

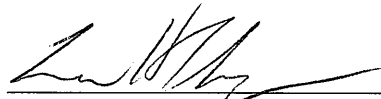
New Hampshire Conference
United Church of Christ

**Local Church Profile
for a
Part Time Pastor**

**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

9/17/18

Date

Local Church / Ministry Setting

Church Name: United Church of Warner

Street / PO Box: 43 East Main Street, PO Box 203

City, State, Zip: Warner, NH 03278

Local Church / Ministry Setting:

Address:

Street / PO Box: 43 East Main Street, PO Box 203

City, State, and Zip: Warner, NH 03278

Church Website: ucwarner.org

Name of Search Committee Chairperson/Contact Person: Lon Thorpe, Moderator

Address: 229 East Main Street

City, State, and Zip: Warner, NH 03278

Telephone: c: 603-369-7839

Email: thorpe@tds.net lthorpe@grandpowersystems.com

NH Conference Search & Call Consultant: Rev. Richard Slater, Conference Minister

Address: 140 Sheep Davis Road

City, State, Zip: Pembroke, NH 03275-3711

Telephone: 603.225.6647

Email: rslater@nhcucc.org

FAX: 603.225.2345

Who Are We?

Membership: *(The eleven-year UCC Statistical Report for your church may be helpful in completing this section. Use "est." to indicate when a figure is an estimate.)*

No. of Current Members: ___ 45 ___

No. of Active Members ___ 20 ___

No. of Inactive Members ___ 25 ___

No. of Members 5 yrs. ago: ___ 111 ___

No. of Members 10 yrs. ago: ___ 116 ___

No. Attending Weekly Worship Services: _____ 25-30 _____
No. Participating in Weekly Education: _____ 0 _____
No. Participating in Youth Ministries: _____ 0 _____

Finances:

Local Expense Budget: \$ _____ 96,650* _____ (Current Year)
Our Church's Wider Mission Basic Support: \$ _____ 0 _____ (Current Year)
One Great Hour of Sharing \$ _____ 0 _____ (Current Year)
Strengthen the Church \$ _____ 0 _____ (Current Year)
Neighbors in Need \$ _____ 0 _____ (Current Year)
The UCC Christmas Fund \$ _____ 0 _____ (Current Year)

Beyond your financial gifts shared through the United Church of Christ, what mission giving has been important in the life of your church (whether local, regional, national, or global)?

Local families in Need, Food Pantry, Thanksgiving Food boxes _____ \$5,000 _____
Concord Coalition to end Homelessness _____ \$ 500. _____
Friendly Kitchen Serving breakfast the fifth Saturday of the month _____ \$27-50.00 contribution _____
CWS School Kits, +Samaritan's Purse "Operation Christmas child" _____ \$ 200. _____
Compassion International - Adopted a child _____ \$456. _____
Scholarships to Summer Camp _____ \$250. _____
Kearsarge Regional Ecumenical Ministries _____ \$500. _____
Warner Food Pantry _____ \$308. _____
Habitat for Humanity _____ \$287. _____
Heifer International _____ \$404. _____
The Friendly Kitchen _____ \$381. _____

Number of Pledges: __18 (plus a few give regularly, but don't pledge)

Average Pledge Amount: \$ __814.23 per week_ Loose Plate __\$126.26.

Revenue:	<u>Last Year</u>	<u>Five Years Ago</u>	<u>Ten Years Ago</u>
Offerings and Pledges	\$ __54,000_	\$ __56,900_	\$ __60,000_
Interest/Dividends	\$ _____	\$ _____	\$ _____
Principal Reductions	\$ _0__	\$ __15,000__	\$ __34,000__
Rentals	\$17,150*__	\$ __1,140__	\$ _1,240__
Special Fundraising (Public Suppers)	\$ __8,300__	\$ __6,575__	\$ _4,478__

Assets:	<u>Last Year</u>	<u>Five Years Ago</u>	<u>Ten Years Ago</u>
Operating Fund Balance	\$ __9,700__	\$ __5,300__	\$ _9,300__
Endowments / Investments	\$ _271,400_*	\$ _344,800__	\$ _344,800__
Other __Maria Fund__	\$ _20,000__	\$ _unavailable	\$ unavailable
Other __Capital Campaign	\$30,600__	\$ __0__	\$ __0__
Run Fund	\$10,300	\$ __0__	\$ __0__
Mission/Outreach	\$5,400	unavailable	unavailable

Do you use a % of your investments/endowments to support the on-going operation of your church? __x__ yes __x__ no Sometimes. Ask for details

If yes, what is that %? __0__% __5__% __10__%

* Our Parsonage sold on 9/4/18. This will impact the * items in the coming year.

