Profile

Full Time Pastor

New Hampshire Conference UCC
Rockingham Association

June 20, 2020
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Position Posting

LISTING INFORMATION

Church name: Deerfield Community Church, UCC
Street address: 15 Church Street, (PO Box 420) Deerfield, NH 03037
Website: www.deerchurch.org
Facebook: https://www.facebook.com/deerchurch603/
You Tube: https://www.youtube.com/channel/UCgQKVMi4OY3Pi9GPX_MS4fw

CURRENT SIZE OF MEMBERSHIP 101

Additional ecumenical affiliations

Conference: New Hampshire Conference, United Church of Christ
Association: Rockingham Association
UCC Conference or Association Contact Person:
Rev Gordon Rankin
Conference Minister
grankin@nhucc.org

POSITION TITLE: Pastor

POSITION DURATION: Settled

COMPENSATION LEVEL: Full Time

COMPENSATION PACKAGE: Total Package aligns with conference guidelines
SUMMARY MINISTRY DESCRIPTION

Deerfield Community Church is made up of a vibrant, faith-filled congregation whose top priority has always been and will continue to be caring for our local community. We are a loving group of people who are open to new ideas, new challenges, and new ways to help others. Humor, warmth, and faith are found throughout our worship, activities, and meetings. We are such a wonderful church that our last pastor stayed 20 years (and our interim pastor should probably just retire after being with us)! Our congregation looks to maintain our individuality while coming together as a group of people who hear the Holy Spirit and act as Christ’s hands on Earth. We hope to find an energetic pastor who will join alongside us in this spiritual journey, guiding the congregation while growing and learning from and with us.

Easter Sunrise Service

Moved worship to the Great Room because sanctuary was too hot

Our Amazing Congregation
Deerfield is a community-oriented town that offers a welcoming, rural atmosphere. For those who enjoy the outdoors, two state parks border Deerfield and many enjoy boating and swimming on Pleasant Lake from Deerfield’s private beach. When looking for a more urban setting, we are one-hour north of Boston and within a half hour of Portsmouth, Manchester, and Concord. We are so proud of the Deerfield Community School as they were recently awarded a New Hampshire Excellence in Education Award for K-8 and offer many programs to meet the needs of our growing young family population. Deerfield is also home to New Hampshire’s oldest agricultural fair. Most everyone in town is involved in the fair and enjoys the four days of gaining weight by eating significant amounts of fair food, visiting the local 4H and FFA exhibits, riding precariously constructed rides, and volunteering in the many booths and exhibit halls to help the fair run smoothly. Deerfield’s motto at the recent 250th celebration was Deerfield: A Place To Call Home….and it truly is home to a caring and warm community.
**Scope of Ministerial Duties**

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

- Officiate at regular and special worship services of the church, including the administration of sacraments.
- Provide pastoral services, and have first right of refusal, to officiate at weddings and funerals held at the church.
- Support Christian education programs in collaboration with the Discipling Deacon and Worship Deacon.
- Visit persons related to the church that are hospitalized or otherwise in need of pastoral services.
- Respond to pastoral emergencies such as severe illness, death, etc.
- Engage the local community and lead the way for the church to be an ambassador of God’s love.
- Participate in and provide pastoral consultation at Support Team meetings, Representative Council meetings and Congregational meetings.
- Guide and support the congregation in its work on the following developmental areas:
  - Communication within the congregation and with the greater Deerfield community.
  - Leadership growth and training based in spirituality.
  - Civility and understanding as we have deep and thoughtful conversations among our congregations with varying political, spiritual, and religious beliefs.
  - Harnessing our faith so that we can best serve as Christ’s hands and feet on Earth.
  - Growth, especially with youth and young families so that our vibrant congregation can continue to flourish in the years to come.
The church will support the Settled Pastor and will assume responsibility for:

- Regular participation in worship services and meetings.
- Continuing financial support for the church and its mission and ministries.
- Encouragement and support of lay leadership.
- Self-study and engagement in a goal-setting process.
- Active engagement in the five developmental areas.
- Participation in Conference and Association meetings, programs, and activities.
- Participation in community outreach and engagement.
- Provision of a support and evaluation process for the Settled Pastor through the Support Team.

CORE COMPETENCIES:

- **Nurturing** – We are looking for a pastor who can nurture our spiritual growth as well as our growth as a congregation.

- **Adaptable** – Our settled pastor must be open to trying new ideas and varying approaches to reaching the ever-changing needs of our congregation and the world.

- **Engaging** – The messages on Sunday should speak to the congregation in a way that brings the scripture to life. Also, we need a pastor to be engaged in our community outreach.
COMPENSATION AND SUPPORT

Salary Basis:
The Salary will be in line with the New Hampshire Conference recommended Compensation Guidelines.

Benefits:
Salary plus Benefits currently including: Medical, Dental, Paid Vacation, Annuity, Life Insurance, Continuing Education.
These are open to negotiation as needed.

Housing allowance:
The church will provide a housing allowance as part of the overall compensation package.

Commuting expectations:
It is the church’s preference that the pastor lives within a reasonable distance of the Deerfield community to ensure the pastor is as committed to the local community as the members of the congregation are. Reasonable commuting distance can be discussed in the interview phase.

Incentives:
Currently there are no programs in place however these can be negotiated as the call agreement is discerned.

Peer and professional support:
- Professional Development Leadership groups
- Clergy Support Ministry Group
- Boundary Awareness Training
WHO IS GOD CALLING TO MINISTER WITH US?

We envision working alongside our pastor to improve on the following areas:

- Communication
- Leadership
- Civility and Understanding
- Harnessing our Passions
- Growth, especially with youth and young families

By developing leadership, focusing on communication, and consistently coming back to a place of spirituality, Deerfield Community Church can continue to worship, pray, learn, and serve our community as God’s hands and feet on Earth. We are a congregation with abundant devotion to helping others. Our congregation needs help focusing and utilizing our enthusiasm. We are also a congregation that has diverse political and social justice views. Constant work on civility and understanding while respecting people’s individuality and spiritual journeys must also be a focus. Finally, we have a lot of respect for our aging congregation and its more seasoned members. But, without youth and young families, we worry that our congregation will not thrive as it has. DCC has much to offer our community and our world. We do not strive for perfection, but we must continually strive for progress.

We envision working alongside our pastor to assist the congregation in making an impact beyond its walls:

Our congregation enjoys participating in many community events such as the annual Deerfield Fair, local CROP walks, Old Home Days, and more. We would like to continue to participate around town and possibly reach out further to neighboring communities through Habitat for Humanity, local soup kitchens, and any other opportunities where we are called to serve. Our hope is that the new pastor will participate alongside our congregation and Reaching Out Deacon in these activities to help show others the beauty that comes in the service of God.
Top areas of excellence from The Marks of Faithful & Effective Authorized Ministry:

We are looking for a pastor who leads by example. We know every pastor is human and is on a spiritual journey alongside us. Because of this, we are looking for a pastor who exhibits these strengths:

Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice
- We seek a pastor who can help us live our mission to worship, pray, learn and serve as God’s hands and feet on Earth.
- We seek a pastor to nurture our spiritual practices and our spiritual growth by bringing all that we do back to God, Jesus, and the Holy Spirit.
- We seek a pastor who understands the power of the Holy Spirit at work through the congregation as a whole and through the members individually.
- We seek a pastor who has a commitment to lifelong spiritual development and assists in the spiritual development of our church leaders and members.

Building Transformational Leadership Skills
- We seek a pastor who will empower the congregation to be faithful to God’s call, reflective of Christ’s mission, and open to the surprises of the Holy Spirit.
- We seek a pastor who can help us to vision who God is calling us to become.
- We seek a pastor who helps develop good leaders to carry the church in all times.
- We seek a pastor who will foster our current organizational structure with our Support Team and lay leaders.
- We seek a pastor who encourages leadership development of self and others through continuing education and lifelong learning.

