The new Local Church Profile is not just for congregations in search of a pastor. All congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!
LOCAL CHURCH PROFILE CONTENTS

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

“God is able to provide you with every blessing, so that having all sufficiency in all things at all times, you may abound in every good work.”

(2 Corinthians 9:8)
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As a browsing aid, all sections are bookmarked for direct access.

Return by clicking “South Church Profile” (lower left on each page).
The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

The interim season is not the only time in a church’s life when it’s valuable to give attention to explore a congregation’s vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known together as the “Discovery Document,” these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church’s engagement with the “Discovery Document” might not have the same sequence as the completed Local Church Profile that is read by candidates.

Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and storytellings and many prayers, and as the Spirit moves throughout the process, congregations will shape a collective articulation of Christ’s leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook’s Scope of Work to describe in this Local Church Profile the position being sought.
When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (http://oppssearch.ucc.org).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.
LISTING INFORMATION

Church name: South Congregational Church, UCC
Street address: 20 Church Street, Newport, NH 03773
Supplemental web links: church web site, facebook page, canoe trip, meetinghouse history, NCTV church services

Additional ecumenical affiliations: Newport Area Association of Churches

Conference: New Hampshire UCC
Association: Southwest
Contact: Rev. Richard N. Slater, Associate Conference Minister
(603) 715-9525 / rslater@nhucc.org

Summary Ministry Description:

In a short paragraph, reflect on where your church is going and what it might look like when you get there.

Members of the South Church congregation bring a variety of faith backgrounds to shape our worship, music, and education experience. This inclusive mix creates a vibrant atmosphere in which to explore faith. We seek a pastor who inspires us with good will and humor to continue the exploration—nurturing our personal growth, strengthening our church family, and encouraging our service to the wider community. In recent years we have added new members, we have sent delegations to our Ukama partners in Zimbabwe, and we have helped establish a summer food program for school children. Now we seek a settled pastor who will embrace all of this activity!
Photographs:

Historic brick meetinghouse in the Federal style; erected in 1822 and dedicated in early 1823.

Sanctuary interior on Pageant Sunday, December 2018.

Parsonage, next to the meetinghouse.
What we value about living in our area:

Located in the Dartmouth-Lake Sunapee region, Newport, New Hampshire, offers easy access to the area’s amenities: cultural experiences at the Hopkins Center for the Arts and newly expanded Hood Museum of Art at Dartmouth College in Hanover (a 35 minute drive from South Church); lifelong education through Adventures in Learning at Colby-Sawyer College in New London (25 minutes); downhill skiing at Mount Sunapee in Newbury (10 minutes); exploring science with kids at the Montshire Museum of Science in Norwich, Vermont (40 minutes); hiking the paths, or strolling the grounds and gardens at John Hay’s historic estate, The Fells in Newbury (16 minutes); enjoying a summer concert and picnic on the lawn at the Saint Gaudens National Historic Site in Cornish (35 minutes); or venturing across the Connecticut River to Quechee (40 minutes) and Woodstock (50 minutes) in Vermont. Dartmouth Coach offers convenient service to Boston (2 hours), Logan Airport, or New York City (5 hours).

Here in Newport, we have such traditions as skating on the town common, Winter Carnival, Apple Pie Crafts Fair and Book Festival (sponsored by the Richards Free Library and Library Arts Center & Studio), Newport Opera House productions, Dancing with the Newport Stars (in which a few of our ministers have participated!) sponsored by the Newport Area Chamber of Commerce, Newport Historical Society talks, and the summer Newport Farmers Market.

Added to all of these are the many hiking, fly fishing, cycling and boating opportunities afforded by our close proximity to lakes and mountains — see the UNH Cooperative Extension’s Favorite Places in Sullivan County, NH, for more images of our local natural and built environment.
Current size of membership:

   total = 179 / active = 100

Languages used in ministry (other than English):

   None

Position Title:

   Pastor

Position Duration (choose one, delete the other options listed):

   Settled – a called position intended for longer-term ministry in which the minister moves
   church membership to the congregation and moves standing to related association

Compensation Level (choose one, delete the other options listed):

   4/5 Time — viz. weekly average of 36 hours

Does the total support package meet conference compensation guidelines?

Since clergy compensation is dependent on multiple factors (experience, education,
congregation size, etc.), we must evaluate each candidate independently. We will use the
Clergy Compensation Calculator (NHCUCC, 2019), the Compensation Guidelines for
Authorized Ministers and the Call Agreement Workbook in order to draft a total
compensation package which meets the guidelines for part-time ministry. If the resulting
draft exceeds our financial capacity then the candidate will be informed promptly and
may explore non-conforming options or withdraw from further consideration.

The guidelines state: “To calculate part time compensation, it is suggested that a
congregation first determine what full time compensation (salary, housing and benefits)
would be using the Clergy Compensation Calculator, and then multiply that amount by
the percentage of full-time allotted to the position. Benefits should be offered to those
working half time or more.”
SCOPE OF WORK

- Preparation and leadership of Sunday worship
- Faith formation and vitality
- Leadership development
- Pastoral care in collaboration with lay people (*as part-time allows*)
- Community engagement
- Attending (specific) meetings, giving leadership as needed for church programs
- Administration responsibilities: oversees staff
- Weddings and funerals (including wider community; *as part-time allows*)
- Strategic planning (*infrequent*)
- Wider church activities participation (*as part-time allows*)
- Counseling, listening and referral (*as part-time allows*)
- Faithful financial development
- Study and prayer to increase faith and improve skills
- Energizing and deepening spiritual connections and faith understanding of others

The scope is broad, but the pastor has wide discretion to focus on areas of interest and expertise, while working with the Board of Pastor/Parish Relations and Cabinet to ensure the congregation’s needs are met. Based on his 3-year experience at South Church, our interim minister believes that 36 hours per week, averaged over a typical month, is sufficient to meet current demands of the position.

Core Competencies:

A minister who…

(1) Is committed to the ministry, enjoys people of all ages, races, socio-economic levels, and sexual orientation, and who values past tradition while looking forward.

(2) Relates faith and interprets scripture in a present-day context and demonstrates an ecumenical and collaborative approach in preaching.

(3) Brings enthusiasm and humor, connects well with people, and settles easily into the community.
Salary Basis (from the *Call Agreement Workbook*):

Not to exceed $52,800 (cash salary plus parsonage value)

Benefits (*choose one)*:

Salary plus Benefits

What is the expected living situation for your next minister?

Parsonage

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

The minister is expected to live in the parsonage adjacent to the church and sustain neighborhood outreach efforts initiated by our current interim minister.

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

To be determined.

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

New Hampshire Conference UCC (*e.g. Prepared to Serve, annual meeting*); Southwest Association gatherings; Newport Area Association of Churches.

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

None anticipated; but the pastor has latitude in setting regular weekly office hours, visitations, and other commitments within the limits of part-time ministry.
Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

We seek a minister to join our congregation in our journey, continue the good things already happening in this strong church, and extend the benefits of our congregation family into the wider community. The new minister would strengthen and expand our mission on this spiritual journey. We do not seek radical change; we seek a partner to help us move forward.

The minister should connect with all people and make faith and scripture relatable. We have a friendly and outgoing congregation, and we desire a pastor who enjoys this environment. Young adults and children are an integral part of our church life and we desire a pastor who can connect well with them, appreciate their ideas, and support our youth programs and Sunday school.

South Congregational church is located in a landmark building, and we feel the touch of history and tradition here. We would like a pastor who enjoys and respects these things, yet has the foresight to help us adapt to changing times.

When we find a pastor with these qualities, we will be able to expand the already vital and inspiring aspects of our congregation, attracting new members and increasing worthy contributions to our community, to the glory of God.

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

Having an impact beyond the church walls is important to our congregation and our mission. Board of Outreach members have commented that “our best times as a church are when we reach out in our focus.” Outreach is a strength of our church in this overtaxed world. The congregation is engaged both locally and globally. In that regard, we also hope for someone who can, in the words of another Board of Outreach member, “love poor families and families who make poor choices equally.”

Some of our current local efforts include providing food to young people and those in need through participation in Got Lunch! Newport and the Newport food pantry. The annual Voyageurs Canoe Trip to Canada is a rewarding and bonding experience which draws young people into an exploration of faith. We also provide physical space for such community activities as AA meetings, foster parent training, driver’s ed, and quilting and knitting groups.
Internationally, the congregation shows broad and energetic support for the New Hampshire Conference Ukama partnership with churches in Zimbabwe, Church World Service and CROP Walk, and refugees striving to resettle in this area.

We hope and believe that our incoming pastor will share our interest in these missions, and help us build upon these efforts with enthusiasm.
Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation’s sense of calling.

None

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

- Exhibiting A Spiritual Foundation…
- Caring for Creation…
- Working Together…
- Strengthening…
WHO IS GOD CALLING US TO BECOME?

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

Who is God calling you to become as a congregation?

God is calling us to be a community church open to all who want to join with us. God wants us to strengthen our faith but remain accepting of those who disagree with us. We need to be engaged and committed without judging others. We are called to help as we are able and called to understand the importance of giving back as a church family. God calls us as a congregation to sustain light in the world and live in service of others.

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

Like many small towns, our Newport community is challenged by poverty and substance abuse, to the detriment of its individuals, families, and neighborhoods. Lack of food is one problem which the church tries to alleviate by supporting the local food pantry, which organizes a weekend food backpack program for needy students (among its other services). South Church also contributes volunteers for the monthly Sunshine Diner, a free evening meal given at the Episcopal Church and offered to anyone in need of a meal or companionship.

