

Congregational Church of North Barnstead (CCNB)

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Member: Merrimack Association of

New Hampshire Conference of The United Church of Christ

No other denominational affiliations

New Hampshire Conference of the United Church of Christ

Staff Contact Person

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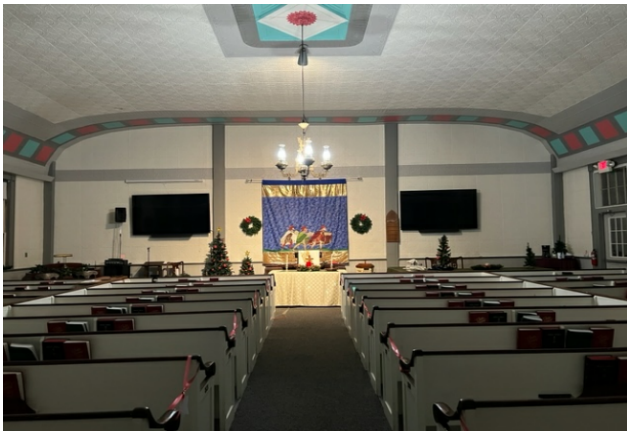
Summary Ministry Description:

The Congregational Church of North Barnstead, UCC (CCNB) ***is looking for you.*** We are especially interested if you are:

- Energized by a vital congregation and looking to help generate an ever-expanding circle of pastoral-congregational life and impact.
- Excited by God's call to live faith in action and looking to join a Church which lives that call.
- Eager to be in community with people who are hungry to understand the guidance the Holy Scriptures give us TODAY for enlivening our relationship with God and building The Beloved Community.
- Hopeful of finding a Church that is flexible with and supportive of its Pastor.
- Open to finding effective ways in which the talents of the Pastor & Congregants can be channeled.
- Talented in four areas of excellence from The Marks of Faithful and Effective Authorized Ministry:
 - Building transformational leadership skills,
 - Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice,
 - Caring for All Creation,
 - Engaging Sacred Stories and Traditions.

You ***are looking for CCNB,*** especially if you are looking for a church community that:

- Envelopes you, and all who enter our doors, with a palpable feeling of warmth, caring, and support.
- Is comprised of people with a powerful faith in a loving God.
- Is involved in multiple ministries locally and internationally and has a strong desire to make more impact beyond our walls.
- Is committed to continuing faith development from early childhood through the rest of life.
- Values children as integral members of our community and works hard to provide Christian education and opportunities, including participation in New Hampshire UCC's amazing Horton Center summer camp.
- Believes every member is a minister.
- Is blessed with five retired minister members and a spiritual director who offer multiple different talents to CCNB, and who all have a solid understanding that their current role is to offer support when requested.
- Has processed the departure of its last settled pastor, has been nurtured and well cared for by our interim pastor, and is eager to welcome a new settled pastor and move with anticipation, enthusiasm, energy, and joy into our next chapter.



Sanctuary

The white country church up the hill from the lake
Is two hundred years old now, give or take.
In a quiet corner of town, she has stood all these years
And welcomed her neighbors, with their hopes and their fears,
To gather and worship, to praise and to pray.

In years that see bounty and in times that are spare
She is a spirit filled refuge for people who care.
Who are helping each other in ways great and small,
And working together to benefit all.

If her walls were to speak what great stories might they tell
Of those faithful, long gone, who served her so well.
Their legacy is ours to build on.

May we help her to grow, to be all she can be.
May there always be heavenly music for our souls.
May God's Word always be preached.
May God's peace be our goal.

Live on little church. Touch the future. Be strong!
Many more generations will be inspired by your song.

2019 by Barbara Moulton (1909 – 2021)
Revered long time member



Mission Statement Reflection

“Led by the Holy Spirit”...Every service, every prayer opening a meeting, is a call on the Holy Spirit for wisdom, faith, and leadership.

“our Open and Affirming community”...shouts out our welcome to all God’s children to join us in this warm and loving community.

“prays,”...Always

“serves” ...Today packing supplies for Ghana, tomorrow contributing to local and state projects to serve the poor, the immigrant, the mentally ill, and more.

“and plays together”...literally on a special outing planned by an adhoc group and figuratively in our playfulness together.

“joyously”...Always

Current Size of Membership: 67

Position Title: Pastor (Part-time)

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.

Core Competencies:

- A strong Biblical grounding with an ability to communicate how to incorporate Biblical precepts into our daily lives.
- Good interpersonal skills to understand the needs of individuals and to provide guidance for fostering spiritual growth.
- Flexibility to respond to changing circumstances in the church and related to individuals.
- Commitment to involving children in the life of the church.
- Commitment to empowering and supporting strong lay leadership for the work of the church.

COMPENSATION AND SUPPORT

Compensation Level: Compensation will be determined with reference to the Call Agreement Workbook. Our hope is to continue with a half-time pastor. We have always been fair and flexible in accommodating good pastors. We are open to considering alternative arrangements of interest to the candidate.

