

UNITED CHURCH OF CHRIST LOCAL CHURCH PROFILE



UNION CONGREGATIONAL CHURCH
HEBRON, NEW HAMPSHIRE

SETTLED PASTOR, PART TIME

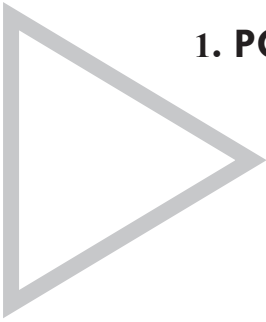
NEW HAMPSHIRE CONFERENCE, MERRIMACK ASSOCIATION

November 6, 2024

HEBRON CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

*“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)*



1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: Union Congregational Church of Hebron
Street address: 16 Church Lane
PO Box 67
Hebron, NH 03241

Supplemental web links: www.hebronchurchnh.org

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

Conference: New Hampshire Conference, United Church of Christ

Association: Merrimack Association

UCC Conference or Association Staff Contact Person: Rev. Sara Marean, Associate Conference Minister; 603-225-6647.

Summary Ministry Description:

Our small, warm, energetic United Church of Christ congregation is a cornerstone of the Town of Hebron community. Located at the northern end of Newfound Lake in the New Hampshire Lakes Region, we are the only church in town, comprised of people from diverse denominational backgrounds as drawn from the surrounding area.

We seek a faith-based, energetic person to lead us in worship, work with us in ministry and mission, and be a spiritual guide for our church family. We seek someone to direct us in our love of God and our journey into the future as we live out our mission statement. We come together in faith and practice fulfilling the promise and invitation of Jesus Christ as embraced in the United Church of Christ motto “that they may all be one”.

Photographs:



Blessing of the Dresses



Raising funds for Ukraine Children



Outdoor Service Blessing of the Animals



Grandchildren Visiting Worship Service

What we value about living in our area:

Our Community

Our Church

Our Congregation



Nestled on the north end of pristine Newfound Lake is a quintessential New England village of white clapboard buildings surrounding a town common with a gazebo. The town of Hebron was established in 1792. Our town is a vibrant, active community comprised of approximately 600 year-round residents, plus vacationers and summer residents. Hebron and the surrounding areas feature the lake, waterfalls, hiking trails, historical society and library events, outdoor gazebo programs, plus many more indoor and outdoor activities.

The Union Congregational Church is a prominent feature among the other buildings on the town common. The church is often photographed and appears regularly on social media posts, calendars, greeting cards and brochures. The church was incorporated in 1779 and called the Church of Christ at the Cockermouth, later named the Union Congregational Church of Hebron in 1920. The church has served God and the people in the Newfound area faithfully since its founding. In 2029 the church celebrates its 250th anniversary.

Newfound Lake and its' surrounding towns offer all the typical summer recreation opportunities such as boating, kayaking, swimming, fishing. The winter months bring ice fishing, snowmobiling, cross country skiing, and snowshoeing as favorite activities. Within an hour's drive from town are several ski areas. And a 30-minute drive north will take you to the New Hampshire White Mountains region. Located along the lake shore within the town of Hebron are four summer camps for children and one year-round camp. Several other camps are located in the surrounding towns of the lake. The New Hampshire Audubon Society and the Newfound Lake Regional Association have several locations in Hebron offering ways to enjoy and preserve the natural beauty we live in.

Heading north from the lake minutes down the road is the town of Plymouth, home of Plymouth State University. Shopping, restaurants, theater, sports, cultural events, health care, and a hospital are easily available in Plymouth. The town of Bristol on the southern end of the lake provides more shopping, restaurants, outdoor events, library, and healthcare options.

With standing in the United Church of Christ, the Union Congregational Church is the only church in Hebron and celebrates its inclusion of people across the Christian spectrum. We are a focal point in the Hebron community. In summer months many part-time residents join us for worship. Much of our congregation is comprised of active retired individuals from large and diverse backgrounds. Services of worship are grounded in the reformed tradition. Our choir enhances worship each week with special music. We are a bold, energetic community of the faithful. It is truly a community church.



Our church community hall doubles as the town's central location for Hebron residents for voting, meetings, emergency shelter, various town programs and events. Our community hall also hosts birthday parties, family gatherings, weddings and celebration of life receptions. Our kitchen is kept busy hosting coffee hour after service and monthly our members prepare soup for our Soup Route community outreach program. Outside groups such as Alcoholics Anonymous hold weekly meetings and program presentations. The Hebron Area Women's Group holds meetings and presentations, in addition to hosting weddings or funeral receptions held at the church.



The church Mission and Outreach Committee sponsors many events such as Soup Route, Cabin Fever Group, Warm Neighborhood Wishes Fund, Dress A Girl Around the World, the Tappley-Thompson Community Center's Newfound Every Child is Ours, plus many more.