In the spring of 2018 South Church helped a local group create a *Got Lunch!* program for Newport schoolchildren. First offered in 2011 as *Got Lunch! Laconia* in Laconia, New Hampshire, and replicated in several towns across the state, this highly effective program provides healthy meals for students who receive free or reduced school lunch during the academic year. (Nearly half of Newport students qualify, well above the state average.) South Church acts as fiscal agent, provides storage and workspace, and supplies most of the volunteers for this program. In its second year of operation during the 11-week summer break *Got Lunch! Newport* made weekly deliveries to 138 children in 55 households — reaching twice as many children as the previous year! We have also added deliveries for the winter and spring school breaks. The program has been embraced by the community and it has attracted grants, some unsolicited, from charitable foundations serving our region.
WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

Our congregation’s life of faith is composed of a diverse population from the Lake Sunapee/Upper Valley region of New Hampshire. Our church family values its worship and fellowship time — acknowledging that we are all growing in our faith, and that our faith journey is richer together. We also value working together to improve our community through outreach programs, both locally and globally. We believe that active engagement in our community and the world is an important piece of our faith. God is presented as a gracious, forgiving, and nurturing redeemer who loves and accepts all without exception. (God may also be referenced as male, female, or gender-free.)

Our congregational life and faith is encouraged in a variety of ways, including weekly emails, Bible readings, our Minister’s weekly message, our musical offerings (including both traditional organ hymns and more contemporary folk choir), in our children’s gatherings, and also, indirectly, in our fellowship time following the Sunday service.

Describe several strengths or positive qualities of your congregation.

Our strength comes from our diversity. We have several stalwart members who have been part of our church for the past 50+ years, along with young families and couples who are seeking a church family of their own. All are warmly welcomed. It is always a joy to see so many youngsters and teens gather together when called in the middle of the service. The older children are happy to guide the younger ones along their way. The number of young people participating in the children’s portion of the service exemplifies how much our church family is thriving.

Our congregation’s diversity is also marked by a wide range of socio-economic backgrounds of congregants. This wide range enriches and inspires Christ-led behavior so that all come to church feeling welcomed, loved, respected and equally important.

Our church enthusiastically engages in community and global outreach projects.
Musical diversity is another strength — our Music Director is able to accompany the choir/congregation on traditional hymns on the pipe organ, or on the piano for quieter pieces. We also have a Folk Choir, Bell Choir and featured soloists for additional variety.

Describe what worship is like when your congregation gathers.

Our worship services are held in a historic brick meetinghouse (dedicated 1823), wrapped by windows on both the main floor and balcony. The room envelopes you in light and openness, and it naturally prompts contemplation about the generations who have worshipped in that same sacred space. As the pews fill, you feel friendly greetings and warm smiles from across the room.

Services feature a variety of music performed by choirs (senior, bell, and folk) accompanied by the organ, piano, guitar, or other instruments. Children gather before the altar while older youth often read scripture aloud — some special services are entirely created by children, teachers and mentors. It all blends into a comfortable and easy engagement. “South Church just feels like home” is a common refrain.

T-Shirt Sunday in early August is a wonderful tradition. This is one of the most widely attended services of the year, and the feeling in church on this day is different from any other. Everyone who has ever taken part in Faith & Nature Camp or the Canoe Trip is invited to wear their camper T-shirt to the service. Throughout the pews you see the shirts of different years worn by people of all ages. Camp friends reunite and even a first-time attendee would sense the unique energy of this service, which brings the spirit of Outdoor Ministries inside the church building. It is something to behold, experience, and build upon.

Pageant Sunday is another popular service in which the whole congregation expresses its support for the church’s children as they pantomime the Christmas story. The script is narrated by our Christian Education director and remains nearly unchanged from year to year, but each performance is unpredictable. Child-lambs often wander astray among the pews.
Joseph has trouble with a stubborn “Daisy” the donkey on whom Mary rides the aisles to Bethlehem. Some wise man suddenly makes an indelible impression. The service is always full of laughter, applause, and good spirit — blending family and faith.

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

We are committed to engaging youth within the day-to-day life of the church. While we are limited in size, we have a dedicated youth program and we immerse the children in what we do at the church. We have a strong Sunday school program, youth involvement in the weekly services, and summer programs to engage young people with church and faith. Our Board of Deacons includes a youth deacon. We value their opinions — in fact, older youth provided input and drafted comments during our information-gathering meetings held as we developed this Local Church Profile. We believe that engaging youth not only benefits them but also the greater community. The strength of these programs and scope of involvement is shown by the continued commitment of many of the youth through college and into adulthood.

Faith is continuously built upon over a lifetime and our church reflects this belief. We have held faith formation classes taught by a retired minister and long-time church member, with topics ranging from a study of the Qur’an, the history of Middle East issues, the gospels, and problematic scripture passages. Our Board of Christian Education would like to expand our adult education offerings.

Describe how your congregation is organized for ministry and mission.

Officers: Minister, Moderator, Treasurer, Financial Secretary, Auditor, and Clerk
Boards: Christian Education, Deacons, Finance, Outreach, Pastor/Parish Relations, Trustees
Committees: Hospitality, Music, Nominating, Special Events, Stewardship (Enlistment)

Representing the Congregation in routine affairs of the church, Cabinet is the central decision-making body and meets monthly. It includes the minister (ex-officio), Moderator, Treasurer, Clerk or Cabinet secretary, at-large members, and representatives from each board, which meet monthly, quarterly, or as needed; committees meet and report to Cabinet as needed. The Congregation meets twice each year to hear reports and consider budgets, policy changes, and nominations presented for approval. There is also a provision (rarely used) for calling special meetings of the Congregation.

For more information see Constitution of South Congregational Church, appended.
When it comes to decision-making, how many hours are spent in meetings per month?

There is generally one Cabinet meeting each month, with one or more representatives from boards and committees, which often meet less frequently. The minister generally attends meetings of boards and committees, requiring about 12 hours per month.

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

Should an emergency arise, a special meeting of Cabinet and (if needed) a duly advertised congregational meeting must be convened. We have no recent examples.

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

Yes. See Constitution of South Congregational Church, appended. Recent annual reports available upon request.
The following UCC Yearbook Report is missing data required for meaningful calculations and interpretation; please see Appendix for additional numerical information.

### Church Profile: South Congregational UCC

**Church Number:** 441290  
**Associate Number:** 488  
**Schedule:** 0

**Location:** Newport, NH 03773

#### Average Weekly Attendance

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<th>CONFIRMATION</th>
<th>CONFESSION</th>
<th>TRANSFER OR REAFFIRM</th>
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#### Current Yearly Expenses

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<td>$0</td>
<td>$3,250</td>
<td>2.23</td>
<td>$148,986</td>
<td>$0</td>
<td></td>
</tr>
<tr>
<td>2014</td>
<td>$145,736</td>
<td>$0</td>
<td>$3,250</td>
<td>$3,250</td>
<td>$3,250</td>
<td>$0</td>
<td>$3,250</td>
<td>2.23</td>
<td>$148,986</td>
<td>$0</td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td>$145,736</td>
<td>$0</td>
<td>$3,800</td>
<td>$3,800</td>
<td>$3,800</td>
<td>$0</td>
<td>$3,800</td>
<td>2.61</td>
<td>$149,536</td>
<td>$0</td>
<td></td>
</tr>
</tbody>
</table>

#### % Change

<table>
<thead>
<tr>
<th>Year</th>
<th>Members</th>
<th>AVG WEEKLY ATTENDANCE</th>
<th>CHRI ED/FAITH FORM</th>
<th>TOTAL ADDITIONS</th>
<th>TOTAL REMOVALS</th>
<th>CURR LOCAL EXPENSES</th>
<th>TOTAL OCWM</th>
<th>TOTAL EXPENDURE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012-2017</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>42.98</td>
<td>-1.88</td>
</tr>
<tr>
<td>2007-2017</td>
<td>7.33</td>
<td>7.46</td>
<td>0.00</td>
<td>-100.00</td>
<td>-100.00</td>
<td>0.00</td>
<td>45.87</td>
<td>-20.35</td>
</tr>
</tbody>
</table>

Please note: Zero values ("0" or ",00") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.
CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

<table>
<thead>
<tr>
<th>Description</th>
<th>Number</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of active members:</td>
<td>95</td>
<td>source: Board of Deacons</td>
</tr>
<tr>
<td>Number of active non-members:</td>
<td>5</td>
<td>source: Board of Deacons</td>
</tr>
<tr>
<td>Total of church participants (sum of the numbers above):</td>
<td>100</td>
<td>source: Board of Deacons</td>
</tr>
</tbody>
</table>

Percentage of total participants who have been in the church:

<table>
<thead>
<tr>
<th>Duration</th>
<th>Percentage</th>
<th>Survey Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>More than 10 years</td>
<td>74%</td>
<td>(60% survey response)</td>
</tr>
<tr>
<td>Less than 10, more than 5 years</td>
<td>2%</td>
<td>(60% survey response)</td>
</tr>
<tr>
<td>Less than 5 years</td>
<td>24%</td>
<td>(60% survey response)</td>
</tr>
</tbody>
</table>

Number of total participants by age:

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Percentage</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-11</td>
<td>10%</td>
<td></td>
</tr>
<tr>
<td>12-17</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>18-24</td>
<td>4%</td>
<td></td>
</tr>
<tr>
<td>25-34</td>
<td>5%</td>
<td></td>
</tr>
<tr>
<td>35-44</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>45-54</td>
<td>5%</td>
<td></td>
</tr>
<tr>
<td>55-64</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>65-74</td>
<td>25%</td>
<td></td>
</tr>
<tr>
<td>75+</td>
<td>21%</td>
<td></td>
</tr>
</tbody>
</table>

