

COMPLETING THE LOCAL CHURCH PROFILE

Introduction: The UCC Local Church Profile should be completed by a representative group of people in the congregation: either the Search Committee or a special committee appointed by the governing board. As part of the process, it is essential that the congregation be given the opportunity to contribute information and offer perspectives through small group meetings and/or written surveys. Suggestions for these data-gathering processes (including sample questionnaires) will be found in **Section Four** of the Parish Life and Leadership Search Committee resource *UCC Search and Call, A Pilgrimage through Transitions and New Beginnings*.

As you prepare material for the Local Church Profile, remember to be as candid and honest as possible in your descriptions of the history, traditions, hopes, and dreams of the members of your church.

“...for the Spirit is the truth.” (1 John 5:6b)

Statement of Consent: The first page of the Local Church Profile contains a statement that parallels the statement that ministerial candidates are asked to sign. In keeping with the covenantal relationship between a church and those it seeks to call, the chair of the Search Committee is asked to sign a statement on behalf of the church encouraging an open exchange of information.

Instructions for Selected Numbered Items*

- #1, #2:** Use the church name as it is known by your Conference and the UCC. If the mailing address is different from the street address, include both. If the church does not have a street address, describe the location.
- #5, #7, #8:** The Research Office of the United Church of Christ provides your conference with an 11 year statistical report for each, individual congregation. Much of the information you will need to complete items #5, #7, and #8 will be found in that report. (Figures are based on the year-end reports submitted by your church clerk/secretary.) Your Conference/ Association staff will provide your committee with that statistical resource. Consult your own annual reports for the remaining items.
- #6, #20, #21, #23, #32** These items should reflect data that was gathered from the congregation through questionnaires and/or small group meetings.
- #14, #17** Consult the compensation guidelines for your conference before completing these items.

*Most instructions are included in the text of the Local Church Profile itself.

October 24, 2016
Date

Full-time Pastor
Position to be filled

United Church of Christ

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

**Local Church
Statement of Consent**

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates. As the committee charged with the responsibility for identifying and recommending a suitable new minister for our church, we have been authorized to share the information herein with potential candidates

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

Richard Harris
Signature of Search Committee Chairperson

October 17, 2019
Date

Church:

Name: Monadnock Congregational Church

Address: 147 Main St. P.O. 307

City, State, Zip: Colebrook, NH 03576

Search Committee Chairperson or Contact Person:

Name: Mr. Richard Harris

Address: 239 East Colebrook Road

City, State, Zip: Colebrook, NH 03576

Telephone: 603-237-4390

Fax:

E-Mail: psiadix_03576@yahoo.com

Date: October 17, 2019

Position to be filled: Full time Pastor

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

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

1. Church: Monadnock Congregational Church

2. Address: 147 Main St, P.O. Box 307

City, State, and Zip: Colebrook, NH 03576

Church Website:

3. Name of Search Committee Chairperson/Contact Person: Mr. Richard Harris

Address: 239 East Colebrook Road

City, State, and Zip: Colebrook, NH 03576

Telephone: 603-237-4390

Email: psiadix_03576@yahoo.com **FAX:**

4. Conference/Association Staff Person Assisting Our Church:

Rev. Richard Slater

Address: NH Conference United Church of Christ, 140 Sheep Davis Road

City, State, Zip: Pembroke, NH 03275

Telephone: 603-715-9525

Email: RSlater@nhcucc.org **FAX:**

MEMBERSHIP INFORMATION

5. Membership: *(as reflected in the eleven-year UCC Statistical Report for our church;
"est." indicates the figure is an estimate.)*

	Last Year	5 Years Ago	10 Years Ago
a. # Church members	88	93	105
b. Average attendance at worship	<u>30</u>	55	56
c. Average participation of children/youth in C.E.	0	4	15
d. Average weekly participation in adult education	6	10	6
e. # Members who are ordained clergy	0	2	2

6. Profile of Congregation

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

a. Age:

5 % ages 0 - 5
5 % ages 6-18
10 % ages 19-34
15 % ages 35-49
15 % ages 50-64
30 % ages 65-74
20 % ages 75 +

c. Family units:

20 % couples with children at home
70 % couples without children at home
9 % single
1 % single parent with children at home

b. Education level of adults:

2 % completed less than high school
25 % high school graduates
28 % some college/vocational school
40 % college graduates
5 % graduate school

d. Occupation of adults:

35 % business
20 % clerical
5 % farmer/rancher
10 % laborer/manufacturing
20 % professional
5 % student
5 % tradesperson
0 % other

**“So we who are many,
 are one body
 in Christ . . .”
 Romans 12:5a**

e. Employment:

45 % employed
5 % not currently employed
50 % retired

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

We are 100% Caucasian of Western European ancestry.

CHURCH FINANCES

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

	Last Year	5 Years Ago	10 Years Ago
7. Total Church Income			
a. Members offerings and pledges	\$63,113.00	\$65,940.00	\$67,630.00
b. Interest from investment or endowments	\$26,800.00	\$25,000.00	\$24,000.00
c. Principal reduction (endowments or investments)	0	0	0
d. Rentals	0	0	0
e. Special Fundraising	\$220.00	\$5,000.00	\$4,000.00
f. Other	0	0	0

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

2017 Goal: \$ Pledges: **\$50,000.00** Actual Received: **\$57804.00**

2018 Goal: \$ Pledges: **\$54,800.00** Actual Received: **\$61116.00**

	Last Year	5 Years Ago	10 Years Ago
8. Total Operating Budget			
a. Our Church's Wider Mission Basic Support	\$2300.00	\$2700.00	\$578.00
b. Our Church's Wider Mission Special Support	\$1407.00	\$1203.00	\$1384.00
c. Other gifts	\$4919.	\$1286.	\$2100.
d. Current local expenses	\$88,794.00	\$95,252.	\$94,392.
e. Annual withdrawals from Trust Funds	\$7289.00	\$25,000.	\$24,000.
f. Other debt	0	0	0

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

- \$315.00** One Great Hour of Sharing
- \$300.00** Neighbors in Need
- \$290.00** Christmas Fund
- n/a** Strengthen the Church
- n/a** Basic Support for Our Church's Wider Mission (only if received through special offerings and not included as a regular budget item in #8 above.)

10. Mission

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

Name	Amount (\$)
1. Got Lunch***	600
2. The Fold	600
3. Colebrook Area Food Pantry	1786
4. Blanket Fund	420
5. Scholarships for local College Students	1,500
6. Local Ministerium Donation	350
7. Lifeline	1394

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

*** Federally-subsidized school breakfasts and lunches are often the best meals of the day for kids in our community. When summer arrives, those meals are no longer available until school starts again in the fall. The *Got Lunch* program was initiated by MCC to fill this gap. The program grew from the efforts of a few in our church to the broader community. Today, more than 170 local school-aged kids in all northern Coös towns depend on the healthy lunches provided by *Got Lunch*. To learn more, visit www.gotlunchcolebrookarea.org.

11. Indebtedness

a. Total amount of outstanding mortgages/capital debt: \$ NONE

b. Total amount of other debt: \$ NONE

c. Are payments current? XX yes _____ no

12. Capital Campaigns: Lift Campaign

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

Goal: \$80,714.00

Outcome: \$81,312.32

Goal: \$

Outcome: \$

“God is able to provide you with every blessing in abundance.”
II Cor. 9:8a

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

Lift Campaign

c. **Was there a mission or outreach component to the campaign?** XX Yes ___No A lift has been installed in the church. It provides means of access from the main level of the church to the sanctuary for people who otherwise would be unable to access the sanctuary. The money raised above the goal will provide additional Life-Line financial support.

d. **If a capital campaign is underway or anticipated, describe it:** Not applicable

Goal: \$

Beginning Date:

Purpose:

13. Assets held by the Church:

a. Reserves (savings): \$ 12,000.00

b. Endowments/Investments: \$ 635,000.00

c. **Describe buildings and property of your church except the parsonage:**

A two story New England style, steepled church located on Main Street in downtown Colebrook, New Hampshire.

