

3-30-2018

Date

Pastor

Position Title

**New Hampshire Conference
United Church of Christ**

**Northwood Congregational Church UCC
Church Profile**


**FOR LOCAL CHURCHES SEEKING
PASTORAL LEADERS**

**Local Church
Statement of Consent**

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

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


Signature of Search Committee Chairperson


Date

Local Church / Ministry Setting

Name: Northwood Congregational Church, UCC

Address: 891 First NH Turnpike (Route 4)
Mailing: PO Box 65

City, State, Zip: Northwood, NH 03261-0065

Date

Pastor
Position Title

LOCAL CHURCH PROFILE FOR LOCAL CHURCHES SEEKING PASTORAL LEADERS

Please return this completed document to your Search & Call Consultant.

1. Local Church / Ministry Setting: Northwood Congregational Church, UCC

2. Address: 881 First NH Turnpike
 City, State, and Zip: Northwood, NH 03261
 Church Website: www.northwoodcongregationalchurchucc.com

3. Name of Search Committee Chairperson/Contact Person: Pam English

Address: 14 Gulf Road
 City, State, and Zip: Deerfield, NH 03037
 Telephone: 603-491-6114
 Email: pamee1958@hotmail.com FAX:

4. NH Conference Search & Call Consultant: Rev. Dr. Dawn Berry

Address: 140 Sheep Davis Road
 City, State, Zip: Pembroke, NH 03275-3711
 Telephone: 603 225-6647 conference office
 603 496-2335 (consultant)
 Email: dcbnh@comcast.net FAX: 603.225.2345

MEMBERSHIP INFORMATION

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

	2015	2012	2007
a. # Church members	106	160	178
b. Average attendance at worship	45	39	70
c. Average participation of children/youth in C.E.	15	10	64
d. Average weekly participation in adult education	4	?	?
e. # Members who are ordained clergy	0	0	0

6. Profile of Congregation

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

a. Age:

_____ % ages 0 - 5
 _____ % ages 6-18
 _____ % ages 19-34
16% ages 35-49
46% ages 50-64
19% ages 65-74
19% ages 75 +

c. Family units:

4% couples with children at home
57% couples without children at home
39% single
0% single parent with children at home

b. Education level of adults:

_____ % completed less than high school
4% high school graduates
23% some college/vocational school
42% college graduates
31% graduate school

d. Occupation of adults:

12% business
8% clerical
4% farmer/rancher
_____ % laborer/manufacturing
46% professional
_____ % student
3% tradesperson
27% other

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

e. Employment:

59% employed
_____ % not currently employed
41% retired

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

2% American Indian or Alaska Native
2% Black or African American
96% White

CHURCH FINANCES

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

	2015-16	2010-11	2005-06
7. Total Church Income			
a. Members offerings and pledges	52,788	53,547	49,911
b. Interest from investment or endowments	818	960	741
c. Principal reduction (endowments/investments)	n/a	n/a	n/a
d. Rentals	4,110	4,475	2,416
e. Special Fundraising	6,776	11,033	5,399
f. Other	46,750	0	361

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

2016-17: Goal: \$40,000 Pledges: \$38,004 Actual Received: \$34,201 with 2 Sundays remaining

2015-16: Goal: \$57,000 Pledges: \$39,150 Actual Received: \$37,924

	2015-16	2010-11	2005-06
8. Total Operating Budget	\$80,502	\$74,200	63,362
a. Our Church’s Wider Mission Basic Support	300	300	200
b. Our Church’s Wider Mission Special Support	0	111	362
c. Other gifts	1477	3152	5128
d. Current local expenses	n/a	n/a	n/a
e. Annual capital payments	n/a	n/a	n/a
f. Other debt	n/a	n/a	n/a

9. OCWM Special Support that your church gave last year (should match the total in #8b):

- One Great Hour of Sharing
- Neighbors in Need
- Christmas Fund

- Strengthen the Church
- Basic Support for Our Church’s Wider Mission (only if received through special offerings and not included as a regular budget item in #8a above.)