Percentage of adults in various household types:

<table>
<thead>
<tr>
<th>Household Type</th>
<th>Percentage</th>
<th>Survey Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single adults under 35:</td>
<td>9%</td>
<td>(60% survey response)</td>
</tr>
<tr>
<td>Joint household with minors:</td>
<td>20%</td>
<td>(60% survey response)</td>
</tr>
<tr>
<td>Single adults age 35-65:</td>
<td>3%</td>
<td>(60% survey response)</td>
</tr>
<tr>
<td>Joint household with no minors:</td>
<td>52%</td>
<td>(60% survey response)</td>
</tr>
<tr>
<td>Single adults over 65:</td>
<td>17%</td>
<td>(60% survey response)</td>
</tr>
</tbody>
</table>
Education level of adult participants by percentage:

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Percentage</th>
<th>Is this number an estimate? (check if yes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>High school:</td>
<td>6%</td>
<td>✔ (60% survey response)</td>
</tr>
<tr>
<td>College:</td>
<td>50%</td>
<td>✔ (60% survey response)</td>
</tr>
<tr>
<td>Graduate School:</td>
<td>31%</td>
<td>✔ (60% survey response)</td>
</tr>
<tr>
<td>Specialty Training:</td>
<td>29%</td>
<td>Note: training overlaps w/ other categories</td>
</tr>
<tr>
<td>Other (please specify):</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Percentage of adults in various employment types:

<table>
<thead>
<tr>
<th>Employment Type</th>
<th>Percentage</th>
<th>Is this number an estimate? (check if yes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults who are employed:</td>
<td>32%</td>
<td>✔ (60% survey response)</td>
</tr>
<tr>
<td>Adults who are retired:</td>
<td>60%</td>
<td>✔ (60% survey response)</td>
</tr>
<tr>
<td>Adults who are not fully employed:</td>
<td>8%</td>
<td>✔ (60% survey response)</td>
</tr>
</tbody>
</table>

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

Manufacturing, social services, health care, financial services, education, retail, food service, agriculture, forestry.

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

96% of New Hampshire residents are white; South Church currently has no non-white members. Diversity within the congregation and greater community is far more evident in socio-economic terms as reflected in the ranges of education, occupations, income, and housing.
Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

We have not held a formal church-wide discussion regarding diversity in recent memory. Our town has little racial diversity, but we strive to welcome people of all socio-economic backgrounds into the congregation. Furthermore, in January 2020 the congregation adopted its Open & Affirming statement with near unanimity.
Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

<table>
<thead>
<tr>
<th>Ways of Gathering</th>
<th>Estimated number of people involved in attendance</th>
<th>Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Groups or Classes</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>Baptisms <em>(number last year)</em></td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Children’s Groups or Classes</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>Christmas Eve and Easter Worship</td>
<td>200</td>
<td></td>
</tr>
<tr>
<td>Church-wide Meals</td>
<td>~90/event</td>
<td>Special Events, Cabinet</td>
</tr>
<tr>
<td>Choirs and Music Groups</td>
<td>20/12/10</td>
<td>Music Director or Committee</td>
</tr>
<tr>
<td>Church-based Bible Study</td>
<td></td>
<td>Pastor, Deacons, Christian Ed (CE)</td>
</tr>
<tr>
<td>Communion *(served how often?)</td>
<td>monthly</td>
<td>Pastor, Deacons</td>
</tr>
<tr>
<td>Community Meals</td>
<td>See Church-wide meals</td>
<td>Special Events, Cabinet</td>
</tr>
<tr>
<td>Confirmation <em>(number confirmed last year)</em></td>
<td>5</td>
<td>Pastor, CE</td>
</tr>
<tr>
<td>Drama or Dance Program</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Funerals <em>(number last year)</em></td>
<td>8 + 6 graveside</td>
<td>Pastor, Secretary</td>
</tr>
<tr>
<td>Intergenerational Groups</td>
<td></td>
<td>Pastor, Deacons, Christian Ed</td>
</tr>
<tr>
<td>Outdoor Worship</td>
<td>80 day camp + 40 canoe trip</td>
<td>Pastor, CE, Outdoor Ministries</td>
</tr>
<tr>
<td>Prayer or Meditation Groups</td>
<td></td>
<td>Pastor, CE, Deacons</td>
</tr>
<tr>
<td>Public Advocacy Work</td>
<td></td>
<td>Pastor, Outreach</td>
</tr>
<tr>
<td>Retreats</td>
<td></td>
<td>Pastor, CE, Deacons</td>
</tr>
<tr>
<td>Theology or Bible Programs in the Community</td>
<td></td>
<td>Pastor</td>
</tr>
<tr>
<td>Event</td>
<td>Number</td>
<td>Responsible Parties</td>
</tr>
<tr>
<td>----------------------------</td>
<td>--------</td>
<td>------------------------------------------</td>
</tr>
<tr>
<td>Weddings (number last year)</td>
<td>4</td>
<td>Pastor, Organist, Secretary</td>
</tr>
<tr>
<td>Worship (time slot: 10 AM )</td>
<td>100</td>
<td>Pastor, Deacons, CE, Music Director</td>
</tr>
<tr>
<td>Worship (time slot: _______)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Young Adult Groups or Classes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Youth Groups or Classes</td>
<td>15</td>
<td>CE Director, parents</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Additional comments:

Attendance estimates represent averages per event (i.e. not cumulative totals).
List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

<table>
<thead>
<tr>
<th>Name</th>
<th>Three- or Four-Way Covenant? (3 or 4 or No)</th>
<th>Ministry Setting</th>
<th>Type of Ministry Role</th>
<th>Retired? (Y or N)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charles Kennedy</td>
<td>No</td>
<td>NA</td>
<td>NA</td>
<td>Yes</td>
</tr>
</tbody>
</table>

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

Dr. Kennedy is a retired minister (but did not serve locally) and participates on boards, church choir, general life of the church, and actively supports our ministers’ professional development.

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

<table>
<thead>
<tr>
<th>Staff Position</th>
<th>Head of Staff?</th>
<th>Compensation (full time, part time, volunteer)</th>
<th>Supervised by</th>
<th>Length of Tenure for current person in this position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Secretary</td>
<td>Cabinet</td>
<td>(PT)</td>
<td>Minister</td>
<td>17 Years</td>
</tr>
<tr>
<td>CE Director</td>
<td>Board of CE</td>
<td>(PT)</td>
<td>Minister</td>
<td>20 Years</td>
</tr>
<tr>
<td>Music Director</td>
<td>Board of Deacons</td>
<td>(PT)</td>
<td>Minister</td>
<td>1 Year</td>
</tr>
</tbody>
</table>

NOTE: The Church Secretary and CE Director positions have been held by the same individual over this period.
Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation’s overall ministry?

South Church’s ministry, deeply committed to the creation of community, bridges the demographic divide between the youth and elders of the church.

When youth participate in the confirmation process, for example, each asks an older church member to become their mentor for the year, and this relationship often lasts well beyond Confirmation Sunday. One piece of our confirmation curriculum is a “Holy Spirit Café” in which confirmands and mentors invite senior members to chat about personal faith over cocoa and muffins.

The music ministries are also multi-generational, especially the Folk Choir, which is open to everyone regardless of age or experience. This choir includes some of the youngest voices of our congregation and some of the most senior. The Bell Choir has a similar age range.

Finally, South Church has a strong culture of fellowship (a.k.a. “Coffee Hour”), which fosters friendships across age lines. Coffee Hour is an opportunity for everyone to check in, and returning college students are always heartily welcomed by older church members — like surrogate grandparents they go out of their way to give hugs, ask questions, and support and praise the students’ academic and personal endeavors.
CHURCH FINANCES

Current annual income (dollars received in FYE 2019):

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Offerings and Pledged Giving <em>(122,000 pledged)</em></td>
<td>$142,684</td>
</tr>
<tr>
<td>Endowment Proceeds <em>(all income reinvested)</em></td>
<td></td>
</tr>
<tr>
<td>Endowment Draw <em>(annual withdrawal w/ carryover)</em></td>
<td>$7,120</td>
</tr>
<tr>
<td>Fundraising Events</td>
<td>$6,980</td>
</tr>
<tr>
<td>Gifts Designated for a Specific Purpose</td>
<td></td>
</tr>
<tr>
<td>Grants</td>
<td></td>
</tr>
<tr>
<td>Rentals of Church Building</td>
<td>$2,125</td>
</tr>
<tr>
<td>Rentals of Church Parsonage</td>
<td></td>
</tr>
<tr>
<td>Support from Related Organizations</td>
<td></td>
</tr>
<tr>
<td>Transfers from Special Accounts</td>
<td></td>
</tr>
<tr>
<td>Other (specify): misc income, uncategorized</td>
<td>-$15</td>
</tr>
<tr>
<td>Other (specify):</td>
<td></td>
</tr>
<tr>
<td>TOTAL</td>
<td>$158,894</td>
</tr>
</tbody>
</table>

Current annual expenses (dollars expended in FYE 2019): $151,479

Attach most recent church budget, spending plan, operating statement, or annual treasurer’s report as shared publicly with the congregation. *(See Current Budget, appended.)*

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

40% in 2018 (last full year with regular ministerial expenses)

Has the church ever failed to pay its financial obligations to a minister of the church?