d. **Is the church building (including sanctuary and offices) handicapped accessible?**

Yes XX Partially (specify) _____ No _____

Is the pulpit handicapped accessible? Yes _____ No XX

e. **If a building program is projected or underway, describe it, including estimated date of completion:**

Not applicable

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

Address: 24 Parsons Street

City, State, Zip: Colebrook, NH 03576

Number of Rooms: Eight **Number of Bedrooms:** Four **Number of Bathrooms:** Two

Description:

Two story, traditional New England Cape, white vinyl siding, full concrete basement, forced hot water heating system, attached conference room, and detached two car garage.

Distance from Church: one-half mile

Handicapped Accessible? Yes _____ No XX Partial _____

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

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

_____ yes XX yes for some compensation items but not all _____ no

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

XX Full Time _____ Part Time (specify)

How will church members be supportive of a part time or bivocational pastor who may need another job to supplement the church salary?

15. **Salary History**

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

	Start Date				End Date			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
a. Last	2004	\$25,000.	0	P	2015	\$36,500.	0	P
b. Previous	1996	\$18,500.	0	P	2000	\$22,000.	0	P
c. Next previous	1990	\$15,000.	0	P	1994	\$17,500.	0	P

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

_____ yes XX no If yes, please comment:

17. Salary, Benefits, and Expenses Offered

a. Cash salary offered: \$35,000-55,000

Conference recommended salary range: \$ _____

b. Housing: (\$12,000)

_____ Housing allowance only XX Parsonage only ___ Would consider offering either

c. Customary benefits:

XX Vacation: Four weeks annually

XX Maternity/paternity leave

_____ UCC Retirement Annuity (13% of salary and housing

_____ UCC Life and Disability Insurance Benefits

_____ UCC Health Benefits

_____ UCC Dental Benefits (_____ other dental benefits)

_____ Social Security/Medicare Offset

_____ Continuing Education Funds

_____ Continuing Education Time

_____ Sabbatical Leave

_____ Other benefits (specify) _____

d. Ministry Expenses

XX Travel Reimbursement Negotiable

_____ Meeting Expense Reimbursement

_____ Books and Periodicals

_____ Reimbursement of Criminal Background Check Fee

XX Moving Expenses Negotiable .

COMMUNITY CHARACTERISTICS

18. Population

a. Population of total city or town in which your church is located: 2,300

b. Describe the population by racial-ethnic category and identify the source of the information:

Predominantly Caucasian of Western European heritage.

19. Economic Factors

Identify major sources of employment/income in your community:

a. Schools

b. Hospital/Doctor's Offices

c. County Nursing Hospital

20. General Description *(Add *** if the information came from a survey of the congregation)*

Colebrook is located at the confluence of the Mohawk and the Connecticut Rivers on the Vermont/New Hampshire border, eight miles south of Canada, and thirty miles west of Maine. Our most prominent landmark is Monadnock Mountain, which is across the Connecticut River, in Vermont. The soil is predominantly sandy loam, making it good crop land. Our weather is temperate since we are located at 45 degrees north latitude which puts us half way between the north pole and the equator.

Our area of New Hampshire is known as the Great North Woods and therefore, lumbering or wood products businesses provide the better paying jobs. We also have a clothing manufacturer, a machine shop, and a latex products manufacturing plant in our industrial park. We have motels and cabins which cater to the tourists and snow machines and four-wheelers travel through town. Colebrook is the area shopping center with a super IGA, two banks, a critical care hospital, K-12 school, and a variety of retail businesses on Main Street. Area church denominations include: Congregational, Methodist, Episcopal, Catholic, Baptist, Assembly of God, River of life, Church of Latter Day Saints, and Jehovah Witness.

a. Describe three distinctive attributes of your community: ***

1. Above all else, the most distinctive attribute of the Colebrook area is the natural setting. This is a quiet and peaceful place with the nearest large store more than an hour away (but we are less than three hours from Concord, NH; Burlington, VT; Portland, ME and Montreal Quebec!) Our forests, streams and farms are rich resources that not only contribute to our economy but also to our well-being. They support abundant wildlife, jobs and recreational opportunities for all.
2. The people who live in our community are independent, hard-working, welcoming and often go out of their way to care for each other. There is a strong sense of community and desire to help those in need. With these attributes, it is easy to get involved in community building activities.
3. We are blessed with a relatively new Center for the Arts that is host to numerous events and cultural opportunities.