The largest event for the surrounding community is the church sponsored Hebron Fair, an annual event held for 70+ years. The town common is filled with crafters and church sponsored activities. People come from all over to enjoy and support our fair, which in turn supports our Church.



Current size of membership: 65

Languages used in ministry: English

Position Title: Settled Pastor

Position Duration: Settled – a called position intended for longer-term ministry.

Compensation Level: Half Time (½) Time

Does the total support package meet conference compensation guidelines? Yes

We seek a settled pastor to serve the pastoral needs of our church and congregation as we continue to do the work that God calls us to do, in a part time position that is currently a ½ time position with our Transitional Pastor. The time required may be mutually modified, as our new settled pastor inspires the congregation by attracting new members.

1b. SCOPE OF WORK

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

Core Competencies:

We seek a well-rounded, energetic, pastor who is, caring, sensitive, socially engaging and has good communication skills. The part time dynamics of the settled pastoral position, also favor a pastor who has good time management skills, and computer proficiency skills to better interact with our part time Administrative Assistant.

Scope of work:

The Settled Pastor shall be the Pastor of the church and have responsibility for all pastoral and administrative functions of the position to which he/she has been called, and have the following responsibilities/duties:

- **Worship Services:** Preparation and leadership of worship services, including planning of weekly and special (wedding, funeral) services with participation of the Music Director and laypersons. Preparation of service bulletins with clerical assistance from our administrative assistant.
- **Pastoral Guidance:** Provide guidance through prayer, Bible study, service, identify helpful resources and opportunities (Mission and Outreach Committee), and helping lay persons take advantage of them.
- **Pastoral Participation:** Providing spiritual connections and faith understanding by participating in church cabinet meetings, deacon's meetings and trustee's meetings. Schedule a regular weekly part time presence at the church.
- **Pastoral Care:** working with lay people, includes visiting church members and friends, who are sick, elderly or grieving, at home or inpatient care; respond to pastoral emergencies as needed, all as time and schedule permits.
- **Wider Church Service:** Participate in wider church activities, that could include church delegates, in meetings of the NHUCC. In addition to meetings of local pastors as time permits. Serve as an ambassador of the church in relations with the administration of the town of Hebron and the people of Hebron and the surrounding areas, as time permits.

The Church will support the Settled Pastor and assume responsibility for:

- Regular participation in worship services and meetings.
- Continued financial support for the church and the church's mission and ministries.
- Encouragement and support of lay leadership.
- Participation in Conference meetings, programs, and activities.
- Provision of a support and evaluation process for the Settled Pastor through the Pastoral Relations Committee, to include an evaluation at the conclusion of the Settled Pastorate.

1c. COMPENSATION AND SUPPORT

Salary Basis: The compensation will comply with NHUCC conference guidelines.

In addition to a staff assistant who currently works 15 hours per week, the congregation demonstrates lay leadership in many areas of pastoral work.

Benefits:

Salary plus Benefits; salary plus benefits negotiated per UCC Guidelines.

What is the expected living situation for your next minister (e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)?

The church does not have a parsonage. Living within commutable distance.

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

State any incentives (e.g. school debt reduction or retention bonus after a certain number of years in position): N/A

Describe peer and professional supports available for ministers in your association/conference:

Our church is a member of the NH Conference U.C.C. We continue to participate in programs and activities of the conference.

The U.C.C. Hebron was also a participating member of The Newfound Area Churches group, a local organization of seven (7) churches of diverse denominations serving the Newfound Lake area (inactive since 2020 due to COVID). Efforts to revive the group are currently being explored.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:

The church supports pastors' schedules as needed.

1d. WHO IS GOD CALLING TO MINISTER WITH US?

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

Ministry goals that we envision for our next Settled Pastor, in collaboration with the congregation to achieve:

- We are an open and accepting church welcoming all people to worship and congregate with us, without distinction, regardless of previous denominational background, having a strong sense of inclusion, compassion, and desire for justice and peace for all.

- We envision our next Settled Pastor working with us to energize and invigorate us as a congregation and church with inspiring leadership and worship content, and thereby attracting people to worship and congregate with us.
- Our church's vision for our new Settled Pastor is one what will embrace our strengths and promote the development of new ones.

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

Building on the above goals, we hope to become better disciples of God in service to our congregation, the people of Hebron and surrounding communities, and to the wider community of the world.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

Other than English language proficiency, our church does not have other language capability requirements or culturally specific capacity requirements of which we are aware.