Engaging Sacred Stories and Traditions
- We seek a pastor who brings to life sacred stories and traditions in worship while being open to the Holy Spirit’s calling for more contemporary worship.
- We seek a pastor who leads faith formation effectively across generations, reaching out to our seasoned congregational members as well as our youth.
- We seek a pastor who uses stories to engage everyone and connect on a deeper, personal, level.
- We seek a pastor who understands that telling stories is more memorable and appealing than teaching doctrine.
Strengthening Inter- and Intra- Personal Assets

- We seek a pastor who develops and maintains a healthy sense of self as shaped by God, community, and life experiences.
- We seek a pastor who exhibits strong moral character and personal integrity.
- We seek a pastor who continues to focus on communication and helps the congregational members and groups to also focus on communication with each other.
- We seek a pastor who demonstrates and continues to develop excellent communication skills.
- We seek a pastor who respects the dignity of and includes all God’s people.
- We seek a pastor who understands and ministers to all stages of human development across the life span.
WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

“The mission of Deerfield Community Church is to experience, share, and grow in God’s life-giving love. Inspired by the Holy Scriptures, we come together in the name of Jesus Christ to worship, pray, learn, and serve.” We are called to live out our mission statement in all that we do and we are continually being called to serve those in need, grow spiritually, hear the Holy Spirit, and welcome all who wish to learn about Jesus no matter where they are in their own spiritual journey. We are called:

- To support families and youth by making an environment that welcomes and supports them.
- To support our community and continue to improve and expand on the various ways we serve our neighbors both near and far.
- To merge caring for our seasoned congregational members as well as families and children.
- To inspire and train our congregational members to answer their personal calling from God.
- To grow and act on our faith by continuing to hear the Holy Spirit.
- To continue our journey of inclusivity through growth and learning.

After a long process of soul searching and months of discussion, in January 2020, our congregation voted to become ONA. Realizing all the implications of this needed to be further explored, we offered True Inclusion by Brandon Robertson as our Lenten book study. We are a welcoming congregation and reading the stories and learning about those who have been excluded from a church community for a variety of reasons expands our minds and hearts to a new understanding. All those “seeking a safe place to process and reconstruct their faith” should be included and embraced. We are all at different places in our spiritual journey, so we need the opportunity to learn and grow together; the more diversity, the more growth and empathy for one another. It will be imperative to have a pastor who helps us grow spiritually so that we can continue to hear God’s calling and help others to find their calling.

We know that growth comes in more ways than filling pews on Sundays. During the COVID-19 pandemic we learned how to include more people through online Zoom church. Attendance via Zoom was higher than usual in church. In this way we could
continue to grow in a way that melds our past traditions with the technology of the future. Our focus remains on guidance of the Holy Spirit.

We also look to grow by being open and supportive of families with children and youth of all ages. We can do this by adapting to the changing needs of those demographics. Offering different worship styles and Friday night youth group meetings may help to bring God into those very busy and hectic lives. But, expanding the youth program does not mean neglecting our older community and congregation members. We will continue to serve them by reaching out through our Call to Care. During the pandemic, we implemented weekly reaching out. Members of our congregation called, emailed, texted, and sent cards to many community and congregation members. For our seasoned members, we reminded them that, while they may be physically distancing, they were not alone. We will continue to look for ways to care for our caregivers and those without local family units.

We will continue to serve our neighbors through our many missions. Stephen Ministry, the Deerfield Food Pantry, and Ladies Aid are a few ways we assist the local community. Dress a Girl and trips to Haiti help our neighbors far away. We have many groups within our congregation with different callings to serve. We are looking for more ways to serve the needs of our community and we need help identifying and meeting those needs in the most efficient and useful ways.

How God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation?

Currently, we do not have a clear vision for our congregation. Our members are filled with devotion and ideas and we are in search of an overarching vision that supports our individuality while bringing us together as a church. We are beginning to work through that in 2020, but we will be looking for a Pastor who can continue to help us with direction and execution. As a congregational church, we understand that we have a Bottom-Up mentality with our Pastor and Support Team there to help facilitate the direction and vision of the congregation.

- We have an aging congregation; we need young families and children.
- We are a welcoming church; we seek more diversity.
- We have a politically diverse congregation; we need respect and civility.
- We focus on spirituality; we don’t want to lose sight that we are here to serve God and be God’s hands on Earth.
- We want to be good communicators; we need help with follow through and active listening.
• We attain many goals; we need to remember that moss does not grow on a rolling stone and continue to find new challenges and goals.
• We have amazing lay leaders; we want to train, support, counsel, and continue to make them feel welcome without being overwhelmed.
• We have passion; we need to focus that enthusiasm towards a specific direction.

By developing leadership, focusing on communication, and consistently coming back to a place of spirituality, Deerfield Community Church can continue to worship, pray, learn, and serve our community as God’s hands and feet. One of our past moderators used to ask, “Does this glorify God?” We must continue to ask this in all we do. We are a faith-filled congregation with many ideas on how to best serve. Our passions need guidance with execution and direction. We are looking for a pastor to join us in this journey as a fellow traveler, guide, and counselor.
WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS:

Our congregation’s life of faith:

Supported by the Support Team

We are a congregation filled by the Holy Spirit. We routinely start meetings and get-togethers with “God Sightings.” These are moments when we experience God in unexpected ways. “God Sightings” are everywhere for us, but mostly we see them in the beauty of nature and in our congregation members who embody the Holy Spirit in our actions towards each other and ALL our neighbors.

We also begin and end most meetings and get-togethers in prayer. This practice extends into choir rehearsals, book groups, and confirmation classes. It helps center us and prepare us to hear the Word and be open to the Holy Spirit.

The Holy Spirit is such an integral part of our congregation we spent an entire year focused on the Holy Spirit in 2017-2018. The Holy Spirit helped lead us while our pastor was preparing to go on sabbatical and helped us to adapt when all those plans needed to be changed because of our pastor’s accident which led to emergency surgery and a postponement on her sailing trip. With the help of the Lilly Foundation Grant we were able to support our pastor’s trip while participating in a church-wide retreat. The Holy Spirit was the foundation for our weekly message, and we sang every Holy Spirit song we could find. After this particular year, we came out truly changed: stronger, more faithful, and ready to take on challenges to come. We would not be the congregation we are today without having spent the time opening our hearts and minds to the Holy Spirit.

We are always open to exploring and learning about other spiritual practices. We have focused on silence and listening, meditation, labyrinths, singing bowls, and
more. We even had a labyrinth brought to our Great Room so that we could take our time and have individual experiences with this practice. We have also learned from other spiritual leaders to help open our eyes to other religions and faiths.

We live and breathe our church’s mission. The mission of Deerfield Community Church is to experience, share, and grow in God’s life-giving love. Inspired by the Holy Scriptures, we come together in the name of Jesus Christ to worship, pray, learn, and serve. We even have hand motions when we recite this mission.

**Strengths or positive qualities of our congregation:**

We have a strong and energetic congregation filled with members who are open to new ideas while balancing the traditional aspects of our New England heritage. We are willing to spend our money to maintain the traditional look of our physical structure as well as helping that physical structure stay relevant with the addition of an up-to-date sound system, projection system, camera for our YouTube channel, and lighting. We enjoy following lectionary while also straying from that lectionary for exciting series that help us in our faith journey. We realize that churches must evolve in order to stay relevant in today’s world. We recently voted to become an Open and Affirming church after a year of many discussions, surveys, and meetings. We didn’t want to just say we are an ONA church; we wanted to embody the welcoming and accepting nature our members and friends deserve. Therefore, many congregation members attended panel discussions to better understand the needs and wants of our LGBTQ neighbors. One of our strengths is our willingness to look for balance and stay relevant in today’s ever-changing landscape.

Another strength is our organizational structure (see attached chart). Our leadership structure was completely redone over 10 years ago to help us be better at supporting our congregation, our pastor, and our Lay Leaders. We formed our Support Team which is made up of four deacons and our moderator. They are the sounding board for our pastor, the facilitators for the needs of our congregation, and they help our Lay Leaders needs to follow their calling. This encourages a very active congregation with members who are encouraged to follow their faith in spreading God’s love and Christ’s service. Our Lay Leaders are fostered, encouraged, and engaged in all aspects of the church. Our support team allows our pastor to be a leader instead of a boss. They facilitate and promote the
congregation’s initiatives and ideas without making the decisions that dictate how the church will be run.