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

- The historic Balsams Grand Hotel had been a cornerstone of Colebrook since 1895. Unfortunately, the business closed in 2011 leaving a significant hole in the area's economy. There are now plans to redevelop the resort including a strategy to significantly expand the hotel, develop condominiums and a marketplace and turn the ski area into a world-class ski destination. If this occurs it will bring tourism, jobs and opportunity that this region has not experienced in a long time. It will be our challenge to

maintain our peaceful and connected community spirit through this change while enjoying the economic opportunities it will bring.

- Like most of rural America, ours is an aging population, struggling to retain and attract youth. However, we are seeing growth in the population of under-privileged folks. They are presumably attracted by our relatively low cost-of-living. This opportunity may be one that allows our church to expand outreach efforts, offering relief and hope based on Christian perspectives.
- There is a growing movement in support of local foods. Combined with incentives from the State of NH, fresh, local foods are becoming available for all, regardless of income. One disabled and unemployed man recently diagnosed with diabetes commented that he would not have been successful in losing 30 pounds had he not had access to a Colebrook store, providing fresh, healthy foods produced by local farmers.

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

- Opioid addiction has reached a crisis level in NH, especially in northern Coös, where Colebrook is located. Our congregation met with local officials to better understand this crisis and recently became host to a peer-therapy group for the region. We are seeking ways to broaden our impact, reducing the need for opiates and other substances that erode the health of many in our community.
- Poverty in our community leaves many without substantial and appropriate food to maintain health. Area churches are involved in programs that provide relief but the need remains and is constantly demanding more resources.
- As with many other areas, jobs exist in the Colebrook area. Unfortunately, many of those jobs do not pay well enough to accept the risk of moving away from social relief programs. Jobs that do pay well often require travel; another difficult hurdle for many.

It must be said that though these challenges may seem grim, our congregation sees opportunity to bring relief to many through Christian-based action and the good news of Jesus' teachings.

d. Indicate Mission Activities

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

Deacons Fund (provides money for immediate, short-term assistance), Food Pantry, (non-perishable food distributed as needed), Helping Hands North, GriefShare, Scholarship fund for youth attending college, collection of household goods to support local need, and Got Lunch Program.

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

Our minister is expected to assist in all aspects of our local mission work.

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

Our facilities are used extensively by organizations within our community. Some examples include Cub Scouts, Girl Scouts, Well-child clinics, pre-school vision and hearing clinics, Red Cross blood drives, substance addiction support group, GriefShare, food distribution, and as a gathering place for emergency situations.

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

___one XX two _____ three or more

CONGREGATIONAL LIFE

*(Add *** if the information came from a survey of the congregation)*

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

1. Our membership is aging and shrinking. We need more members, especially youth. Membership is needed not only to remain financially sustainable but to add vibrancy to our faith-journey.
2. At a Special Church Meeting on May 19, 2019 the church voted to rescind the policy enacted at a Special Church Meeting on August 13, 1996 stating that “Gays/Lesbians should not be ordained as ministers nor be engaged in positions of leadership within the church.” We also as a church acknowledged and reaffirmed the Church Covenant and Membership Policy as defined in the Constitution and Bylaws, that all prospective Pastors, Leaders, and Members have “Faith in the Lord Jesus Christ, a declared purpose to live according to the teaching of sacred Scripture, and assent to the Covenant of the Monadnock Congregational Church”. (Bylaw II:2:A)

22. Planning

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

By the congregational members attending our Annual Meeting in February. Also by the Church Council composed of the minister and lay leaders meeting monthly and at other times as necessary.

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

Active involvement and sharing in the planning process.