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

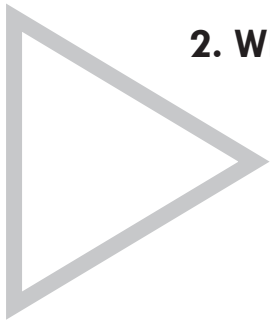
We identify the following four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that our next Settled Pastor will display to further equip the congregation's ministry in these areas.

- Exhibiting a spiritual foundation and ongoing spiritual practice.
- Engaging sacred stories and traditions.
- Working together for justice and mercy.
- Strengthening Inter-, and Intra- personal assets.

Other Comments:

In extending this call, the congregation understands that the Pastor will have freedom of the pulpit in matters of faith and ethics according to the dictates of the Word of God, the work of the Holy Spirit, the traditions of the United Church of Christ, and the realities of the world.

Due to the age demographics of Hebron and immediate surrounding towns, our church does not have a youth program, but we strive to be mindful and inclusive of youngsters attending church with members and guests when we have the opportunity.



2. WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

“That they all may be one.” John 17; 11(b).

We believe God calls our congregation to be a church of the community in the broadest sense. This role has spiritual, mission and social components.

Spiritually, our faith leads us to find and convey the peace, security and purpose of being in a relationship with our Creator, members, neighbors and visitors. This comes to us through our preaching and sharing of God’s words, hospitality, wisdom and direction.

In our mission activities, our congregation leads and develops opportunities to help, support and encourage our church members and community in their living and caring for one another. Our church Soup Route, Veterans’ Lunches, Warm Wishes program for winter fuel and utility costs are some mission activities reflecting this role.

Socially, our congregation has for many years served as a conduit for community interactions. Our church organizes and/or accommodates the annual Church Fair which encompasses the entire community, Town elections, informational presentations on local, regional and international issues, and regular meetings of area organizations including the Hebron Area Women’s group, Alcoholics Anonymous, and the Hebron Historical Society.

All these components work together to develop and strengthen our church and the community in which we live, move and share our being. In this we see and strive to fulfill God’s purpose for our church and ourselves.

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

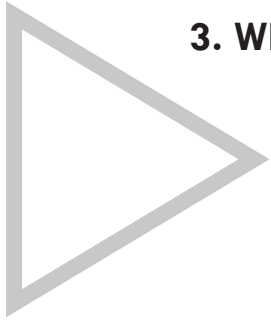
For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps?

When our long-term music director passed away, resulting in our current situation of a rotating list of guest music directors. Continuing with our search and prayer for a settled music director.

Emerging from the COVID pandemic as a financially healthy, energetic and thriving congregation.

Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

No



3. WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

In the covenants expressed by new members to our Church we ask that they acknowledge the power and grace of God, our Creator, the salvation offered to all through His son, Jesus Christ, and the presence of the Holy Spirit in our lives, directing us on God's mission and purpose.

Describe several strengths or positive qualities of your congregation.

Among the qualities of our congregation as a community are its warmth and welcoming nature, its energy in joining in our varied mission activities and work projects, and its eagerness to hear the word of God from the Bible as made accessible to us by our pastor. These characteristics and actions strengthen our members' sense of community within the congregation.

Describe what worship is like when your congregation gathers.

Our members receive a warm and friendly greeting as they arrive in the sanctuary. We start with announcements and prayers and concerns. After a piano prelude and choral introit, the worship begins with a call to worship, opening prayer, hymn, confession and assurance of pardon. Following a choral anthem, Scripture from the Common Lectionary leads to the Sermon, Prayers, the Offering, a closing hymn, and the Benediction. Interspersed are three hymns and a choir anthem(s). A good sermon is engaging, challenging, enlightening, inspiring and comforting.

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

We do not currently have younger families with school-age children. Our members come with prior church involvements in a variety of Christian denominations. We invite members to attend a weekly Bible study that currently focuses on the lectionary readings for the coming

Sunday. The discussions are lively and educational often helping the attendees gain a fulsome grasp of the messages from Christ, the prophets and the apostles. The pastor's sermons are a critical element of the maintenance of our faith.

Describe how your congregation is organized for ministry and mission.

Our church has a board of trustees charged with the care and custody of the church's physical and financial assets. The spiritual side of our congregation's ministry and mission is overseen by deacons. The deacons help the pastor with the order of the worship service, church decorations, music, and spiritual development. The deacons oversee the church's mission activities as proposed by our mission and outreach committee. Presenting and finding volunteers for mission activities is a task of the deacons and members of the mission and outreach committee. Five times a year, cabinet meetings are held after worship involving church officers and committee chairs. All church members are invited. The Church holds an annual meeting to which all are welcome and at which members vote on items requiring confirmation. Crisis and emergency issues are dealt with informally by the pastor, the deacons, the trustees and other effected members, depending upon whether the event is a weather issue, a health problem or members with immediate needs.