Current obligations have always been paid within memory (>25 years). In 2015, after six months of Cabinet discussion with the minister, the congregation voted to reduce the minister’s paid hours to 4/5 time because of diminished membership and pledging. For more, see response in Historical Information sub-section.
Is your church 5-for-5, i.e. does it include each of the following contributions during the church year?  **No**

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? **Determined by the Board of Outreach**

What is the church’s current indebtedness? **None**

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

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

<table>
<thead>
<tr>
<th>Year(s)</th>
<th>Purpose</th>
<th>Goal</th>
<th>Result</th>
<th>Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010-2012</td>
<td>Meetinghouse Preservation</td>
<td>$190,000</td>
<td>$190,000</td>
<td>Funds from church reserves, member gifts, state LCHIP grant.</td>
</tr>
</tbody>
</table>

If a capital campaign is underway or anticipated, describe:

<table>
<thead>
<tr>
<th>Year(s)</th>
<th>Purpose</th>
<th>Goal</th>
<th>Result</th>
<th>Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020-2022</td>
<td>Meetinghouse Preservation</td>
<td>$50,000</td>
<td>$ NA</td>
<td>Steeple repair and painting; masonry work; bicentennial preparation.</td>
</tr>
</tbody>
</table>

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

The exterior preservation projects undertaken during the last campaign ensured that the brick meetinghouse would continue to serve Newport as a historic architectural landmark and shared community asset.
Does your church have an endowment?

Yes

What is the market value of the assets?

$270,000

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

Annually

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

Restricted Endowment: 4% (unchanged) | Unrestricted Endowment: 4.5% (versus 4%)

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

The Endowment Funds contribute about $10,000 annually to the Operating and Capital Reserve Funds. Each year 4% of the year-end Restricted Endowment balance is withdrawn for designated operating expenses; 4.5% of the Unrestricted Endowment balance is also withdrawn — with 2.5% used for operating expenses and the remainder for non-operating building preservation and equipment.

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

Indefinitely

Please comment on the above calculations or estimates:

The rate of annual withdrawal matches the expected long-term real return (above inflation) on portfolios of U.S. stocks and bonds.

Other Assets

Reserves (savings): $5,000
Investments (other than endowment): $40,000

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: NA
How is the parsonage used? Minister housing
Street / City / State / Zip: 60 S. Main Street, Newport, NH 03773
Finished square footage: 3,000
Number of Bedrooms, Number of Bathrooms: 4 bedrooms; 2 bathrooms
Assessed real estate value: $250,000
Available for minister residence: Yes
Expected minister residence: Yes
Condition of structure, systems and appliances: Good/excellent
Entity in the church responsible for review and needed repairs: Board of Trustees

Describe all buildings owned by the church:

The South Congregational Church building consists of three connected masonry structures, built over a span of 165 years on 1.8 acres at the corner of South Main and Church Streets. For an overview see the appended Building Chronology.

The Federal style meetinghouse was dedicated in March 1823 and has a seating capacity of about 300 people on the main floor and balcony. The plan was common for its period, but the building’s brick construction and architectural details are unique, and the structure appears in several books on New England church architecture.

In 1871, a function hall, parlor and small kitchen were added to the east (pulpit) end of the sanctuary. The kitchen was enlarged by an ell in 1928 and renovated again in 1962. In 1985 the kitchen ell was further extended for a new chapel/library and administrative offices. Also in 1985, excavation beneath the original meetinghouse created basement classroom space for the church school and nursery.

The Meetinghouse Preservation Project (2010–2012) included new roofing, steeple and trim painting, and brick repointing. The South Church meetinghouse has been listed in the National Register of Historic Places since 1985 and its current overall condition is good/excellent.

Built in 1918, the Colonial Revival brick parsonage was renovated in 1999 with funds raised by a $100,000 capital campaign. The exterior was repainted in 2013 and a new furnace/hot water heater was installed in 2017; its single-bay garage was re-shingled in 2019. Exterior painting of the church and parsonage is scheduled for 2021-22.

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

None

Which spaces are accessible to wheelchairs?

Worship and fellowship spaces are accessible; basement and balcony are not.
Reflection: After reviewing the church’s finances and assets described above, what does this information reflect about your congregation’s mission and ministry?

South Church has significant non-cash assets and no outstanding debt, but it struggles to balance its annual budget — trying to meet predictable and largely non-discretionary expenses with a diminished number of pledges. The congregation has adapted both mission and ministry to this reality.

Three noteworthy developments within the past decade: (1) switching to a unified pledge and budget for Operating and Outreach funds, (2) moving from full-time to part-time ministry, and (3) fostering local outreach efforts using church volunteers and underutilized church facilities.
Name one to three significant happenings in the history of your church that have shaped the identity of your congregation.

(1) Open and Affirming process — Acting on its own accord, the congregation adopted an Open & Affirming statement with near unanimity in January 2020. Years earlier, in 2006, a similar ONA effort narrowly failed to garner a two-thirds majority and was not adopted, causing disappointment, reflection, and resolution. (Event described in more detail elsewhere in this Local Church Profile.)

(2) Outdoor Ministries (Canoe Trip, Faith & Nature Camp) — Outdoor recreation is a favorite local pastime for children and adults, but it also offers opportunities to contemplate the natural world in spiritual terms; our long-running programs remain popular and often life-changing for youth involved.

(3) Meetinghouse construction — Dedicated in 1823 the meetinghouse has served both the Congregational Society and Church and the town of Newport for nearly two centuries. Formerly called simply “the brick church,” it has provided space for religious worship, court proceedings, and civic celebrations.

Add the most important event in the life of your church in the past 10 years.

The most important event in the life of our church in the past decade has been a notable increase in community engagement through a revitalized Board of Outreach. In a time when churches are generally pulling back from outreach due to financial hardship, we are reaching out — within our town, region, and world.

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

Our last two settled pastorates were comparatively short: 8 years and under 6 years. The first was ended by the pastor’s recurrent cancer and his wife’s declining health, so he retired to interim work. Our most recent settled minister left on his own accord after the congregation was compelled to reduce his full-time hours to 36 hours weekly, reflecting steady declines in membership and pledged income.

This decision was taken only after several months of consideration at Cabinet meetings with the minister, and it was presented at the Annual Meeting of January 2015. The budget proposal passed by a wide majority and the minister immediately announced that he would begin seeking a full-time position elsewhere. In August he assumed his new pastorate in another state and by late October had fully vacated our parsonage so that we could clean, paint, and make repairs for its next occupants.
As we conducted this interim search, South Church successfully managed a full schedule of worship services for over four months, including the entire Christmas season. This challenging experience gave the congregation confidence in its ability to thrive in the midst of change, and the interim ministry which followed has been extraordinary: we have added new members, expanded outreach, and become a more vibrant church.

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

South Church experienced significant conflict in 2005–2006 over whether to become Open and Affirming (ONA). There were beloved gay and lesbian church members (and children of members), but the church was divided over adopting the official designation. People expressed various reasons for their dissent, often citing personal beliefs and scripture passages.

At the congregation’s Annual Meeting (in January 2006) the ONA proposal fell short of its required two-thirds majority by a single vote. While so many members were disheartened by the outcome, the meeting closed with a prayer for unity and healing. Nevertheless, most of the dissenters transferred to more conservative churches. The pastor also left within a year for health reasons, and the next interim minister helped us to examine our response to divisive conflict.

Working with the congregation, a group drafted a Covenant of Christ-led Behavior, guidelines for behaving honestly and lovingly in times of conflict. The Covenant is based on the concept of Holy Manners and that love for God and one another is paramount. The guidelines have served us well for many years, and the Covenant should be reaffirmed when we share them with a new settled pastor.

UPDATE: In late 2019 the church Cabinet recommended that the congregation revisit the question of an Open and Affirming designation for South Church. After drafting an ONA statement, Cabinet facilitated discussion and deliberation at a special meeting, and the statement was adopted (with a single dissenting vote) at the annual meeting held in late January, 2020.
Ministerial History *(include all previous ministerial staff for the past 30 years)*

<table>
<thead>
<tr>
<th>Staff member’s name</th>
<th>Years of service</th>
<th>UCC Standing <em>(Y/N)</em></th>
</tr>
</thead>
<tbody>
<tr>
<td>James H. Gray (1981-1998)</td>
<td>18</td>
<td>Yes</td>
</tr>
<tr>
<td>R. Craig MacCreary (2000-2007)</td>
<td>8</td>
<td>Yes</td>
</tr>
<tr>
<td>Craig L. Cowing (2010-2015)</td>
<td>6</td>
<td>Yes</td>
</tr>
</tbody>
</table>

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

The most successful ministers (settled and interim) at South Church have been those who not only lead worship services but also become an active part of the congregation: sharing its hopes, aiding its work, anticipating and responding to its needs. Outgoing, friendly, and relatable personalities make a lasting imprint on this church, which strives to welcome all people and all ages in the firm belief that diversity benefits us all.

Has any past leader left under pressure or by involuntary termination?  No

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

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

COMMUNITY VISION
MISSION InSite

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

COMMUNITY VISION

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

The South Church Board of Christian Outreach, whose motto is “faith in action,” works to involve the congregation in care of our brothers and sisters according to the example of Jesus Christ. In the past year, we filled Emergency Clean-Up Buckets for the Church World Service Kits program, hosted community fun nights with free meals, and held a rummage sale to redistribute clothing in the community. We facilitated the South Church teams for the Steppin’ Up to End Violence Walk (domestic violence prevention) and CROP Walk for worldwide hunger relief. In the pulpit we hosted Rev. Maggie Monroe-Cassel from Teaching Loving Connections and Rev. Jason Wells from the New Hampshire Poor People’s Campaign, which inspired several members to attend the October rally in Nashua.

