

LOCAL CHURCH PROFILE

**UNITED CHURCH
OF CHRIST**



Plymouth Congregational United Church of Christ
Plymouth, New Hampshire

Pastor

Merrimack Association of the New Hampshire Conference
October, 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)

LISTING INFORMATION

Plymouth Congregational Church, United Church of Christ

4 Post Office Square (P O Box 86)

Plymouth, NH 03264

www.uccplymouth.org

Facebook: Plymouth Congregational United Church of Christ, Plymouth NH

Conference: New Hampshire

Association: Merrimack

UCC Conference or Association Staff Contact Person

Name: Rev. Sara Marean

Title: Associate Conference Minister

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Summary Ministry Description:

Plymouth Congregational United Church of Christ, a Just Peace, ONA and Anti-Racism Church, has a long history of significant pastoral leadership joining with strong lay leadership to “be the church” in a beautiful region of New Hampshire. Lively worship, great music, expansive mission, and many educational opportunities have positioned the church well for a bright future. Like other churches, the pandemic years were challenging as many people developed new habits and routines. We have responded, however, not with dejection but by enhancing our infrastructure to share hybrid worship services to a wider audience, to create timely outreach efforts that meet people’s immediate needs, and to provide leadership for new regional youth and Confirmation programs. We are now joyfully beginning our search for a full-time pastor who has a proven record of collaboration and innovation - and who will journey with us in sharing our love of God and neighbor with the world.

Our setting is unique. We are located between Plymouth State University and Downtown Plymouth. This site is symbolic for our next pastor who will join us to discern how best “to be” in this pivotal time and place. A pastor with demonstrated experience in solid preaching, pastoral presence, progressive theology, community engagement, leadership development, courage, and compassion will thrive in this setting.

What we value about living in our area:

Pray, live, work, and play where people come to stay. Nestled between the splendor of lakes and mountains in Central New Hampshire, Plymouth Congregational United Church of Christ

(PCUCC) is a bright and beautiful fixture located on the downtown Common. We love our senior members, our youth, our summer residents and our academic-year neighbors. Our community also means a great deal to us and we are happy to support our neighbors in many endeavors like, A.A., N.A., Habitat for Humanity, the Pemi-Baker Homeless Shelter, and Feeding our Children. Art, culture, theater, and nationally-recognized speakers are always available thanks to our alive Main Street and Plymouth State. <https://www.plymouthnh.gov/>
<https://www.plymouth.edu/>

Mission is very important to our congregation members – and we are honored to be a Five-for-Five congregation in the United Church of Christ. We support a church in Zimbabwe and have supported our youth on many mission trips. We feel greatly blessed to live where outdoor adventure abounds. Within minutes, you can be hiking, biking, kayaking, skiing, and exploring God's abundant gifts of nature.

Current size of membership: 176

Position Title: Pastor (Settled)

Compensation Level: Full-Time

Does the total support package meet conference compensation guidelines? Yes

SCOPE OF WORK

We expect the pastor:

- to prepare engaging sermons and to work cooperatively with the Worship Committee and Music Director in preparing and leading the 9:30 a.m. Sunday service of worship;
- to engage with the youth and young adults, and to work with the Faith Formation Director in designing programs for both youth and adults;
- to be warm, caring and compassionate, and to encourage lay members to assist with parish care and visitation;
- to work cooperatively with all staff;
- to actively engage with the wider-community;
- to work with the Finance Committee in developing faithful financial and stewardship programs;
- to support and encourage our UKAMA partnership with the Masvingo church in Zimbabwe;
- to journey with us through the many life transitions we will experience together.

COMPENSATION AND SUPPORT

Salary Basis: We follow the New Hampshire Conference Salary Guidelines:

<https://www.nhcucc.org/congregation-services/clergy-compensation>

Benefits: Salary plus Benefits

Housing: The Lakes Region of New Hampshire has a very competitive housing market. PCUCC offers a housing allowance and is willing to work with the final candidate to explore housing options in the area.

Given the tight housing market, we realize the pastor may have to commute to Plymouth. PCUCC will collaborate with the pastor to find a good work-life balance between home and being available for office hours, evening meetings and emergencies. PCUCC has a pastoral care team that shares visits and congregational care with the pastor.

The New Hampshire Conference offers Pastoral Leadership Development Groups, and there is an annual Clergy Convocation for collegial worship, discussion, reflection and fun. There is also a Lakes Region interfaith clergy association that meets on a monthly basis.