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/No]

Yes. Access to the church constitution and bylaws, annual report and other articles of interest can be viewed via the church website, www.hebronchurchnh.org

3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)

Church#: 440790

Assoc: 500

Schedule: 0

Union
Congregational
UCC

Hebron

NH

03241

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMB ADDS - REMOVED
2013	37	34	10	0		0	0	37	-37
2014	43	33	10	0		0	8	0	6
2015	47	37	10	0		0	6	0	4
2016	49	40	10	0		0	5	0	2
2017	53	43	10	0		2	3	0	4
2018	57	41	10	0		3	3	0	4
2019	65	40	8	0		3	5	0	6
2020	61	17	0	0		0	0	1	-4
2021	67	22	0	0		0	8	1	6
2022	66	30	0	0		0	0	0	-1
2023	65	33	8	0		0	0	0	-1

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERING GS
2013	\$64,142	\$7,188	\$2,045	\$782	\$2,827	\$2,296	\$5,123	3.19	\$76,453	\$47,167
2014	\$68,582	\$0	\$2,037	\$2,496	\$4,533	\$1,960	\$6,493	2.97	\$75,075	\$48,558
2015	\$31,846	\$0	\$2,000	\$338	\$2,338	\$2,792	\$5,130	6.28	\$36,976	\$48,984
2016	\$31,846	\$0	\$2,000	\$580	\$2,580	\$2,268	\$4,848	6.28	\$36,694	\$65,354
2017	\$31,610	\$0	\$2,000	\$1,616	\$3,616	\$3,900	\$7,516	6.33	\$39,126	\$56,680
2018	\$33,478	\$0	\$2,000	\$3,076	\$5,076	\$3,280	\$8,356	5.97	\$41,834	\$64,171
2019	\$37,609	\$0	\$2,000	\$2,627	\$4,627	\$4,912	\$9,539	5.32	\$47,148	\$64,045
2020	\$30,583	\$0	\$2,000	\$1,385	\$3,385	\$4,108	\$7,493	6.54	\$38,076	\$70,820
2021	\$56,984	\$0	\$2,000	\$2,495	\$4,495	\$4,850	\$9,345	3.51	\$66,329	\$78,086
2022	\$39,920	\$0	\$2,000	\$6,390	\$8,390	\$5,700	\$14,090	5.01	\$54,010	\$79,527
2023	\$93,558	\$29,034	\$2,000	\$3,419	\$5,419	\$3,724	\$9,143	2.14	\$102,701	\$73,196

% CHANGE	MEMBERS	AVG WKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDS	TOTAL REMOVALS	CURRENT LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2018- 2023	14.04	-19.51	-20.00	-100.00	-50.00	179.46	6.76	145.50
2013- 2023	75.68	-2.94	-20.00	0.00	-97.30	45.86	91.69	34.33

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	65	y
Number of active non-members:	25	y
Total of church participants (sum of the numbers above):	90	

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	55%	y
Less than 10, more than 5 years:	25%	y
Less than 5 years:	20%	y

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
0	0	2	2	2	10	10	30	34	yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5%	y
Households with minors:	5%	y
Single adults age 35-65:	10%	y
Joint households with no minors:	65%	y
Single adults over 65:	15%	y

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	5%	y
College:	57%	y
Graduate School:	35%	y
Specialty Training:	3%	y
Other (please specify):	0	y

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	25%	y
Adults who are retired:	68%	y
Adults who are not fully employed:	7%	y

Describe the range of occupations of working adults in the congregation:

Banker, medical field, lawyer, professor, finance consultant, carpenter, IT sales, PR administrator, clerical, self-employed, construction, graphic artist, EMT, food industry.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

The congregation is what is considered “white”; it includes those from South Africa, Central and Eastern Europe.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

Not at this time.

3d. PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	3-12	Pastor, deacons, trustees, mission
Baptisms <i>(number last year)</i>	0	
Children's Groups or Classes	0	
Christmas Eve and Easter Worship	55-75	Pastor & deacons
Church-wide Meals	35-40	Hospitality
Choirs and Music Groups	4-13	Music director
Church-based Bible Study	8-10	Pastor
Communion <i>(served how often?)</i>	30-40	Monthly; Pastor or deacons
Community Meals	50	
Confirmation <i>(number confirmed last year)</i>	0	
Drama or Dance Program	0	
Funerals <i>(number last year)</i>	1 (2024 -4)	Pastor and Deacons
Intergenerational Groups	0	
Outdoor Worship	55	Pastor & deacons
Prayer or Meditation Groups	0	
Public Advocacy Work	12-15	Isaiah 61 Café & Bristol Community Services
Retreats	0	
Theology or Bible Programs in the Community	0	
Weddings <i>(number last year)</i>	0	

