UNITED CHURCH OF CHRIST
LOCAL CHURCH PROFILE

First Congregational Church of Swanzey, UCC
Swanzey, New Hampshire

Part Time Settled Pastor

New Hampshire Conference of the United Church of Christ
Southwest Association

[Validation Date]

“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)
LISTING INFORMATION

Church name: First Congregational Church of Swanzey, UCC
Street address: 679 Old Homestead Hwy, Swanzey, NH 03446
Supplemental web links: swanzeyucc.org

Conference: NH Conference of the United Church of Christ
Association: Southwest Association
UCC Conference Staff Contact Person
   Richard Slater, Assoc Conference Minister, 603-715-9525 (direct line)
   rslater@nhucc.org

SUMMARY MINISTRY DESCRIPTION:

   The First Congregational Church of Swanzey is looking for stability and continuity after disruption because of the pandemic and another year of various supply ministers. We are seeking a pastor whose sermons are meaningful and relate the Bible to our daily lives. We need leadership and help with enhancing our faith formation program (children’s program) by attracting families to come worship with us and become involved in church life.

   We have a strong presence in the community beyond Sunday worship; monthly third Saturday suppers, monthly community potluck luncheons, craft groups, Bible study, free concerts, fund raising events, to name a few. Friendship Hall is available for community groups or private gatherings.

   Our connection to the local schools is also strong. Two graduating seniors are awarded scholarships. The Interact Club and Boy Scouts work closely with the church providing them with service opportunities. At Christmas, the elementary schools give us a list of gifts items needed for less fortunate children. Our Snack Sack program provides food for some of these same families. After school Kids Club gives school kids a gathering place for activities and socializing. Jack and Jill nursery school has rented the lower level of Friendship Hall for many years.

   To continue with our current local mission, our new pastor would be visible in the community by supporting the above-mentioned activities as much as possible. We want to continue to be a welcoming church to anyone and everyone. We would welcome new and creative ideas in all areas of worship, being cognizant that we are an older congregation more comfortable with tradition than change.
Photographs:
WHAT WE VALUE ABOUT LIVING IN OUR AREA:

Swanzey is in the Monadnock Region of NH, so named for the 3165-foot Mount Monadnock, visible from all the surrounding towns. Historically this mountain was written about by Thoreau and Emerson and is one of the most frequently climbed mountains in the world. Swanzey is also noted for being home to four of the more than fifty covered bridges in New Hampshire. The four seasons provide us with every possible outdoor activity, with lakes, rivers, hiking trails, camp sites, etc.

One can enjoy cultural events and movies at the theaters and colleges in nearby Keene, just ten minutes away. Educational opportunities are available at Keene State College, Antioch University New England, Community Colleges. Dillant Hopkins Airport in Swanzey is home to many small planes, corporate jets, and a helicopter school.

For those who enjoy spectator sports, the local high school and Keene State College have excellent teams. Come play pickle ball in the re-purposed old woolen mill in West Swanzey!

Current size of membership:
Approximately 47 active members and 15 active non-members.
Position Title: Part Time Settled Pastor
Position Duration
Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level
½ Time
Does the total support package meet conference compensation guidelines? Probably not

SCOPE OF WORK

Scope of work for half time pastors (20-25 hours weekly)
• Preparation of sermons and leading worship with the help of lay readers.
• Work with the music director in choosing hymns and special music.
• Help with lay persons in the faith formation programs.
• Pastoral care when needed. Home visitations when desired.
• Assist the congregation with community outreach.
• Participation in and leadership for committees when possible.
• Participation in wider church events such as conference and association meetings as time permits.
Core Competencies:

Our church is searching for a pastor who is caring, organized and sociable; one who is willing to offer guidance to committees and who enjoys working with children, youth, and the elderly. Our minister should be able to relate to many incomes and social levels.

COMPENSATION AND SUPPORT

Salary Basis: $25,000 plus housing allowance of $6,000

Benefits: Social Security & Medicare offset of $1,913

$2,325 to be used for health insurance and/or retirement benefits

What is the expected living situation for your next minister?

Live in a nearby community in own home with housing allowance.

Note: Our maximum financial package is $3,500 monthly, $42,000 annually.

This will allow a minister some flexibility with benefits. Please see Addendum for further information.