Residential / Commuting Expectations: We expect that our pastor will live within a reasonable commute (TBD) so as to be able to conduct Sunday worship services, support church activities, contribute to visits of pastoral care, and participate in committee meetings to the degree consistent with part-time status.

Incentives (such as school debt reduction or retention bonus after a certain number of years in position): We budget for Pastoral Spiritual Growth, conference attendance, and some travel expenses. We increase salaries in line with NHCUCC guidelines. The most significant incentive for previous pastors has been our flexibility in negotiating time arrangements.

Peer & Professional Supports available for ministers in your association/ conference:

- Five retired clergy in the congregation who support the pastor and the church.
- The Pastoral Leader Development Group of the New Hampshire Conference, run by a pastoral counselor. Pastors get support in a facilitated peer group. \$250 yearly, meeting 10 months of the year.
- The conference Clergy Day a workshop given in the spring with a pertinent topic.

- The conference Clergy Convocation is a two-day retreat/convocation in September.
- New Hampshire Conference building in Concord, NH
- State Bible Society, Concord, NH.

WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve:

- Journeying along a path of discovery with the congregation to discern God's purpose for us.
- Increasing our congregation's interest in, and ability to, extend God's love beyond the church walls through responding to the needs of others.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls: With the assistance of our members-

- Will learn about the individuals in our congregation, our talents, interests, and our personalities as well as learn about the local community needs, possibilities, and limitations.
- Will have an interest in drawing people into the church and will work with individuals to form interest groups that develop effective strategies for reaching out and will engage in outreach activities to the community, making CCNB more visible to the community.
- Will have a comfort level concerning financial stewardship to work with the congregation to identify goals and create plans to achieve those goals.

Specify language requirements or culturally specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling: Competence in American English. In the past we had members who spoke Spanish and French, so the Passing of the Peace is spoken in all three languages. Comfort in speaking to youth and people of any other ethnicity that we might attract to CCNB would be helpful in expanding the diversity of the church.

WHO IS GOD CALLING US TO BECOME? "You shall love the Lord your God with all your heart, and with all your soul, and with all your mind." (Matthew 22:37 NRSV)

WHO IS GOD CALLING YOU TO BECOME AS A CONGREGATION?

- God is calling us to listen as God speaks and to welcome and nurture all people of various abilities, backgrounds, ethnicities, and attributes.
- God is calling us to grow in our relationship with God and stretch our ability to love ourselves and others as God loves us.

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

- We have initiated services and meetings using Zoom. The participation was fairly good initially and we drew in people outside our geographic area. Overall, participation has fallen from pre-COVID levels since we resumed hybrid (Zoom and live) services but participation grew when a new pastor began.
- We have a Sunday school program for children, the 1st Sunday of the month, and desire a fellowship program for the youth. A children's sermon is a planned part of the Sunday service.
- We want to re-engage families with children. A group has met several times to explore how to resurrect an education program for children and youth.

WHO ARE WE NOW? "You shall love your neighbor as yourself." (Matthew 22:39 NRSV)

CONGREGATIONAL REFLECTION

UNITED CHURCH OF CHRIST									
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS									
Church No:	442056	Schedule:	C	Congregational Church of North Hanover	Barre, VT	M4	03225	UNITED CHURCH OF CHRIST	
Assoc:	500								
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHRISTIAN FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET NEWB ADDS-REMOVED
2013	84	59	62	7	8	0	0	14	2
2014	84	69	62	0	0	0	0	0	0
2015	98	52	89	0	4	11	1	0	14
2016	98	62	89	0	0	0	0	0	0
2017	98	62	89	0	0	0	0	0	0
2018	98	45	40	0	0	1	0	0	1
2019	95	46	32	2	0	6	0	12	-10
2020	81	41	52	6	0	0	7	1	-6
2021	84	41	52	1	2	0	0	0	3
2022	96	33	23	0	0	0	0	20	-12
2023	96	33	23	0	0	0	0	0	0
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	FOR OTHER UCC GIVING	TOTAL DOWNS	OTHER GIFTS	WIDER MISSION	BASIC SUPPL	PLEDGES AND OFFERTINGS
2013	\$51,100	\$4,907	\$3,250	\$5,047	\$5,297	\$1,029	\$5,395	0.56	\$46,230
2014	\$41,100	\$0	\$3,010	\$1,834	\$5,364	\$0	\$5,364	7.17	\$0
2015	\$43,841	\$500	\$3,350	\$2,956	\$5,560	\$65	\$5,521	6.13	\$54,321
2016	\$43,841	\$0	\$3,950	\$2,711	\$6,611	\$0	\$6,611	7.24	\$0
2017	\$43,841	\$0	\$4,000	\$1,258	\$5,238	\$0	\$5,238	7.43	\$0
2018	\$73,257	\$0	\$4,000	\$1,740	\$5,740	\$903	\$5,643	5.88	\$60,921
2019	\$71,628	\$0	\$4,000	\$1,386	\$5,559	\$533	\$5,429	5.95	\$64,256
2020	\$69,368	\$0	\$4,000	\$1,021	\$5,023	\$6,702	\$14,726	5.78	\$58,756
2021	\$69,368	\$0	\$3,565	\$2,90	\$3,815	\$0	\$3,815	5.12	\$0
2022	\$76,162	\$0	\$3,500	\$2,157	\$5,657	\$3,900	\$9,657	4.05	\$42,758
2023	\$76,162	\$0	\$3,500	\$1,370	\$4,670	\$0	\$4,670	4.65	\$79,752
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHRISTIAN FAITH FORM	TOTAL ADDITIONS	REMOVALS	CURR LOCAL EXPENSES	TOTAL DOWNS	TOTAL EXPENDITURE	
2015-2023	-33.33	-28.38	-42.50	-100.00	0.00	6.98	-30.38	3.68	
2015-2023	-21.43	-44.37	-62.80	-100.00	-100.00	66.84	-44.62	21.58	