Worship (time slot: 10:00 – 11:00 AM_____)	30-40	Pastor & deacons
Worship (time slot: _____)		
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Veterans Adult Group	4-10	Pastor
Dress A Girl – Mission Group	2-10	Deacons – Mission Committee

Additional comments:

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

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting		Type of Ministry Role	Retired? (Y or N)
James Van Schaik	No	United Methodist Minister		Ordained	y
John Blair	No	United Methodist Minister		Ordained	y
Bill York	No	Prison Kairos		Ordained – deacon	y
John Fischer	No	United Church of Christ		Ordained	y
Mary Jane Barber	No	United Church of Christ		Ordained	y
Ralph S. English	No	United Church of Christ		Ordained	N

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:

Guest Pastor

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Admin Assistant		Part-time	Trustees & Pastor	4 years
Custodian		Part-time	Trustees	4 years
Pastor		Part-time	Trustees & Deacons	1 year

REFLECTION

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

We are a diverse congregation in our backgrounds and our callings.

3e. CHURCH FINANCES

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

Source	Amount
Annual Offerings and Pledged Giving	\$74,125.00
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	See explanation on page 20
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	See explanation on page 20
Fundraising Events	\$14,947.35
Gifts Designated for a Specific Purpose	\$12,179.00
Grants	\$0
Rentals of Church Building	\$2,000.00
Rentals of Church Parsonage	\$ N/A

Support from Related Organizations (e.g. Women's Group)	\$1,600.00
Transfers from Special Accounts	See explanation on page 20
Other (specify): NH Charitable Fund	\$900.00
Other (specify): bequeaths	\$21,900.00
TOTAL	\$127,651.35

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

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.

Link to 2023 annual report

<https://sites.google.com/view/hebronchurchnh/about-us/membership-resources/>

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

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)

Yes__ Our Church's Wider Mission (OCWM – Basic Support)

Yes__ One Great Hour of Sharing

Yes__ Strengthen the Church

Yes__ Neighbors in Need

Yes__ Christmas Fund

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

What is the church's current indebtedness? None

Total amount of loan debt:

Reason for debt:

Are capital and other payments current?

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. None

If the church has had capital campaigns in the last ten years, describe: None

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

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

Does your church have an endowment?

What is the market value of the assets? The church has several accounts which could be considered endowments. They total about \$1,100,000. A portion of these is considered “restricted” which has about \$124,500.

Are funds drawn as needed, regularly, or under certain circumstances? Funds are withdrawn as needed or under special circumstances voted for by the cabinet.

What is the percentage rate of draw (last year, compared to 5 years ago)? There is no prescribed rate of draw.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: There have been no draws to meet operating expenses.

At the current rate of draw, how long might the endowment last? Funds are managed for perpetuity.

Other Assets

Reserves (savings): \$106,000.00 Ford Advantage Account

Investments (other than endowment): \$24,000.00

Does your church have a parsonage? No

Describe all buildings owned by the church: The Church building plus one outdoor storage shed.

Describe non-owned buildings or space used or rented by the church: None.

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) Sanctuary (worship), administrative office, community room (fellowship room), bathrooms.

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

The Union Congregational Church is blessed to be stable financially. The income to expenses has not changed substantially while looking for a Settled Pastor. The budget is prepared by the trustees annually, guided by the previous year's expenditures with guidance for upcoming needs in income and expenses for the future.

3f. 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.

- COVID – We continued our services online without membership loss or financial distress.
- The retirement of our long-time Minister who served the church for 44 years and his wife who served as Music Director for an equal amount of time.

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

The loss of our beloved Choir Director, a member of our church who stepped up to assume the position after the previous Pastor and his wife retired.

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.

We see ourselves as a typical family and have resolved our differences and challenges as a family might. We do not always agree, but we have learned to listen to one another and move on for the benefit of the church.

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

Staff member's name	Years of service	UCC Standing (Y/N)
John Fischer, Pastor	44	Y
Earl Miller, Interim Pastor	3	Y
Mary Jane Barber, Interim & Settled Pastor	3	Y
Ralph English, Transitional Pastor	1 and counting	Y

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

We are fortunate to have retired pastors within our congregation and appreciate and value their willingness to share their faith when needed. We are also blessed to have those within our congregation whose faith and devotion add to our service when needed.

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

Y/N/Ask us No

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us No

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

Y/N/Ask us No



4. WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

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

The Isaiah 61 Café in a neighboring community supports the homeless through housing, meals, friendship and counseling. The Church members have embraced them with volunteers once a month, making and serving meals and offering friendship.