Worship as our congregation gathers:

Supported by the Worship Deacon

Music is an integral part of our worship and is woven throughout in ways that are subtle, yet powerful. We enjoy music...a wide variety of music! From traditional hymns to modern praise songs, we love it all. We celebrate the talents of our congregation by musically worshipping with one of our many choirs: Chancel Choir, Jubilee, Grace Notes, and our Children’s Choir. We also occasionally enjoy instrumental accompaniments and solos from our skilled congregation members and visual praising through Sacred Dance and Children’s Dance. We are blessed to have Andy Inzenga as our Music Director with his spectacular piano skills and his ability to challenge and delight us with new and traditional music. Walt Kutylowski is another member of our musical family who writes his own music, sings in Jubilee and Grace Notes and he serves as our Jubilee and Grace Notes Director. These two men help bring our church to life through their talents and beautiful music!

Because Sunday School classes are offered after church, our youth can participate in our worship services. Children/Youth begin by bringing the light of Christ in and lighting the candles. Youth read scriptures, lead service during Youth Sunday, and assist in special services by lighting Advent candles or carrying the cross on Good Friday. Before the Pastor’s message, Jennifer Hurley, our Children’s Worship Leader, interprets the message for the children and many times for the adults as well during our Children’s Circle.
Our worship is usually based on God’s calling and our congregational needs. While we may follow the lectionary if we feel called to, we often find worship responding to the concerns and needs of our members, society, and our world. We enjoy sermons that engage us and are pertinent to our lives and what is going on around us. They can be instructive, lift our spirits, and prepare us for what the week ahead might bring. Life stories can help us learn, be comforted, and challenge us.

Our worship venue can vary. While most worship services happen in the sanctuary, we have also been found at the lake, in the Great Room, and on a hill overlooking the woods as God can be found everywhere. We enjoy variations in traditional services as well. One of our more somber services happens on Good Friday where we honor the darkest hours of Christ’s life after which we carry a large cross up Church Street and Meetinghouse Hill Rd where it is placed on a hill. We celebrate His rising on Easter Morning at our Sunrise Service at that same cross. We also offer two services on Christmas Eve. The earlier service is lively and is filled with children, songs, and even some laughter. Our later service is quiet, meditative, and prayerful. Most recently, we even worshipped online by Zoom when we were practicing social distancing for the Coronavirus pandemic. While our worship style, venue, and message may vary, our congregation fills each worship service with music, joy, and prayer.
The program/faith formation vision of our church:

Supported by the Discipling Deacon and Reaching Out Deacon

At DCC, we split our education into two groups: Youth and Adult. By virtue of our relatively small size, our youth education is very responsive to our youth needs and ages. Currently, we have a Kindergarten through 4th grade class and 5th grade through high school class. Our middle schoolers are currently attending Confirmation Classes this year. In the past, we have offered communion classes and baptismal classes for our older baptisms. We also do infant baptisms. Now that we have a group of middle schoolers and a young couple willing to take on a leadership role, we have a youth group get together outside of the church once a month. Our curriculum varies from year to year. This year the curriculum and sermons are based on the women of the Bible. This theme is shared throughout the church to help with the continuity of learning.

Our adult education and faith formation come in many forms. We enjoy small groups tremendously and use those to share our spiritual journey with each other. Some of our small groups include:

- Reel Faith meeting once a month to watch faith-filled movies, followed by discussion.
- Men’s Breakfast meeting Saturday mornings once a month to share a meal and deep discussions often based on a book.
- Aging in Grace meeting Sunday mornings after church to share challenges with aging while continuing to grow in faith.
- Stephen Ministry meeting twice a month for peer to peer supervision, support, and training. This is a St. Louis based program which provides materials to train our local caregivers who deliver companionship and help for our congregation and those in our nearby communities going through difficult times. Caregivers and receivers meet on a weekly basis.
- Book groups meeting at various times including current studies:
  - *The Universal Christ* by Richard Rohr
  - *Just Mercy* by Bryan Stevenson

Our adult faith formation is also responsive to congregational needs. Small groups form and change depending on the concerns and needs of our members. We also take pride that we supported two members in discernment who have gone on to follow their calling at churches in New Hampshire in the past decade.

Our vision is to continue to provide opportunities and different ways to explore our faith and grow. We love the responsiveness of our educational programs and hope
to continue to be flexible in these ever changing times. For example, as societal anxieties grew over the past few years, we did two book groups to help address those concerns: *Unafraid* by Adam Hamilton and *Anxious For Nothing* by Max Lucado. People who had not attended church for some time came back for those groups and discussions. All our groups, discussions, and book studies are available to anyone who wishes to come, members or not. We recognize that congregational members have different needs, are at different points in their lives with different amounts of time availability and energy and are at different places in their faith journey. Participation in these book studies are optional, but always available to those who need them. Our goal is to offer support when needed in our congregation’s journey with God and Christ.

Commission of Stephen Ministers
How our congregation is organized for ministry and mission:

The chart below shows how the church is organized for ministry and mission. This was further explained in the Most Important Event section.

Hours are spent in meetings per month in regards to decision making:

Our pastor is invited to participate in the following meetings:

- Support Team (2 times per month 2 hours per meeting)
- Trustees meeting (1 time per month 2 hours per meeting)*
- Stewardship team (2 times per month 1 hour per meeting)*
- Worship planning (weekly 1 hour)
- Stephen Ministry (bi-monthly 1.5 hours)*

*indicates an optional meeting
Examples of how we are able to resolve crisis quickly:

- As we have talked about in earlier sections our church structure allows us to be a very agile congregation when the need to respond quickly occurs. In 2019 our fire suppression system began to leak causing significant damage to one of the bathrooms. Because lines of responsibility are clearly defined and teams are identified, we were able to immediately alert our Stewardship Deacon, along with the chairman of the trustees to begin making decisions as to best course of action, who to call, and how to resolve the issue. We did not find ourselves in a situation where the pastor and others were wondering whom do we call for this.

- During the COVID-19 situation as with the above example we had clear lines of responsibility and were able to pivot in less than 24 hours to begin a new way of experiencing “church”. Our Worship Deacon and Technology Director was able to pivot to an online setting for worship, our Stewardship Deacon was able to ensure through online giving that the operational expenses of the church continued to be paid, our Discipling Deacon was able to begin offering small group, church school and book studies via online methods, and our Reaching Out Deacon was able to ensure vital programs like the food pantry and got lunch were up and running for those effected. This allowed our Interim Pastor to be able to think broader and deeper as to what the needs of the church might be which led to the formation of the extended calling network. Utilizing the Stephen Ministry team and other volunteers, our congregation in its entirety is receiving weekly check in calls to see who needs what and to just be there for each other in a supportive fashion. It is a result of our preparedness and church structure that the Pastor is given the freedom to think outside the box even in a crisis.