Please note: Zero values ("0" or "0.00") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

Describe your congregation's life of faith: CCNB is a living, hopeful, warm, caring community committed to continuing to grow in our relationship to God and follow the example of Jesus Christ. We believe in the UCC policy that all members of the community are equal in their potential to serve as God's ministers.

How is God described in our liturgy?

- God welcomes us on a journey of transformation to follow more closely the example of Jesus.
- God recognizes our imperfections and forgives our mistakes when we strive to grow spiritually.
- God is always available through prayer.

What beliefs and commitments are stated in your congregation's purpose statement or membership vows?

- Mission statement of CCNB: "Led by the Holy Spirit, our Open and Affirming community prays, serves and plays together joyously."
- Membership Vows from The United Church of Christ Book of Worship.
- In accordance with our Purpose Statement we welcome nonmembers into our church activities.

How does the mission statement compare to the actual time spent engaging in different activities? In a typical week we live out our mission statement through worship service and at least half an hour of social interaction with no formal program following the service, usually with voluntarily supplied food. There are regularly occurring activities such as Women's Fellowship, committee meetings, Bible study and meditation. There is a yearly spring clean-up, as well as the Pumpkin and Pine Fair in the fall and other fund raisers throughout the year. There have been group trips, including two mission trips to the Back Bay Mission in Mississippi and a trip to hear the Black Messiah performance in Boston and Women's Fellowship outings. Church members ran a weekly booth at the town-wide Farmers Market to both raise funds and to enhance the church's presence in the community.

In what ways would you describe the Holy Spirit in your midst?

- By the way concerns are raised and solutions generated for our church and our community.
- Through the urge to reach out to others inside and outside the church:
- Our sense that corporate worship is important.
- Our desire to integrate God into the activities of our daily lives.

Describe several strengths or positive qualities of your congregation:

- Our congregation is alive with energy for worship and gathering together.
- We welcome and affirm a variety of people (O&A & A2A) and strive to be generous with our time, talents, finances, and spirits.
- Our church challenges itself to reach out to the community in support of food insecurity, basic needs, and social justice.
- Our church showed flexibility in its response to COVID.
- We continuously support Horton Center with scholarships and attendance.

Describe what worship is like when your congregation gathers. For example, where does worship take place, and what is it based around? Worship takes place in the sanctuary on Sunday morning, with additional attendance using Zoom. The service includes lectionary readings from The Revised Common Lectionary. The pastor presents a reflection with reference to the day's lectionary and other Biblical teachings. Several musical selections are chosen in coordination with the pastor and visual art is supplied from the Vanderbilt University Revised Common Lectionary Resource.

What was a recent baptism like? An elementary child was baptized in June 2022. Present with members and friends of the congregation were the child's parents, older sister, and grandparents. The child walked to the baptismal font at the front of the church. The parents and godparents answered questions from the baptism liturgy in the UCC Book of Worship. A shell was used to pour

some water on the head and the common words for baptism were used. The congregation promised their care and support for this child and prayed. Following the service, the congregation gathered to welcome the child and family while sharing in the way our congregation is fed at coffee hour.

What are some words used to describe good preaching?

- Challenging - demanding thought and addressing tough topics.
- Biblically based
- Engaging
- Comforting
- Applicable to daily lives
- Clearly delivered in understandable language
- Creative and Organized

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

- We want to nurture our children and youth through a Christian education program that includes Sunday school, youth activity groups (including sending youth to the Horton Center), the confirmation process and mission trips.
- We want to have an adult Christian education program that includes adult activity groups including foci such as social justice, Bible study, Women's Fellowship, mission trips, social activities such as progressive dinners, and a Second Hour program after church services.

How are young people in leadership?

- Occasionally involved in worship
- Partaking in confirmation
- In pre-COVID, youth taught Sunday School; a youth is a Council member, and this same youth has handled collection of payments at the Pumpkin and Pine Fair, our biggest fund raiser, as well as recruiting peers for set up and take down for this event; she [was](#) a delegate to the 2023 General Synod

How do people continue to form their faith over a lifetime?