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

We are presently going through a rigorous period of discernment and long range planning with our “intentional interim” pastor, to determine where and how God is leading us. This includes an evaluation of our belief structure and our leadership structure , and also an examination of our denominational connections.

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

We have not yet completed this process. One result was the decision made at the 19 May 2019 Special Church Meeting as described in para. 21, sub para 2. We have an active bi-laws review committee examining and evaluating the church’s existing bi-laws.

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

The present planning is continuing.

23. Reflections on Congregational Life

Comment on the following with what you believe to be the generally-held responses of the congregation. If more space is needed, use additional pages. *(Add *** if information came from a survey of the congregation.)*

- a. **Identify the three most important faith experiences or events in the history of your church and the year each took place: *****

1. Outreach to the community with programs like *Got Lunch* to feed school aged children, Community Meals, GriefShare which was just started a few months ago, the Thanksgiving Community Dinner, and many other events that support the broader community.
2. The ministries of a number of beloved pastors through the decades.
3. Our church building experienced great loss during a fire in 1967. Rebuilding after that fire brought people together, not only in our church but from the broader community

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

1. Feeling the presence of the Holy Spirit in helping lead us to make the decision made at the May 19th Special Church Meeting. We learned that as we pray together and ask for God's guidance, he will be with us, and will unify us as we seek His will.

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

Our congregation strives to serve as a beacon of light for truth and Christian beliefs. Our church has always been a welcoming place, providing a safe, caring social home for our community. God is calling us to continue to serve these roles while getting involved more deeply in our community in creative ways that actually changes lives.

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

We desire a Pastor who is compassionate and caring; One who will lead us into a deeper understanding of our beliefs, and a closer, fuller relationship to God. We desire a Pastor who believes in the authority of Scripture and who will seek the wisdom of the Holy Spirit to impart knowledge of God to the congregation.

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

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

Comments:

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

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

We have used David C. Cook and Gospel Light. Under our current governance it is the responsibility of the Children's Programs Coordinator. We do not currently have any children enrolled in Sunday School.

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

The last Confirmation class was conducted by our middle school Sunday School teacher. He used the same book, *Affirming Faith: A Confirmand's Journal* by the United Church Press, which our Pastor had used in a prior after school group.

Are there educational opportunities for all ages?

Yes, there are, from Nursery to Adult Bible Study

Does your church have a written Safe Church Policy?

Yes No (If No, has a group worked on this issue in the past? What was the outcome?)

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

We desire a pastor who is actively involved and excited to work along side our church leaders in developing the spiritual growth of our congregation.

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

Nobody is currently evaluating programs formally.

- i. **Describe the strengths or positive qualities of your church:*****

Our church community is characterized by an independent spirit. Our perspectives do not always align but they also do not get in the way of our caring and receptive attitude. We laugh together, we cry together, we pray together and we are committed to the well-being of each other. Our differences do not get in the way of our Christian work together.

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

Board/Committee	Purpose	# Members	Frequency	Leadership
Church Council:	Meets monthly			
Spiritual Life	Support worship, shut-ins, new members	3		Two
Participation	Outreach to members, students, coffee hour, scholarship	3		Two
Communications	Website, newsletter, use of church	2		Two
Stewardship	Property, Insurance, Finances, Trust Funds, meals	4		Three
Pastor/Parish Relations	Support the minister and address concerns of the congregation. Pastor/Parish Relations committee meets as needed or at the request of members or minister	3	As needed	Two

Ongoing Small Groups	Purpose	# Member	Frequency	Leadership
GOTM (gathering of the men)	Fellowship	10-15	Monthly	2, 3
Bible Study	To study God's Word led by our interim pastor	10-15	Bi-Monthly	1
Unity Club	Fellowship and to support the church with fund raising.	Entire congregatio	Monthly	3

25. Conflict

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

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

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

 S some have left our church because of conflict

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

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

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

N/S open conflict is present, and we need a minister who can help us deal with it
 other Specify:

Comment: We have been working with an intentional interim pastor to work toward resolving areas of conflict

26. Worship

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

We hold one traditional worship service at 10 a.m. Sunday morning. It is in English. Holy Communion is served on the first Sunday of each month.

