

LOCAL CHURCH PROFILE

**UNITED CHURCH
OF CHRIST**



**The First Church, Congregational, United Church of Christ
Nashua NH
Full Time Associate Pastor
NH UCC Conference**

Validation Date: 5/21/2024



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*“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)*

POSITION POSTING
LISTING INFORMATION
SCOPE OF WORK
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WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: **The First Church, Congregational, United Church of Christ**
Street address: **1 Concord St, Nashua, NH 03064**
Supplemental web links: [The First Church, Nashua | Congregational, UCC \(tfcucc.org\)](#)

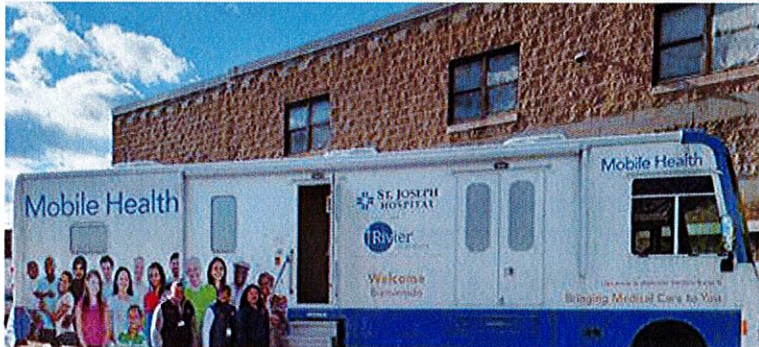
Additional ecumenical affiliations:
e.g. denominations, communions, fellowships)

Conference
Association NH UCC Conference
UCC Conference or Association Staff Contact Person
Name: **Rev Gordon Rankin**
Title: **NH UCC Conference Minister**
Phone: **603.715.9527**
Email: **grankin@nhuccc.org**

Summary Ministry Description:

- **Expectations of the new full-time Associate Minister center on growing membership and active participation in the community. People want a Associate Minister who can look at things with a fresh set of eyes and “market” First Church. He or she must have strong administrative skills as well as leadership qualities to help us grow our Sunday School.**

Photographs:



What we value about living in our area (2 – 3 sentences):

- **Offering of many diverse social activities in the area**
- **Educational opportunities for both young and older students**
- **Within driving distance, many different areas of activities (beach, mountains, biking, hiking, other tourist attractions)**

Current size of membership:

- **700**

Languages used in ministry (*other than English*):

- **none**

Position Title:

- **Full time Associate Minister**

Position Duration

- **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*):

- **Full Time**

Does the total support package meet conference compensation guidelines?

- **Yes**

SCOPE OF WORK

- **Overall Responsibilities:**

The First Church of Nashua, New Hampshire, an historic and vibrant 700-member faith community of the United Church of Christ, located 45 miles outside of Boston, is seeking an Associate Minister. This full-time position will work with the Senior Minister to provide ministry across the life of the congregation. In addition to assistance in worship, preaching, sacraments, pastoral care, and staff oversight; the Associate Minister will have administrative oversight of the educational ministries of the church across the life span. He or she will work closely with the teachers and Christian Formation Board (CF Board) in managing and progressing the education programs. He or She will be part of a talented team of staff and work in a friendly and collegial environment. The position provides a competitive salary with generous benefits.

- **Specific Duties:**

Some of the specific duties of the Associate Minister will include:

- Meet with individuals seeking membership

- Craft and conduct funeral/memorial services
- Conduct worship service at a local continuous care community
- Assist in organizing confirmation schedule and participate in events.
- Lead confirmation sessions
- Contribute to monthly newsletter and weekly enews
- Conduct care givers group
- Conduct and oversee visitation team
- Oversee and distribute weekly email to prayer partners
- Administrative tasks, such as supervising the education, recruiting and training teachers and nursery staff; working with ministerial staff in developing and tracking the program budget
- Attending regular staff and board meetings
- Assisting Senior Minister with staff oversight and evaluations
- Updating Christian Education curriculum with CF Board and teachers as needed
- Effectively communicating with parents, church staff, and the congregation about program activities and events
- Other responsibilities include basic record keeping of ministries in conjunction with staff and volunteers, such as maintaining accurate enrollment data for infants through youth in grade 12
- Keeping current background screening records for all program volunteers
- Is the point person between the CF Board and the Church staff