Peer and professional supports available:

The Southwest Association together with the Committee on Church and Ministry (COCM); The NH Conference of the UCC.

WHO IS GOD CALLING TO MINISTER WITH US?

Our vision of a minister is one who will assist the congregation in continuing to make an impact within the community by participating in many of the church suppers, fairs, and other special events. We are seeking someone who could help bring families and youth into our worship community. We would be extremely grateful to have an active youth group who could become involved in community service as well as participate in worship services.

One goal is to have more home visitations. Because of the pandemic many older members have felt isolated and have not returned to active worship.

Through Sunday worship and special holiday services, baptisms, funerals, and weddings our new minister might be introduced to new people which might pique their interest to attend Sunday worship.

Currently the language requirement is English. Simplicity and the ability to relate sermons to our everyday lives is important. Also, several in the congregation know sign language and others wish to learn.
MARKS OF FAITHFUL AND EFFECTIVE AUTHORIZED MINISTERS IN THE UNITED CHURCH OF CHRIST

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE
• Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

ENGAGING SACRED STORIES AND TRADITIONS
• Maturing in effective proclamation and preaching.
• Understanding the history of the Christian Church, from biblical times forward.
• Bringing life to sacred stories and traditions in worship, proclamation, and witness.
• Leading faith formation effectively across generations.
• Holding the Holy with integrity especially as represented in the Sacraments.

CARING FOR ALL CREATION
• Nurturing care and compassion for God’s creation.
• Maintaining a basic understanding of mental health and wellness.
• Practicing self-care and life balance.
• Attending to one’s own spiritual and pastoral care, including engagement in supervision appropriate.
• Stewarding the resources of the Church.

WORKING TOGETHER FOR JUSTICE AND MERCY
• Drawing on the ministry of Jesus Christ to confront injustice and oppression.
• Practicing the radical hospitality of God.
• Identifying and working to overcome explicit and implicit bias in the life of the Church.
• Understanding community context and navigating change with a community.
• Engaging in mission and outreach.
• Building relationships of mutual trust and interdependence.

STRENGTHENING INTER-AND INTRA- PERSONAL ASSETS
• Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
• Living in relationships of covenant all accountability with God and the Church.
• Exhibiting strong moral character and personal integrity.
• Respecting the dignity of all God’s people.
• Understanding and ministering to stages of human development across the life span.
• Demonstrating excellent communication skills.
WHO IS GOD CALLING US TO BECOME?

God is calling our congregation to become more welcoming to all seeking spiritual uplifting. God is also calling us to reach out to all with loving kindness. We close each worship service by singing “Let There Be Peace on Earth,” reminding us that peace begins with us working together.

We already have quite a strong presence in our community, but we want to strengthen this by addressing other opportunities and meeting new challenges. We work with the high school’s service club by enlisting their help with church suppers, rummage sales, apple festival, etc. We know there are other ways to reach our local youth.

God is also calling us to attend to the elderly. There are many of us, some needing home visits because of loneliness, or still feeling isolated and out of touch because of the pandemic.

Although we support many local mission projects, namely the homeless shelter, local community food pantry, helping less fortunate families through our “snack sack” program and purchasing gifts at Christmas for some of these same families, we know we can always do more!

ADDRESSING EMERGING CHALLENGES

The pandemic caused our church to cease having monthly suppers indoors. These were very popular with the community, where for $10 (or whatever they could afford) they could have had as many servings as desirable. It was a great place to visit with people. It was also a great fund raiser for the church.

This year we began having drive-by take-out meals. They became very popular and sold out quickly. Missing, of course, was the socialization, but it allowed us to continue our community outreach. Even the Christmas Fair was held outside!

Another example involves the use of the pastor’s discretionary fund...when there is no pastor! Phone calls from local people in need were directed to a member of the congregation who is a retired minister. He helped several families by providing gift cards for food, or money for gas, or directing the oil company to deliver several gallons of fuel. Thus, even though we did not have a settled pastor, we were able to continue this local mission.
Congregational Reflections  (our life of faith)

Our mission statement expresses our belief that “no matter who you are or where you are on life’s journey, you are always welcome here.” Our church mission is to maintain and encourage the private and personal worship of God; to proclaim the Gospel of Jesus Christ and to call disciples to him; to participate in the sacraments of Baptism and the Lord’s Supper; to promote Christian Education and faith formation; to develop the Christian character and encourage personal and spiritual growth; to further the religious, moral and community interests of Swanzey; to promote unity and cooperation with other local and global Christian communities and to point others to the Kingdom of God.