To learn more about the patterns of our church’s activities and governance please view:

- Organization Structure Chart
- Bylaws - Ctrl+Click to follow link
- Annual Report will be provide upon request
11-YEAR REPORT

UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church #: 440450  Deerfield Community Church, UCC  Deerfield, NH  03037

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<td>$4,500</td>
<td>$738</td>
<td>$5,238</td>
<td>$7,150</td>
<td>$12,388</td>
<td>2.87</td>
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<td>$6,606</td>
<td>$7,153</td>
<td>$13,759</td>
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<td>$4,628</td>
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<td>$23,594</td>
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<td>$6,030</td>
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<td>$19,919</td>
<td>3.48</td>
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<td>$6,500</td>
<td>$2,244</td>
<td>$8,744</td>
<td>$11,514</td>
<td>$20,258</td>
<td>3.77</td>
<td>$192,583</td>
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<td>2016</td>
<td>$162,610</td>
<td>$0</td>
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<td>$4,860</td>
<td>$11,860</td>
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<td>2017</td>
<td>$174,982</td>
<td>$0</td>
<td>$7,000</td>
<td>$5,005</td>
<td>$7,505</td>
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<td>$8,807</td>
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<td>$19,130</td>
<td>3.98</td>
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<tr>
<td>2019</td>
<td>$199,076</td>
<td>$0</td>
<td>$8,000</td>
<td>$0</td>
<td>$8,000</td>
<td>$5,977</td>
<td>$13,977</td>
<td>4.02</td>
<td>$213,053</td>
<td>$171,408</td>
</tr>
</tbody>
</table>

% CHANGE MEMBERS  AVG WEEKLY ATTENDANCE  CHRI ED/ FAITH FORM  TOTAL ADDITIONS  TOTAL REMOVALS  CURR LOCAL EXPENSES  TOTAL OCWM EXPENDITURE
2014-2019   -1.94  -1.18   153.23  14.29   -63.64  14.89   10.50   10.28
2009-2019   -17.89  -16.00  248.89  -27.27  -33.33  40.05  31.04  35.74
**CONGREGATIONAL DEMOGRAPHICS**

*DCC Pastoral Search Survey*

**Respondent Demographics**

**October 2019**

**Response Rate**

77 people submitted complete surveys. This is about a 58% response rate relative to the number of people the church regularly communicates with by email and/or in person.

The Hartford Institute (which wrote the survey) states that response rates are typically 35-60%, and that typically respondents are older, longer-term, and more actively involved than any given church’s average attendee or member.

A brief description of DCC respondents follows. Charts showing the distribution of these characteristics follow.

- Most are members (92% of respondents) and have been members for at least 10 years (65% of respondents).
- They live close by (82% live 15 minutes or less from church)
- They are long-time community members. 61% have lived in the area for at least 20 years. Another 17% have lived in the area between 10 and 20 years. 59% of respondents stated they are very unlikely to move in the next several years
- They were mostly female (69%)
- They were mostly over age 65 (60%)
- 99% were white (1% did not answer the question)
- The majority were married (77%). 4% were single, 5% were living in a committed relationship, 7% were widowed, and 7% were separated or divorced.
- 57% were from households comprised of a couple with no children at home. 21% had two adults plus a child / children at home, 13% had one adult living alone, 7% had several adults living in the same household, and 2% had one adult and a child or children at home.
- 83% of respondents have completed a college or graduate degree.
- 53% of respondents were retired.
- 43% of respondents were employed, either full time or part time.
• 68% of respondents have worked in Professional jobs (whether employed, unemployed, or retired at this time).

• Household income level was evenly distributed across respondents. Slightly more than half reported household income under $75,000, slightly less than half reported household income over $75,000 per year.

• Respondent religious background was diverse – more than 12 religions were cited by respondents as part of their roots. The most common were UCC (26%) and Catholic (25%).
### PARTICIPATION AND STAFFING

<table>
<thead>
<tr>
<th>Gathering</th>
<th>Frequency</th>
<th>Attendance</th>
<th>Planners</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Groups / Classes</td>
<td>Outlined Below</td>
<td>Outlined Below</td>
<td>Outlined Below</td>
</tr>
<tr>
<td>Baptisms</td>
<td>1 (2019)</td>
<td>90 – 100</td>
<td>Pastor / Worship Team</td>
</tr>
<tr>
<td>Children’s Groups / Classes</td>
<td>During School Year</td>
<td>12</td>
<td>Discipling Team / Lay Leaders</td>
</tr>
<tr>
<td>Church-Wide Meals (open to greater Deerfield community)</td>
<td>Quarterly (min)</td>
<td>50 – 75</td>
<td>Hospitality Team / Lay Leaders</td>
</tr>
<tr>
<td>Christmas Eve Services</td>
<td>2</td>
<td>104 (2019)</td>
<td>Pastor / Worship Team</td>
</tr>
<tr>
<td>Easter Services</td>
<td>2</td>
<td>152</td>
<td>Pastor / Worship Team</td>
</tr>
<tr>
<td>Chancel Choir</td>
<td>During School Year</td>
<td>16</td>
<td>Music Director / Pastor / Worship Deacon</td>
</tr>
<tr>
<td>Grace Notes</td>
<td>Year Round</td>
<td>3</td>
<td>Grace Notes Trio</td>
</tr>
<tr>
<td>Jubilee Singers</td>
<td>During School Year</td>
<td>10</td>
<td>Jubilee Director</td>
</tr>
<tr>
<td>Communion</td>
<td>First Sunday (monthly)</td>
<td>90 – 100</td>
<td>Worship Team</td>
</tr>
<tr>
<td>Confirmation</td>
<td>Ongoing</td>
<td>8</td>
<td>Discipling Deacon / Pastor / Lay Leaders</td>
</tr>
<tr>
<td>Dance Program</td>
<td>Easter / Christmas</td>
<td>12</td>
<td>Dance Director</td>
</tr>
<tr>
<td>Funerals</td>
<td>5 (2019)</td>
<td>50 – 300</td>
<td>Pastor / Music Director / Worship Team / Ladies Aid</td>
</tr>
<tr>
<td>Retreats</td>
<td>1 (2018)</td>
<td>75</td>
<td>Discipling Team</td>
</tr>
<tr>
<td>Outdoor Worship</td>
<td>2</td>
<td>100</td>
<td>Pastor / Worship Team</td>
</tr>
<tr>
<td>Weddings</td>
<td>0</td>
<td>0</td>
<td>Pastor</td>
</tr>
<tr>
<td>Worship Service</td>
<td>Weekly</td>
<td>88 (2019 Average)</td>
<td>Pastor / Worship Team</td>
</tr>
<tr>
<td>Youth Groups</td>
<td>Monthly</td>
<td>6</td>
<td>Discipling Team / Lay Leaders</td>
</tr>
</tbody>
</table>
Attendance figures for Adult classes:
- 3G 101 (prerequisite 6-week course for Covenanted Membership) - 8 participants, 6 leaders X 6 sessions
- Weekly small group — Aging with Grace; 12-15 participants September — June
- Guys in Grace — meeting weekly, 7 people
- Men's breakfast — 15-20 people; meets once a month (breakfast plus study group for an hour)
- Thursday morning devotionals — 6-8 people; 42 weeks a year
- Rohr Book Study— 6 participants; twice a month for 9 months
- Reel Faith — 18 participants (average); meets 6 times a year/movie plus discussion
- Lenten Study — 20 participants met 4 times.
All adult classes are planned by Discipling team/lay leaders.

Current staff, including ministers:

<table>
<thead>
<tr>
<th>Staff Position</th>
<th>Head of Staff?</th>
<th>Compensation (full time, part time, volunteer)</th>
<th>Supervised by</th>
<th>Length of Tenure for current person in this position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Music Director</td>
<td></td>
<td>Part Time</td>
<td>Pastor</td>
<td>7 Years</td>
</tr>
<tr>
<td>Jubilee / Grace</td>
<td></td>
<td>Part Time</td>
<td>Pastor</td>
<td>10 Years</td>
</tr>
<tr>
<td>Notes Director</td>
<td></td>
<td>Part Time</td>
<td>Pastor</td>
<td>5 Years (paid)</td>
</tr>
<tr>
<td>Children’s Ministry</td>
<td></td>
<td>Part Time</td>
<td>Pastor</td>
<td>17 years total</td>
</tr>
<tr>
<td>Administrative</td>
<td></td>
<td>Part Time</td>
<td>Pastor</td>
<td>2 years</td>
</tr>
<tr>
<td>Assistant</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Reflection of our congregation’s overall ministry:

Based on the range of involvement and active participation consistently seen across the congregation, we feel we are meeting or exceeding the needs of the members and the wider community.