- **Personal Qualifications:**

The ideal candidate will be ordained in the United Church of Christ; and be a:

- Faithful follower of Christ, a genuinely faithful person, moved by a sense of calling to love God and others
- Dynamic leader, a self-starter, able to work independently to provide leadership with the Senior Minister with special attention to faith formation ministries which includes development and oversight of its programs; recruit, train, and supervise its leaders; and proactively address problem situations as they arise
- Convincing public speaker in the pulpit and in person who can connect with people from different generations, socio-economic and educational backgrounds, and faith perspectives
- Collaborative worker, a team-player, willing to assist other church staff as needed
- Mature manager, a discerning and wise person, who is able to identify and manage conflict; makes sound decisions under pressure; and behaves appropriately with children, youth and volunteers, upholding professional standards of conduct and maintaining proper boundaries.

- Effective administrator, an organized record-keeper, who is able to utilize office equipment including Microsoft Windows-based computer systems and Microsoft Office software
- Fiscally responsible, able to oversee budgets and work within them
- A person who is respectful of the church's unique history and identity, especially its inclusive nature, but is flexible to maintain vibrant programs in the midst of an ever-changing society.

Core Competencies:

- **Administrative skills and oversight of the staff of the Church**
- **Work with visitation and care givers groups.**
- **Educational ministries of the church**
- **He or she will work closely with the teachers and Christian Formation Board (CF Board) in managing and progressing the education programs.**

COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*):

- **Base salary and housing allowance:**

Benefits (*choose one*):

- **Salary plus Benefits**
- **There is no parsonage for First Church. The cost of an apartment is high in Nashua with the average two-bedroom renting at approximately \$2,000 per month. According to Redfin, in March of 2024, the median sale price of a home in Nashua was \$497K. (source Nashua NH Chamber of Commerce, May 2024)**

What is the expected living situation for your next minister? Comment on the residential/commuting expectations for your next minister.

- **It is highly encouraged that the Associate Minister live within driving distance of Nashua. It is not necessary to live within our city limits. No parsonage is provided.**

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

- **\$500/annually for continuing education**
- **\$500/annually for professional expenses**
- **3 sabbatical after 5 years**
- **One month vacation annually**
- **Reasonable sick time**
- **Annual Christmas bonus**

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

- **Peer and professional support is available within the NH Conference**

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

- **N/A as this is a full time position**

WHO IS GOD CALLING TO MINISTER WITH US?

- **Bring administrative organization to our Church staff.**
- **Develop and grow different areas within our Christian Formation teams.**
- **Assist with all ministerial activities from preaching to funerals, baptisms, weddings.**

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

- **An effective leader who develops respect and trust within our community**
- **A caring, listening and spiritual leader who can guide the congregation through various stages of their emotional journeys.**

Specify language requirements or culturally specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

- **We need a mature, caring and well-rounded Associate Minister who can take charge in all areas of leadership but does so with a culturally sensitive and well-intended heart.**
- **English is the only language needed.**

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.

- **Develop new approaches for expanding participation in our Christian Formation programs.**
- **Working to improve our administration support**
- **Assisting with all ministerial activities: preaching sermons and conducting baptisms, weddings and funerals.**

WHO IS GOD CALLING US TO BECOME?

- **Focused on looking ahead within 3-5 years of planning.**
- **Step out in faith to take on the larger challenges our world brings to us daily.**

- **Commit to the financial and spiritual well-being of our church.**

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation. Add positive programs you would like to highlight.

- **We spend much time, talent, and treasure working to end homelessness. We provide low-cost housing and encourage our congregation to help where they can increase our reach within the community.**
- **We have a strategic plan as well as a 30-year plan for managing our campus and all the necessary capital upkeep.**
- **At the center of our community's worship experience is a full-time Minister of Music. With exceptionally skilled organ and vocal conducting, religious spirit elevates every gathering. With tireless dedication and keen musical talent, the combination of chancel choir, folk choir, hand bell ensembles and children's choirs have become the largest volunteer organization within the church. In our church, music is more than a component of worship, it is a gift to be shared, a means to healing, and a form of prayer. This musical offering extends beyond Sunday services to include a concert series of over 16 years running. Artists of national talent are hosted at the church, which are offered at no cost to the community through the generous donations of the congregation. This celebration of faith through the universal language of music is a vibrant thread woven into the fabric of our communal life.**

WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe your congregation's life of faith.