- CCNB builds a foundation for faith in youth through Sunday School and confirmation; this creates a sense of "belonging" that will foster long term ties to the church.
- Members and clergy provide a sounding board for resolving questions of faith.
- CCNB influences faith through compassion shared with others in the congregation and members sharing stories of how faith has influenced their lives.
- Participation in worship feeds our faith.

Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

- Rev. Renee Rouse, pastor at the Northwoods Congregational Church, and Rev. Nancy Talbot, pastor at CCNB, led several sessions of discussion about racial justice and racial relations.
- Rev. Charlie Barnes, a retired pastor in the congregation, led studies in the past on the books of Ruth, Job, Galileans, Hebrews, John and many more.
- Pastor Kate led a series of classes on The Art of Gathering by Priya Parker.

Describe how your congregation is organized for ministry and mission. For example, how are decisions communicated in your church? How are teams or committees organized? When it comes to decision-making, how many hours are spent in meetings per month?

- As appropriate, decisions are communicated one-to-one verbally where individuals or small groups are concerned.

- Announcements of general interest are made after worship service and included in email communications to the entire congregation.
- Nominees for committees are recruited by the call committee and the congregation approves all committee members at the Annual Meeting. The Church Council can fill any empty committee positions between Annual Meetings. In an average month there are about 6 hours of committee meetings.
- Ad hoc groups may form for specific purposes and add to these hours for a limited time.

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

- When long time church member Stan required hospitalization, church members reached out to his wife, Barbara, with meals and visits. After Stan returned home, Barbara was taken ill and passed away. Then Stan received meals and visits. Visits and telephone calls to Stan have continued.
- In November, 2024, our pastor of 11 months announced her resignation in order to pursue a career change. Members of the congregation were stunned, and the initial reaction was serious concern for the long term viability of the church. Two members of the previous year's search committee stepped forward to continue on a new search committee. Two additional members, including one new member of the church, quickly signed up to help with the search. The group immediately decided to update the previous year's profile rather than take several months to switch to the NHCUCC's new profile format. Church members were buoyed by CCNB's best financial performance in several years. The Deacons quickly reached out to Rev. Rebecca Maccini who had served as our interim pastor prior to our hiring of Rev. Kennedy as settled pastor. Rev Maccini will serve as supply pastor for at least three months which provides immediate continuity with a familiar and well liked pastor. The mood has shifted from concern to hopeful determination of most members to pitch in and do whatever they can to emerge stronger from this challenge.

Where does your church struggle for vision?

- The structure and organization of CCNB could be made clearer, particularly for new members.
- How to balance our focus on inward activities with a focus on activities that reach out from the church.
- Where are we going as a church and how will we know when we get there?

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, the Bylaws and Annual Report are available to the candidate upon request.

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church:

- Number of active members: 50
- Number of active non-members: 5
- Total of church participants (sum of the numbers above): 55

Percentage of total participants, active and inactive, who have been in the church (numbers are estimates):

- More than 10 years: 30%
- Less than 10 years, More than 5 years: 37%
- Less than 5 years: 33%

Number of total participants, active and inactive, by age: (numbers are estimates)

- 0-11: 8
- 12-17: 5
- 18-24: 14
- 25-34: 9
- 35-44: 7
- 45-54: 12
- 55-64: 16
- 65-74: 13
- 75+: 16

Percentage of adults in various household types (numbers are estimates):

- Single adults under 35: 13%
- Joint household with minors: 33%
- Single adults 35-65: 10%
- Joint household with no minors: 11%
- Single adults over 65: 33%

Education level of adult participants by percentage (numbers are estimates):

- High school: 25%
- College: 49%
- Graduate School: 19%
- Specialty Training: 7%

Percentage of adults in various employment types (numbers are estimates):

- Adults who are employed: 55%
- Adults who are retired: 42%
- Adults who are not fully employed: 3%

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

Librarian	Gynecologist	Retired Clergy	Educators (retired/current)
Artists	Doctors	Business owners	Lineman (electrician)
Musicians	B&B owner / hosts	Professional organizer	Dairy farmer (retired)
Construction	Dog trainer	Psychologist	Business administration
Chef	Nurses	Real estate broker	Information Technologist
Carpenters	Health professionals (retired/current)		Engineer (retired)

Describe the mix of ethnic heritages in your congregation, and the overall racial makeup. What does diversity mean in your context?

- For CCNB, diversity means inclusion of physically or emotionally challenged individuals (O&A, A2A), acceptance of political differences, age differences, gender orientations and breadth of spiritual beliefs.
- CCNB reflects the surrounding community.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, the Welcoming Diversity Inventory)? In the past we have invited an Imam and a Rabbi to address the church. We have not had a specific conversation to address Welcoming Diversity and have no plans for one, although there have been informal discussions among church members. With reference to the meaning of diversity in the previous question, we have altered the church structurally - building a ramp, removing two pews and lowering the pulpit to floor level - to accommodate those with physical challenges.

PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation:

- **Adult Groups or Classes:** Bible study, meditation, Women's Fellowship
- **Baptisms:** 1
- **Children's Groups or Classes:** Once a month
- **Christmas Eve and Easter Worship:** Both
- **Church-wide Meals:** Informal snacks/meals following Sunday service; Progressive dinner in October, pre-Covid a fundraising dinner at a local restaurant.
- **Choirs and Music Groups:** Informal Christmas Eve volunteer choir in past years
- **Church-based Bible Study:** Bible study offered by Zoom from retired pastor's house
- **Communion (served how often?):** First Sunday of each month
- **Community Meals:** Progressive dinners, informal potlucks after each service and a town-wide community Thanksgiving meal in 2024
- **Confirmation (number confirmed last year):** 1
- **Drama or Dance Program:** 0
- **Funerals:** 1

Ways of Gathering (Estimated number of people involved in attendance):

Worship service (35), fund-raising events (20), committee meetings (12), progressive dinner (16), Christmas concerts (100)

Who plans each of the listed gatherings? Deacons, pastor and music director for worship, relevant committee or ad hoc group for other events:

- **Prayer or Meditation Groups:** usually held twice per week and led by a spiritual director.
- **Public Advocacy:** Dependent upon individual interests
- **Work Retreats:** Spring clean-up on church grounds led by Deacons and Prudential, volunteers trekked to Horton Center for spring and fall clean-up led by individual members.
- **Theology / Bible Programs in the Community:** retired pastor conducts Bible study via Zoom
- **Weddings (number last year):** 0; performed by the pastor.
- **Worship (time slot: 10 am - 11 am):** led by deacons and pastor; one worship service held lake-side on Labor Day weekend
- **Youth Activities:** planned and led by Youth and a Young Adult activity group.
- **Women's Fellowship:** planned by Fellowship leaders

ADDITIONAL COMMENTS:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers:

Gayle Whittemore (retired minister)

Charlie Barnes (retired minister)

Gayle Murphy (minister in 3-way covenant)

Jim Christiansen (retired minister)

Joanne White (Certified Spiritual Director)

Jeff Scott (retired minister)

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: Gayle Murphy

Three- or Four- Way Covenant? 3

Ministry Setting: Informal

Type of Ministry Role: Reaching out to the unchurched

Retired? Semiretired

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:

- As congregants, occasional members of church leadership committees, and as resources for the pastor and the congregation.

- One retired minister has involved church members in the Amenyo mission to Ghana including providing donations of money and goods and in making trips to Ghana on a regular basis and another retired minister had organized mission trips to Back Bay Mission in Mississippi.

List all current staff, including ministers. Exclude the position you are seeking to fill:

- Emily Bloom
 - Staff Position: Part-time Administrative Assistant
 - Compensation (part time): \$3300/year
 - Supervised by: Personnel Committee
 - Length of Tenure for the current person in this position: Three years.
- Cheryl Richardson
 - Staff Position: Part-time music director
 - Compensation: \$8765/year
 - Supervised by: Personnel Committee
 - Length of tenure: 15 years as music director
- Kim Perkins @ Greenapple
 - Staff Position: contracted bookkeeper
 - Compensation: \$3000/year
 - Supervised by: Treasurer
 - Length of tenure: 7 months

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry? This is a small church with an active laity that shares many of the responsibilities for ministry. The Deacons work with the pastor and the director of music to plan services. Members of the congregation have in the past conducted twice weekly meditation and currently conduct weekly Bible study. Various members step up to hold fund raising activities and others reach out to facilitate local supportive functions.

CHURCH FINANCES

- **Current annual income (dollars used during most recent fiscal year) Annual Offerings and Total Worship Service Offerings:** \$59,656.51
- **Endowment Proceeds (as permitted within spending policy, such as a cap of typically 4.5%-5% on total return):** 4.5% of rolling 12 quarter average endowment value is authorized)
- **Endowment Draw (beyond what is permitted by spending policy, "drawing down the principal"):** \$0 in 2022; \$10,000 in 2023 and \$0 in 2024
- **Fundraising Events:** \$10,962 in 2024
- **Gifts Designated for a Specific Purpose:** \$6255 in 2024
- **Grants:** \$500
- **Rentals of Church Building:** \$0
- **Rentals of Church Parsonage:** N/A
- **Support from Related Organizations (e.g. Women's Group):** \$0 in 2024
- **Transfers from Special Accounts:** \$11,510
- **Current annual expenses (dollars budgeted for most recent fiscal year):** \$70,695.50