A major global connection is our Ukama partnership with City Central Church in Mutare, Zimbabwe. In October 2018 we hosted Samuel Mwayingeni, a member of delegation to New Hampshire. With our small budget we support Our Church’s Wider Mission and five local agencies. We added Got Lunch! Newport, a summer-long grocery delivery program for fragile families. Finally, the Board of Christian Outreach provides opportunities for charitable alternative giving through the Blankets and Tools offering, conducted between Mother’s Day and Father’s Day, and the Alternative Giving Catalog during the Christmas season.

Outreach is woven into the fabric of South Church, and our congregation responds to needs readily and generously: baking for a youth-led bake sale, donating items for emergency kits, buying pajamas for a local book and pajama drive at the holidays. Finally, our Outreach projects are often aided by an active group of church youth.
Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

Over the past 10 years the Sullivan Association within the New Hampshire Conference was disbanded and the churches realigned with adjacent associations. South Church became a member of Southwest (formerly Cheshire) Association.

The programmatic function of the associations has declined in recent years as this aspect of church life was absorbed into the state conference. South Church has provided leadership to the association(s) on a regular basis, a reflection of its membership capabilities.

At the state level, members of South Church serve on committees and boards and as delegates to the annual meeting. South Church has sent delegates to the General Synod and to the Youth Events in the recent past.
Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.)

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

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

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

With the exception of Open and Affirming status, the church has not sought any formal designation associated with the statements listed above.

We have an ongoing and active interest in many of these objectives: accessibility, economic justice, faithful and welcoming, border and immigrant justice, and global missions. Our recent efforts relating to many of these topics are described elsewhere in this Local Church Profile.
Describe your congregation’s participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

South Congregational Church takes an active role in the Newport Association of Area Churches (NAAC), a local board composed of pastors and representatives from several local churches (including a representative from the Croydon Congregational Church, UCC). This board oversees the Newport Food Pantry and provides oversight for distributions from a community emergency assistance fund. Member ministers also collaborate to offer ecumenical services which include an Easter sunrise service, a Thanksgiving service, and a yearly homeless vigil. There are presently no other interfaith groups in the immediate area.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities?

Our Vision and Mission Statements were last revised and adopted in January 2016.

Vision Statement: South Congregational Church celebrates diverse expressions of faith and accepts God’s call to spiritual growth.

Mission Statement:

As disciples of the living Christ we seek to be open to the vision God holds for us all by

• Praying alone and together to thank God and to ask for God’s help in our lives and in our work for the church.
• Supporting and fostering spiritual growth individually and as a congregation.
• Affirming the worth of ALL people.
• Embracing diverse cultures, beliefs, and opinions.
• Being God’s hands, feet, and voice in our local, national, and global community.
• Respecting traditional worship and music while also embracing new forms of each in an inclusive, open, and joyful spirit.
• Empowering youth to grow in knowledge, service, and leadership within the life of the congregation.
Our Mission Statement guides the congregation’s worship and outreach. For each element we can cite related activities undertaken by the congregation:

✓ **Praying alone & together...** We pray both individually and collectively during our worship services. In addition to those names printed in the worship bulletin, others are spoken aloud during the time of pastoral prayer. Children’s time generally closes with a prayer. Meetings of all kinds are opened and closed with prayer. The weekly Friday email message also names people in need of our prayers.

✓ **Supporting spiritual growth individually and as a congregation...** At special times of the year, suggested readings are offered for personal reflection. Our pastor’s article in the monthly Parish Post often includes topics for reflection and spiritual growth. At times, less often than we might like, we offer an adult Bible study series (after Sunday services) led by the pastor or by a church member.

✓ **Affirming the worth of all people...** We explicitly invite all people to join in holy communion. We welcome each new person that attends our worship services and encourage them to stay for fellowship time afterwards. Once or twice in summer, we have provided hot dogs, games, and ice cream in a neighborhood parking lot event. In December, members of our congregation participate in the Homeless Vigil, and in September the Kindness Gathering on the town common.

✓ **Embraces diverse cultures...** A large part of our church’s outreach mission is a partnership with City Central (ZUCC) church in Mutare, Zimbabwe. Three different delegations from our congregation have visited Mutare; high school students have traveled on the last two visits. We have hosted pastors and laypeople from the City Central here in Newport. Each fall we observe a Ukama Sunday service, celebrating our diversity and shared humanity.

✓ **Being God’s hands, feet and voice...** Locally, Newport’s churches have developed a process to provide emergency assistance (money, fuel, and food) for people facing dire need. South Church hosts the newly-formed *Got Lunch! Newport* program, providing summer food assistance to schoolchildren. Through Ukama, South Church is also very involved in supporting an orphanage in Zimbabwe with donations of cash, food, and supplies. We also support several of the UCC-sponsored appeals, in addition to several local nonprofits addressing domestic violence and other societal issues.

✓ **Respecting traditional worship and music while embracing new forms...** Our senior choir has been augmented by regular Folk Choir and Bell Choir performances for many years, and our Music Director plans a variety of music for our worship services. A South Church music director organized the Area Choir over 65 years ago, and they
still perform here each December, with singers from as many as 27 different churches participating.

✓ Empowering youth… South Church has a paid Director of Christian Education and Youth Ministries who welcomes all children and helps them develop skills and confidence to fully participate in worship services. Several times each year, the youth plan and conduct the entire service. The Board of Deacons has a youth member. Our Confirmation Class pairs youth with older mentors in a multi-generational exploration of faith in all its forms. A week-long Faith and Nature Camp is the highlight of the summer for many children and our older youth serve as junior counselors. For youth age 14 and up, the annual Voyageurs Canoe Trip to Canada (now in its 38th year) is a significant, often life-changing experience.

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?

The missions of our community and broader ministries are important to our congregation. Our church is known as welcoming to all, and we host many ecumenical and community events. We recognize, respect, and support the idea of South Congregational Church as “town church.” We encourage our pastor to assist, counsel, and enrich people’s lives in Newport, regardless of their church affiliation, as part of our mission to care for the community. This outreach includes communion services conducted at nearby assisted living homes.
Comment on your congregation’s MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

The MissionInSite report for Newport and its surrounding radius lists financial and health concerns as very important. It suggests that people do not attend church because they fear being judged, or asked for money, or subjected to stale religious practices. Recommended responses include fostering warm and friendly encounters, offering thoughtful and relatable sermons, and providing social activities for adults. Although we have not used MissionInSite as a planning tool in the past, we have been working on several of those same recommendations — especially connecting the church with its immediate neighborhood, an effort aided by the minister’s residence at the parsonage.

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

Church demographics reflect the wide socio-economic range of the broader community but not in the same proportion, with more of our members holding college (and higher) degrees, earning higher salaries (or retirement income), and living in better housing. In addition to Newport, the church draws members from several nearby towns: Croydon, Grantham, Sunapee, Newbury, New London, Goshen, Lempster, and Unity — each with its own demographic profile.

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

The church’s immediate neighborhood includes many younger families with children. Most are not church-goers, but the interim pastor and Board of Outreach have made a concerted effort to reach children and youth in a variety of ways: neighborhood BBQs or movie nights on church grounds, scholarships for the church’s summer day camp, collaboration with the food pantry’s backpack program during the school year, and support of a food delivery program for the summer vacation period.

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

The church generally has a good reputation as an engaged and caring organization in the community. We are considered welcoming of all people and host many ecumenical and community events. With so many members actively involved in the town, South Church is well known and well regarded.
What do new people in the church say when asked what got them involved?

People are most often attracted by the inclusive and relaxed atmosphere of the worship service, the regular participation of children and youth, the quality and variety of music, and the many opportunities to serve both church and community.
Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

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

REFERENCE 1
Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

  Lauri McCrillis  
  Home: (603) 863-9943 / Relationship: friend of the church

REFERENCE 2
Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

  David Lantz  
  Work: (603) 863-1662 / Relationship: friend of the church

REFERENCE 3
Name / Position / Setting
(Telephone / Email / Relationship to the Congregation)

  Jill Kathan  
  Email: jillkathan@gmail.com / Relationship: friend of the church
Describe some areas of strength in this church’s ministry.

South Congregational Church has an extremely visible and well respected ministry in Newport. As a member of another church in town, I have had the privilege and pleasure to be involved with many South Church activities over the past 15 years. My family and I have always felt welcomed, valued and ministered to whether at a service, attending camp, choir, meals, times of outreach or during a loved one’s funeral. South Church’s strengths lie in its long-term active members, staff and leadership. These multi-generational groups provide services and activities that minister to the hearts of many in the community. Parishioners are engaged and involved citizens serving vital roles in their towns’ leadership, events, schools, arts and charities. Office staff is knowledgeable, thorough and organized, producing weekly emails that inform and encourage attendance at church and community events. The Christian Ed. program is fantastic, with a vibrant leader and committed board and teachers. All children are made to feel welcome and included. Their attendance increases as they are inspired by the traditions of 2nd grade Bibles, muffins and Super Bowl Soup, Christmas pageant, Easter egg hunt, Thanksgiving feast, Crop Walk and various choirs. Faith and Nature Camp and Canoe Trip are both multiple decade long offerings requiring tremendous commitments and enormous energy from staff and lay volunteers. Both programs are enthusiastically enjoyed by both church and community members. South Church's dedication to its community extends beyond its robust children's ministry. Parishioners generously support the local food pantry and have created a program to provide meals to children during the summer months. Members work, volunteer, and donate to the local domestic violence agency. Their outreach extends to the wider community as they provide blankets, hygiene kits, and school supplies to those in need. Internationally, they promote fellowship with an African church through prayer, communication, travel, and monetary support. As a community member, I view South Church's ministries as strong and plentiful.