- **Our life in faith is grounded in a loving Creator God who is revealed to us most perfectly in Jesus of Nazareth who we profess to be the Christ. Our**

faith is centered in Scripture, tradition, and our personal experience and is lived out in and through the community of faith, the church. The promise that nothing in life or death can separate us from God's love in Jesus Christ frees us from sin and fear. The call to which we respond is to be an outpost of God's Realm of love and justice in this time and place; a community of inclusion and hospitality.

Describe several strengths or positive qualities of your congregation.

- **A very community centered congregation**
- **Wide opportunity for involvement for both Church and non-church members**
 - **Music and chorus**
 - **Women's Association**
 - **Holiday Fair**
 - **Bible studies**
 - **Community Volunteering (to name a few)**
 - **Nashua Soup Kitchen and Shelter**
 - **Crop Walk**
 - **End 68 Hours of Hunger**
- **Generous when there are special needs to be addressed (emergency repairs as an example)**
- **Dedicated Christian Formation teams motivated to growing out Sunday School and planning for the future.**

Describe what worship is like when your congregation gathers.

- **We offer a traditional and uplifting series of worship sessions.**
- **Music is a huge part of our worship experience. We have 3 outstanding choirs enhanced by professional singers and musicians to help broaden our worship experience.**

- **We offer an intimate setting (our Shaw Chapel) as well as a much broader and larger setting within our main church sanctuary. Services are offered in both settings each Sunday.**
- **Our Senior Minister provides compelling, thoughtful, and relevant sermons with the occasional dash of humor.**

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

- ***The Christian Formation (CF) program at First Church is more than just a Sunday school. The program nurtures and guides children, youth, adults, and families in Christian values and faith formation. At its educational core, the program boasts top-notch Christian curriculum for its 4-year old through 6th grade students. Seventh and eighth graders turn their lessons into action through the school year in "Make A Difference" (aka M.A.D.) with various fundraising and service activities. Ninth graders continue their faith journey in the Confirmation program under the guidance of their congregational mentors. Our infants and families enjoy a large, well-furnished nursery space, and our adults and families participate in many other programs and seminars developed for the needs and demands of our contemporary society. The Board of Christian Formation creates, oversees, and supports these educational programs, as well as their policies and procedures. We are blessed with a committed and energetic group of volunteers, which include several youth members.***

Describe how your congregation is organized for ministry and mission.

- **We have 7 main Committees and numerous sub-committees attached to those.**
 - **Prudential**
 - **Deacons**
 - **Ushers**
 - **Christian Formation**
 - **Music**
 - **Women's Association**
 - **Outreach**

- **Quarterly cross Committee sessions are held where the different committees and sub-committees report out.**
- **Our committee members can serve 6 one-year terms and are voted on by the congregation at our annual meeting**

When it comes to decision-making, how many hours are spent in meetings per month?
Most boards meet monthly (through the school year). ~20 hours

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

A combination of Committees and Chair people came together to gather the resources and talent needed to solve the problem. Emergency meetings are held via Zoom to gain consensus on a solution.

- **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/No] Yes**
- **[Inform at First Church | Nashua, New Hampshire | UCC \(fucc.org\)](#)**

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	200	X
Number of non-active members:	500	X
Total of church participants (sum of the numbers above):	700	X

Percentage of participants who have been in the church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	65%	X
Less than 10, more than 5 years:	25%	X
Less than 5 years:	10%	X

Number of total participants by age:

0-11	12-17	18-24	25-34	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
30	18	10	33	49	55	31	22	X

X

Percentage of adults in various household types:

	%	<i>Is this percentage an estimate? (check if yes)</i>
Single adults under 35:	14	X
Joint household with minors:	22	X
Single adults age 35-65:	10	X

Joint household with no minors:	28	X
Single adults over 65:	26	X

Education level of adult participants by percentage:

	%	<i>Is this percentage an estimate? (check if yes)</i>
High school:	3	X
College:	41	X
Graduate School:	54	X
Specialty Training:	2	X
Other (please specify):		

Percentage of adults in various employment types:

	%	<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	50	x
Adults who are retired:	42	x
Adults who are not fully employed:	8	x

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

- **We have many professional people working in education, health, finance, and high tech. We also have a whole group of self-employed people who are focused on various types of services.**

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?