WHO IS GOD CALLING TO MINISTER WITH US?

In addition to the ministry outlined in the Scope of Work section, we hope the pastor will work with members of the congregation to develop supportive relationships with local nonprofit organizations and self-help groups; reach out to young families, youth, and young adults in our congregation and community; help provide new opportunities to explore a deeper spiritual understanding that might include questioning our traditions and assumptions.

Our vision is that the pastor will:

- Work collaboratively with church and community members to invite young families into the church – and reach out to community youth and young adults.
- Prioritize community mission and outreach.
- Be dedicated to environmental justice and responsibility
- Foster ecumenical relationships and worship opportunities, and be active in the Association and Conference.

Although English is the primary language in our region, we have had a Spanish speaking family worship at Plymouth. While not required, some knowledge of Spanish would be welcome.

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.

Nurturing UCC Identity

Nurturing Sacred Stories and Traditions

Participating in Theological Praxis

Working Together for Justice and Mercy



WHO IS GOD CALLING US TO BECOME?

Our newly revised bylaws state: Plymouth Congregational United Church of Christ is called to be: A Compassionate Community, Intentionally Inclusive, Openly Searching, Joyfully Serving, In the Way of Christ.

<https://www.uccplymouth.org/bylaws>

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

During the pandemic, the congregation was invited to consider being an Anti-Racism Church. A team was created to lead a variety of studies including the reading of articles and books, Zoom conversations among members, and participation in Black Lives Matter rallies on the Town Common and in the capital city of Concord. At the annual meeting in 2023, Plymouth voted unanimously to become an Anti-Racism Church. The work continues as our team recommends resources for reading and conversations for engagement.

In early 2024, one of our retired pastors led us through a community conversation process entitled, “Let’s Talk.” There were many ideas shared about reaching out to the community in new ways. Music programs, book studies, engagement with the Senior Center, and participating in the “town-wide” tag sale with a welcome table were some of the ways listed to increase visibility.

WHO ARE WE NOW?

CONGREGATIONAL REFLECTIONS

Sharing our Congregational Covenant is one of the best ways to outline our beliefs and commitments:

“We covenant one with another to seek and to respond to the Word and will of God. We purpose to walk together in the ways of the Lord, made known and to be made known to us. We hold it to be the mission of the Church to witness the gospel of Jesus Christ in all the world while worshiping God, and striving for truth, justice and peace. We depend on the Holy Spirit to lead and empower us. We pray for the coming of the Kingdom of God and look with faith toward the triumph of righteous and eternal life.”

Expressions of God in our worship liturgies are sometimes traditional Trinitarian formulas, though it is not uncommon for our language to be much more inclusive with feminine references for God or more spiritually universal. Generally, we offer inclusive language in readings, hymns,

prayers, and preaching while respecting and honoring our history, which may include less contemporary language.

If you were to observe our Sunday morning Passing of the Peace, you would see a congregation of love and care, inclusivity and support. It is a time that exemplifies the joy we find in connecting with one another and often only comes to an end when the worship leader calls us back to formal worship. Visitors are warmly embraced in our desire to assure them that they are welcome. Our children are known and celebrated with delight, and our elders who have difficulty moving around the sanctuary are surrounded with joy. The spiritual connection we have with each other and the community of which we are a part, both locally and globally, is wide and deep.

We are a curious bunch, eager to explore, be challenged, and grow in our faith. Our commitment to our relationship with God and each other is evidenced by our Open and Affirming, Just Peace, and Anti-Racism covenant. Responsible use of our resources, including financial, human, and environmental, is a priority for us. We recognize that challenges to our faith will continue and we believe we will meet them with grace and courage. We are a resilient and flexible congregation that can easily adapt - most of the time! Surely, this must be a sign of the Holy Spirit at work in our midst.

We invite you to review our various covenants that are a testament of the “God is Still Speaking” position we hold: <https://www.uccplymouth.org/what-we-believe>

This review of our many programs and events illustrates our congregational commitments:

- The Book Club is lay-led. Participants read and discuss ten books each year.
- A few different concert series showcase the musical talent in the church and community.
- Feeding our Children Together provides weekend meals for children experiencing food insecurity.
- Church members and friends volunteer with Habitat for Humanity in a variety of ways.
- Several community non-profit service organizations are hosted by the church.
- There is a knitting group that meets for fellowship and service
- People still talk about the rebuilding of the church following the 1983 fire that totally destroyed it.
- There is a strong commitment to the music program and the university choral scholars who sing with us.
- Sunday Niters – monthly potluck suppers are held in the homes of church members
- UKAMA – partnering with the Masvingo church in Zimbabwe
- Youth Mission projects and trips.