The purpose of this congregation is to follow Jesus’ teachings and to strive to love and respect one another. We come together combining our prayers, our presence, our gifts, and our service to extend ministries of acceptance and openness to ourselves and others.

God is most often described in our worship as a gracious and loving God. The Holy Spirit is ever-present in our midst. Our congregation strives to be warm and welcoming. We are supportive of those in need or going through difficult times. We have some very artistic and talented people in our congregation, and many good cooks.

Describe what worship is like when your congregation gathers.

We gather on Sunday mornings at ten o’clock in the sanctuary. Sermons are usually understandable, heartfelt, engaging, and colorful. Sermons connect Scripture lessons to our world and experiences. When children are present the minister calls them up front to gather informally for a short message, engaging them with questions.

Our worship services are quite traditional which is pleasing to the older adults in attendance. Traditional hymns and sacred music are preferred, but occasionally the postlude might be a jazz piece or a show tune. We have a very talented young music director who is generating more interest in the choral choir and the bell choir. He is an accomplished pianist. Frequently he invites young musicians to provide the music, especially during the summer when the choirs are on break.

Usually twice a year we meet for worship outside, once at the site where the first church was built back in the 1700’s. The second takes place at the Potash Bowl in conjunction with the town’s Old Home Day.
A Baptism as described by one of our young members:

Note: Use of the word ‘child’ may also refer to ‘baby’ or ‘adult.’

The pastor meets with the family and explains what will be said during baptism, making sure that they are comfortable with the ceremony. The pastor addresses any questions or concerns the family may have. The family is also instructed about responding during the ceremony.

At the time of the Baptism the family and Godparents will walk to the alter and face the congregation. The pastor will introduce the child and begin the ceremony. At some point the pastor will dip his hand into the baptismal font and bless the child with the water. After the ceremony is finished, the pastor with the child walks around the sanctuary and return to the front where a Certificate of Baptism is presented. A closing prayer is said.

Describe the educational program/faith formation vision of your church.

Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: [20] Teaching them to observe all things whatsoever I have commanded you: and, lo, I am with you always, even unto the end of the world. Matthew 28:19-20

Following the above command, we strive to educate members and friends of our congregation no matter what age. Before COVID, our younger congregants had Sunday Faith Formation classes relying on the All-in-One Bible series and the expertise of our experienced, certified teachers. Our age range has been from three to twelve, with older youth joining as helpers. Once per month we have had an after-school program called Kids Club. We have had from nine to about sixteen children from the community join us for this exciting adventure.

In 2019, the pastor led a confirmation class where six of our youth joined the church. This was a glorious day for the church! The youth are involved in our services as much as possible, serving as bell ringers, acolytes, and occasional story portrayers.

Adult programming blends weekly Bible studies with daily devotionals for each holy-day season.

Be ye kind one to another, tender-hearted forgiving each other. Our people live this.
Describe how your congregation is organized for ministry and mission.

Decision making in our church right now is mainly the responsibility of the Ministry Leadership Team (MLT), which acts as our executive board. All committees are made up of volunteers with no term limit nor limit to number of committees to be on. The MLT, trustees and deacons meet monthly. However, minutes of these meetings are rarely shared with the congregation.

A committee is currently working on updating the bylaws. However, the draft does not describe what we do now, but what we would like to do. That is, to return to a structured organization. Since it has not been voted on by the congregation, it would be premature to enclose a copy with this profile.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

<table>
<thead>
<tr>
<th></th>
<th>Is this number an estimate? (check if yes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of active members:</td>
<td>47</td>
</tr>
<tr>
<td>Number of active non-members:</td>
<td>15</td>
</tr>
<tr>
<td>Total of church participants (sum of the numbers above):</td>
<td>62</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>
<tbody>
<tr>
<td>More than 10 years:</td>
<td>74%</td>
</tr>
<tr>
<td>Less than 10, more than 5 years:</td>
<td>8%</td>
</tr>
<tr>
<td>Less than 5 years:</td>
<td>18%</td>
</tr>
</tbody>
</table>
Number of adults in various household types:

<table>
<thead>
<tr>
<th>Household Type</th>
<th>Number</th>
<th>Estimate?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single adults under 35</td>
<td>5</td>
<td>Yes</td>
</tr>
<tr>
<td>Joint household with minors</td>
<td>5</td>
<td>Yes</td>
</tr>
<tr>
<td>Single adults aged 35-65</td>
<td>6</td>
<td>Yes</td>
</tr>
<tr>
<td>Joint household with no minors</td>
<td>15</td>
<td>Yes</td>
</tr>
<tr>
<td>Single adults over 65</td>
<td>16</td>
<td>Yes</td>
</tr>
</tbody>
</table>

NUMBER OF ADULTS IN VARIOUS EMPLOYMENT TYPES:

<table>
<thead>
<tr>
<th>Employment Status</th>
<th>Number</th>
<th>Estimate?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults who are employed</td>
<td>12</td>
<td>Yes</td>
</tr>
<tr>
<td>Adults who are retired</td>
<td>39</td>
<td>yes</td>
</tr>
<tr>
<td>Adults who are not fully employed</td>
<td>3</td>
<td>yes</td>
</tr>
</tbody>
</table>

Range of occupations of working adults:

Most of our members are retired but when employed they were mostly in the field of education, manufacturing, highway maintenance, and office workers. Currently there is a school principal, restaurant workers, college maintenance employee, speech pathologist, deaf educator fluent in sign language, artists, musicians, a photographer, a farmer, and others unnamed.

Our congregation is basically mono-cultural. Diversity is not an issue in our church.
<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?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baptisms (<em>number last year</em>)</td>
<td>40 in attendance</td>
<td>Minister and family</td>
</tr>
<tr>
<td>Children’s Groups or Classes</td>
<td>1-6</td>
<td>Lay leaders &amp; faith formation teacher</td>
</tr>
<tr>
<td>Christmas Eve and Easter Worship About 80+ and about 40</td>
<td>Figures from 2019. No in-person services in 2020</td>
<td>Minister, Deacons, Ministries committee</td>
</tr>
<tr>
<td>Church-wide Meals</td>
<td>60-75</td>
<td>Suppers by donation, community wide Prepared by many members</td>
</tr>
<tr>
<td>Choirs and Music Groups</td>
<td>6-8 each</td>
<td>Music director: choir &amp; hand bells</td>
</tr>
<tr>
<td>Church-based Bible Study</td>
<td>12-15</td>
<td>Rev. Stinson, retired minister</td>
</tr>
<tr>
<td>Communion (<em>served how often?</em>)</td>
<td>25-40</td>
<td>Monthly on first Sunday Minister &amp; deacons</td>
</tr>
<tr>
<td>Community Meals</td>
<td>12-15</td>
<td>Monthly potluck, lay member</td>
</tr>
<tr>
<td>Confirmation (<em>number confirmed last year</em>)</td>
<td>Zero last year 5 in 2019</td>
<td>Pastor</td>
</tr>
<tr>
<td>Funerals (<em>number last year</em>)</td>
<td>?</td>
<td>Grave side services probably</td>
</tr>
<tr>
<td>Intergenerational Groups</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Outdoor Worship (twice)</td>
<td>20-25</td>
<td>At original site &amp; Potash Bowl</td>
</tr>
<tr>
<td>Theology or Bible Programs in the Community</td>
<td>12-15</td>
<td>Retired minister &amp; member</td>
</tr>
<tr>
<td>Weddings (<em>number last year</em>)</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Worship (time slot: 10:00 am)</td>
<td>35-40</td>
<td>Minister</td>
</tr>
<tr>
<td>Youth Groups or Classes</td>
<td>3-6</td>
<td>Lay leader</td>
</tr>
</tbody>
</table>
**Additional comments:** Some figures are from 2019 to give a more realistic picture. With the pandemic beginning in 2020, services in the sanctuary were curtailed.