- **We are mono-cultural. While we have several families who are multi-racial, most of our members are white, Anglo-Saxon in origin.**

List the date your congregation has had or will have a conversation using a resource such as the Welcoming Diversity Inventory. Comment on the results.

- **No Welcoming Diversity Inventory is planned, we do say from the pulpit each Sunday “No matter who you are or who you love or where you are on your faith journey, you are welcome here.”**

PARTICIPATION AND STAFFING

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	100+	Minister, Associate Minister, Music Minister and various lay leaders
Baptisms <i>(number last year)</i>	8	Minister, Associate Minister
Children’s Groups or Classes	Numerous	Classes Sunday mornings
Christmas Eve and Easter Worship	3/3	Plus Maundy Thurs, Lenten Service
Church-wide Meals	100+	Coordinated volunteers for the Nashua Soup Kitchen and Shelter
Church-based Bible Study	4	4 held on a weekly basis and many held during the year as 4 week sessions
Choirs and Music Groups	70	
Communion <i>(served how often?)</i>	Monthly	Minister and Associate Minister
Community Meals	0	
Confirmation <i>(2023)</i>	8	
Drama or Dance Program	0	

Funerals (<i>number last year</i>)	10	
Intergenerational Groups	0	
Funerals (number last year 2023)		
Outdoor Worship	1	Horton Center, Fall of each yr
Prayer or Meditation Groups		
Public Advocacy Work	Monthly	
Retreats	2	Horton Center and Winter Retreat
Theology or Bible Programs in the Community	0	
Weddings (<i>number last year</i>)	1	
Worship (time slot: <u> </u> 8:15am <u> </u>)	1	Minister, Associate Minister
Worship (time slot: <u> </u> 10am <u> </u>)	1	Minister, Associate Minister
Young Adult Groups or Classes	0	
Youth Groups or Classes	1	MADD
Other		

Additional comments:

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).

Name	Three-Way or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev Dr Andrew Armstrong	no		Senior	n
Rev Nancy Haynes	No		Part time Associate	n

Rev Dr Jeffery Evans	No		Associate Minister	y
Rev Dr Vera Wingate	No		Minister	y

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:

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Office Manager	N	f/t	Andy Armstrong	6 months
Marketing Manager/Finance	N	f/t	“ “	5 years
Sexton	N	f/t	“ “	3 years
Senior Minister	Y	f/t	Prudential	9 years
P/T Associate Minister	Y	p/t	Andy Armstrong	2 years
Minister of Music	N	f/t	“ “	14 years

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation’s overall ministry?

- **We have a well-integrated staff with clear lines of communication. While our congregation is aging, we have seen a growing trend in families joining, partially based on our “resident” music school and word of mouth.**

CHURCH FINANCES

Treasurer's Report 2023 Annual Report

First Church is involved in a wide range of ministries and outreach that support our members, youth, friends, and the wider community of Nashua and New Hampshire. The total net spending in 2023 was \$1,152,646 compared to \$1,256,497 in 2022.

