyone experiences the same geography, and is surrounded by the same historical and cultural assets, but where only a small percentage participate in and help deliver the benefits of living here.

GOAL: provide tangible help to hurting people.

We live in a town/school district where people (often hidden from view) suffer from PTSD, addictions, mental illness, violence, suicide, loneliness, love of money/possessions/status, destructive behavior, anxiety, and self-isolation—in other words, a “normal” troubled modern community. In addition to
offering the empowering message of forgiveness, love, and hope, we hope to connect suffering people
to appropriate resources, and look for ways to directly help ease the daily challenges of their lives.

**GOAL:** serve as a connection point for people at all levels of seeking and faith.

We live in a town where some worship elsewhere, many don’t or rarely worship at all, and some others
find inspiration and wisdom via Christian radio, podcasts, YouTube, and TV/Internet offerings—yet are
not part of a community of worshipers or a local living church.

**GOAL:** offer and encourage access to more solid and challenging spiritual “food” for Christians as they
work on all stages of their walk.

We wish to meet the needs of individuals, young and old, in every kind of family, recognizing that
traditional “family Sunday morning” church attendance doesn’t work for many people. We endeavor to
show that the path to enjoying the very real benefits of being an active Christian begin with simple
acceptance of Jesus and the love and grace He embodies. And we will show--and be shown--that this
faith-walk is a journey; and that we, in the quest to be humble and useful clay pots, will all be shaped,
broken, and re-made by God throughout our lives.

**GOAL:** base our work of attracting new seekers/believers on the Good News and Bible-based/Spirit-
inspired preaching, interpreting, and teaching.

We believe that God’s love can help each of us through the troubles that we face. To follow God’s
leading, it’s important to look past the limits of what is familiar and comfortable, and stop ignoring how
much the world has changed. At the same time, the messages we deliver must come from God
speaking through God’s Word and Spirit.

**Ministry Description: Additional Detail**

We’re looking for someone who, through the word of God, will proclaim a life-giving alternative
to a cultural mindset of fear-based thinking in this “now is everything” world. We need
someone who can both work with youth and families, as well as with an aging population. We
desire someone who will challenge and stretch us firmly yet compassionately, as they
themselves are seeking to be challenged and stretched as well -- and with a willingness to
stretch themselves as well--speaking comfort, while pointing us toward trust in God.
Appendix II

What We Value About Living in our Area
The town of Canterbury is a welcoming place, a small town of about 2500 people with big hearts living amid the beauties of nature and the legacy of the Shakers and our other ancestors. Residents value the spirit of camaraderie, helpfulness and entrepreneurialism that animates our school, church and community activities. Though wonderfully located close to an urban center, we are an enclave of forest, field and farm which fosters a strong instinct for preservation and conservation.

Appendix III

Outreach
We envision the following involvement from our new minister to help us serve more people:

The minister should have an active interest in helping to extend the reach of the CUCC throughout Canterbury and assisting the congregation in continuing our traditional Outreach efforts locally and in the wider world. To succeed in our purpose of reflecting God's light--God's unending love and grace for people throughout Canterbury--the CUCC will need energetic leadership to build on community connections we already have, and to inspire our church members and friends to breathe life into new approaches, programs, resources, and opportunities for townspeople to come together in, to quote the Shakers, “pure love and union.”

We need a teacher who can equip us in the near and distant future to actively minister to each other and our neighbors using our individual gifts/callings. We seek a guide who can point the way to a better way to live this side of Heaven, where hopeful, future-oriented people humbly give and receive love and help within the supportive community of CUCC. In short, we want a dynamic leader, who will offer and encourage access to solid spiritual “food” for Christians, through the word of God, to help shape our community for the future.
March 15, 2021

Canterbury United Community Church
5 Center Road
Canterbury NH 03224

To whom it may concern,

The food pantry has had the pleasure of working indirectly and directly with the church over the last thirteen years. They are extremely caring for those in their community. The food collections and monetary donations that have been provided to the food pantry also shows they care for the surrounding communities as well. The church’s location has also been host to many events that have helped the food pantry (The Walk for Hunger, The Ham & Bean Supper, etc.).

Working with the church has been a pleasure that we hope will continue into the future.