**ORDAINED MEMBERS OF THE CHURCH:**

<table>
<thead>
<tr>
<th>Name</th>
<th>Three- or Four-Way Covenant? (3 or 4 or No)</th>
<th>Ministry Setting</th>
<th>Type of Ministry Role</th>
<th>Retired? (Y or N)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rev. J. David Stinson</td>
<td>no</td>
<td>Retired Navy Chaplain; former church pastor</td>
<td>Leads Bible Study, preaches when needed</td>
<td>Yes</td>
</tr>
</tbody>
</table>

**CURRENT 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>Organist, Choir Director</td>
<td></td>
<td>Part Time $8,500</td>
<td>Music Committee</td>
<td>4+ years</td>
</tr>
<tr>
<td>Admin. Assistant</td>
<td></td>
<td>Part Time $11/hr</td>
<td>Pastor</td>
<td>1+ year</td>
</tr>
<tr>
<td>Treasurer</td>
<td></td>
<td>Part Time $2,400</td>
<td>Trustees</td>
<td>7 years</td>
</tr>
<tr>
<td>Sexton</td>
<td></td>
<td>Part time $2,472</td>
<td>Leadership team</td>
<td>More than 10</td>
</tr>
<tr>
<td>Financial Secretary</td>
<td></td>
<td>Part time $1,200</td>
<td>Trustees Treasurer</td>
<td>7 years</td>
</tr>
</tbody>
</table>
**CHURCH FINANCES**

**Current annual income** (Used some figures from 2019 when more typical)

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Offerings and Pledged Giving</td>
<td>$54,510</td>
</tr>
<tr>
<td>Fundraising Events</td>
<td>($11,965 in 2019)</td>
</tr>
<tr>
<td>Gifts Designated for a Specific Purpose (Organist Supplement)</td>
<td>$3,500</td>
</tr>
<tr>
<td>Payroll Protection Plan in 2020</td>
<td>$11,500</td>
</tr>
<tr>
<td>Rentals of Church Building &amp; support</td>
<td>2019</td>
</tr>
<tr>
<td>Rentals of Church Parsonage</td>
<td>$0</td>
</tr>
<tr>
<td>Jack and Jill Nursery School rental – usual annual amount</td>
<td>$4,250</td>
</tr>
</tbody>
</table>

Budgets and annual financial reports are attached with this profile. Since 2020 was an unusual year due to the pandemic, 2019 might give a more realistic picture in some instances.

**Budget for 2020** $115,835  **Minister’s total** $50,811  **Percentage** 43.9%

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

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

In what way is OCWM (Basic Support) gathered? Budgeted

What is the church’s current indebtedness? None
**EXPLANATION OF CHURCH INVESTMENTS**

The church has several smaller investments, each designated for a special purpose, and used as needed.

<table>
<thead>
<tr>
<th>Investment</th>
<th>Used 2020</th>
<th>Balance 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wyman Scholarship</td>
<td>$1,000</td>
<td>$5,074</td>
</tr>
<tr>
<td>Church Scholarship</td>
<td>$1,000</td>
<td>$20,610</td>
</tr>
<tr>
<td>World Mission</td>
<td>$1,000</td>
<td>$1,765</td>
</tr>
<tr>
<td>Bell Choir</td>
<td>$1,220</td>
<td>$5,140</td>
</tr>
<tr>
<td>Beecher Music Fund</td>
<td>$0</td>
<td>$2,347</td>
</tr>
<tr>
<td>HCW (Wyman Scholarship)</td>
<td>$0</td>
<td>$32,222</td>
</tr>
</tbody>
</table>

Transfers from the next two accounts are as needed. The Stone Fund must maintain the principal of $100,000. Not knowing what the stock market was going to do, we transferred some of the capital gains to our savings account.

<table>
<thead>
<tr>
<th>Account</th>
<th>Used 2020</th>
<th>Balance 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stone Fund</td>
<td>$4,000</td>
<td>$104,540</td>
</tr>
<tr>
<td>Endowment Fund</td>
<td>$10,000</td>
<td>$55,653</td>
</tr>
</tbody>
</table>

The question about Endowment draws and rates over the past years would not paint a true picture. Parts of two years’ withdrawals was used for the repair of the steeple (not a budget operating expense). Also, at one point the General Fund of $49,902, was combined with the Endowment Fund. If we had to depend only on the Endowment, it would last five or six years. But we do have the Stone Fund capital gains if the stock market is strong.