10. Mission

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

Name	Amount
a. Local:	
1. Holiday baskets	\$163
2. Community Discretionary Fund	\$798
3. United Camp Ministry	\$180
b. Global	
1. Heifer Project	
2. Dominican Republic ministries	\$211

- c. What mission project has excited your church the most in the past three years? Why?
- Volunteering in the Dominican Republic: “Getting to know people in a different community helped me expand my awareness and care of the wider world.”
 - Feeding the needy in our community:
 - Thursday lunches: “feeding the body and feeding the soul are two pieces of the same soul”; “it brings people to the church”;
 - Thanksgiving and Christmas baskets;
 - End 68 hours of hunger;
 - Back packs for kids;
 - Blessing bags: “Delivering the blessing bags made me feel Jesus was with me while I carried out his work.”

11. Indebtedness

- a. Total amount of outstanding mortgages/capital debt: \$0
 b. Total amount of other debt: \$0 Describe: n/a
 c. Are payments current?

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

12. Capital Campaigns:

- a. If the church has had capital campaigns in the last ten years, note goal and results:
 Goal: \$250,000 Outcome: \$319,915 Plus L-CHIP funding
- b. What projects were undertaken as a result of your capital campaign?
 The sanctuary building was structurally rehabilitated.
- c. Was there a mission or outreach component to the campaign? Yes
- d. If a capital campaign is underway or anticipated, describe it: Not at this time.

13. Assets held by the Church:

- a. Reserves (savings): \$50,897
 b. Investments (other than endowment): \$41,006
 c. Endowments: (Current Market Value): \$ 0

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

Church property consists of the sanctuary building, built in 1840; and the Fellowship Hall and Sunday School wings, built around 2000.

Is the church building (including sanctuary and offices) handicapped accessible? Yes **X**

Is the pulpit handicapped accessible? No **X**

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

f. If the church owns a parsonage, describe it: N/A

FINANCIAL SUPPORT OF MINISTERIAL LEADERS

14. Does your church follow the NHCUCC Compensation Guidelines for Authorized Ministers?

XX yes

This ministry is to be considered:

_____ Full Time

XX ³/₄ Time

_____ ¹/₂ Time

_____ ¹/₄ Time

Describe your understanding of part-time ministry. If less than full time, how many days per week (in addition to Sunday) do you anticipate that your minister will be engaged in working for the church? Approximately 30 hours per week including Sunday; flexible hours with some standard office hours developed per the cycle of church life.

Salary History

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

	Start Date				End Date			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
a. Last	10-2004	\$39,800			5-2016	\$39,800*		
b. Previous	1995	\$32,865			2003	\$32,865		

* Please note: This Pastor requested an increase in vacation time in lieu of an increase in salary.

16. During the above period, has your church ever failed to fulfill its financial obligations to its pastor? **XX** no If yes, please comment:

17. Salary, Benefits, and Expenses Offered

a. Salary Basis (Cash Salary & Housing) \$39,800

b. Housing: _____ Housing allowance only _____ Parsonage only _____ Could offer either

c. Customary benefits:

_____ **XX** Vacation: **four weeks annually**

_____ **XX** Maternity/paternity leave: To be negotiated

_____ UCC Retirement Annuity (14% of Salary Basis)

- UCC Life and Disability Insurance Benefits
- UCC Health Benefits Individual Family
- UCC Dental Benefits Individual Family
- Social Security/Medicare Offset (7.65% of Salary Basis)
- Continuing Education Funds
- Continuing Education Time
- Sabbatical Leave: To be negotiated
- Other benefits (specify) _____

d. Ministry Expenses

- Travel Reimbursement (IRS Business Mileage Rate)
- Meeting Expense Reimbursement
- Books and Periodicals
- Reimbursement of Criminal Background Check Fee - \$160
- Moving Expenses To a maximum of \$1,000

COMMUNITY CHARACTERISTICS

This information pertains to the town of Northwood. Please see attachment #__ for the Community Characteristics of the towns surrounding the Northwood Congregational church and in which members of the congregation live.