Best regards,

Sue Houck
President

Loudon Food Pantry is an independent 501(c)(3) non-profit organization that provides food to households who are struggling to feed themselves. Your donations are tax-deductible to the extent allowable by law.
To whom it may concern,

the Episcopal Church) began to take shape starting in 2008.

Canterbury is a community with a high spiritual awareness but, like most New England towns these days, a low rate of church involvement. The CUCC’s quiet but important ministry to the community, notably the Fair, the town newsletter, and administering the Canterbury Fund are among the most important and visible centers of community vitality. This is a great strength of the church, and so also is probably an area where there is opportunity for more.

I first became active through working at the Fair, as do so many community residents. My wife was even more active in the Fair and also was an editor of the newsletter some years ago. I became more involved in the prayer and worship of the church when I was discerning my own call and during seminary, including providing occasional pulpit supply and pastoral backup. On several occasions, Church of the Woods and the CUCC I am pleased to write this letter of reference for the Canterbury United Community Church. I have been aware of the church’s ministries to the community for as long as I have lived in town, now 30 years. I became more aware of the church as a community of worship and prayer as my own call to ordained ministry (through have collaborated on joint events. I am a friend of the CUCC and am grateful for ongoing collaboration and companionship, as well as for its community service.

While most residents of the town are not active members of the church, the church and its leaders do serve de facto as the pastoral heart of the community. There is, of course, an unlimited need for such pastoral support, and very limited means to pay for it. Addressing this dilemma will always be a part of the ministerial challenge.

The great challenge, of course, is to maintain and hopefully to grow the circle of people who look actively to the church for spiritual direction, support, prayer, and worship. In a world where fewer and fewer people attend or consider themselves to belong to a church, this remains difficult.

I hope this is a helpful overview, and I look forward to supporting the church’s search as I am able.

faithfully yours,

Stephen

Rev. Stephen Blackmer
Church of the Woods
To Whom it May Concern,

I have been asked to write an informal reference, perhaps a means of introduction to Canterbury United Community Church. I am thrilled and honored to be asked, the church is very dear to me and I feel that it’s an important part of the community. I am the Youth Services Librarian at Elkins Public Library in Canterbury.

I grew up in this town and moved away after high school. When I was graduating high school I couldn’t wait to leave this sleepy little town to find fame and fortune. After 15 years living and working all over the world, my husband and I returned with our baby to buy a home here. This town is where you raise a family. The church is formed in this image.

CUCC is incredibly welcoming to all who live here. When I was a child, I didn’t know the denomination of the church, I didn’t even think it represented a certain faith, it was a group of people that I knew and loved. They were the ones who got the money from the Fair and the place where I went to funerals. I have always identified as an agnostic, but no one from the Church has ever questioned me, not even asked. I believe that this is the way it must remain to be central to the community. I have worked closely with the last 3 interim pastors on situations concerning young people and their families. I have always felt respected and heard by them. I have referred many young families to the Church over the years and will continue to do so.

Serving the congregation of CUCC would be a great privilege, it comes with a great number of people who want it to succeed and grow. The Shakers were ones to gravitate towards innovation and change, CUCC has been successful in doing just this to remain a focal point of the Center and the Town.

Respectfully Submitted,
Rachel C. Baker
Appendix V--Community Newsletter

February 2021
https://drive.google.com/file/d/1NJI_SSzUltPQoyjYY9PlcY85CrF0Jvqm/view?usp=sharing

March 2021
https://drive.google.com/file/d/14aP6Z11DeCjVvD6fn3Ye8FOHyU7CCPwC/view?usp=sharing

VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.
Staff Comment:  The Canterbury United Community Church is a member in good standing of the Merrimack Association of the NH Conference, United Church of Christ.

To the best of my knowledge, ministerial history information is complete.
Staff Comment: The ministerial history, to the best of my knowledge, is complete.

To the best of my knowledge, available church financial information is presented thoroughly.
Staff Comment: To the best of my knowledge, the church's financial information is presented in a thorough manner.

My signature below attests to the above three items.

Signature: Richard N. Slater
Name / Title: Richard N. Slater, Associate Conference Minister, New Hampshire Conference UCC
Email: rslater@nhcucc.org
Phone: 603.715.9525
Date: May 26, 2021
This document is created through support to Our Church’s Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

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