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 61%

	DEC 31, 2024
ASSETS	
Current Assets	
Checking/Savings	
Citizens Bank	23,435
United Church Foundation	134,210
Total Checking/Savings	157,645
Total Current Assets	159,164
TOTAL ASSETS	159,164
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Ongoing CCNB Mission Funds	
Deacons Fund	1,708
Food Pantry	80
Ghana	415
Horton Ctr Scholarship Fund	1,555
Leo Carmel Senior Deacons Fund	1,405
New start - Gayle Murphy	1,169
Pastor's Discretionary Fund	1,028
Ongoing CCNB Mission Funds - Other	170
Total Ongoing CCNB Mission Funds	7,538
Ongoing Church Funds	
Building Maintenance Fund	2,587
Church Garden	50
Gifts for Staff	226
Second Hour Fund	146
Talbot/Cole Challenge Match	3,556
CCNB Vitality Fund	4,202
Flowers	42
Total Ongoing Church Funds	10,809
UCC Mission Funds	
NHCUC Christmas Fund	235
NHCUC Strengthen The Church	270
One Great Hour of Sharing	0
Immigrant Bond Fund	151
New Beginnings	180
End 68 Hours of Hunger	205
Open & Affirming Coalition	420
Neighbors in Need	355
Total UCC Mission Funds	1,816
Total Other Current Liabilities	20,163
Total Current Liabilities	20,163
Total Liabilities	20,163
Equity	
Equity Jan 1 This Year	127,424
Donations to UCFund YTD	0
UCFund Capital Gains YTD	8,961
UCFund Earnings YTD	2,693
Net Income	-77
Total Equity	139,001
TOTAL LIABILITIES & EQUITY	159,164

Has the church ever failed to pay its financial obligations to a minister of the church? No

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) X=Yes

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (Recommended 10%) Set in budgetary process; 3% in 2024.

What is the church's current indebtedness? Total amount of loan debt: \$0

If the church has had capital campaigns in the last ten years, describe: Approx. 12 years ago we had a capital campaign raising over \$60,000 for the church building to meet 20th century standards.

If a capital campaign is underway or anticipated, describe: A recent pastor offered to match expenditures for improving the vitality of the church up to a \$50,000 match. There has been \$10,240 in donations in the 28 months since. There has been discussion of conducting a capital campaign to try to raise the remaining \$39,760 to maximize the impact of this generous offer.

Does your church have an endowment? Yes, invested in United Church Funds

What is the market value of the assets? \$134,210 as of December 31, 2024

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

What is the percentage rate of draw (last year, compared to 5 years ago)? 0% versus 4.5%

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: There has been no draw on the endowment for three of the past four years. Prior to that the draw was 4.5% of the rolling twelve quarter average of the fund value.

At the current rate of draw, how long might the endowment last? Currently the lack of a consistent yearly draw is allowing the endowment to grow.

Does your church have a parsonage? No

Describe all buildings owned by the church: The church & auxiliary building and an equipment shed.

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.) All spaces except the second floor with an enclosed balcony of the church building which is used for Sunday School classes for children.

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

Our church's finances are reflective of what is going on in the church. There was much growth and stability with our previous long-term Pastor, and growth and stability showed signs of repeating with the hiring of our last Pastor. The times of transition and the economic climate have held challenges, but with wise use of capital funds and committed giving, the church was able to maintain a reasonable and stable budget.

When was a time the church made a major budget change? About ten years ago the position of administrative assistant was created to relieve the pastor of routine record keeping and to hire a trained bookkeeper for the church. This position was split into two positions when the original administrative assistant retired three years ago. These positions were again restructured in 2024 to address the strengths of the persons employed and a professional bookkeeper was added.

How is the budgeting process done? The Finance Board requests estimates from the various boards and committees and uses these estimates to provide realistic figures and greater ownership in preparing an initial budget based on the current year's budget and anticipated changes in the following year. The proposed budget is given to the Church Council who reviews, revises, and recommends a budget to the congregation. The budget is published to the entire congregation in advance of the Annual Meeting. The budget is brought to the congregation for further adjustment and then voted on as the next year's Budget.

What new ministry initiative has your church financed? None.

HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation.

- CCNB transformed from a summer church to its current year-round church and covenanted with the UCC with the guidance of a succession of exemplary pastors.
- Through a discernment process CCNB was covenanted to be an Open and Affirming church (ONA) and Accessible to All (A2A), including physical alterations to accomplish the latter.

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

- * Due to the impact of COVID, the church moved first to holding services only on Zoom in March 2020 and then to hybrid services involving both Zoom and live attendance in May 2021; this was possible due to the video screen installed in the church.
- * Another change the church had to manage has been the transitional time between settled Pastors. In both recent times, the lay leadership responded actively to these challenges, making decisions which kept the church functioning and vital. During the first Interim period, a team of retired ministers formed a Bridge group, willing to preach and provide pastoral care until an Interim Minister was called. During the second Interim period, the Neighbors Indeed visitation group has taken on responsibility for Pastoral care and the Deacons are ensuring quality worship is provided.

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. For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols, or structures for dealing with conflict? In conflicts involving church roles, the Bylaws were consulted, and the Church Council could address matters of church policy. The Bylaws do not create a formal platform to address other types of conflict. In the bylaws we have a pastoral relations committee. In the case of conflict between individuals, those in conflict would sometimes talk out their differences, although sometimes those differences were not resolved; the conflict either died out or, on occasion, the member left the church. The congregation works to remain steadfast with one another so that conflict does not arise.