Mission & Identity:

When was your church founded? 1772

__A log meeting house was built in 1766, four years after the first settlers arrived. In 1772 The Rev. William Kelly was ordained.

Why was it founded?

___ Land grants issued to early settlers required that settlers must build a meeting house and settle a pastor. Through the years several denominations have been present in Warner, but the two remaining in the 1940's were the Baptist Church and the Congregational Church. They decided to join together and were federated. In 1953, the Reverend Ivar F. Pearson, became the Interim Pastor. He then became the settled Pastor from 1954-58. During his time, he was able to bring the two churches together as the United Church of Warner.

What events have challenged your church in its history?

___ We have been challenged by the following: Moving the church building, uniting of the two denominations, frequent turnover of Ministers, financial challenges, part time minister, loss of choir/music director, secretary, and custodian. Some more divisive challenges have been: Owning 3 buildings, strong personalities with differing opinions, an aging congregation, dwindling attendance at Worship services, and other challenges involving sexual orientation.

What is the main mission emphasis of your church today? Why does your church exist?

To join in fellowship and worship God.

To become more Christ-like.

To experience HIS joy and to share that joy with others by serving

To financially support local and worldly Missions

If you have a Mission Statement, include it here:

___ The mission of the United Church of Warner is to worship God, preach the gospel of Jesus Christ, celebrate the Sacraments, and to demonstrate and share the love of God revealed through Jesus Christ, His Son.

Who are those whom God is calling your church to serve today? Who are your neighbors?

_ God calls us to serve the deaf community, the elderly, those with special needs and other neighbors and friends. All God's children are our neighbors.

What is your hope for the future?

We hope to work towards a full time Pastor. We desire to have more community involvement; both reaching out to them and having the support of the community. We want to grow in spirituality, faith, and prayer to become more like Jesus. We want to grow in fellowship through teaching/learning in small groups. We would like to provide programs and opportunities that fulfill the needs of families. We would like a communications team to help us make better use of technology. We would like to design and develop alternative worship services. We desire to become less divisive, striving to find our common ground building each other up, and supporting each other, rather than focusing on our differences.

What hymns do you like to sing when you gather in worship?

We like a variety of music. Traditional old time favorites such as, "Amazing Grace", "How Great Thou Art", and "Here I Am, Lord". We are also enjoying Gospel, Contemporary and Praise Music.

What biblical texts are especially important to your church?

23rd Psalm, Isaiah 40:31, Matthew 22:37-39, Corinthians 13:4-8, Hebrews 13:2

What style of preaching is appreciated by your congregation?

We like a variety of preaching as long as it makes scripture relevant to our lives in the 21st century. We prefer that the Pastor comes out of the pulpit and just talks to us from a prepared message.

Give examples of how your congregation is in relationship (covenant) with the United Church of Christ:

We pay our membership dues to the NH Conference of the United Church of Christ and the Merrimack Association, as well as to the ABCVT/NH. We seek guidance from the Conference and use them as a resource. Several of us attend Prepare to Serve each year.

No. Participating in Association Activities in the past year:

No. Participating in New Hampshire Conference Activities in the past year:

No. Serving on Association, Conference, National UCC Boards/Committees:

Have your members participated as delegates or visitors to General Synod? yes no

PART TIME MINISTRY

We understand that a Part Time Pastor is presented to the Congregation for call by election for an unspecified length of time. However, a specified length of time could be considered. The termination of a Part Time Pastor's call should be consistent with provisions specified in the church's By-laws.

The primary goals are as follows:

1. To be inclusive of our deaf ministry
2. To help us become more Christ-like and loving
- 3 To develop and increase Congregational relationships that will include everyone
4. To utilize a variety of worship styles, alternative locations, music and technology.
- 5 To Increase membership and involvement with and within our surrounding community.
6. To teach us the Word of God
7. The Pastor will prepare and lead Sunday worship to incorporate these goals

Using the Marks of Faithful and Effective Authorized Ministers, <http://uccfiles.com/pdf/THE-MARKS-OF-FAITHFUL-AND-EFFECTIVE-MINISTERS.pdf>, list the seven foremost personal and professional qualities you seek in your Designated Term Pastor.

1. Loving God, following Jesus Christ and being guided by the Holy spirit; living a life of discipleship
2. Acknowledging Jesus Christ as the sole head of the Church.
3. Communicating passion for the oneness of the Body of Christ(John 17-21)
4. Encouraging leadership development of self and others through continuing education and lifelong learning.
5. Leading faith formation effectively across generations.
6. Providing hope and healing to a hurting world.
7. Understanding community context and navigating change with a community through outreach and mission.
8. Developing and maintaining a healthy sense of self as shaped by God, community and life experiences.