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

As a community member, I am more aware of South Church’s strengths than its challenges. A new minister will be challenged to replace a well loved interim pastor. Rev. Fay's unassuming, compassionate yet engaged manner enabled him to develop trusted relationships with both church members and townspeople. Both groups saw him enthusiastically immerse himself in the life of the church,
neighborhood, and wider community. I believe a new minister must be open to forming these same type of bonds with the people of Newport. The other challenge I see is fiscal. While I am not privy to South Church's financial situation, I assume that like so many small churches, finances and building costs could be an issue. The church is a beautiful building and has been lovingly, frugally, and thoughtfully maintained for generations. These are not areas that require improvement but are challenges to the church’s ministry.

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

Last summer, following more than a year of planning, problem solving, and fund raising, South Church introduced its Got Lunch! program. Modeled after a similar effort in Laconia (NH) and designed to provide low income school children with food during the summer months, the arrangement was a rousing success. As a volunteer at the local food pantry, I coordinate the assembly of 60 backpacks of food sent to local schools during the school year. However, the pantry was unable to staff and continue this effort during the summer months. South Church members enthusiastically assumed this ministry. Recruiting funds, supplies, and volunteers from both its members and the wider community, South Church addressed and served the town's neediest. The efficiency and camaraderie established in this group of multi-generational volunteers is a credit to South Church's members. A wonderful ministry developed by a caring, committed community.

— Lauri McCrillis
Describe some areas of strength in this church’s ministry.

One of the greatest strengths of South Church is that it openly welcomes all, as it demonstrates an unceasing caring for the community as a whole. The congregation also shares a selfless desire to make a difference. Whether it is offering prayer to those in need, providing compassionate care to those who have experienced loss, or simply providing a welcoming and friendly place to worship, those qualities and the beautiful church building itself create a critical and essential component of our town.

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

I am not sure that I can identify any specific areas for improvement in the church's ministry. The congregation is very active in the community with wonderful outreach programs that include an incredible canoe trip for teens and adults where lessons in trust and faith are taught, to the annual CROP Walk that addresses special needs of those less fortunate. Perhaps one area that might be considered could be a mentoring program where experienced adults would share their observations and be available to guide and encourage.

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

The church hosted a memorial service for my dad and it was all we could have ever imagined. Although my dad was not a member of the church, the experience was one we will never forget. And then to follow this up with a special service honoring all who had passed away during that year was completely unexpected and helped us immensely in our grieving process.

Anything else you wish to share.

South Church is a wonderful institution that is a vital and cherished part of our community. We are very grateful for the many contributions it makes to the town of Newport and the surrounding areas.

— David Lantz
Describe some areas of strength in this church’s ministry.

My husband & I both grew up in Newport, we were married at South Church, in 1978 and both of our children were baptized there. We don’t attend church on a regular basis, but always feel welcomed when we choose to go.

Our children moved away and are now starting to come back. Our son and my husband think the Christmas Eve service is the start of their Christmas and now our son brings his new wife. The minister is the master of ceremony, but we all know, every leader needs a support system, South Church has the best! It’s always sad when a minister moves on, and all pray that a loving and caring person will choose to live in our humble town.

Life is full of happy times and sad times, and as a community we support each other when needed. South Church ministry has always been a strong leader for our town, it’s something to be proud of. South Church inspires our youth to feel comfortable and be a big part of it; they are our future.

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

I am not sure what I would improve about South Church. They are involved with the young & old and the needs of all families. Fund drives happen, clothes are collected, hospitals and the local jail are visited. Great events are put on to raise money and always with zest! There are many humble people at South Church. I think all are amazing and I am thankful they are there!

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

My beautiful Mom passed away on December 4, 2017 after a battle with dementia. She always loved South Church. She took joy in singing like she was the only one and thank goodness she had a great voice. Some of her closest friends always welcomed her there. Our first grandchild was born on December 23, 2017. We have a small business with a make-or-break Christmas season.

Rev. Eliot Fay had visited my Mom & Dad and got to know them — my Dad just loved him! He put them at ease, which is part of the job but not a given. Tracey Bailey (Church Secretary) runs that place like she has nothing else to do in her life! She has plenty else, but she never makes you feel anything but important. They both took care of our family needs in every way.
Thank goodness we chose to have the Memorial Service in January. It brought our family even closer. We needed each other and guidance too! All was met with grace. After the service we all retired back to greet friends and try to get through the day. We were greeted with concerned, happy faces and tables piled with beautiful food. Half the Congregation was there, ready to meet any need we might have. It was overwhelming and still is. I didn’t even know how to say thank you! So many caring, giving people there to honor our Mom and help us too! Very thankful for South Church. We live in a great place!!!

— Jill Kathan
CLOSING PRAYER

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

Gracious God, please grant us wisdom and patience in discerning the minister who is right for South Church today and who will share wholeheartedly in its future.

Help us all to grow together in faith and friendship, and help us to better serve the local community and wider world.

Amen.
STATEMENT OF CONSENT

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

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

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile?

   The Pastoral Search Committee drafted this Local Church Profile with significant contributions from the Cabinet, all boards and committees, congregation, and staff.

2. Additional comments for interpreting the profile:

   None.

Signed:  

Name / Title:  Cynthia E. Clifford / Chair, Pastoral Search Committee

Date:  March 10, 2019
VALIDATION BY CONFERENCE

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

Staff Comment:

*The church is in good standing in the Southwest Association, and actively participates in both its Association and Conference activities and mission groups.*

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

Staff Comment:

*The information 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 is presented thoroughly and completely.*

My signature below attests to the above three items.

Signature: Richard N. Slater
Name / Title: Richard N. Slater, Associate Conference Minister
            New Hampshire Conference, United Church of Christ
Email: rslater@nhcucc.org
Phone: 603.715.9525
Date: March 14, 2019
“Jesus answered them, ‘Have faith in God!’” – Mark 11:22
## CURRENT BUDGET

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## 11-Year Operating History

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### INCOME

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### EXPENSE

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The statistics below were derived from Annual Reports and other sources but remain incomplete or not available for many items; we will compile these annually and continue to search for the missing historical data.

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SOUTH CHURCH COVENANT OF CHRIST-LED BEHAVIOR

Love is patient; love is kind; love is not envious or boastful or arrogant or rude. It does not insist on its own way; it is not irritable or resentful; it does not rejoice in wrongdoing, but rejoices in the truth. It bears all things, believes all things, hopes all things, endures all things. (1 Corinthians 13:4-7, NRSV trans.)

Paul’s words to the church at Corinth speak about Holy Manners, manners that guide how Christians are to work and live with one another in a community that reflects the Kingdom of God. Paul reminded the church that love for God and one another should be its guiding principle.

Recognizing that all communities encounter disagreements and passionate differences, this covenant of peace, like Paul’s letter, is written to encourage us to act as Christ taught us, whether we are in harmony or in passionate disagreement. This covenant is a guideline for the loving and faithful behavior of the leadership, the staff, and all members of our church family.

COVENANT OF PEACE. As Jesus is present in our midst whenever we gather, may this covenant govern our life together.

• We promise to welcome all people into our community of faith and love.
• When we face difficult issues or problems, we promise to commit ourselves to open and active exploration of all pros and cons related to the issue. We will be intentional about being in dialogue with those who think or experience life differently than we do.
• We promise to try to discover what is best for our church as a whole, not what may be best for the individual or some small group in Church.
• We promise to pray, alone and together, to thank God and to ask for God’s help in our lives and in our work for our church. We promise to include our joys as well as our disagreements in our prayers, not praying for the triumph of our viewpoint, but seeking God’s grace to listen attentively, to speak clearly, and to remain open to the vision God holds for us all.
• We promise to respect the decision of the majority, and if we disagree with it and wish to change it, work for change in ways that are consistent with this covenant of peace.
• We promise not to withhold our time, talent, or financial resources as a means of communicating dissatisfaction.
• When we have a concern we promise to express our concern in a spirit of love and respect in keeping with Jesus’ teaching. We promise to express our concern directly to the source of our concern, or to the appropriate decision-making body in the church.
• We promise to listen without judgment to the concerns and ideas of others, seeking first to understand before speaking. We promise to listen with our whole attention, waiting until the speaker is finished before formulating a loving and faithful response.
• We promise to speak for ourselves only, expressing only our own thoughts and feelings in a loving and faithful manner.
• We promise to seek to extend and receive forgiveness and reconciliation in our relationships with one another.
• We promise to support our pastor, staff, and leaders so that their efforts can be most productive for the church.

This covenant was created in the summer of 2009 through 5 meetings and the participation of approximately 40 parishioners led by Interim Pastor Roger Daly and the Pastor-Parish Relations Committee of South Congregational Church in Newport, NH.
South Congregational Church, UCC, provides a place for all people to worship God, serve God and humanity, and grow in faith and fellowship. All persons are created in God’s image and are loved, valued, and blessed equally by God.

Our community of faith is an open and affirming congregation which welcomes all persons, including all races, ethnicities, ages, sexual orientations, gender identities and expressions, family structures, faith backgrounds, abilities, and economic circumstances.

All persons are invited to fully share and participate in leadership, ministry, fellowship, worship, sacraments, responsibilities, blessings and joys of our church family.

As children of God, we commit ourselves to the ongoing work of being an ONA congregation. With God’s grace we journey together in Christian faith.