How do we communicate internally within CCNB? There is a time for announcements after every service, followed by an informal social opportunity when communication is frequently accomplished. An individual will often start by consulting a person with whom he/she feels a comfort level and, if that person cannot answer the question, at least get a reference to another person who can. There is a weekly email message to the congregation. Committees are encouraged to post minutes of meetings and email them to concerned individuals. Communication also occurs through text, emails, and telephone calls.

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

- 1992 the Congregational Church of North Barnstead was a summer church only (July & August).
- Rev. John Udall, 1992 - 2000, UCC standing (The church was affiliated with the NACCC, not the UCC at this time)
- In 2001 The Congregational Church of North Barnstead became a year-round church and covenanted with the UCC.
- Rev. Grey Fitzgerald, 2001 - 2007, UCC standing.
- Rev. Gayle Whittemore (interim), 2007 - 2009, UCC standing.
- Rev. Nancy Talbot, 2009 - 2021, UCC standing.
- Rev. Rebecca Maccini (interim) 2021-2023, UCC standing.
- Rev. Katherine Kennedy 2023-2024, **UCC standing**

Has a pastor left under pressure or involuntary termination? No.

Has there been a Situational Consultation? No.

Has a pastor been the subject of a Fitness Review while at CCNB? No.

WHO IS OUR NEIGHBOR? "You shall love your neighbor as yourself." (Matthew 22:39 NRSV)

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

send delegates to spring, fall Association meetings and annual meetings of the conference. A member of CCNB has been the Association moderator for six years and served on a task force to reorganize our Conference's Association structure. Members have served on the Association Committee on Church and Ministry. Another member is active in UCC statewide racial justice initiatives and revising personnel guidelines. Church members have attended and presented at Prepared to Serve training. Church members have attended the General Synod and a youth member was a delegate in 2023.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <input checked="" type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Creation Justice |
| <input type="checkbox"/> Economic Justice | <input type="checkbox"/> Faithful and Welcoming |
| <input type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Border and Immigrant Justice |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Global Mission Church | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> WISE Congregation for Mental Health | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Designations from other denominations | <input type="checkbox"/> 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? The

Deacons choose a monthly focus for free will giving such as Our Church's Wider Mission or the Ameyo Foundation's work in Ghana. There have been contributions to Diaper Pantry and End 68 Hours of Hunger. One church member has been involved with NAMI for the crisis intervention training program (CIT) which trains first responders how to respond to those with mental health challenges or who are experiencing a psychotic episode. Another individual has worked with state UCC programs to work with churches on racial justice. There

have been various members who support causes in line with UCC beliefs and have encouraged others to join in.

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

- About five years ago the confirmation class was held jointly with the Northwood church
- A parishioner demonstrated at Alton circle for issues such as encouraging love not hate, immigration support (especially to protest the separation of children from their parents). Others continue to advocate for social justice issues.
- Women's Fellowship includes women from outside CCNB.
- We have guest preachers several times a year, including those from other faith traditions.
- In 2022 we hosted a speaker in worship who was a Holocaust survivor
- Member of The New Hampshire Council of Churches

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?

- Several hours telephoning, texting, or visiting church members who are sick, limited by health issues or otherwise shut in.
- A few hours for possible contact with the community outside the church, especially to someone who has lost a spouse or close relative.
- Establish connections, with the help of church members, with local resources for the needs of the community.

MISSION InSite.

The following three questions were analyzed and answered by a single individual from the search committee **Comment on your congregation's Mission Insite report with data for your neighborhood(s) or area. What trends and opportunities are shown?**

- The population is projected to grow faster than the number of households, indicating there may be more households with three generations. There will be an increase in very young children in households. The average household age will increase, which is consistent with three generation households. The increase in very young children and the "grandparent" generation could present an opportunity for small type of childcare or auxiliary grandparenting program at the church.
- Household income is projected to lag behind a statewide increase in income, which could reflect more retired workers in households.
- Overall population is not expected to grow much and there will be only a small increase in diversity.
- The age distribution will be highest in the 35 to 54 age range and over 65 years, which agrees with three generation families. There is an opportunity for a program for older adults to deepen their faith understanding.
- Over half the adults are married (57%) but a quarter never married (27%) and an eighth are divorced (12%). There is an opportunity for programs for single adults.
- Around half of the area residents graduated from high school but did not get any level of college degree while around 38% got an associate degree or higher. There is an opportunity for adult education programs. About 29% have incomes below \$50K with around 11% of those below \$28K. There is an opportunity for programs of financial outreach such as food support or the diaper pantry program.
- The proportion of households in the \$15K to \$100K income ranges is projected to decrease while the proportion with incomes greater than \$100K will increase slightly.
- There are several lakes in the area that support more expensive houses, but many are occupied part-time as rentals or second homes. If some of these homeowners become full-time residents, there is an opportunity for an outreach program to engage them in the church.
- The ratio of white-collar workers to blue collar workers is 60% to 40% and over half the workers travel more than 30 minutes to work (for example, Concord and beyond to the south). For these workers, there is a diminished time in the community. There may be an opportunity to offer family programs to the families of these commuters.