### CHURCH FINANCES

Supported by the Stewardship Deacon

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Offerings and Pledged Giving (FY20 budget)</td>
<td>$181,442</td>
</tr>
<tr>
<td>Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</td>
<td>$0</td>
</tr>
<tr>
<td>Endowment Draw (beyond what is permitted by spending policy, “drawing down the principal”)</td>
<td>$0</td>
</tr>
<tr>
<td>Fundraising Events</td>
<td>$0</td>
</tr>
<tr>
<td>Gifts Designated for a Specific Purpose (Benevolence Fund) (FY19 Actual)</td>
<td>$4,038</td>
</tr>
<tr>
<td>Grants</td>
<td>$0</td>
</tr>
<tr>
<td>Rentals of Church Building(s) (FY20 Budget)</td>
<td>$16,600</td>
</tr>
<tr>
<td>Rentals of Church Parsonage</td>
<td>$N/A</td>
</tr>
<tr>
<td>Support from Related Organizations (e.g. Women’s Group)</td>
<td>$0</td>
</tr>
<tr>
<td>Transfers from Special Accounts</td>
<td>$0</td>
</tr>
<tr>
<td>Other (specify): Fair Booth Operations (funds capital reserve) (FY19 Actual)</td>
<td>$18,620</td>
</tr>
<tr>
<td>Other (specify):</td>
<td>$</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$220,700</strong></td>
</tr>
</tbody>
</table>

**Current annual expenses:**

$205,188 Budgeted Expenses in FY20. The FY20 Operating budget can be provided as a separate Excel file.

**Percent of ministerial support compared to total budgeted expenses:** 50.5%
The church has never failed to pay its financial obligations to a minister of the church.

The church’s 5-for-5 contributions:

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

In what way is OCWM (Basic Support) gathered?

This is typically a fixed amount.
FY 20 contribution was $8,000 or approximately 4% of operating budget total expenses.

What is the church’s current indebtedness? $0.00

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.

Not Applicable

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

Not Applicable

If a capital campaign is underway or anticipated, describe:

Not Applicable
Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.

Not Applicable

Does your church have an endowment? Yes (2)

What is the market value of the assets as of 12/31/2019?

- DCC Endowment $326,935
- Horton Center Campership $14,614

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

- DCC Endowment is not drawn on
- Horton Center, interest is distributed annually to DCC and used as needed for camperships

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

Horton Center Campership Interest only ($208)
No Change

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

Not Applicable

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

Indefinitely

Please comment on the above calculations or estimates:
We feel confident we are being good stewards of these funds.
Other Assets:

Reserves (savings) as of 12-31-19:
Capital Reserve Account $55,524 (as of 12-31-19)

Investments (other than endowment): No

Does your church have a parsonage? No

Describe all buildings owned by the church:

Church building
- Our historic sanctuary was erected in 1835 and our Parish Hall addition was completed in 2006. The addition included the Great Room (standing capacity 220), a well-designed kitchen, our first-floor octagonal parlor meeting room, two office spaces and four spacious class/meeting rooms on the second floor.

Meetinghouse
- A single-family rental home, currently occupied located adjacent to the church.

Deerfield Fairgrounds Fair Booth
- A permanent structure food concession stand operated by church volunteers during the annual fair as a fundraiser for the church’s Capital Reserve account.

Describe non-owned buildings or space used or rented by the church:

None

Spaces accessible to wheelchairs:
- All first-floor spaces are accessible
• If needed, modifications could be made to provide access to the pulpit currently on a raised stair accessible platform
• The basement under the 2006 portion of the building housing the food pantry is accessible via outside doors at grade
• The second floor is accessible only by stairway

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

The Deerfield Community Church is focused on mission and ministry. In 2018, the church realized a budget deficit for the first time in the modern history of the church. Through prayerful consideration the budget was presented with the deficit and several members of the congregation stepped forward to eliminate the shortfall. In 2019, a pledge campaign was held focusing on the gifts of the church and allowing the financial impact to be secondary in the conversation. As a result, the church realized a budget surplus and was able to begin new missions with that money; these included increased contribution in OCWM, sending a team to a local Habitat for Humanity build, creating Disaster Buckets, and an innovative program brought forward by a congregant called “Be Good, Do Good, Sow Good” where anyone who wanted to participate was given $20.00 to grow the good of the church. In one case, this money went to buy gas for a chainsaw to cut a cord of wood and give to a family in need. As another example, a local artist bought supplies and offered art classes returning over $100.00 from the initial $20.00. Through pledging, capital reserves, and endowments, along with gifts to the Benevolence Fund, the church is well positioned to continue to serve the congregation and the surrounding community.
HISTORICAL INFORMATION

Significant happenings in the history of your church that have shaped our identity: Add the most important event in the life of your church in the past 10 years.

Major Spiritual Growth:

Each person is on his/her own individual spiritual journey. Although it would be great to be able to say that the growth is steady and happens each week, significant growth tends to happen in moments of specific focus when we can join as a congregation being open to that growth.

“One On One”:

“One On One” was a church-wide program that prepared individuals to experience new relationships with members within the congregation. Congregational members participated in weekly services and ministries while being in relationships with a small number of individuals. Simply stated, the program prepared people to randomly pick three names from a “hat” each week. People would have a minimum of thirty minutes face-to-face during that week with each person. The training prepared participants to listen as well as ask questions. Today we call this “holy listening”. Examples of focus questions are:

• Where do you experience God the most?
• What are the most meaningful experiences you have in life?
• What makes these experiences meaningful to you?
• What is missing in your church life or spiritual life?
• What would make your faith more alive?
• How can we make this happen for you?
• Who are others that nurture your faith life?
• What do you remember most about church? Times of worship and Bible study?

“Unbinding Your Heart”:

Another major spiritual program we participated in was the “Unbinding Your Heart” series by Martha Grace Reese. Small groups met either at the church or at...
someone’s home. Over 90% of the average worship attendance participated in the program. All other church activities went on sabbatical (a new concept for DCC) so the focus was totally on this program. A complete plan was created to promote the program with skits and testimony. Pastor and the Discipling Deacon would meet via telephone for weekly coaching from Martha beginning with the planning process during each phase through the conclusion of the program. The Discipling Deacon would meet with each of the group leaders on a weekly basis to review and plan.

A survey at the conclusion of the “Unbinding Your Heart” series revealed these results:

**Survey Results**

- **Closer to Jesus**
  - Yes: 32
  - No: 12

- **Closer to Members of Church**
  - Yes: 39
  - No: 5

- **More Comfortable with Sharing**
  - Yes: 37
  - No: 7
The “Unbinding Your Heart” series started the growth of small groups (limited to ten or less people per group) to study a common program that allowed everyone to start where they were on their spiritual journey and grow from there. Since then, our small groups have continued to evolve with consistent participation. DCC has had several other programs that yielded similar results.

**Most important event:**

After decades of using the traditional Congregational structure model of Committees and Council, a change was needed for the following reasons:

- The Pastor was feeling burned out and stretched with everything being processed through the pastor. Her stress level made her consider leaving DCC.
- Committee members who were following their calling found themselves with different responsibilities that were not aligned with that calling.
- Creativity and effectiveness of both the Committees and the Council were slipping and attendance was growing thin.
- Congregational members were not using their God-given talents; rather everyone was being a “worker bee”.

A Church Vision Team was created to meet twice a month for a year to study and explore new ways that would off-load the work from the Pastor, increase creativity,
and mobilize people’s gifts, while moving from a task-orientation view to a ministry perspective. The steps were:

- SWOT analysis
- Identified and ranked strategic issues
- Developed a proposed structure
- Communicated extensively with the congregation
- Modified the By-Laws for the new structure
- Received approval for one-year trial period
- Received final approval after the trial period had ended

The new structure provides a Support Team that is comprised of Deacons of the major areas of the Church’s functions, the Pastor, and the Moderator serving as the chairperson. The Deacons’ responsibility is to function as support for the Pastor by facilitating their focus. The goal of each team below the Deacon’s function is to facilitate that ministry. This day-to-day activity frees up the time of the Pastor to focus on pastoral care and church-wide visions. Members of the teams are free to come and go as God calls them. If a member of the congregation feels a call for a new ministry, that congregant can quickly receive approval from the Support Team and move into action with the help of the Support Deacon.