**Other Assets**

The sum of the savings accounts is approximately $43,000

*Part of this account is capital gains from the Stone Fund, not knowing what the stock market would do. Part is excess of income over expenses in 2021 since we had no minister, only pulpit supply*

The market value of all investments as of year-end 2020 was $227,353.
Does your church have a parsonage? Yes
Fair market rental value of the parsonage: $900 - $1,000/month
How is the parsonage used? Pastor residence (currently not occupied)
Street / City / State / Zip: 706 Old Homestead Hwy, Swanzey, NH 03446
Finished square footage: 1800 sq ft
Number of Bedrooms, Number of Bathrooms: 3 / 1.5
Assessed real estate value: $84,400
Available for minister residence: Yes (but not desirable)
Expected minister residence: Live in own home nearby
Condition of structure, systems, and appliances. Several major repairs needed:
   Outside painting, roof work, electrical. Appliances are dated.
Entity in the church responsible for review and needed repairs: Trustees

Describe all buildings owned by the church
Brick church building: narthex, sanctuary, parlor, classroom, bathroom
Attached Friendship Hall added in the 1950’s with full commercial kitchen
   and handicap bathroom
Nursery school rooms in lower level; Parsonage described above.
No space used or rented by the church.

Which spaces are accessible to wheelchairs?
Worship space, Friendship Hall and handicap bathroom through the sanctuary.
However, the ramp needs to be updated because it is not wide enough for all
wheelchairs, in particular wide ones.

Reflection:
Historically, whenever the congregation had passed a deficit budget, the
money was always found to pay the bills!
Three Recent Significant Happenings in the First Congregational Church of Swanzey’s History

1. The 275th anniversary: November 6, 2016. Four previous ministers joined Rev. Damon Anderson for a commemorative service celebrating our church’s lengthy existence. This event led to the church holding an annual service at the original church site of the Congregational Church of Lower Ashuelot (later Swanzey), first established on November 4, 1741.

2. Rev. Anderson had the idea to establish a snack sack program, where the church provided food parcels during the school year for needy community students. This bolstered the church’s community outreach program and joined with other ongoing programs: the Christmas Kids project, which provides winter coats and Christmas gifts for students in our area who needed an extra boost, and the inclusion of Interact (our local high school’s service organization) students with our church service programs.

3. In 2014, we determined we needed a new church governance system to meet the demands of changing ministerial hours. Because we were finding it hard to get members to commit to committee positions, we set up a church restructuring program. This led to the annual ministry fair where congregants signed up for individual jobs and various ministries. Out of this new structure emerged the leadership team, made up of leaders of four ministries. The team now meets monthly and acts as an executive board.
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>Rev. Damon Anderson</td>
<td>10</td>
<td>Y</td>
</tr>
<tr>
<td>Rev. Pamela Cady Spain</td>
<td>6</td>
<td>Y</td>
</tr>
<tr>
<td>Rev. Andrew Nagy Benson</td>
<td>3</td>
<td>Y</td>
</tr>
<tr>
<td>Rev. Mary Jane Barber</td>
<td>12</td>
<td>Y</td>
</tr>
</tbody>
</table>

We have had male and female ministers, newly ordained and seasoned ministers. We have learned something from each one and have learned to be flexible and understanding of differences.

One minister’s style of leadership caused a split in the congregation. That minister was persuaded to leave. There have been no involuntary terminations, situational support consultations or fitness reviews.

**COMMUNITY VISION**

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

Currently our focus is participating in local service activities. As mentioned before in this Profile, our church provides food (snack sacks, food pantry) for families in need. At various times throughout the year, we collect socks, soup, and whatever is needed for the Homeless Shelter. We prepared a complete supper for them this current year. In the past the congregation has put together health kits, school kits, baby kits, etc. to help people throughout the world in times of disaster. We contribute financially to some of the special collections through the NH Conference.

On a lighter note, our music director arranges musical concerts to be held in the sanctuary. The performers are our bell and choral choirs, and area talented musicians. Often this gives a young musician an opportunity to perform solos in front of an audience. These concerts are well-attended.
Participation in wider church meetings and activities.

We elect delegates for the Annual Meeting of the NH Conference and the Southwest Association annual meeting. Others are free to attend. The SW Association is made up of clergy and lay persons from twenty churches, mostly in Cheshire County. The Committee on Church and Ministry (COCM) is a subgroup of the SW Association. This committee composed of four clergy and four lay persons oversees clergy and congregations whenever needed.