The estimated breakdown by program (which includes both direct expense and support from ministers and staff) is as follows:

Pastoral Care Ministry	\$200,370	17.5%
Christian Outreach	\$170,014	14.8%
Christian Education/Formation	\$194,197	16.9%
Worship Ministry	\$208,099	18.2%
Music Ministry	\$269,872	23.6%
<u>Wider</u> Relations (Interfaith/Community)	\$103,199	9.0%

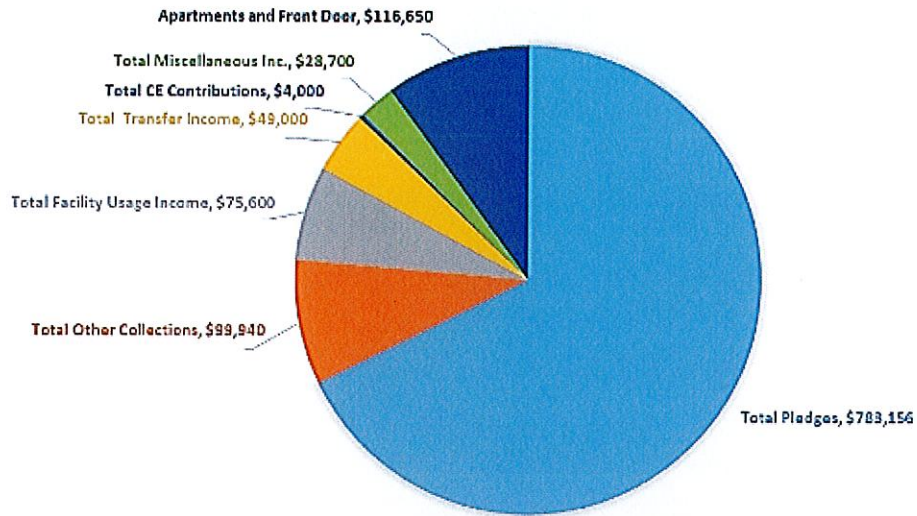
It was interesting to note that the absolute value of these numbers as well as the % breakdown are similar to those reported for the last five years. Clearly, we are continuing a ministry in many areas that meets or exceeds the needs of our church and wider community.

First Church Budget – 18 Jan 2024

<i>Income</i>	2023 Budget	2023	2024 Budget
Total Pledges	\$779,000	\$709,266	\$783,156
Total Other Collections	\$78,900	\$142,334	\$99,940
Total Facility Usage	\$54,000	\$57,710	\$75,600
Total Transfer Income	\$75,500	\$164,234	\$49,000
Total CE Contributions	\$5,000	\$3,087	\$4,000
Total Miscellaneous	\$42,200	\$42,691	\$28,700
3 Concord Street	\$16,800	\$17,280	\$18,000
5 Concord Street	\$57,576	\$57,259	\$60,000
Orange Street Income	\$18,168	\$18,518	\$18,650
Pastoral Care Income	\$19,800	\$19,800	\$20,000
Total Income	\$1,146,944	\$1,232,179	\$1,157,046
 <i>Expense</i>			
Total Salaries	\$680,000	\$646,929	\$665,000
Total Office Supplies	\$30,000	\$44,611	\$43,500
Total Utilities Maint. &	\$200,000	\$200,353	\$201,600
Total Outreach	\$61,300	\$81,225	\$55,500
Total CE Expenses	\$10,000	\$2,175	\$4,050
Total Diaconate	\$3,600	\$2,274	\$3,500
Total Women's	\$3,000	\$1,767	\$3,000
Total Music	\$62,800	\$50,573	\$62,250
Total Miscellaneous	\$5,000	\$29,486	\$13,400
Total Expense Clearing	\$0	-\$402	\$0
Total Miscellaneous	\$0	\$0	\$0
Total 3 Concord Street	\$12,830	\$17,239	\$15,000
Total 5 Concord Street	\$43,338	\$30,815	\$36,050
Total Orange Street	\$14,408	\$14,938	\$15,500
Total Pastoral Care	\$20,613	\$30,675	\$22,650
Total Expense	\$1,146,889	\$1,152,656	\$1,141,000
Difference			\$16,046