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

 Yes XX No

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

Comment:

Active church members provide rides for disabled parishioners. Our sanctuary is accessible for disabled parishioners.

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

 by a worship committee

XX by the pastor

 by the pastor in consultation with the church musician

 other – specify:

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

We desire sermons to be strongly Biblically-based and related to our daily lives.

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

Our pastor will be the main worship leader. Lay persons sometimes read scripture, responsive readings, or prayers. The pastor writes his/her own message and chooses scriptures to be used during the service.

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

Worship and Rejoice, Hope Publishing Company, copy 2001. (Blue hardcover)

- g. Have you considered using another hymnal?

Not at this time

- h. Churches have a variety of practices related to the use of Inclusive Language in worship services. (Some churches have made the decision not to change any language in worship; others are intentionally inclusive in their references to people avoiding words such as “mankind”. Some avoid exclusively male references for God and seek to include male and female images as well as a variety

of metaphors; other churches exercise care in the words of the liturgy but still utilize “traditional” hymns.) How important is this issue to your church?

It is relatively important to our congregation. The majority prefer to use non-inclusive language in the worship service.

WIDER CHURCH CONNECTIONS

27. United Church of Christ

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

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

Have members of your church ever served as delegates or visitors to General Synod?
Yes XX No _____ Not Sure _____

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

- NH Conference of UCC
- North Country Association
- Local Ministerium

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

_____ closely XX moderately XX nominally _____ other

Comment:

Like many churches affiliated with the United Church of Christ, our members range from being very conservative to being very liberal. However, most still fall within the conservative side.

28. Ecumenical and Interfaith Activities

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

Our community has an ecumenical group of pastors. They meet monthly. Our pastor, or a laity representative, attends those meetings. This group conducts a Good Friday Service, Baccalaureate, Christian Unity services, and Thanksgiving service. They have also hosted Christmas concerts and Palm Sunday Concerts.

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

This ecumenical spirit has been an integral part of our small community for over sixty years. We encourage our pastor to participate in this group.

RELATIONSHIP WITH MINISTERIAL LEADERS

29. Relationship With Prior Leaders

- a. Characterize your church’s experience with pastoral leaders over the past 15 years.

You may check more than one response:

In general, our lay leaders have a history of strong, cooperative relationships with the church’s pastoral leadership.

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

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

Other. Specify:

Comment:

It should be noted that during the past 15 years we were served by one settled pastor and a retired minister who was our interim pastor for three years. Our last settled pastor was much loved by almost everyone.

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

Name	From	To
1. Rev. Rebecca Larson	10/2004	10/2015
2. Rev. Peter Dyer	9/1996	12/1999
3. Rev. John Simpson	3/1990	12/1994

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

Not applicable

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

With her help we formed a worship committee. The committee helped pick out hymns and other parts of the worship service. She was given time off for a sabbatical leave so that she could travel to and visit the Holy Land.

- e. **Involuntary Terminations:**

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

yes no: If “yes,” respond to the following:

Choose all the issues that may have contributed to the involuntary termination. You may check more than one or indicate “not applicable.”

conflict of personalities in the church

inadequate performance

pastoral style inappropriate for this church
 ethical issues or issues of fitness for ministry
 financial stresses

other. Specify: The most recent pastor, who was not installed, was asked to leave within one month

- **Indicate, if you can, which of the following best describe the congregation's behavior toward that person prior to her or his leaving: *You may check more than one.***

civil kind
 compassionate supportive
 harsh indifferent

- **Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership:**

We now realize that we need to make a concerted effort in providing support during the initial transition. We also have learned that we need to do a more thorough vetting of prospective candidates.

30. Does the church have a Pastoral Relations Committee? yes no

If yes, describe its purpose, functions and how often they meet:

Meet as needed to support the pastor and address concerns of the congregation and/or pastor.

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

There is no formal structure to the evaluation at this time.

Is the periodic ministerial evaluation coordinated with a regular assessment of the overall ministry of the congregation?