The following are direct quotes from members and friends of the church:

- We truly try to be welcoming and friendly to all.
- Engaged and willing members. Caring, loving and talented.
- Fellowship – a warm and inviting group.
- Loyalty of long-time members.
- Participants in local activities and charities.
- Friendly, relaxed, authentic, non-judgmental, inspirational.
- Mission work. Members have traveled to Zimbabwe, Madagascar and the Southern U.S. border on various mission trips.
- Fun children’s programming.
- Importance of music in many forms, wonderful choir, organ, piano and instrumental accompaniment to services.
- Opening church facilities for community needs: music, self-help, and the arts.
- Many good leaders, a council which serves us well.
- Supportive of each other and all the causes that are important to various people.
- Open and Affirming. Progressive. Proactive.
- Charitable congregation.
- Traditionally based worship and music (online and in-person), yet progressive thinkers.
- Welcoming of diversity.
- Efforts toward sustainability, (Solar panels, lighting, water use).
- Position with respect to LGBTQ folk.
- Efforts toward sustainability, (solar panels, lighting, water use).
- Committed, thoughtful members who feel free to speak up, intellectually stimulating/challenging sermons.
- Excellent Choral and music of worship made possible by special performance and financial support of university young adults in the choir.
- Welcoming new visitors; the tracking and care of all members of the congregation who regularly attend and those who do not.
- Relevant concern for issues of justice and peace, hunger of children of poverty.

The Congregation includes eight retired ministers. This speaks volumes to the quality of the PCUCC experience, as these ministers have options to attend other churches in nearby towns. Retired clergy have been a great resource for service during interim times and while the Pastor is away on vacation, personal time or sabbatical.

Describe what worship is like when your congregation gathers:

An hour before the service begins, the church is a-buzz with activity. The choir is rehearsing, hospitality is busy making coffee, Deacons are setting up the worship elements, the children and teachers are getting ready, and the video team is testing the equipment and preparing to welcome online worshipers. Then, at 9:30 on the dot, the Prelude calls us to enter the Sanctuary for a

moment of quiet anticipation. Our services are traditionally-based but with elements of innovation and surprise. We love our traditions, but we welcome new ideas. Profound, comforting, uplifting, humorous are some of the words that we've heard to describe good preaching. That's what we strive for.

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

We aspire to provide a welcoming, loving, and kind environment for all who participate in our Faith Formation program. We do this by providing engaging spiritual education programs, mission opportunities, and a wide variety of experiences for all ages. Currently, we have Sunday school, a nursery, regional confirmation classes, coffee house (periodically), and a book club.

The young people participate in leadership roles in all stages of their experience at PCUCC. There is a strong emphasis on love, compassion, and caring in the youngest class. The children learn about, and are encouraged to be, loving, caring, and helpful to their classmates. Where there is a mix of ages, the older children take on a big helper or leader role. The core emphasis continues as the children age and are invited to participate in worship as acolytes, readers and singers. They are specifically encouraged to be role models to the younger children. We now have an intentional service component to our Sunday School. In addition to filling our Little Free Food Pantry (in front of the church) on Sunday mornings, the children are making "birthday bags" for Bridge House - a twenty-bed shelter and resource center in Plymouth.

Some of our young people participate in a confirmation program. Since Covid, we have been sharing in a regional confirmation program that engages four - five UCC churches.

We purchase an annual membership to the Spark curriculum for children and youth. All ages appreciated the variety of teaching tools and activities available for sharing a Bible story and its moral or meaning. The children generally enjoy the lessons and have become very comfortable with the Spark Bibles that they use.



Describe how your congregation is organized for ministry and mission.

Standing Committees include:

- Building and Grounds which has the care and custody of the physical assets;
- Worship partners with the Pastor and Music Director to provide worship and special services that communicate the love of God to all.
- Music coordinates the music program in cooperation with the Music Director including concerts and special events and maintains the organ and the pianos.
- Faith Formation which coordinates spiritual education and nourishment of children, youth, and adults;
- Finance prepares the budget and are caretakers of the financial assets;
- Human Resources provides support and evaluations of staff;
- Mission and Social Outreach supports local, national, and international initiatives;
- Nominating maintains a list of elected leaders and prepares the slate of nominees for the annual meeting;
- Hospitality coordinates fellowship events including coffee hour, church suppers, and special gatherings.
- Diaconate assists the pastor with visitation.
- Members-at-Large represent congregational concerns at council meetings.