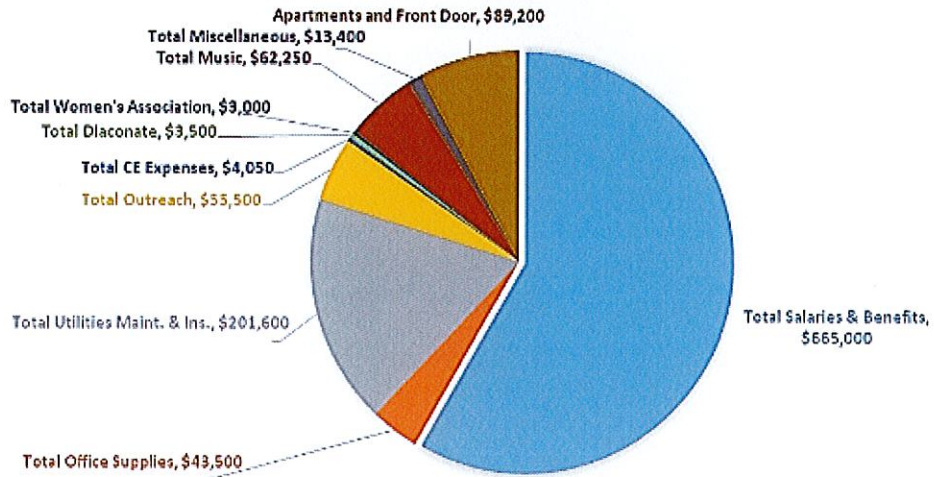
FIRST CHURCH INCOME BUDGET 2024

\$1,157,046



FIRST CHURCH EXPENSE BUDGET 2024

\$1,141,000



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

Never

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (*indicate those included during the most recent fiscal year*)

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

- **Yes to all the above**

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*)

- **10%**

What is the church's current indebtedness?

Total amount of loan debt:

- **\$100k line of credit**

Reason for debt:

- **Capital expenses**

Are capital and other payments current?

- **Yes**

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.

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

- **Last capital campaign was held in 2012**
- **In the past 4 years, we have had 3 major fund raisers to cover expenses associated with our Church Tower (including our stained glass windows, bell clappers), a major HVAC upgrade to our Walker Building to accommodate a new tenant and the replacement of our 30 year old elevator. The project alone accounted for nearly \$500k in additional fund raising.**

If a capital campaign is underway or anticipated, describe:

- **Preliminary plans are being developed for a campaign to begin 2025-2026.**

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

- **Major gifts were given to local Nashua charities as part of our 2012 campaign.**

Does your church have an endowment?

**FIRST CHURCH TRUST INVESTMENT FUND PERFORMANCE
YEAR 2022**

FUND	31-Dec-21	31-Dec-22
United Church Fund	\$ 801,466	\$ 588,378
Wells Fargo [5], [6], [\$ 896,045	\$ 761,209
TOTAL	\$ 1,697,511 =C	\$ 1,349,587 =D
Net change in fund value	\$ (347,924)	-20.5% =[(D-C)/C]*100

**Note: does not take into account deposits & withdrawals;
See Net Investment Return below for a more meaningful number**

Fund Deposits

Unrestricted gifts (incl. int. sweep from Wm Law Prin.)	\$ 15,191
Designated gifts [9]	\$ -
Restricted gifts [1]	\$ -
Discretionary Fund deposits [7]	\$ -
Special Deposits [4]	\$ -
Scholarship gifts [10]	\$ 900
Spencer Fund	\$ -
Spade Family Fund	\$ -
Music Fund (Started April, 2019)	\$ 7,540
Repayment from general fund	\$ -
TOTAL deposits	\$ 23,631 =A

Fund Withdrawals

Outreach (10% of unrestricted gifts)	\$ -
Discretionary fund withdrawal [7]	\$ 26,000
Wm. Law Principal Sweep/Interest Withdrawal(s)	\$ 15,256
For capital & operating expenses (UCF fund) [8]	\$ 80,000
Music concerts [3]	\$ -
Scholarship withdrawal	\$ 19,000
Special withdrawals [4]	\$ -
Spade Family Fund	\$ -
Spencer Fund	\$ 1,640
Music Fund (Started April, 2019)	\$ -
TOTAL spending	\$ 141,896 =B