— Adopted January 2020
Constitution of South Congregational Church
United Church of Christ in Newport, New Hampshire, Inc.


ARTICLE I — NAME

This church shall be called the South Congregational Church, United Church of Christ in Newport, New Hampshire, Incorporated.

ARTICLE II — CHARACTER

SECTION A: FREEDOM

1. The government of this church is vested in its members who exercise the right of full and final control in all its affairs. We believe in the freedom and responsibility of the individual soul, and the right of private judgment. We hold to the autonomy of the local church and its independence of all ecclesiastical control. We cherish the fellowship of the churches united in associations, conferences, national instrumentalities, agencies and assemblies for cooperation in matters of common concern.

SECTION B: FELLOWSHIP

1. This church also acknowledges and accepts the equally important obligation of mutual consent, courtesy and cooperation involved in the fellowship of the United Church of Christ and pledges itself to safeguard and to share its common aims and work. We declare our fellowship further with all churches that seek to promote the kingdom of God on earth.

SECTION C: FAITH AND COVENANTS

1. Declaring our steadfast allegiance to the faith which our fathers confessed, which from age to age has found its expression in the historic creeds of the church universal and of our communion, and affirming our loyalty to the basic principles of our representative democracy, we hereby set forth the things most surely believed among us concerning faith, polity and fellowship:

We believe in God, the Eternal Spirit, Father of our Lord Jesus Christ and our Father, and to his deeds we testify: He calls the worlds into being, creates man in his image, and sets before him the ways of life and death. He seeks in Holy love to save all people from aimlessness and sin. He judges men and nations by his righteous will declared through the prophets and apostles. In Jesus Christ, the man of Nazareth, our crucified and risen Lord, he has come to us and shared our common lot, conquering sin and death and reconciling the world to himself. He bestows upon us his Holy Spirit, creating and renewing the church of Jesus Christ, binding in covenant faithful people of all ages, tongues, and races. He calls upon his church to accept the cost and joy of discipleship, to be his servants in the service of men, to proclaim the gospel to all the world and resist the powers of evil, to share in Christ's baptism and eat at his table, to join him in his passion and victory. He promises to all who trust him forgiveness of sins and fullness of grace,
courage in the struggle for justice and peace, his presence in trial and rejoicing, and
eternal life in his kingdom which has no end. Blessing and honor, glory and power be
unto him. Amen.

ARTICLE III — MEMBERSHIP

SECTION A: QUALIFICATIONS

1. This church will welcome any who love God and who propose to live according to the spirit and
principles of Jesus Christ, and who are at least twelve years of age.

SECTION B: CONDITIONS — Its membership shall consist of:

1. All who are members in good and regular standing at the time of the adoption of this Constitution.

2. Those who present satisfactory Letters of Transfer from other churches, or confess their Christian
faith and receive baptism, when not previously baptized, and have been examined and accepted
by vote of the Board of Deacons and publicly assent to the Covenant of this church.

SECTION C: DUTIES

1. Members are expected to be faithful to all duties essential to the Christian life; to attend the
services of the church regularly; to give to its support and its benevolences systematically; to
share in its organized work; and to seek diligently the spiritual welfare of the church and the
winning of others to Christ.

SECTION D: RIGHTS

1. Members in good standing may act and vote in all business meetings of the church, except that in
matters of property interests, only those of legal voting age may vote.

SECTION E: TERMINATION OF MEMBERSHIP

1. A member in good standing may, on his request and by vote of the Board of Deacons, be granted a
Letter of Transfer to another church.

2. Members whose addresses are unknown or who for a period of two years, in spite of kindly
reminders, have not communicated with the church or contributed to its support, may be
transferred to the Inactive List upon the recommendation of the Board of Deacons. From the date
of such transfer, such people shall cease to be reported on the active membership roll.

3. The membership of no person shall otherwise be terminated except by a request for a Letter of
Transfer from another church or at the member's own request.

SECTION F: ASSOCIATE MEMBERSHIP

1. Anyone who wishes to retain membership in another Christian church may, upon approval of the
Board of Deacons, become an Associate member of South Congregational Church, with all the
rights, privileges and responsibilities of members.
ARTICLE IV — ADMINISTRATION

SECTION A: OFFICERS — All officers shall be members or associate members of South Congregational Church.

1. The Minister shall be responsible for the spiritual nurture of the congregation. The Minister is called by the church to preach and teach, to administer the rites and sacraments of the church, to work with the people of the congregation so that the church may perform its mission effectively, to exercise pastoral care and community leadership. The Minister shall be, ex officio, a member of the Cabinet, all boards and standing committees. The pastoral relation may be dissolved by either the Minister or the church on three months’ written notice of such intention.

2. The Moderator of the church shall be elected by the congregation for a one-year term. The Moderator shall serve as chairman of the Cabinet and preside at all regular and special church meetings. The Moderator shall designate an alternate from the membership of the Cabinet to serve when absent. No one shall serve in this office for more than three consecutive years, nor serve as an officer of the church or as a chairperson of any other board or committee.

3. The Clerk shall be elected by the congregation annually and shall keep a complete record of all business meetings of the church and the Cabinet. The Clerk shall give legal notice of all meetings when such notice is necessary, and insure that all minutes are filed at the church office.

4. The Treasurer shall be elected by the congregation annually and shall receive and disburse all funds of the congregation under the direction of the Cabinet and shall present financial reports to the Cabinet monthly, and an annual financial report of all funds to the congregation at the Annual Meeting of the church. The Treasurer shall also serve as Chairperson of the Board of Finance.

5. The Financial Secretary shall be elected by the congregation annually and shall be responsible to the Cabinet. The Financial Secretary shall receive money due or pledged to the church, deposit the same promptly, with notification to the Treasurer, and his or her designee, and shall keep complete records of each contributor’s transactions.

6. The Auditor shall be elected by the congregation annually and shall audit the accounts of the Treasurer and Financial Secretary, and present a report to the church Cabinet each year.

SECTION B: THE CHURCH CABINET

1. The Church Cabinet, between congregational meetings, shall be the primary policy-making body of the church, with execution of such policy left to the boards under the control of the Cabinet. Its function shall be to visualize the entire task of the church, to formulate plans on the general direction of the church’s activities and be responsible for all financial and legal affairs of the church, including control of legal documents.

2. The Cabinet shall be comprised of the following, all of whom shall be members or associate members of the church: Moderator, Treasurer, Clerk, chairpersons, or designated alternates of the Boards of Christian Education, Christian Outreach, Deacons, Finance, Trustees, and Pastor/Parish Relations; three members-at-large elected by the congregation; and the Minister, ex officio. Of the three at-large members, one shall be elected each year to a three-year term. A member elected at-large shall be ineligible to serve for one year after completing two full terms of office. These members shall be elected from those not otherwise represented on the cabinet.
3. The Cabinet shall not meet less than once every two months. Other meetings may be called by the Moderator, the Minister or by petition of a majority of the Cabinet Members. A majority shall constitute a quorum. Meetings of the Cabinet shall be open to all members of the church.

4. The Cabinet shall provide for the employment of all non-ordained staff, or may delegate authority for the employment of such staff to the appropriate boards.

5. The Cabinet's financial and legal responsibilities shall include:
   a. acceptance or rejection of the reports of the Treasurer and Auditor
   b. annual enlistment for support of the church and its programs and additional fund-raising as necessary
   c. acceptance or rejection of an annual budget as recommended by the Board of Finance and referral of the budget to the Annual Meeting for final approval
   d. approval or rejection of requests from Boards for unbudgeted expenditures in excess of $2,000, either individual or in aggregate
   e. approval or rejection of recommendation of the Board of Deacons for expenditure of Memorial Funds
   f. approval or rejection of recommendations of the Board of Finance concerning appointment of a Committee on Endowment and Planned Giving resolution covering investments and use of endowed funds and determination of the appropriate investments for all other church funds
   g. appointment of persons authorized to sign legal documents

6. The Cabinet shall recommend to the congregation, or reject, proposals by the Board of Trustees to buy, sell, mortgage, lease or transfer real property. All such proposals require a two-thirds vote of the congregation for authorization.

7. The Cabinet shall approve or reject proposals by any Board or Committee for personal property transactions as follows:
   a. purchase or sales in excess of $2,000, either individual or aggregate
   b. leases in excess of three years
   c. leases requiring annual payments in excess of $2,000

8. Any vacancies occurring during the year in any office of the church (other than that of Minister), in the Cabinet or on any of the Boards, shall be filled by the Cabinet upon recommendation of the Nominating Committee for the period to the next Mid-Year Meeting, or until their successors are elected.

9. In the event of a vacancy in the office of Minister, the Cabinet shall appoint a Pastoral Search Committee which shall interview candidates and make a recommendation to the congregation for filling the office.

10. For the purpose of advising the cabinet in several areas of activity of the church, and administering the various programs and activities of the church, six boards shall be established from the church membership: Christian Education, Christian Outreach, Deacons, Finance, Trustees, and Pastor/Parish Relations.

11. The Cabinet may create or dissolve such other committees as it may from time to time deem necessary.
ARTICLE V — BOARDS AND COMMITTEES

SECTION A: THE BOARD OF DEACONS

1. The Board of Deacons shall consist of 9 members. Three shall be elected each year for a two-year term. A member shall be ineligible to serve for one year after completing two full terms in office.