18. Population

- a. Population of total city or town in which your church is located: 4,300
- b. Describe the population by racial-ethnic category and identify the source of the information:
97.5% White; .5% Hispanic/Latino; .3% African American; .3% Native American; .6% Asian; .1% Others; .9% from 2 or more races
(Sources: Wikipedia and NHES – (New Hampshire Employment Security) websites)

19. Economic Factors

Identify major sources of employment/income in your community:

- a. Hannaford
- b. Johnson's Restaurant
- c. Harding Metals

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

- a. Describe three distinctive attributes of your community: ***
 1. Quaint, rural, scenic,
 2. Lakes and outdoor recreation excellent
 3. Good schools
 4. Central location in the state (easy access to lakes, mountains, NH Capital, seacoast)
 5. Community spirit (Crankpullers, etc.)
 6. Bedroom community
- b. Identify major trends you envision in your community during the next five years: ***
 1. More housing development
 2. Concerns about taxes and cost of living
 3. Aging population
 4. Opioid addiction
 5. Embracing racial diversity

- c. List three or four problem areas confronting your community that members feel your church should address: ***
1. Opioid epidemic
 2. Poverty
 3. Bringing young people back to church/engaging youth
 4. Increase support to seniors
- d. Indicate Mission Activities:
1. In which your church participates as a part of its mission in the community:
 - i. End 68 Hours of Hunger
 - ii. Rent space to AA
 - iii. Holiday baskets
 - iv. Community discretionary fund
 - v. “Service Service” on the 5th Sunday of the month
 - vi. Thursday lunch (self-supporting—free to all who come)
 2. In which your church expects the leader you are now seeking to participate:

The leader will participate directly in:

 - i. Community discretionary fund
 - ii. “Service Service” on 5th Sunday of the month

In addition, we seek a leader who will provide guidance, be available to discuss proposals for all ideas, connect faith to each mission, and participate when able.
- e. Describe how your church building is now being used by the community:
- SANCTUARY:
- Gospel concerts
 - Weddings
 - Funerals
- FELLOWSHIP HALL:
- AA meetings
 - End 68 Hours of Hunger
 - Weight Watchers
 - Hall rental to various functions
- f. Indicate the number of school districts from which members of your church are drawn:
- _____ one _____ two XX three or more

CONGREGATIONAL LIFE

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

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

- a. Consideration of what it means to be an open and affirming congregation
- b. Current trends are a gradual decrease in attendance, though we are seeing a slight growth in the church school
- c. Consideration of alternative worship experiences and plans are underway to draw in, more and apply to a broader swath of our community; including the elderly and the youth

22. Planning

- a. All churches do planning. How would you characterize the way planning is done in your church?
 - i. Currently planning is done through Leadership Empowerment Team (LET), and small groups of people in ad hoc committees

- ii. Survey respondents spoke of desiring increased involvement of more congregational members in future planning
- b. What expectations do you have of the person you are seeking in relation to the planning that takes place? Pastor should guide the planning process and help the congregation; Pastor to participate in both short term and long term planning
- c. When was the last time your church undertook a period of discernment and long-range planning in an intentional way? 2010
- d. What were the outcomes of your intentional long-range planning?
We developed a mission statement; agreed to put on weekly bulletins and all correspondence; beginning consideration of changing church governance structure (actual change was to Leadership Empowerment Team (David Jadlocki's structure in 2014).
- e. Should the congregation undertake intentional long range planning?
We anticipate doing so after we secure a settled pastor.