An active participant of the church is involved in an area group “The Common Man for Ukraine Children”. A fund raiser contributed to their efforts to help the children of Ukraine, through food, clothing and emotional support. All contributions go directly to help the children.

Our Warm Neighborhood Wishes program was born out of the Pastor’s Discretionary Fund. Donations are used for fuel assistance, utilities, rent, etc., to help our local neighbors facing financial challenges. Recipients’ needs are reviewed by our pastor and board of deacons.

Soup Route volunteers from our church and community have been providing soup once a month for area residents for many years. The soup is lovingly prepared, and hand delivered to folks who have been sick, live alone, struggle financially, or just need a friendly visit.

The Bridge House is a nonprofit organization whose mission is to provide emergency shelter for families and individuals in Grafton County, enhance the ability of those experiencing homelessness to return to their communities, and end veterans’ homelessness. Bridge House consists of a 30-bed shelter and two thrift stores that support the above mission. Our church provides monetary support and future volunteer activities are in the works.

Dress A Girl Around the World. This campaign was started in 2006 by Hope 4 Women International. Church members and friends are making dresses and skirts for girls ages 4-16. Thus far we have given dresses to Ethiopia and Haiti. We dream of a world in which every girl has at least one new dress. We want girls to know that they are worthy of respect and are loved by God.

We support Bristol Community Services (BCS) with both monetary and food donations to help those in need in our Newfound Community. We regularly collect food each first Sunday of the month. BCS provides support, mainly food, to local area families in Alexandria, Bridgewater, Bristol, Groton and Hebron. Several of our members also volunteer their time at their Community Center.

Disaster Relief. Our church responds to catastrophic events, providing humanitarian aid to persons and communities who have suffered from some form of disaster. From fires and floods to victims of war and terrorism, our church responds by providing monetary donations to the victims of both human-made and natural tragedies.

Kairos Prison Ministry shares the transforming love and forgiveness of Jesus Christ to impact the hearts and lives of incarcerated men, women and youth, as well as their families, to becoming loving and productive citizens of their communities. Our church has provided volunteers as well as monetary support.

Lions Club International. We take collections of eyeglasses, cell phones, tablets, hearing aids, and HP printer cartridges for our local Bristol Lions Club. By recycling these items, the Lions help prevent blindness and provide eye care and eyeglasses to those in need. They also provide assistance to other area initiatives as well as scholarships to local students.

TTCC Newfound Every Child Is Ours. The Tapply-Thompson Community Center runs this local non-profit which assists hundreds of children in our community who go home from school on Fridays with little or no food over the weekend. Newly purchased single-serve items are collected. The TTCC provides bags of these healthy foods for distribution.

Church World Services. In memory of our late music director, hygiene kits were assembled and shipped to Church World Services, an organization our music director and his wife supported earlier in their lives. Additional hygiene kits will be assembled in support of Bridge House in the coming months.

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

Church delegates attend the NHUCC Annual Meeting, Prepared to Serve, and other meetings as time allows.

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.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input checked="" type="checkbox"/> 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?

We are open to exploring the meaning behind each.

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

Post COVID these types of activities have been on hold.

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.

“Our mission is to be a loving community welcoming all by seeking to nurture, love and learn from each other.

We join together with each other and the Church Universal in Christian faith striving to praise God with grateful hearts, open minds, and open doors.

We enter to worship; we leave to serve.”

We live our mission statement.

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?

We have an expectation that the pastor's involvement on behalf of the wider church would be balanced between our church and mission work.

4b. MISSION InSite

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

The Report shows that our community sits within the state average. Trends show there isn't a lot of change predicted. We are an older community with a lower population of families with children, all within average income levels.

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?

Our internal demographics are representative of the local community. The variety within our church is represented in the community and surrounding areas as shown in the report.

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

Our ministry supports the needs of the community wherever they fall within the demographics.

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

We are a friendly, active, caring, community-oriented church. We are also known for the annual summer fair.

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

Local community church, welcoming, pastoral ministry and service, quality of worship, and mission activities.

Additional information about our community:

Town of Hebron population 2023:	658
Median Household Income:	\$106,250

Town of Groton population 2023:	580
Median Household Income:	\$68,611

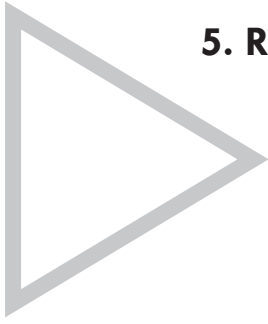
Town of Bridgewater population 2023:	1,183
Median Household Income:	\$77,500

Local Schools:

Bridgewater/Hebron Village School (K-6)
Bristol Middle School
Newfound Regional High School
Plymouth State University

Local Hospital: Speare Memorial, Plymouth NH

Additional information may be found at website: NH Community Profiles – by town.
www.nhes.nh.gov