2. The Board of Deacons shall be responsible for the worship and fellowship life of the church, including:
   a. the conduct of worship services, arrangement for music, flowers, ushering and receiving the offering, and hospitality
   b. the Service of Holy Communion
   c. relations with prospective members, discussion with them of the meaning of the commitment of church membership, and establishment of procedures for the reception of prospective members into membership
   d. provision for pulpit supply during the minister's absence and during any interim between pastorates not provided by the church
   e. assistance in caring for the poor, the sick, the sorrowing, the indifferent and the stranger
   f. administration of the Deacon's Fund
   g. all other programs or services relating to the spiritual life of the church and its members

3. The Board of Deacons shall accept and acknowledge all memorial gifts and turn over all receipts to the Financial Secretary for deposit.

4. The Board of Deacons shall recommend to the Cabinet proposals for the expenditure of Memorial Funds.

5. The Board of Deacons shall recommend to the Board of Finance requests for line items for consideration in the annual budget.

6. The Board of Deacons shall monitor expenditures from Pastoral Services and Music. Any unbudgeted expenditures in excess of $2,000, either individual or in aggregate, must be presented to the Cabinet for consideration.

7. The Board of Deacons may create from within or outside its own membership such committees and subcommittees as may be necessary to carry out its responsibilities.

SECTION B: THE BOARD OF CHRISTIAN EDUCATION

1. The Board of Christian Education shall consist of nine members. Three shall be elected each year to three-year terms. A member shall be ineligible to serve for one year after completing two full terms in office.

2. The Board of Christian Education shall provide and maintain an effective program of Christian Education and shall be concerned with the total education program of the church, which shall include Church School, Youth Ministry, Adult Education, Bible Study and discussion groups, and all similar activities which promote the educational program of the church. It shall be responsible for:
   a. establishing policy and programs for Christian Education
b. developing curriculum

c. recommending and administering budgets

d. enlisting and training workers

e. operating the church library

f. administering Safer Spaces Policies

3. The Board of Christian Education may appoint administration officers and lay leaders as may be required to carry out its responsibilities and may make recommendations to the Cabinet concerning the employment of paid staff.

4. The Board of Christian Education shall recommend to the Board of Finance line items for consideration in the annual budget.

5. The Board of Christian Education shall recommend to the Board of Finance line items for consideration in the annual budget.

SECTION C: THE BOARD OF CHRISTIAN OUTREACH

1. The Board of Christian Outreach shall consist of nine members. Three shall be elected each year to three-year terms. A member shall be ineligible to serve for one year after completing two full terms in office.

2. The Board of Christian Outreach shall be concerned with providing for the church's mission, both local and worldwide. It shall be responsible for:

   a. keeping generally informed on and identifying social and moral issues or practices of concern to the Christian church

   b. developing programs or courses of action which are directed toward those issues or practices

   c. developing programs or courses of action believed reasonable and necessary to fulfill the church’s obligation with respect to benevolent and missionary concerns

   d. preparing the mission goals for consideration by the Cabinet

   e. preparing the mission goals for review by the Board of Finance to present with the annual operating budget of the church

   f. all other programs or services relating to effective programs of Christian outreach

3. The Board of Christian Outreach shall recommend to the Board of Finance line items for consideration in the annual budget.

4. The Board of Christian Outreach shall monitor all expenses, including all committees formed therein. Any unbudgeted expenditures in excess of $2,000, either individual or in aggregate, must be presented to the Cabinet for consideration.

5. The Board of Christian Outreach may create from within or outside its own membership such committees or subcommittees as may be necessary to carry out its responsibilities.
SECTION D: THE BOARD OF TRUSTEES

1. The Board of Trustees shall consist of six members. Two shall be elected each year to three-year terms. A member shall be ineligible to serve for one year after completing two full terms in office.

2. The Board of Trustees shall be responsible for the care, maintenance, inventory and use of the place of worship. Maintenance and use of the personal property of the church may be delegated by the Board to appropriate other church boards or committees for their church-related purposes. The Board shall maintain an inventory of all personal property so delegated.

3. The Board of Trustees shall recommend to the Cabinet all proposals to buy, sell, mortgage, lease or transfer any real property of the church.

4. The Board of Trustees may buy, sell or lease personal property of the church except that transactions in excess of limits shown below must be presented to the Cabinet for prior approval.
   a. purchases or sales in excess of $2,000, either individual or in aggregate
   b. leases in excess of three years
   c. leases requiring annual payments in excess of $2,000

5. The Board of Trustees shall recommend to the Board of Finance line items for consideration in the annual budget.

6. The Board of Trustees shall monitor expenditures for Parish Service, Church and Parsonage. Any unbudgeted expenditures in excess of $2,000, either individual or in aggregate, must be presented to the Cabinet for prior approval.

7. The Board of Trustees may create from within or outside its own membership such committees or subcommittees as may be necessary to carry out its responsibilities.

SECTION E: BOARD OF FINANCE

1. The Board of Finance shall consist of six members, the Treasurer, the Financial Secretary, and four members at large. The members at large shall be elected to three-year terms and shall be ineligible to serve for one year after completing two full terms in office.

2. The Board of Finance shall be responsible for the oversight of the financial affairs of the church and reporting to the Cabinet. The Board shall meet at least once a quarter.

3. The Board of Finance shall, after considering the budget requests of other boards, prepare the annual budget and recommend it to the Cabinet for approval. The Cabinet shall then recommend the budget to the church membership for approval at the Annual Meeting.

4. The Treasurer shall monitor and review the income and expenses of the church monthly, and shall recommend action to the Cabinet whenever appropriate.

5. The Board of Finance shall recommend to the Cabinet prudent investments and shall implement them after Cabinet approval.

6. The Board of Finance may create from within or outside its membership such committees or subcommittees as may be necessary to carry out its responsibilities.
SECTION F: BOARD OF PASTOR/PARISH RELATIONS

1. The Board of Pastor/Parish Relations shall consist of five members. Members are elected to a term of three years and shall be ineligible to serve for one year after completing two full terms in office.

2. The Board of Pastor/Parish Relations is an advisory Board responsible for promoting the effectiveness of our church's mission through support and maintenance of healthy relationships between the Pastor and the congregation.

3. The Board of Pastor/Parish Relations shall:
   a. Utilize tools such as the Statement of Mission, Goals and Objectives; Position Descriptions; and the Covenant of Christ-Led Behavior to remain focused and promote positive relationships.
   b. Interpret roles, functions and needs of the Pastor to the Cabinet and congregation.
   c. Promote open communication between the congregation and Pastor.
   d. Create a safe and healthy environment for mediation in the event of conflicts.

SECTION G: THE NOMINATING COMMITTEE

1. The Nominating Committee shall consist of six members, two elected each year for three-year terms. A member shall be ineligible to serve one year after serving two successive full terms in office.

2. It shall be the duty of the Nominating Committee to present to the Mid-Year Meeting of the church a slate of officers and Board members, including the Nominating Committee.

3. The Nominating Committee shall also present to the Cabinet nominations to fill vacancies that may occur during the year.

4. The work of the Nominating Committee shall in no way limit the right of any member of the congregation to make nominations from the floor at the Mid-Year Meetings.

ARTICLE VI — ORGANIZATIONS

This church regards as integral parts of itself all organizations formed for the development of any part of its life and work, and the Cabinet shall have general oversight of all such organizations; all organizations shall make progress reports at the Annual and Mid-Year Meetings.

ARTICLE VII — MEETINGS

SECTION A: WORSHIP

1. Public Worship shall be held each week on the Lord's Day and at such other times as may seem advisable.

2. The Lord's Supper shall be observed in accordance with a schedule determined by the Board of Deacons.
SECTION B: BUSINESS

1. The Annual Meeting shall be held on the fourth Thursday in January, or at such other date as the Cabinet shall determine, to transact business and adopt plans for the new year.

2. The Mid-Year Meeting shall be held on the third Thursday in May or at such other date as the Cabinet shall determine, for the purpose of electing officers and board members and to transact other appropriate business.

3. Special meetings of the church may be called by the Minister or the Clerk on the request of the Cabinet or any board, or on the written request of any five members specifying the object thereof, on fifteen days written notice. Such notice shall be read on the two successive Sundays preceding the meeting date.

4. A quorum at any meeting of the church shall consist of the greater of thirty voting members or 10% of the voting membership.

5. A majority vote of the members shall ordinarily be decisive, except as otherwise provided in this Constitution. The calling of a minister, to be done usually upon the recommendation of not less than two-thirds of the Pastoral Search Committee, shall require two-thirds vote of all voting members present at a meeting especially called for this purpose.

SECTION C: CONGREGATION

1. Unless otherwise stated in this constitution, many Church-wide commitments must be approved by the congregation. These include substantive additions to or changes to Church policies, resolutions and organizational structure. Among these are amendments to this constitution, approval of pastor calls, cabinet memberships, annual budgets, key resolutions governing the management of endowment and memorial funds, and major fund raising programs involving the use of restricted capital reserves and/or long term debt obligations.

ARTICLE VIII — DISSOLUTION

Any action to dissolve the Church must be approved by a two-thirds (2/3) vote of eligible voting members of the Church present at a meeting called to specifically consider such action. Written notice shall be issued to all members eligible to vote in accordance with this constitution. If the Church at its own option shall cease to exist, all real and personal property will be redistributed in a manner consistent with New Hampshire law at the discretion of the congregation.

ARTICLE IX — AMENDMENTS

This Constitution may, on the motion of the Cabinet or any Board, or by petition by five members, be amended by a two-thirds vote of the members present and voting at any Annual Meeting of the church, or at a meeting especially called for that purpose, said proposed amendment being inserted in the Call and said proposed change having been laid before the church in writing at a special meeting not less than one month before the meeting where action will take place.