The NHCUCC sponsors a yearly event (Prepared to Serve) open to all church members. The day is filled with workshops and speakers on a variety of useful topics.

National UCC > NH UCC > SW Association > COCM > local church.

Participation in ecumenical and interfaith activities

Throughout the year we have ecumenical services such as Ash Wednesday, Maundy-Thursday, and Easter Sunrise services with the Community Church in West Swanzey. Our weekly Bible Study group is open to everyone. The last Wednesday of each month lay people host a pot-luck luncheon which is attended by many besides our own congregants.

MISSION InSite

Our region is predicted to have moderate growth over the next 10 years. However, there will be no real increase in the number of children, which is rather disturbing when we would like to attract families with children to attend our worship services. Our adult education attainment is high. We probably will continue to live in a very homogenous area. People are living longer and there will be an increase in population aged sixty-five and older. The median family income will decrease slightly. Blue collar and white-collar occupations will remain about equal.

Our internal demographics indicate that our church is more traditional in worship due in part to our older membership. We remain consistent with the Congregational/United Church of Christ tradition.
Some area churches are more non-traditional and seem to attract young families. For example, technology is used to enhance worship. This does send a message to us---that we could be open to occasionally entertaining different ways of worship.

New people coming to our church have indicated that they felt very welcomed, and that people were very friendly. Being a small community church makes it easier to get to know each other and to become involved in fund raising projects, etc.
Re: First Congregational Church of Swanzey  
679 Old Homestead Hwy.  
Swanzey, NH 03446

To Whom It May Concern,

As members of the Old Homestead Garden Club it is our pleasure to recommend The First Congregational Church of Swanzey as a valuable resource for our community.

Our club has held meetings at the church for more than 40 years. The location is central to Swanzey and the surrounding areas of the Monadnock Region, making it convenient for our members' attendance at monthly meetings. The parking lot is ample and the multifunction hall with adjoining kitchen are well suited to our needs for business meetings with noontime teas.

We are very appreciative for the attentive maintenance staff and have enjoyed positive relationships with church officers. Many of our members have also enjoyed church sponsored events such as the Winter Greens Sale and Christmas Chorale.

We encourage any interested in being a future cleric there to meet with this vital community group which supports many activities for residents of our region.

Sincerely yours,

AnnMarie Rizzuto  
Communications Secretary  
Old Homestead Garden Club
May 4, 2021

To whom it may concern,

The Swanzey Center Congregational Church is an important community resource in the Town of Swanzey and has been throughout the Town's history — even before Swanzey was incorporated as a town. The Church holds many important local events throughout the year, such as community suppers and Christmas craft sales. Church members are active members and leaders in the Swanzey community.

The Swanzey Center Congregational Church was built in 1836 and is one of the several significant and distinct historic buildings in the village of Swanzey Center. Every year the Church holds worship services in the fall at the original site of the first church, which was built in 1737 on Town property across from Town Hall. This annual event reminds the community of the historic significance of the Swanzey Center Congregational Church.

Sincerely,

Michael T Branley
Town Administrator
June 5, 2021
Dear Prospective Pastor:

It is my pleasure to write a letter of recommendation for the First Congregational Church of Swanzey. My name is Marion Lefrancois. I am an Advisor for the Monadnock Regional High School Interact Club — a youth service club for high school students, sponsored by Rotary International.

The First Congregational Church of Swanzey has supported our club by allowing us to use the church hall for monthly meetings for the past 15+ years. Due to the pandemic, we had to cease meeting in person for many months, however we hope to begin meeting at the church hall again in the future.

As both a service project and a way to thank the church for our use of the hall, Interact members have helped out at the monthly church suppers over the years. Even during COVID, the suppers were held on a drive through and pick-up basis. The Interactors all enjoy working at the suppers. The folks from the church are kind and the food is excellent.

The church also supports Interact by allowing us to have the plants we sell as fundraisers in the Spring and the Fall delivered to their parking lot to be collected by the Interactors. This is a tremendous help, as we typically sell close to 1000 plants.

Interact has also helped the church with setting up yard sales and cleaning up afterward and at the Christmas Fair, held outdoors last November. The church has referred some of their older members to our club when they need yard work done or wood stacked or other chores that Interact can do as a local service project. The members of the church are unfailingly kind and always willing to support Interact. Our club truly appreciates the support and our ability to reciprocate by helping out when we are needed.