Not at this time.

32. Leadership Expectations

A list follows of 45 items which represent a range of qualities in the ministry of the church. Place an "X" beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. **Do not rank the items.** If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

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

Our church needs a person who...

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

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

GENERAL

33. Does your governing body or your search committee have a well-defined policy against discrimination? _____ Yes XX No Comment:

34. Has your congregation participated in an ONA (Open and Affirming) study/discernment process?

Yes No Comment:

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

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

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

36. List the titles of other paid staff positions for whom this person provides supervision and indicate whether these positions are full-time (FT) or part-time (PT).

Title: PT FT
 Title: PT FT
 Title: PT FT
 Title: PT FT

Not Applicable

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

Name	Telephone	Relationship to Your Church
Irene Bean	603-237-4950	Community Leader
Cindy Grassi	603-237-5203	Neighboring Pastor
Dana Bartlett, DMD	603- 237-5555	Community Leader

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

Church Members participated in Survey.
 Pastoral Search Committee compiled and approved.

STATEMENT ON LEADERSHIP IN MINISTRY

Using this page, and one additional page if needed, write a statement that will help a candidate better understand the relationship of clergy and lay leadership in the life of your congregation. Candidates will be interested to know whether your lay leaders have a history of strong, cooperative relationships with the church's pastoral leadership. If your church organizational structure is based on intentional lay-led ministries, describe how that structure functions in relationship to the pastor; if your organizational structure is dependent on clergy leadership, describe what will be expected of the pastor.

If you wish, this statement can provide an opportunity for you to elaborate on the list of committees/boards/groups that you identified in Question 24. (For example, in some churches the expectation

is for mutual involvement of pastor and finance committee in the financial matters of the church; other congregations have a clear expectation that the pastor will be focused on “spiritual matters” and will be excluded from settings where financial decisions are made.)

Include in the statement reflections on leadership styles that work well for your church. What do you hope/expect that your new pastor will understand and value in your particular style of lay leadership? What would a new pastor need to know in order to work smoothly with your established leaders? If yours is a multiple-staff church, it would be helpful to comment on your expectations of how the staff team members relate to each other. You are encouraged to include anything else you want to say about your church and its expectations of the leader it now seeks:

“We as the Pastoral Search Committee hope our efforts have laid out a concise overview of our congregation. Our profile demonstrates how we work together in harmony and fellowship to help bring Jesus Christ and his love into our community.

We are looking for a Pastor who will help each of us develop our God-given gifts and abilities and will help us mature in our Christian walk.

Please review and compare your profile with ours so that together we may explore how to join in fellowship with you as our Pastor and teacher. Working together, with God’s word as our authority, each of us will grow and mature in our Christian walk and in our influence in our broader community.

We look forward to praying together and discussing more about this possibility.”

Conference or Association Descriptive Reference

Church Name: Monadnock Congregational Church

Location: 147 Main Street, Colebrook, NH 03576

Conference: New Hampshire Conference

Association: North Country Association

Name of Staff Assisting in the Search: Rev. Richard Slater
603.715.9525 - rslater@nhcucc.org

Staff Comments: *The Monadnock Congregational Church, United Church of Christ, is set within a vibrant community in the North Country Association of the New Hampshire Conference. A three-hour drive from Concord, the church is in an area with abundant opportunities for one who enjoys outdoor life (hiking, skiing, hunting, fishing, etc.), and significant challenges to its community because of poverty, scarcity of good paying jobs, and the opioid epidemic. The congregation reflects the close-knit qualities of its community, and enjoys a strong commitment to its life and ministry from its gifted lay leaders. The congregation has engaged in some challenging conversations around important social and theological issues, and has recently backed away from an earlier stance opposing inclusion of gay and lesbians Christians in the life and ministry of its congregation. I consider the Monadnock Congregational Church to be a rewarding setting for the right person, one that could provide opportunity for rich pastoral relationships as well as ministry in the wider community. Please feel free to call me with your questions.*

(s) Richard N. Slater
Signature of Staff Assisting in the Search

November 1, 2019

Date