The Church Council is the governing body of the church. In addition to the committees listed above, these descriptions of five “ministries” outline a broader perspective that helps guide our overall service and witness:

- The Worship Ministry designs and creates worship services for our in-person and online congregations.
- The Spiritual Formation Ministry ensures that the church is a place of spiritual nurture and sustenance for those on a faith journey.
- The Mission and Outreach Ministry nurtures the congregation in mission locally, nationally and internationally.
- The Communications Ministry leads the church to be a welcoming, inclusive congregation actively seeking to extend its community to all people. Weekly emails and regular Facebook posts are a big part of this!
- The Fellowship Ministry commits to welcome and include all people into the life of the church.

<https://www.uccplymouth.org/bylaws>

11-YEAR REPORT

See Appendix 1

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	176	
Number of active non-members:	20	
Total of church participants (sum of the numbers above):	196	

Percentage of total participants who have been in the church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	70%	X
Less than 10, more than 5 years:	15%	X
Less than 5 years:	15%	X

Number of total participants by age:

0-11	12-17	18-24	25-34	35-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
10	5	3	1	10	19	30	50	X

Percentage of adults in various household types:

		<i>Is this percentage an estimate? (check if yes)</i>
Single adults under 35:	0	X
Joint household with minors:	17%	X
Single adults age 35-65:	5%	X
Joint household with no minors:	71%	X
Single adults over 65:	7%	X

Education level of adult participants by percentage:

		<i>Is this percentage an estimate? (check if yes)</i>
High school:	2%	X
College:	34%	X
Graduate School:	57%	X
Specialty Training:	7%	X

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	25%	X
Adults who are retired:	70%	X
Adults who are not fully employed:	5%	X

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

Administrators and teaching faculty of educational institutions, business owners, retail and administrative managers and workers, medical and financial personnel, trade professionals and workers, restaurant and food service workers, musicians and artists.

Describe the mix of ethnic heritages in your congregation.

The congregational profile is relatively monocultural, white European background being the vast majority. Because Plymouth is a university town, we often have regular visitors of different ethnic backgrounds.

Diversity awareness is something that this congregation is continually engaged in and we believe ourselves to be ahead of the national curve, perhaps best illustrated by looking at our roster of former pastors. Recognizing our responsibility to the work of outreach and welcome, we will encourage the new pastor to continue our progressive view in this arena.

PARTICIPATION AND STAFFING

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

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	12 (book group)	Lay Leader
Baptisms <i>(number last year)</i>	2	Pastor
Children's Groups or Classes	13 – 18	Faith Formation Director
Christmas Eve and Easter Worship	200 146	Pastor, Music Director
Church-wide Meals	60	Hospitality Team Members
Choirs and Music Groups	11-13	Music Director
Church-based Bible Study - seasonal	10	Lectio Divina. Lay Leader
Communion <i>(served how often?)</i>	monthly	Pastor and Worship Committee
Community Meals	25	Meals for Many on hiatus
Confirmation <i>(number confirmed last year)</i>	2	Regional Group with Pastor's input
Funerals <i>(number last year)</i>	4	Pastor
Intergenerational Groups	16	Sunday Niters - Volunteer Hosts
Outdoor Worship	25	Held occasionally
Prayer or Meditation Groups	5-10	Seasonally - Lay Led
Public Advocacy Work	13	Lay Leaders
Retreats		Youth
Second Hour Forums - monthly	20	Pastor and/or Lay Leaders
Weddings <i>(number last year)</i>	4	Pastor
Worship (9:30 a.m.)	50 - 60	Pastor and Worship Committee
Worship - Online Facebook Live & Cable TV	100-125	Pastor, Worship Comm., Audio Techs
Youth Groups	10 regionally	Recruited Volunteers

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

Name	Three-Way or Four-Way Covenant?	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rebecca Larson	No			Y
Ruth Martz	No			Y
Campbell Lovett	No	NH Conference	Sabbatical Coverage	Y
Sam Lovett	4-Way	St. Paul's School	Chaplain	N
Carol Stewart	No			Y
Michael Carrier	No	NH Conference	Search & Call Consultant	Y
Lynn Morrison	No			Y
Ruth Mosher	No			Y
Bill Torrey	Methodist			Y

Retired pastors who are members of the congregation have been invited to guest preach from time to time. Some of them have agreed to provide pastoral care coverage in the Pastor's absence. We also support one Member in Discernment with the Merrimack Association.