If you have any questions, please email me at: marion.lefrancois31@gmail.com

Best regards,

Marion B. Lefrancois

MRHS Interact Advisor
REF: Letter of Recommendation

Good Day,

We here at Cheshire Family Funeral Home have been working alongside the First Congregational Church to assist families with funeral and spiritual needs for twenty years. As a vested member of the religious community, we have found the integrity of the church for its parishioners to have the highest of standards when it comes to bereavement.

It takes more than basic prayers for the dead to be a good provider. The church has always gone the extra mile to support those in time of need with spiritual counselling, seeking out other professional organizations to assist those with special circumstances and have always been there to be supportive.

I can say with great confidence that this church has and will always be there for the needs of the community regardless of faith. We are all god's children and should be treated so.

With Much Respect,

P.M. Tristan McKenna, Director
Send all correspondence to: CFFH P.O. Box 19 West Swanzey, NH 03469
“Let There Be Peace on Earth”

Let there be peace on earth,  
and let it begin with me;  
Let there be peace on earth,  
the peace that was meant to be.  
With God our Creator,  
children all are we.  
Let us walk with each other  
in perfect harmony.  
Let peace begin with me;  
let this be the moment now.  
With every step I take,  
let this be my solemn vow:  
To take each moment and live each moment  
in peace eternally.  
Let there be peace on earth,  
and let it begin with me.

*Words and Music by Sy Miller and Jill Jackson, 1955*

*Our congregation sings this at the end of every worship service.*
STATEMENT OF CONSENT

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

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

**Which individuals and groups in the church contributed to the contents of this Local Church Profile?**
1. Faith Formation lay persons contributed to that section.
2. Long time members created the historical section.
3. Search committee members: Chairperson Pamela O’Connor, Sandra Bryant, Kenneth Colby, Faith Figueroa, Ruth Hayn, Linda Lamothe, Howard Lane, Shirley Rediker, Shane Rediker.

**Additional comments for interpreting the profile:**
Throughout the document there may be times when statistics from 2019 are inserted in addition to those of 2020. Since the pandemic greatly affected us in 2020, 2019 represented a more realistic picture.

Signed:
Name / Title / Date:
VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: The First Congregational Church, UCC, of Swanzey is in good standing with the Southwest Association of the NH Conference of the United Church of Christ.

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

Staff Comment: To the best of my knowledge, the Ministerial history 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 presently thoroughly and is complete.

My signature below attests to the above three items.

Signature: [Signature]
Name / Title: Rev. Richard Slater / Associate Conference Minister
Email: rslater@nhcucc.org
Phone: 603-715-9525
Date: December 16, 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
STATEMENT OF CONSENT

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4. Sandra Bryant, Kenneth Colby, Faith Figueroa, Ruth Hayn, Linda Lamothe,
   Howard Lane, Shirley Rediker, Shane Rediker.

Additional comments for interpreting the profile:
Throughout the document there may be times when statistics from 2019 are inserted in addition to those of 2020. Since the pandemic greatly affected us in 2020, 2019 represented a more realistic picture.

Signed: [Signature]
Ruth M Hayn, Treasurer & Member of Search Committee, December 17, 2021
The Church has allocated $42,000 for the Compensation package. The following is an illustration of how the funds might be allocated.

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<thead>
<tr>
<th></th>
<th>Annual</th>
<th>Monthly</th>
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<tbody>
<tr>
<td>Salary</td>
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<td>500</td>
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<td>SS offset</td>
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<td>159</td>
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<tr>
<td>Retirement</td>
<td>2,325</td>
<td>194</td>
</tr>
<tr>
<td><strong>Total</strong></td>
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<td>2,936</td>
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<tbody>
<tr>
<td>Max</td>
<td>42,000</td>
<td>3,500</td>
</tr>
<tr>
<td>Flexibility</td>
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<td>564</td>
</tr>
</tbody>
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\[
564 \times 12 = 6,768 \\
6752 \div 12 = 563.50
\]

During the Call Agreement negotiations, the Church and Pastor will collaborate in deciding how to use the extra funds, e.g., more retirement contribution, health insurance, etc.

[Signature]
Treasury or Member of Search Committee 12/14/21