Net Investment Return [2] -14.02% =[(D+B-C-A)/C+(A+B)/2]*100

NOTES

- [1] "Restricted" here means that the church can spend any growth or income or a fixed percentage but not the entire principal
- [2] Trailing one-year investment performance using the average of deposits & withdrawals
- [3] From Mary Ellen Cross Towles Fund, designated for concert series support
- [4] Special deposits & withdrawals result from pledge stock transactions using one of the funds as a clearing account
- [5] Includes Scholarship Fund; beginning in 2011, the Trust Committee initiated custodial responsibility for the Scholarship Fund
- [6] Includes Capital Campaign Fund, opened in 2013 for Capital Campaign contributions by stock transfers; renamed Spade Fund 1/1/18
- [7] Formerly Pastoral Housing Fund, renamed "Discretionary Fund" when First Church ceased housing allowances to ministers in 2016
- [8] Up to 7% of capital spending basis (without Prudential special vote)
- [9] Designated gifts allow principal to be spent, but only for specified uses
- [10] First Church has assumed responsibility in 2019 for the Mulrooney scholarship with a beginning principal of \$50,000.

What is the market value of the assets?

- **\$1.4m**

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

- **Regularly**

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

- **10% in 2023, 7% 2018-2022**

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

- **We regularly withdraw 7% annually to balance our budget.**

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

- **Nearly \$1m in our Trust are restricted or designated accounts. Considering the remaining \$400k, we are looking 5-6 years of the endowment lasting.**

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): \$

Investments (other than endowment): \$

Does your church have a parsonage?

- **No**

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances
 Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church:

Address	Function	Owned
1 Concord St, Nashua, NH	Church Building	Y
3-5 Concord St, Nashua, NH	Low income apts	Y
7 Concord St, Nashua, NH	Front Door Agency	Y
32 Orange Street, Nashua, NH	Low income home	Y

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

- **None**

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) *Worship space, facilities, dining room, Nauss Hall and Fellowship Hall*

- ***The entire Church building, Walker Building are all wheelchair accessible. We have an elevator that services all 4 floors of the Church and Walker Buidling***

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

- **A Budget Committee polls all the committees and subcommittees for their upcoming budget needs. Adjustments are made to the past year's expenses with increased added based on inflection. The budget is presented to the Prudential Team for approval. Final step is to present the budge to the congregation for review and voting approvals.**

HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

- **We had 5 senior staff members retire within a two-year period. All these staff members had 25-35 years of service within our Church. We have added new staff to fill those positions and continue to grow and thrive as a congregation.**
- **During the pandemic, we went online. We currently are live streaming our Sunday 10a services on both WSMN radio and You Tube. We pivoted very quickly to get cameras, microphones, sound boards and more to successfully enable this work.**
- **Our Senior Minister (Rev Andy Armstrong) completed a 2k mile bike ride from Nashua, Iowa back to Nashua, NH. This fundraiser brought in over \$50k in donations to repair our 107-year-old Church Tower.**

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

- **During the pandemic, we went online. We currently are live streaming our Sunday 10a services on both WMSU radio and You Tube. We pivoted very quickly to get cameras, microphones, sound boards and more to successfully enable this work.**

Every church has conflicts, 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.

- **Due to a reorganization of 3 staff posts, there was some upset within the Church as to those who chose to leave our staff. Private and public meetings were held by Prudential to address concerns and be sure that all questions were answered.**
- **It was decided that due to the small number of congregants at our 8:30am service we would change it to 8:15am and move from our sanctuary into our beautiful Shaw Chapel. This is a much more intimate setting for our early risers. Again, notifications were shared with our congregation, and it**

has turned into a very popular service. Perhaps even more so than the original 8:30am version.

Ministerial History *(include all previous ministerial staff for the past 30 years)*

Staff member's name	Years of service	UCC Standing (Y/No)
Rev Andy Armstrong	9 years	Y
Rev Nancy Haynes	2 years	Y
Joseph Olefirowicz	16 years	N
Rev Jim Chaloner (retired)	31 years	Y
Rev Dr Jeff Evans (retired)	31 years	Y

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

- **When change happens, we come together as a family, set aside differences and set about solving any issues. We are very aware of our finances and our challenges in the community and many of the members form teams to work out solutions to any problem. We are resilient and forward thinking**

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

Y/N/Ask us

- **No**

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us

- **No**

Has a past pastor been the subject of a Fitness Review while at your church?

Y/N/Ask us

- **No**

WHO IS OUR NEIGHBOR?