23. Reflections on Congregational Life

Comment on the following with what you believe to be the generally-held responses of the congregation. (*Add *** if information came from a survey of the congregation.*)

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

<u>Event</u>	<u>Year</u>
1. Reopening the church;	1988
2. Building Fellowship Hall & Sunday school wing;	2000
3. Capital campaign sanctuary;	2016
4. Erecting the Peace Pole	2001

- b. Describe a specific change that your church has managed well in the recent past.
Change from permanent pastor to an interim and then to another interim; capital campaign for sanctuary rehabilitation; change to LET structure
- c. Describe a challenge that has been difficult for the church in the past five years.
Dwindling congregation and attendance, and because of that fewer people to carry the load/work of the church; involuntary termination of choir director
- d. What is God calling your church to do/become over the next few years?
Continue our community outreach; and be a welcoming place of progress, justice, support, and caring
- e. Who is your neighbor? What is the nature of your neighborhood?
Next door neighbors are a high school and a cemetery (no complaints on one side and few from the other). We are on the First NH Turnpike, a major state highway that crosses through the entire state and splits the town, which is otherwise rural. There is quick access to many major places, such as the seacoast and Boston.
- f. Describe the educational program of your church:
Identify the curriculum/a used in your church school and the person or committee responsible for selection of curriculum:
Currently using "Lesson Plans that Work." Put together and shared by a group of Episcopal clergy and scholars. Pamela English, the Christian Ed LET member and the Pastor are responsible.

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

The Pastor and a selected team of adults from the congregation. Various resources in the community and from the UCC are used

Are there educational opportunities for all ages? X yes

List all adult education opportunities that are offered by your church.
Weekly afternoon bible study

Does your church have a written Safe Church Policy? X Yes

g. Describe how the church expects the person you are seeking to participate in the congregation’s educational programs:
Leading/Facilitating and guidance in both adult and child education; work with Christian Education LET member and teachers

h. Describe in a succinct statement the organizational structure of your congregation:
The Leadership Empowerment Team (LET) represents various segments of the church; working to empower members of the church to use God-given gifts and skills.

i. Do you have a Mission Statement? X yes If yes, print your Mission Statement here:
To be followers of Christ who are committed to building a welcoming and loving community so that we may serve others.

We believe in:

- The Importance of worship;
- The call to outreach to the local and global community;
- Passing on Faith to all, especially our youth and children;
- Establishing a community of mutual support, fellowship and belonging;
- Embracing open communication so all can be informed and involved;

j. Describe how programs or ministries of your church are evaluated:
There is no formal process in place at this time.

k. Describe the strengths or positive qualities of your church: (Add *** if information came from a survey of the congregation.) *** Information was gathered at the annual meeting,

The Church’s greatest strength is its people, who were described as:

- i. Welcoming
- ii. Friendly
- iii. Supportive
- iv. Passionate
- v. Committed to God and to each other
- vi. Strong community outreach

The Church building is also welcoming, as well as “sparkling” and open

24. Indicate major boards, committees, small groups, and organizations that are a part of your church; the frequency of meetings (monthly, weekly, etc.); and expectations for leadership. For leadership role use:

- 1 = pastor takes primary initiative and responsibility;
- 2 = pastor and laity share responsibility;
- 3 = laity take primary initiative and responsibility;
- 4 = the pastor’s presence is expected periodically/occasionally;
- 5 = the pastor is not expected to participate.

Board/Committee	Purpose	# Members	Frequency	Leadership
Finance	Bylaws	5	Monthly	3
LET	Bylaws	8	Monthly	3 + always with Pastor

Facilities	Bylaws	5	Monthly	3
Christian Ed	Bylaws	2	As Needed	2
Community	Bylaws	3	As Needed	3
Worship	Bylaws	2	Weekly	1 & 2
Missions	Bylaws	2	As needed	3

25. Conflict

Most churches experience conflict at various times. Characterize your church's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church:

C = closely; **S** = somewhat; **N** = not at all.