5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCE 1

Travis J. Austin/Chief of Police, Town of Hebron
603.744.5509

REFERENCE 2

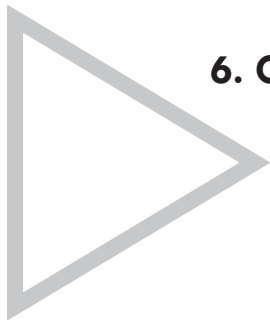
Richard James/Vice Chair, Hebron Select Board
603.744.2631

REFERENCE 3

Donna Luti/Librarian, Hebron Library
603.744.7998

REFERENCE 4

Cynthia Hilson/Treasurer, Hebron Area Womens Group
hebronwomensgroup@gmail.com



6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. 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:

Our congregation is like a circle,
a connection that never ends.
It's where our hearts feel most at home,
always wanted and needed,
always lending a comforting hand.

You have read an endless list of words to describe us
of who we are and what we do,
like Inviting and Active and Supporting too.
But besides these words you must surely know,
that we are also Joyful and Fun
as we sit in our designated rows.

So we look forward to welcoming you,
and so pleased when you're finally here.
Knowing us as well as you do by now,
and our journey that brought us near.
We know you will inspire and motivate us each day,
and with every passing year
this excitement is sure to stay.

Original poem by Anice Petersen, member of the Union Congregational Church.

Here I am, Lord
Is it I, Lord?
I have heard You calling in the night
I will go, Lord
If You lead me
I will hold Your people in my heart

From “Here I Am, Lord”, hymn by John Michael Talbot

6b. 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.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*

Seated Pastor Search Committee (members represent; deacon, trustee, clerk, treasurer, cabinet members, members of the church.)

2. Additional comments for interpreting the profile:

Signed: Alison York, Co-Chair

Name / Title / Date: 11-06-2024

6c. VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

The Union Congregational Church of Hebron, NH is a church in good standing with the Merrimack Association of the New Hampshire 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 information contained in this profile is complete.

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

Staff Comment:

To the best of my knowledge, the financial information contained in and linked to this profile is presented thoroughly.

My signature below attests to the above three items.

Signature: 

Name / Title: Rev. Sara Marean, Associate Conference Minister

Email: smarean@nhcucc.org

Phone: 603-225-6647

Date: 11/5/2024



Hebron Police Department

P.O. Box 239
37 Groton Road
Hebron, NH 03241

Phone 603 744-5509
Fax 603 744-5124

8/27/24

To Whom it May Concern,

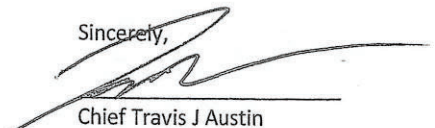
I am humbled to have been asked to provide a letter of reference for the Hebron Union Congregational Church's search for their new minister. This letter is written from my perspective as Hebron's Chief of Police as well as a town resident. I feel that I should note that although I am not an active participant in the church's religious services, I do feel like I am a part of this church which I will explain in this letter.

The Union Congregational Church, its members, and leadership have and continue to play an integral part of this community. In addition to its role as a place of worship; the church building is used as a community center, voting location, emergency shelter, and meeting hall. The church is also active in facilitating community meals, social programs, and community service.

Members of this church play active roles throughout the community. From first responders to boards and committees, the church is well represented. There is an overlap between the church and community roles which foster a welcoming church perception. The annual church fundraiser is a great example of this crossover. The primary purpose of this event is to raise funds for the church, but it also serves as the community's largest social event drawing in thousands of people annually. It is apparent and obvious that Hebron has embraced this congregation as a resource.

I feel that this congregation's biggest strength is the quality of its membership. They are true examples of what good neighbors, friends, and all people should be. It is reassuring to know that if I ever needed a helping hand or kind ear, all I have to do is stop by this church and I am sure to find what I need. The successful minister in this search will be rewarded by being a part of the best kept secrets in New England, which is Hebron, NH.

Sincerely,


Chief Travis J Austin
Hebron Police



Town of Hebron

PO Box 188

Hebron, NH 03241

Phone: 603-744-2631

execassist@hebronnh.gov

September 19, 2024

Hebron Union Congregational Church
Attn: Search Committee
PO Box 67
Hebron, NH 03241

Dear Hebron Union Congregational Church Search Committee,

Hebron town history is deeply intertwined with the Union Congregational Church. When the church burned down in 1945 and was rebuilt in 1953, the town fathers assisted with funding in return for the ability to use the basement of the church for various civic functions. The town still pays the church an annual stipend for providing this wonderful service to our citizens. Every year we hold various town functions that are key to keeping the community informed and engaged. These functions include, but are not limited to, budget hearings, elections, special town informational meetings on potential large town expenditures, etcetera. The basement and kitchen also serve as an emergency disaster shelter in the event of a natural disaster. The church is truly an integral part of the community!