COMMUNITY VISION

MISSION INSITE

COMMUNITY VISION

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

- **While the Outreach Ministry of First Church is broad-based (i.e. locally, nationally, and internationally) the Outreach Board has discerned a primary focus on ministries and agencies dealing with homelessness and poverty and the related issue of hunger, particularly as it impacts children. We have an active board of 9 members who coordinate a monthly calendar, Mission Focus of the Month, where we provide funds and promote volunteerism at agencies including Family Promise (a shelter program), the Nashua Soup Kitchen and Shelter, the Adult Learning Center, and more. We also have an active Thrift shop that not only provides good inexpensive clothing for local families but provides us with substantial discretionary funds to meet community needs. A large number of our members are involved in active volunteer service**

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

- **We have several delegates each year who attend the Nashua Area Interfaith Council, Hillsborough Association, and NH Conference Annual Meeting.**

Check all of the following “statements of witness” that apply to your UCC faith community. (Find more information on these statements at ucc.org.)

- **No to all the below**

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

- **N/A**

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

- **Some of the organizations our members participate in are Crop Walk, Water Walk, Family Promise, Front Door Agency, Nashua Soup Kitchen, and the Adult Learning Center.**

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

- **We believe in “Welcome, Unite, and Serve”. We have a designated Welcome Center staffed with greeters each Sunday. Following the service is Coffee Hour. New people are encouraged to join activities within the**

congregation and outreach community activities. Most members participate in volunteer organizations.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

- **Our ministers actively serve on various boards in the community as well as fulfilling duties within the church.**

MissionInSite

Comment on your congregation's MissionInSite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

- **n/a**

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?

- **We offer below market rentals in properties adjacent to the church as well as our neighbor, The Front Door Agency that deals with homeless issues. While some of our neighbors walk to church the majority of our congregation comes throughout Nashua as well as many surrounding communities.**

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

- **We are actively trying to expand the availability of low cost housing in Nashua and at more of our properties working in conjunction with Family Promise.**

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

- **We are known for our active support of the community, particularly regarding homelessness. Staff members and congregants serve on the boards of Family Promise, The Nashua Soup Kitchen and Shelter, The Front Door Agency, the Adult Learning Center, The United Way, the Thank you Project, and more. Our excellence in music is well known, as reflected in our Sunday worship and long-running concert series.**

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

- **Most people joined volunteer opportunities based on personal invitation and a desire to be involved in a particular area of interest such as Sunday School, ushering, or music.**

REFERENCES

Name up to three people who have agreed to serve as phone and written references. 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: Jim Donchess, Mayor of Nashua

229 Main Street Nashua NH 03060

P.O. Box 2019

Nashua, NH 03061

6035893260

NashuaMayor@NashuaNH.gov

Reference 2: Pamela Wellman, Chair of Family Promise

3 Crown Street, PO Box 450

Nashua, NH 03061

6038837338

Reference 3: Jane Goodman, Executive Director Nashua Soup Kitchen and Shelter

2 Quincy St. PO Box 3116

Nashua, NH 03061

6038897770

CLOSING PRAYER

I slept and dreamt that life was joy.

I awoke and saw the life was service. I acted and behold,

Service was joy.

--Rabindranath Tagore

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

- Prudential Committee
- Board of Deacons
- Christian Formation
- Music Committee
- Outreach Committee
- Office Staff

Signed:

Caryl Ann Sullivan

Caryl Sullivan

Chair of Search Committee

May 7, 2024

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: First Church of Nashua is in good standing with the Hillsborough Association of the New Hampshire Conference of the United Church of Christ.

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

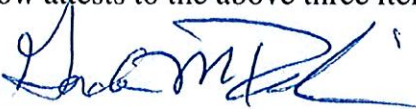
Staff Comment: To the best of my knowledge, the ministerial history in the profile is complete and accurate.

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

Staff Comment: To the best of my knowledge, the financial information in this profile is presented thoroughly.

My signature below attests to the above three items.

Signature:



Name / Title: Gordon Rankin, Conference Minister

Email: grankin@nhcucc.org

Phone: (603) 225-6647

Date: 5/21/2024