C	S	N	Statement
47.6%	47.6%	4.8%	As a church, we respect and listen to each other and work things through without generating divisiveness
28.6%	57.1%	14.3%	As a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides
36.8%	63.2%	-	Some have left our church because of conflict
14.3%	66.7%	19%	Conflict hurts our sense of unity, but we tend not to talk about it
35%	55%	10%	Painful experience with conflict has been present, but it has been worked through, and we have learned from the experience
14.3%	76.2%	9.5%	We have had some painful experiences with conflict, and they linger in the background
15.8%	26.3%	57.9%	Open conflict is present, and we need a minister who can help us deal with it

26. Worship

- a. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special emphases such as healing services, contemporary worship, etc.)
- i. There is one Sunday morning service, at 9am, conducted in English only
 - ii. Communion is 1st Sunday of the month
 - iii. Sometimes services with special emphases or special services are held

- b. Describe what worship is like when your congregation gathers. Small; warm; welcoming; interactive; recognition of individual member's milestones and needs; structured;

- c. Are your worship services or church gatherings sign language interpreted? No

Are there particular ministries with persons who have developmental disabilities or mental illness? No
Comment:

- d. Identify how worship is planned on a regular basis in your church
 by a worship committee
 by the pastor

_____ by the pastor in consultation with the church musician
_____ other – specify:

- e. Describe the style and content of preaching valued by your congregation:
- i. Relate the sermon to everyday life or current events
 - ii. Passionate/motivational/inclusive
 - iii. Bible based with personal stories and feelings tied and shared
 - iv. Interactive; educational w/opportunity to ask questions that may sometimes be answered or not; occasional testimonials or sharing
1. Describe the role in worship of the person you are seeking:
- i. Familiar with the bible
 - ii. Will enlist the assistance and empower the congregation to actively participate and/or take part in the worship service
 - iii. Accepting of all people
 - iv. Issues of the world come to worship; relating current events relevant to the sermon/service
 - v. Guide or deliver the children’s message that is interesting for children with ability to relate
 - vi. Develop/present engaging opportunities for education
 - vii. Lively, warm, dynamic
- g. What hymnal(s) are currently used by your congregation in worship?
- i. The New Century Hymnal, The Pilgrim Press, 1995, has been generally accepted by the congregation, although there is some hesitation, which is mainly about the inclusiveness of the language.
 - ii. Pilgrim Hymnal, The Pilgrim Press, 1965
- h. List favorite hymns/songs that are sung frequently in your congregation’s worship.
- i. I Was There to Hear Your Borning Cry
 - ii. Were You There?
 - iii. Every Time I feel the Spirit
 - iv. Faith of the Martyrs
 - v. The Church’s One Foundation
 - vi. Sweet, Sweet Spirit
 - vii. Come to the Garden Alone
 - viii. On a Hill Far Away
 - ix. In the Bleak Midwinter
 - x. Amazing Grace
 - xi. Eye on the Sparrow
 - xii. Precious Lord, Take My Hand
 - xiii. Lord of the Dance
 - xiv. This is My Song
- i. Churches have a variety of practices related to the use of Inclusive Language in worship services. (Some churches have made the decision not to change any language in worship; others are intentionally inclusive in their references to people avoiding words such as “mankind”. Some avoid exclusively male references for God and seek to include male and female images as well as a variety of metaphors; other churches exercise care in the words of the liturgy but still utilize “traditional” hymns.). How important is this issue to your church?
Parishioners are given a chance to explain their feelings. The Pastor gives the choice to not say “man” but human instead. We consider ourselves to be flexible. Care is taken in the words of liturgy and we utilize traditional hymns

WIDER CHURCH CONNECTIONS

27. United Church of Christ

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

Do you send delegates to association and conference meetings?

Occasionally X

Have members of your church ever served as delegates or visitors to General Synod?