I think it is also important to note how many of the parishioners are either town officials or volunteers on various committees or organizations. A small town like Hebron cannot function effectively without good participation from its citizens and the congregation of the church is well represented in nearly every aspect of the town. It's awesome to have a church community that fosters that kind of participation in providing for the common good of the town.

Along with the great help the church provides to the town government, it also provides a huge draw to the town with wonderful events like the Hebron Church Fair. The Fair always takes place on the last Saturday of July every year. Apparently, God looks down favorably on this event, because "it never rains on the Hebron Church Fair". This is a much-loved event for people near and far and is the crowning jewel of our summers in Hebron.

In simple terms, Hebron wouldn't be the tight community and very special small town it is, without the Union Congregational Church. We are blessed to have the church in the heart of our community.

All the Best!

Richard James
Hebron Select Board, Vice Chair
Town of Hebron
7 School Street
Hebron, NH 03241
rjamesb@outlook.com

Hebron Library
8 Church Lane
Hebron, NH 03241

September 2024

Members of the Search Committee for
Congregational Church of Hebron:



Union

As a librarian at Hebron Library and co-chair of the Friends of the Hebron Library it is with great pleasure that I recommend the Union Congregational Church of Hebron. The Church has played a very important role in the success of many, many library programs that we offer to the community by the generous support of its members and the use of the church basement.

While big of heart, the Hebron Library building is a very small. To guarantee interest in the library we offer a variety of programs to either entertain, enlighten, or help educate our community. To accommodate our patrons at these events we have always had the cooperation of the church to use the basement. We have held several author visits, a fashion show, many NH Humanities programs, and a presentation by CMFU.

When town elections are held in the basement, Friends of the Library hold a bake sale in the kitchen. The proceeds from these sales enable the Friends to financially support many programs and "extras" that are not in the town budget.

In addition to the generous use of the basement, a great many of our patrons and Friends of the Library are members of the church and are involved in every facet of running the library and its offerings. Every year the library has a gala holiday open house and sing-a-long. It would not be the success it has been without many members of the church choir lending their voices.

The Hebron Library is grateful to the Church and its members for their continued interest and support of the library and our community.

Sincerely,
Donna Luti
Donna Luti
Librarian, Hebron Library
Co-chair, Friends of the Hebron Library

September 18, 2024

To Whom It May Concern:

On behalf of the Hebron Area Womens Group (HAWGs), I am pleased to be able to provide a reference for the Hebron Congregational Church.

The Hebron Congregational Church is an integral part of the Hebron community. Our town of 632 souls centers much of its activities within the church's walls. On Sunday mornings the church parking lot and adjacent areas are full of vehicles, and the spiritual sounds of the church choir reverberate throughout the town common. All town residents know that their presence is welcomed for services, without regard to their denomination. In fact, though I am a practicing Catholic, my husband and I have attended services in the church as it is most welcoming and warm, and our friends are happy to see us.

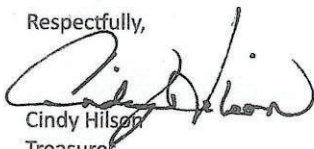
The ministry is diverse and supports a variety of causes, tending to those in need both near and far. The church community room can often be filled with items to be donated to recipients throughout the world. There are reminders throughout the common areas that we should be grateful for our blessings, and to share what we have with others.

One of the many observations I have had with respect to the ministry is how involved the pastors have been in the community. Just this year I noted that the pastor asked all to bow their heads at the opening of the Hebron Church Fair for his opening blessing. All in attendance fell silent to hear him speak, and I was impressed with the blessing which touched on sentiments that all could appreciate and respect. The Hebron Congregational Church has been fortunate in attracting pastors who are involved in the community and become part of the fabric of town life.

The church's congregants are highly involved in church and town life, blending the two in various activities. Often one can see congregants tending to the church garden, joyfully pulling weeds and planting flowers. The church welcomes a variety of town activities within its community room, from the HAWGS meetings, to the Saturday morning town breakfasts, Historical Society meetings and such. Of course, the Hebron Church Fair is an institution in the county, and all are invited to participate on the last Saturday in July.

In summary, the Hebron Congregational Church stands physically and figuratively at the center of our lovely town. Our residents treasure our church, not only as a testimony to our history but also as the spiritual foundation to the kindness of our residents.

Respectfully,



Cindy Hilson
Treasurer

Hebron Area Womens Group
Mobile 213.458.0854

**UNITED CHURCH
OF CHRIST**



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