Benefits
- Individual teams own their ministry
- Teams can come and go as needed
- Deacons act as a coordinator of their area
- Pastor’s focus moves to church-wide activities
- Pastor’s focus is on spiritual and leadership growth
- Support team spreads the work among each other
- Creativity allows new ideas
- Lay leaders gain a sense of ownership

The process we went through and structure has been presented at the annual Prepared to Serve Program.

Specific change our church has managed in the recent past:

The Deerfield Community Church strives to be proactive in our approach to worship, outreach, education, and stewardship. As the church has evolved over the
past 10+ years so has our approach to bringing these programs into our current world and ensure that our message is able to be heard by current and future generations. A major part of this transformation has been our adoption, and now reliance, on technology as a tool to enhance all aspects of our church. By implementing these changes DCC has been able to reach our diverse congregation in new and effective ways.

Early versions of technology adoption included recording and publishing on the church website audio files of the sermon, use of overhead projection transparencies to enhance the message and digitization of our church directory. As our diverse needs became clearer, our approach transformed. These changes included the widespread use of PowerPoint and projection technology in worship, small groups, and meetings. We also moved our church finances and banking practices moving to Quick Books from paper ledgers and spreadsheets.

In 2015 the church recognized a potential to bring cutting-edge technology to worship and beyond by approving the permanent installation of projection technology in the sanctuary. By installing two projectors, the associated equipment and adopting the use of Pro Presenter (a house of worship specific presentation software package), we were able to make visual enhancements to worship the norm rather than the exception. The church has witnessed through this investment greater participation in worship, greater understanding of the message in the sermon, a more inclusive setting for those with hearing or vision impairments, and an increase in volunteerism as congregants came forward to become technology assistants.

As the in-church technology was being implemented, the church also recognized the potential of live streaming to replace the audio-only recordings and began to stream the entire service to YouTube in 2015. Early adoption was slow; however, numbers began to steadily increase and as a result, in 2019, a dedicated camera system was added to provide high-quality audio and video to the live-streaming experience.

When the COVID-19 pandemic hit and the Deerfield Community Church was faced with “what to do”, we were able to quickly pivot to “Zoom Church”. Utilizing the installed technology, congregants were able to use Zoom with only minor changes. We have seen participation increase from an average of 80-90 people in the sanctuary to 120-130 people participating via Zoom.

The use of Zoom allowed the church to continue with small groups, church school, confirmation classes, and other educational opportunities. In addition, our church
leadership was able to meet in order to focus on current needs including outreach and “how can we help” initiatives. Finally, through online giving, QuickBooks and other accounting tools, our stewardship goals were met.

An initiative that began with the goal of enhancing the church in areas of worship, discipling, outreach and stewardship resulted in our ability to rapidly adapt to the changing world in the spring of 2020.

![Pandemic Zoom Church](image)

**Congregation’s values and practices when it comes to conflict:**

Our congregation consists of a politically diverse membership and there have been occasions in recent memory when topics raised during sermons or other parts of a service have been politically challenging to some members. The 2016 election, however, was notable for the animosity and division that resulted across the United States. While our congregation effectively avoided similar division by avoiding discussing politics for months following the November vote, the tension was brought to a head when our pastor gave a sermon that drew heavily from the results of the election. In direct response to the sermon, a significant part of our congregation felt personally attacked and that our pastor had "chosen sides". It was recognized that if our feelings weren't addressed then the congregation would be following the rest of the country toward a major fracture.

We immediately held discussions and small-group meetings to address how people were feeling, where we stood as a church, and how we could maintain civility with differing opinions. Some of these groups were led by facilitators and some were led by Support Team members and Lay Leaders. While our Pastor’s sermon made
many feel uncomfortable, it started deep conversations and paved the way for future discussions. For 20 years we did not have discussions about topics that could be considered political or difficult. This sermon opened our eyes to the need for such dialogues.

We are working on making a habit of being proactive about potential uncomfortable topics. When we decided to consider becoming Open and Affirming, we continued to meet in small groups. We also implemented surveys and large group discussions. We attempted to answer questions and concerns that our congregation may have so that we could be on the same page when it came time to vote.

This will be a continuing journey. Our congregation is made up of wonderful people with varying opinions, beliefs, backgrounds, and lives. Difficult discussions must continue to happen, no matter how uncomfortable it may make us. We believe there is a way to have these discussions while respecting one another and maintaining civil discourse. However, we need help. We need to continue to focus on communication and being more proactive about situations that may arise. We need to be pushed to investigate new ways of thinking without being preached at or alienated. We need follow through with these dialogues and continue to delve deeply into whom we are and who God is calling us to be.
**Ministerial History for the past 30 years:**

<table>
<thead>
<tr>
<th>Staff member’s name</th>
<th>Years of service</th>
<th>UCC Standing (Y/N)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rev. Lisa Stedman (interim)</td>
<td>2019 - Present</td>
<td>Y</td>
</tr>
<tr>
<td>Rev. Carol Meredith</td>
<td>1999 - 2019</td>
<td>Y</td>
</tr>
<tr>
<td>Rev. Beth Jenkins (interim)</td>
<td>1997 – 1998</td>
<td>Y</td>
</tr>
<tr>
<td>Rev. Diane Pierce (interim)</td>
<td>1991 - 1992</td>
<td>Y</td>
</tr>
<tr>
<td>Rev. Jan Shepherd</td>
<td>1986 - 1989</td>
<td>Y</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Has any past leader left under pressure or by involuntary termination?</td>
<td>No</td>
</tr>
<tr>
<td>Has our church been involved in a Situational Support Consultation?</td>
<td>No</td>
</tr>
<tr>
<td>Has a past pastor been the subject of a Fitness Review while at our church?</td>
<td>No</td>
</tr>
</tbody>
</table>
WHO IS OUR NEIGHBOR?

COMMUNITY VISION

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

Supported by Reaching Out Deacon

We do our best to live the second commandment of “Love Thy Neighbor.” As the Deerfield Community Church, we work to focus on the community. We consider all who share this Earth with us our neighbor. We strive to assist those close to home and those across the globe. A few of the programs we are involved in are:

- The Inn At Deerfield – We offer monthly communion as well other support to our local residential care home for those with memory disorders.
- Senior Lunch – A once a month program that is open to our community and neighboring communities for seniors to come for a healthy lunch and some wonderful fellowship.
- Wish Star Program – Stars are made for local children and families who are unable to afford Christmas gifts. The stars have items on them requested by families in need which are provided by members of our community and congregation.
- Food Pantry – Our building hosts the Deerfield Food Pantry and many congregation members volunteer by providing leadership and assisting in distribution.
- Got Lunch Program – This program, housed in our building, offers lunches to students during the summer who receive subsidized lunches throughout the school year. Congregational members and other volunteers package and deliver lunches to families in need. While the school is closed, this helps to fill a void left for students. Currently, the Got Lunch program is starting early to offer nutritional lunches during the COVID-19 emergency.
- CROP Walk – Once a year we participate in the Seacoast CROP Walk. In 2019, our congregation raised over $6,000 with 13 walkers. We helped the Seacoast CROP Walk rank 50th out of over 800 CROP Walks across the United States.
• Habitat for Humanity – Congregation members have helped build homes for those in our local communities.

• The Building – The facility is available for use as a meeting place for local organizations such as the girl scouts and the Pawtuckaway Bee Keepers Association. Our local library has sponsored educational programs here and we hosted a ham and bean dinner for Deerfield’s 250th Anniversary celebration. We are also an emergency meeting place for our school and The Inn.

• Benevolence Fund – Once a month we collect financial donation from the congregation to be used at the discretion of the pastor. These funds go to congregation and local community members who fall on hard times.

• Red Cross Blood Drives – We host two blood drives each year and we assist in the organization and running of the drive as well as making the delicious treats for the donors and volunteers.

• Haiti Ministry – Led by a congregation member, we work with organizations in Haiti to help orphanages, women to gain independence, children with education, and more.