Yes X

- b. Association, conference, or other denominational settings in which your church expects the leader you are now seeking to participate: Rockingham Association; NH UCC Conference meetings
- c. Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:
XX moderately
 Comment:

28. Ecumenical and Interfaith Activities

- a. Describe ways your church participated in ecumenical and interfaith activities during the past three years:
 World Day of Prayer; Mission Interfaith Trip; Gospel and Faith Concerts
- b. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:
 Work with surrounding town leaders to coordinate with other churches

RELATIONSHIP WITH MINISTERIAL LEADERS

29. Relationship With Prior Leaders

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

You may check more than one response:

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

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

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

_____ Other. Specify:

Comment:

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

Name	From	To
1. Gayle Murphy	10/2004	5/2016
2. Maren Tirabassi	1995	11/2003
3. John Filler	1992	1995

- c. If a previous pastor or pastor emeritus/a is currently a member of the church, describe his or her involvement in the life of the congregation:
N/A
- d. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill:
We gave extra vacation time; and negotiated a sabbatical of good length early on in pastor's tenure; additional sick leave
- e. Has any past ministerial leader left under pressure or by involuntary termination?
 No
- f. Has any past ministerial leader been the subject of a Fitness Review while serving at your church?
 No
- g. Has your church been involved in a Situational Support Consultation?
 No
Comment:

30. Does the church have a Pastoral Relations Committee? No

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

In the past, this was done by the pastoral relations committee, which we do not currently have but would like to reestablish.

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

GENERAL

32. Does your governing body or your search committee have a well-defined policy against discrimination? No

Comment: We follow the UCC guidelines, state law and EEOP act.

33. Check all of the following "statements of witness" that currently apply to your United Church of Christ faith community. (More information on these statements is available at ucc.org.)

- Accessible to All (A2A) We have not gone through process, however our sanctuary, Sunday School, office, and Friendship Hall are completely mobility accessible. The chancel is not accessible. We have large print bulletins available for services.
- Creation Justice
- Economic Justice
- God Is Still Speaking (GISS)
- Immigrant Welcoming
- Inter-cultural/Multi-racial (I'M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)
- WISE Congregational for Mental Health
- Other UCC Designations:
- Other similar designations in affiliated denominations

Reflect on what the above statement(s) mean(s) to your church. Is your congregation currently working toward any of the above statements of witness?

Currently we are not working on any of these statements.

Do you imagine that you will be engaged in a process that might lead to one of these designations in the near future?

We anticipate that we will engage in the Open and Affirming process in the near future.

34. Is there a position description of the pastor’s role and responsibilities?

XX Yes, in the By-Laws If “yes,” please attach a copy.

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

Contracts for Minister and Music Director; Job descriptions for Admin. Assist., Sunday School teachers

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

Title: Music Director/Pianist	<u>XX</u>	PT	_____	FT
Title: Administrative Assistant	<u>XX</u>	PT	_____	FT
Title: Sunday School Teacher	<u>XX</u>	PT	_____	FT
Title: Cleaners	<u>XX</u>	PT	_____	FT

36. Name three people who have agreed to serve as references. Make sure they are not members of your church, but know your church well enough to be helpful to a candidate seeking more information about your church, e.g., persons in the community, neighboring pastors, professionals.:

Name	Telephone	Relationship to Your Church
a. Greg Kelley	978-522-0587	Grew up in church; now a minister
b. Headmaster David Smith	603 942-5531	High School next door to church; baccalaureate and graduations were previously held in the church sanctuary.
c. Joe Gunter	603-340-2633	Most recent Town Administrator
Other references: Lucy Edwards Holly Tomlinson David Jadlocki		

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

Leadership Empowerment Team, Interim Pastor Art Urie, Permanent Pastor Search Team

STATEMENT ON LEADERSHIP IN MINISTRY

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

If you wish, this statement can provide an opportunity for you to elaborate on the list of committees/boards/groups that you identified in Question 24. (For example, in some churches the expectation is for mutual involvement of pastor and finance committee in the financial matters of the church; other congregations have a clear expectation that the pastor will be focused on "spiritual matters" and will be excluded from settings where financial decisions are made.)