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

yes yes for some compensation items but not all no

This ministry is to be considered:

- Full Time
 $\frac{3}{4}$ Time
 $\frac{1}{2}$ Time
 $\frac{1}{4}$ 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?

 20-25 hours (5-6 units); One and a half days plus Sunday

Salary, Benefits, and Expenses Offered

a. Salary Basis (Cash Salary & Housing) _ \$35,000 - 40,000 _commensurate with experience

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

c. Customary benefits:

 X Vacation: 2 weeks annually

 Maternity/paternity leave

 UCC Retirement Annuity (14% of Salary Basis)

 UCC Life and Disability Insurance Benefits

 UCC Health Benefits Individual Family

 UCC Dental Benefits Individual Family

 YES Social Security/Medicare Offset (7.65% of Salary Basis)

 Continuing Education Funds

 Continuing Education Time

 Sabbatical Leave (months after years of service)

 Other benefits (specify) _____

d. Ministry Expenses

 Travel Reimbursement (IRS Business Mileage Rate)

 Meeting Expense Reimbursement

 Books and Periodicals

 YES Reimbursement of Criminal Background Check Fee - \$160

 Moving Expenses

Indicate the tenure of the last three installed persons who filled the position you are seeking to fill:

<u>Name</u>	<u>From</u>	<u>To</u>
<u>_Rev. Robert Wyand_____</u>	<u>Feb. 2012 - Dec. 2014__</u>	
<u>_Rev. Dr. J.J. Bodine_____</u>	<u>Nov. 2001 - June 2010__</u>	
<u>_Rev Dr. Alan G Trent_____</u>	<u>1992 - 1999_____</u>	

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

yes no

Comment: __We will discuss this openly with possible candidates.

Has any past ministerial leader been the subject of a Fitness Review while serving at your church?

yes no

Comment: _____

Has your church been involved in a Situational Support Consultation? yes no

Comment:

__Informally_____

Does the church have a Pastoral Relations Committee?

yes no

If yes, describe its purpose, functions and how often it meets.

__The Pastor Parish Relations Ministry Team meets periodically to improve communication between the Pastor and the Congregation.

GENERAL

Does your church have a written Safe Church Policy? yes no

Does your governing body or your search committee have a well-defined policy against discrimination? yes no

Comment: _____

Is there a position description of the pastor's role and responsibilities?
 yes no If "yes," please attach a copy.

Does your church have a personnel policy covering this position? yes no
We have some pieces, but not a written documentation policy.

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: _____ Not Applicable _____ PT _____ FT
Title: _____ PT _____ FT
Title: _____ PT _____ FT
Title: _____ PT _____ FT

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
<u>Rebecca Courser</u>	<u>456-3997</u>	<u>Friend</u>
<u>Bob Wyand</u>	<u>748-6651</u>	<u>Former Pastor</u>
<u>Bill Donoghue</u>	<u>493-0489</u>	<u>Former Interim Pastor</u>

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

Finance Team, Worship Team, and PPRMT

STATEMENT ON LEADERSHIP IN MINISTRY

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

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

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

We are a hungry congregation looking for a Pastor to feed us spiritually. We would like the Pastor to feed our souls. We see our Pastors as spiritual leaders of the church. They are a vital part of the Worship team, the Pastor/Parish Relations Ministry team and the Council on Ministry. We would like the Pastor to help us implement and use our organizational structure effectively.

Organizational structure -see chart

The Congregation is the Church. The Council on Ministry is the governing body of the church and is made up of the Pastor, the Moderator, the Clerk, and four elected church representatives. The Council makes decisions for the church. Decisions concerning large financial matters and major issues involve the congregation for discussion, suggestions and maybe a vote.

The Pastor Parish Relations Ministry team works with the Pastor to develop healthy communications between the Pastor and the Congregation. The Worship Team and the Pastor share the responsibility for developing worship services. Currently we have no music director or technology support, so the responsibility of providing music and using technology falls on the Pastor and Worship Team. We also have an interpreter for our hearing impaired members. This requires that the Pastor work with the interpreter for all services.

The Finance Team is responsible for offering direction to the Council concerning fiduciary matters. The Pastor works with the Mission/outreach team to provide ideas and encouragement for sharing God's love locally, nationally and globally.

We hope that the Pastor would help us define and provide leadership in following where God is taking us. We would like the Pastor to encourage us, educate us, and stimulate our energy. Our pastor needs to help us each find our niche as we strive to be disciples of Christ. We need someone to fan the embers within so that we may be vibrant in sharing the love of Jesus through radical hospitality.

Conference Minister's Descriptive Reference

Church Name:

Location:

Conference:

Association:

Name of Staff Assisting in the Search:

Staff Comments:

Date