• Drop In The Bucket – We collect donations from the congregation based on local and worldly needs. Some examples include:
  o Healthy snacks for the nurse to provide to students at Deerfield Community School
  o Books and other items for prisoners
  o Disaster buckets for hurricane relief
  o Backpacks filled with necessities for Haiti students

One example of how our outreach has transformed is one of our congregational member’s recent trip to Guatemala. Two congregational members heard about a program called Dress A Girl where volunteers sew dresses for girls around the world with the idea that all girls would have a beautiful dress to help them feel respected and loved by God. The church started hosting Dress A Girl events during the last of which volunteers sewed over 60 dresses in one day. One of the members who started DCC’s involvement took it one step further by delivering the dresses herself to women in Guatemala. She learned much about their way of life and needs they have. She is currently raising money and awareness for another trip back by bringing Pihcintu International Girls Chorus to DCC.
Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

The Deerfield Community Church has strong ties to other churches, the Rockingham Association, and the New Hampshire Conference. Examples of our interactions follow:

- Share annual Good Friday service with Northwood Congregational Church
- Shared Unbinding Series experience with Pembroke Congregational Church
- Consulted and assisted in setting up worship technology in other congregations (Brookside, Wakefield)
- DCC Member serves on the Rockingham Association Committee on Church and Ministry
- DCC Members regularly present at Prepared to Serve (The New Hampshire Conference leadership training day for both Clergy and Lay leaders)
- DCC Member provides technology support for Prepared to Serve and the Conference Annual Meeting
• Members regularly attend summer camp programs at both Horton Center and Pilgrim Lodge (NH and ME)
• Members attend CROP walk annually

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

__ Accessible to All (A2A) __ Just Peace
__ Creation Justice __ Global Mission Church
__ Economic Justice X Open and Affirming (ONA)
__ Faithful and Welcoming __ WISE Congregation for Mental Health
__ God Is Still Speaking (GISS) __ Other UCC designations:
__ Border and Immigrant Justice __ Designations from other denominations
__ Inter-cultural/Multi-racial (I’M) __ 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?

Having completed the ONA process after a year of discernment in January of 2020, we affirmed that we are “committed to the ongoing work”. We do not take that commitment lightly and will continue to seek further involvement in the statements of witness listed above, as members are called by the Holy Spirit to do so.

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

While we are somewhat limited in our opportunities to participate in such activities due to our rural setting, we do take part in Prepared To Serve. Our congregants often present and attend this NH Conference event. We have also invited other UCC churches to attend our Good Friday service each year. We further have enjoyed learning from Ruth Kletnick, a local Jewish musician and educator, as she has led various discussions and groups in the past.
If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

The mission of Deerfield Community Church is to experience, share, and grow in God’s life-giving love. Inspired by the Holy Scriptures, we come together in the name of Jesus Christ to worship, pray, learn, and serve. As evidenced by previously mentioned examples, our congregation focuses on this multi-faceted mission in all that we do.

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?

Our congregation participates in various community events such as the Deerfield Fair, local CROP walks, Deerfield celebrations, and more. While our Reaching Out Deacon and other congregation members are the organizing force behind these community events, it has been our hope to encourage and foster our pastor’s participation in these activities and time spent will be accounted for as part of the role of pastor, teacher, and leader.
**Mission In-Site**

The Mission In-Site report for the demographics is based on a 20-mile radius from the location of DCC. Due to the rural nature of our community, we feel that demographic studies that include some of the denser population areas of the State of New Hampshire, including Concord, Manchester, Londonderry, Derry, Exeter, Durham, and Rochester could misrepresent the needs of our smaller community. That said, we have provided the demographic information as requested as part of the local church profile.

The data is from the 2010 Census reports and the trends reflect the expected changes for the following 10 years.
Comment on your congregation’s Mission In-Site report with data for your neighborhood(s) or area. What trends and opportunities are shown?

The trend in the area of population change and household change show a moderate increase while the Families with Children remain about the same.

The education level of people over the age of 25 is high. The Community Diversity Index reflects a Very Homogeneous population with the largest percent being white. The trend is there will be a shift from white to more diversified population; the change is expected to be less than 1%.

The Median Family Income for the area is about the same as the state, while the Poverty Level is Somewhat Above the state average. There is an even split between White- and Blue-collar occupations.
The age of the population 65 years or older has the steadiest growth.

Opportunity for Mission work appears to be strong:
- The area is growing at a moderate rate that reflects the opportunity for employment and to support oneself or family. This has been a characteristic of New Hampshire for many years.
- The income and education level provide a pool of resources to support mission work. While there is a large population that is doing well, there is another segment that is under the poverty level.
- Some sections within the area have a higher level of diversity than the average.

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

While Deerfield trends in the same general direction as the area being reviewed, the population below the poverty level, and the ethnic diversity is lower, based on the population of Concord and Manchester. Deerfield housing is more expensive and the availability to rent property is very low. Without public transportation being available, commuting to and from employment opportunities is more costly and requires one or more family autos.

As part of this Pastoral Search process a survey was taken with 57% of the people who are normally communicated with on a regular basis. This is within the normal range of expected responses determined by past experiences with the company that
created the survey. A few high-level characteristics show the demographics of the congregation is less diversified than the population.

- 92% have been members for 10 years or more
- 82% live with 15 minutes of the church
- 83% completed college
- 53% of the respondents are retired.
- 68% of the group had professional occupations.
- The median household income is about $75,000.
- 70% are female
- Nearly 75% are 55 or older
- 80% are or have been married
- 55% are currently living without children in the household.

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

DCC continues to look for opportunities to connect with other communities. The key focus has been in helping those with financial or special issues by supporting:

- Deerfield Food Pantry / Got Lunch program
- Crop Walk
- Christmas Wish Star program
- Pastoral Benevolent Fund – fund to help one in an emergency, determined by the pastor
- Stephen Ministry to assist anyone have a difficult time
- Open to wider community needs (outside of church membership) such as availability for funerals, pastoral care etc…
- Sewing masks during the Pandemic
- Support of the Dress A Girl program
- Habitat for Humanity to provide financial support and volunteers to assist on a project in the neighboring town

The demographics provide a foundation for strong lay leadership both within the church but also for mission opportunities. The ability to lead small groups of people, with assistance from the structure of the church, set DCC to be a major influencer in the community.

The Mission In-Site Report on religion can be summarized that 25% to 35% of the population does not have an opinion on fundamental religious questions. Our open
and welcoming approach to assist people in the spiritual journey and supporting all in life’s challenges directs our ministry goals.

<table>
<thead>
<tr>
<th>Study Area Detail</th>
<th>Strongly Disagree</th>
<th>Somewhat Disagree</th>
<th>No Opinion</th>
<th>Somewhat Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Everyone and everything is God</td>
<td>30.8%</td>
<td>13.8%</td>
<td>33.6%</td>
<td>14.5%</td>
<td>7.4%</td>
</tr>
<tr>
<td>God is a higher state of consciousness that people may achieve</td>
<td>21.4%</td>
<td>9.2%</td>
<td>34.4%</td>
<td>22.5%</td>
<td>12.5%</td>
</tr>
<tr>
<td>God is love and invites the world into a loving relationship</td>
<td>11.3%</td>
<td>5.6%</td>
<td>27.4%</td>
<td>27.1%</td>
<td>28.7%</td>
</tr>
<tr>
<td>God is the full realization of human potential</td>
<td>19.0%</td>
<td>8.7%</td>
<td>37.8%</td>
<td>20.9%</td>
<td>13.6%</td>
</tr>
<tr>
<td>I believe God created the world but takes no further part in it</td>
<td>35.4%</td>
<td>20.7%</td>
<td>31.2%</td>
<td>8.9%</td>
<td>3.9%</td>
</tr>
<tr>
<td>I believe in more than one god, i.e. many gods</td>
<td>51.1%</td>
<td>12.3%</td>
<td>27.2%</td>
<td>5.8%</td>
<td>3.6%</td>
</tr>
<tr>
<td>I believe in Nature and/or spirits in Nature</td>
<td>15.5%</td>
<td>9.5%</td>
<td>34.4%</td>
<td>26.6%</td>
<td>13.8%</td>
</tr>
<tr>
<td>I don’t believe a god exists; the material universe is all that is</td>
<td>41.8%</td>
<td>15.1%</td>
<td>24.6%</td>
<td>10.2%</td>
<td>8.3%</td>
</tr>
<tr>
<td>I have a personal relationship with one living God, who is Lord and Savior</td>
<td>21.1%</td>
<td>8.9%</td>
<td>26.5%</td>
<td>18.8%</td>
<td>24.8%</td>
</tr>
<tr>
<td>I’m unsure/undecided about whether a god exists</td>
<td>39.2%</td>
<td>14.9%</td>
<td>23.5%</td>
<td>15.3%</td>
<td>7.0%</td>
</tr>
</tbody>
</table>

When talk to community leaders and ask them what our church is known for?