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

LET members wrote:

1. We have a unique group of true leaders/doers. Because of this, listening and working with them - coming alongside them and Empowering them through the good work they already do. Help us to move into the future, embracing our faith in God, and giving guidance. Meeting often with leadership.
2. The new pastor would need to know that all of the LET members love the church. The new pastor would need to take the time to listen to each of the leaders to find their skill sets. The pastor would need to guide us to delegate more often to get all members to participate in various projects. The pastor would also need to be familiar with what UCC conference has to offer for guidance so that we don't try to reinvent the wheel!
3. I think it is so important for a new pastor to understand our history and what has transpired since our church's reopening and why there have been many changes. The LET has been holding its own but I am in hopes that a permanent minister will work well with us as we start down our new road together further strengthening and supporting the team. I would welcome guidance and input whenever there is need and hope that he/she will be eager to work with us.

Some of us come with varying backgrounds and experiences (or the lack thereof in my case) and I think that this would be helpful to the new pastor.

A Brief Description of the Lay Reader Program and the Church's approach to Lay Preaching:

1. The Lay Reading aspects of Northwood Congregational church are a cooperative effort between the Pastor and the Lay Readers.
2. *The NCC has had an active Lay Preaching group for at least 15 years and until with the recent transition to interim pastors. The lay preachers would welcome working with the new permanent pastor on reinvigorating this program so that when the Pastor is unable to preach for any reason such as vacation or illness, parishioners may enjoy what lay preachers have to offer.*

Lay Reading:

The Lay Reader program provides opportunities for members of the congregation to participate in the service by presenting the following portions of the service:

1. Call To Worship
2. Introduction of the Opening Hymn
3. Prayer of Invocation (Unison)
4. Prayer of Confession (Unison)
5. Assurance of Pardon
6. Designated Scripture readings

The Pastor develops the overall Service with designated scriptures from the lectionary for the week, informs the Lay reader what scriptures will be included in that week's service and will usually invite the reader to develop a few sections on his or her own, such as the Call to Worship, Prayer of Confession and/or the Assurance of Pardon.

NCC has a good sized group of about 20+ Lay Readers that offer their assistance throughout the year so that a lay reader may be asked 1-4 times a year to assist.

Lay Preaching:

Lay Preaching has historically been a cooperative effort between the Pastor and Lay Preacher. The process used is for the Pastor to give the Lectionary for that specific week to the Lay Preacher, who then has the latitude to follow the Lectionary or go off and do something on their own with a topic that inspires them. While not a requirement, the Lay Preachers were encouraged to bring personal experiences and/or current events to relate to the Scriptures. The entirety of the services were developed by the Lay Preachers – from the Call To Worship to Benediction, including the Children's Message.

The Lay Preachers accessed the Pastor as needed for answers or guidance.

Lay Preachers generally did not perform Communion.

The Lay Reading and Lay Preaching structure at NCC has been an important part of this Church community and has helped to build the backbone of this faith community and has brought people within the congregation closer. The New Pastor will enjoy working with these groups



Conference Minister's Descriptive Reference

Church Name: Northwood Congregational Church, UCC

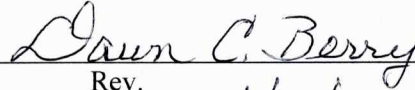
Location: Northwood, NH

Conference: New Hampshire Conference, United Church of Christ

Association: Rockingham

Name of Staff Assisting in the Search: Rev. Dr. Dawn C. Berry, Search and Call Consultant

Staff Comments: Since the Search and Call process with Northwood began with our former Conference Minister, I have met with the Search Committee once in person. That first meeting was very positive. I was given a tour of the 2000 educational/office wing and gathering hall which are well kept, bright, and lovely. I also saw the sanctuary which has historic features. The committee accurately represents the strength and commitment of the laity of the church and the profile. They are committed to their Leadership Empowerment Team (LET) style of church governance and leadership. They are committed to outreach within the Northwood Community and beyond. They are committed to faith-filled worship that brings the congregation into God's presence and Christian formation that passes faith on to all. They have been well served by former part time pastors and offer a fulfilling call at $\frac{3}{4}$ time for the next pastor. I see a lot of potential in this church with "small arms – wide outreach!"



Rev.

4/3/18

Date