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? Our church has a greater proportion of older people and a much smaller proportion of families with young children and youth than the surrounding neighborhood. While the church does not appear to have any members at the lowest economic levels, there also do not appear to be many, if any, members at the highest economic levels. The proportions of married couples, divorced and never married individuals appear to be consistent with the figures for the neighboring area. The educational level of church members is higher than the figures for the neighboring area. An appreciable number of church members commute to jobs beyond the immediate community although not too distant.

How are the demographics of the community currently shaping ministry, or not? Before COVID the church had an active program for children and youth that was consistent with the demographics of the community. This aspect of church life is returning only very slowly. More families without children are returning than families with young children. CCNB is noticeably more liberal in theology than neighboring churches. This characteristic attracts some people but not others. There has not been much encouragement in the past for ecumenical activities with other churches in the immediate community, although a new pastor at one church may be more open to such activities.

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

- *Barnstead Building Inspector:* "A friendly community church that is close knit, inclusive and active in the community. Additionally, I've had the privilege to work closely with a few members of this church in a community action capacity. I have been very impressed with the level of commitment, patience, perseverance, and kindness."
- *Barnstead Police Chief received this reply from one of his officers:* "I've only heard good things about this church. My father occasionally goes there and Pastor Nancy who was there for about a decade was an amazing person. She was the Pastor we chose to wed Kristen and myself. I personally helped paint the pews just before my mother passed away. My father, myself and my mother helped get them painted as they were in need of some TLC. We had several late nights there getting the work done. Later that year was when my mother passed, and Pastor Nancy help make a tough time bearable. She was able to help my father get through the funeral process, which was a big help. She came to the house and had us all tell stories about my mother so she could get a better understanding of who she was to us. The ceremony itself was extraordinary and the amount of support for my mother and the family was staggering. I never knew how close knit of a community it was. I truly hope that they can get someone there who can live up to the reputation that the church has built over the years."
- *Barnstead Librarian:* "CCNB makes an effort to be engaged in the community. Their pumpkin and pine festival is a big hit every year, and the church is generous in their support of local organizations. I have always appreciated how open minded the church is, I feel like they are welcoming to all people and don't restrict anyone from participating. I always appreciated having their pastor attend the monthly helpers meetings at the library and their effort to stay connected to what is happening in our town."

What do new people in the church say when asked what got them involved? The church was recommended to two new members by their previous pastor. One commented that she liked the warmth and community of the people and felt at home very quickly. Another, the father was looking for a church and also was moved by the care and kindness of the community. A couple tried out several churches. They wanted a smaller church, had lived across the street from a UCC church where they were very involved. Again, they found church members people were warm and friendly and they liked the spirit in the community.

REFERENCES

Reference 1

Gray Fitzgerald (603) 369-2908

grayfitz44@live.com

Former Pastor for the Congregational Church of North Barnstead

Reference 2

Renee Rouse (603) 820-6590
worship1st@gmail.com
Pastor at Northwood Congregational Church

Reference 3

Larry Colby (603) 545-7078
colbyacres@gmail.com
Former member of the Congregational Church of North Barnstead

Reference 4

Kate Kennedy
(603) 236-1745
pastorkatekennedy@gmail.com
Former neighbor and member of Women's Fellowship

CLOSING PRAYER

God of Love, God of Compassion, God of Justice, God of Creation: We are grateful for the uncountable blessings you have bestowed upon us at CCNB. We are alive with your spirit. Help us and guide us as we as a community of believers, followers, and sometimes questioners' step into the wider world in our quest for our next Teacher and Pastor. Help your children who have chosen to serve in ministry to find opportunity, challenge, and excitement in the potential of joining us as settled pastor in this period of our renewal. Guide CCNB as supplicant, and candidates as applicants to hear as much of your wisdom as is possible in finding each other in partnership for our journey of witness in the time to come. Amen

STATEMENT OF CONSENT The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates. As the committee charged with the responsibility for identifying and recommending 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 opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

Which individuals and groups in the church contributed to the contents of this Local Church Profile? A profile was originally completed in 2023 by the members of the Search Committee at that time: David Allen, Bill Dunn, Cashlyn Powers, Ralph White, Gayle Whittemore. A draft of the Profile was shared with the entire congregation who had an opportunity to offer feedback. The profile was updated in 2025 by the people listed below

Signed:

David Allen	Search Committee Member
<i>Cheryl Marshall</i>	Search Committee Member
Gayle Murphy	Search Committee Member
Ralph White	Search Committee Member

Validation by Conference/Association

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

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

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

Staff Comment: My signature below attests to the above three items.

Signature:

Name/Title:

Email:

Phone:

Date:

This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22