- **John Reagan – NH State Senator** – “The Deerfield Community Church is the leading cultural institution in this community.”
- **Matt Fisher – Deerfield Fire Chief** – “DCC is willing to assist in time of need and is a go-to resource for planned or unplanned events”.

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

Congregants often started coming to DCC because of the minister, the music, and being invited by friends. Some were encouraged to come as a way to get their
children involved. Because of the welcoming atmosphere, many stayed and formed deeper friendships. Congregants got involved because they were asked by friends and felt welcome to get involved. In a recent survey, over 70% said they stayed and got involved because their friends are here.

Friends and Family of Deerfield Community Church
REFERENCES

REFERENCE 1
June 3, 2020

Jonathan W. (Jack) Hutchinson
Retired teacher, software engineer.
Deerfield resident 46 years
603-463-7692 & 603-496-0640
jack.hutchinson@gmail.com

I came to Deerfield as a second grade teacher in 1974. Over the years I’ve been active as a volunteer, a leader and an elected official.

I’ll skip past the Deerfield Food Pantry, the DCC Fair Booth, scouting, the fine musical parts of the worship and the various study groups, confident you’ve heard about them all.

Opening with the personal, when my mother was living with and then near us during the last five years of her life, I often took her to the Sunday service. She was warmly received and her dementia seamlessly accommodated during the pleasant social coffee hour following each service.

Several years ago I led the planning for the celebration of Deerfield’s 250th anniversary – an initiative that eventually involved more than 300 volunteer. There was no ground so fertile for community-minded and reliable contribution and participation than the DCC congregation. DCC hosted the kick-off community meal fund raiser, a second community meal preceding the opening ceremony, and a third for the concluding events. Many members of the church took active roles in planning and delivering events and activities through the year of celebration.

The pastor and some musical talent bring services and sing-alongs to the Inn at Deerfield, an assisted living facility in town. I witnessed that outreach while my mother was resident there toward the end of her life.

Once during my many years as Town Moderator an article was petitioned onto the warrant for the annual meeting to support marriage being exclusively heterosexual.
Church members and the current pastor (also a town resident) spoke up in opposition leading to the amendment of the article to make it not prejudicial.

I close with a bit of history which might kindle aspiration. At one time and for several years the two Deerfield churches collaborated on services, meeting in the Baptist Church (which had a furnace) during the winter and the Congregation Church (present DCC which had an organ) during the warmer months. I don’t have the precise dates at my fingertips, but it was after the war (WW II) when Deerfield’s population ebbed to about 800. Can we recover that mutually respectful interest in & acceptance of others’ beliefs. The Deerfield Bible Church has an equally warm and welcoming social time after their service, perhaps an opportunity?
Ms. Ruth Kletnick
Hospice Chaplain, Jewish Musician and Educator
Cornerstone Visiting Nurse Association Home Care and Hospice
178 Farmington Road
Rochester, NH  03867
ruth.kletnick@gmail.com
603-463-5761 or 603-785-1170
Friend of the Congregation

I am very pleased to write this letter of reference for Deerfield Community Church. I have been a friend of this congregation and a resident of the town of Deerfield for over 22 years.

**Describe some areas of strength in this church’s ministry.**

1. Openness to interfaith dialogue and education -- DCC invited a Christian minister and a Jewish educator and chaplain (myself) to co-teach a variety of courses at the church, including: the Book of Job, Top Ten Stories of the Old Testament/Torah; and a course on Sin and Reconciliation with God. The courses offered over many years, received excellent ratings and were very well-attended.

Also, DCC in the past has offered an interfaith women's spiritual support groups to church members, but also to non-church members in the community who came from a variety of faith backgrounds and beliefs. It was an extremely positive experience overall for participants, and it built much interfaith support and long-term community connection among its members.

2. Openness to inviting and working and learning with and serving individuals outside of church community. DCC has always communicated and demonstrated openness to connection with anyone in the area who wants to participate in church activities but may not want to join the church. DCC has also helped and provided a variety of types of aid - no strings attached - to many community members in need, including meals, travel and financial assistance.

3. The church demonstrates their interest in individuals becoming members of DCC, but they do not apply undue pressure or judge people for not joining. In fact, my spouse Marie Smith and I have found DCC members to, in general, be non-judgmental, friendly and enthusiastic co-community members in Deerfield. They are, in general, active participants in building and taking care of our community in general, while also serving their own community conscientiously as well. For example, during this Covid pandemic,
church members have reached out several times to offer support, friendship and connection to Marie and me.

4. Willingness to explore difficult emotional and group dynamics. There have been times when political or other situations have caused tension in the church community. I have found the community willing to face the tension directly, with an openness to the learning and growth available in these situations.

5. I have found DCC to be supportive and helpful to its leaders. I have had the opportunity to be colleagues with several of DCC's ministers and have found the church to be very supportive, understanding, and open to their needs and concerns.

Describe some areas for improvement in this church’s ministry.

I do not see any areas for improvement in the church's ministry.

Describe a significant experience you have had of this church’s ministry.

1. I was asked to sing original Hebrew music and speak about Judaism on many occasions at DCC on a variety of topics. I found the ministers and the congregation to always be open, friendly, and welcoming.

2. Teaching mentioned in #1 above in Ministry Strengths. I learned a tremendous amount in the classes I taught at DCC and became much more connected to the ministers and the church community because of them.

I would be happy to answer any questions you may have. Please contact me by phone or email. Thank you.

Best wishes,
Ruth Kletnick
CLOSING THOUGHTS

CLOSING PRAYER

“Down through the centuries, it has become apparent that when a few people who love God and love people become bound together in a common purpose, great things happen. Ordinary becomes extraordinary when such a relationship exists.” – William Bennett

Our beautiful church is made up of such people; people who love God and who live to serve as God’s hands and feet on this Earth. We come together from different backgrounds. We have differing spiritual and Christian beliefs. We have different genders and sexual orientations. We grew up in different parts of the world in different types of churches. We come from different family structures. We are at different points in our journey through this gift of life. And yet, with all these differences, we have God’s love in common.

We come together in the name of God to help each other and anyone else in need. We see God in all that we do. We hear God all around us. We sense the Holy Spirit guiding us along our path.

We pray that God brings us a fellow traveler to join in our journey. We pray that we find a leader who can help us lead each other. We pray that we find someone who speaks in a way that helps us to hear and understand God’s message. We pray that we find a perfect fit for our imperfect congregation.
STATEMENT OF CONSENT

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

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

Which individuals and groups in the church contributed to the contents of this Local Church Profile? Search Team with input from Trustees, Support Team, Transition Team, and results from the congregation survey.

Transition Team Members include: Amy Lockwood, Jenni George, Don Tordoff, Mary Spindel, Pastor Lisa Stedman (Interim Pastor)

Search Team Members include: Nate Oxnard (chair), Bob Spindel, Jenni George, Dee Jones, Tim Griffin, Sarah Lion, Carol Tordoff, Jim Tomilson, Susan Fusco.

Signed:

Name / Title / Date: Nathan Oxnard / Search Team Chair / 8-1-20
VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:
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
VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: The Deerfield Community Church is in good standing with the Rockingham 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 provided is complete.

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

Staff Comment: To the best of my knowledge, the church financial information provided is presented thoroughly.

My signature below attests to the above three items.

Signature: [Signature]
Name / Title: Gordon Rankin
Email: grankin@nhucc.org
Phone: (603) 225-6647
Date: 7/28/2020