Current Staff Members:

Staff Position	Title	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Alison Thatcher	Office Admin.	PT	Pastor	3 years
Jennifer Byam	Director of Faith Formation	PT	Pastor and CE Comm.	3 years
David Williams	Director of Music	PT	Pastor and Music Comm	7 years

CHURCH FINANCES – 2023 - 2024

Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving (60 Pledge Units)	\$180,000
Non-Pledge	13,000
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.0%-5% on total return</i>)	\$48,000
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$
Fundraising Events	\$2,350
Gifts Designated for a Specific Purpose	\$
Grants (Energy Credit from Solar)	\$ 627
Voluntary Donations for Building Use	\$1,250
Rentals of Church Building	\$5,900
Rentals of Church Parsonage	\$N/A
TOTAL	\$203,127

Current annual expenses (dollars budgeted for most recent fiscal year):

\$214,838 (This figure does not include special accounts that are designated from mission and outreach offerings, music funds, and emergency assistance discretionary funds).

See Appendix 2 for the 2024-2025 Annual Budget. Our fiscal year is July 1 – June 30.

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 38%

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? Yes

In what way is OCWM gathered? It is an annual budgeted amount

What is the church’s current indebtedness? \$0

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.

A possible capital campaign is being considered for some deferred maintenance projects. Nothing has been finalized. The Church Council continues to discuss needs and priorities.

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

Year(s)	Purpose	Goal	Result	Impact
2022	New Organ, walkway, audio update, heat pumps	\$300k	300k	Enhanced worship and access
2016	Solar Panels	\$35k	\$35k	Lower electric costs
2012	Sprinkler System	\$100k	\$85k	Fire Code Compliance

Describe the prominent mission component(s) involved in the most recent capital campaigns.

Solar panels promote sustainable energy. Building access was greatly enhanced.

Does your church have an endowment? Yes

What is the market value of the assets? ~ \$1,500,000

Funds are drawn regularly as a part of our annual budgeting. Funds are prudently invested with a 4% draw on a 5 year rolling average.

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

There has been no change in the rate of draw in the last five years.

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

Right now, fund balances are quite stable. Current rate of draw provides for slow but steady growth in current market conditions.

Reserves (savings): \$34,000

Investments (other than endowment): \$0

Does your church have a parsonage? No.

The church sold the parsonage to create a housing allowance fund for inclusion in the pastor's benefit package.

Describe all buildings owned by the church:

PCUCC is an historic church in a modern building. The church burned to the ground in a terrible fire in 1983. This became an opportunity to “re-think” the worship and fellowship space. The resulting restructuring of the Sanctuary has been widely praised for giving a classic New England Meeting House a more modern feel – and making it an ideal setting for musical and theater events. The re-orientation of the Sanctuary provides a more intimate feel for services of worship. The Sanctuary and balcony seat 350 people. Beneath the Sanctuary is a full basement which houses the fellowship hall, commercial kitchen, and church school classrooms. There are two fully accessible bathrooms on the lower level. At the rear of the first floor are two more accessible bathrooms, a parlor, chapel and church offices. A second floor contains more offices and classrooms. Through the use of an elevator and access ramps, the entire church building as well as the Chancel are fully accessible.



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

Plymouth UCC has excellent financial, building and human resources. We are well situated for an effective mission and ministry.

HISTORICAL INFORMATION

- 1) The Fire of 1983 significantly changed our mission and ministry by giving us the opportunity to rebuild our church building to better accommodate future needs. The worship space is very unique for an old New England Meeting House!
- 2) Celebration of the 30th anniversary of our Open and Affirming covenant. This covenant indirectly led to our calling a LGBTQ married, immigrant, Latino pastor in 2013.
- 3) Plymouth has been active in supporting a number of refugee families over the past ten years.

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

There has been a significant turnover of church staff – office, organist, faith formation, and pastor. In addition, the pandemic compelled us (and every other church) to discern the best ways to provide remote meetings, hybrid worship, and online donating. Plymouth has adapted well with very little yearning for “the way things used to be!”.

A second change the church has navigated is the decision to not hire an interim during the pastoral transition. Currently, PCUCC has engaged a team of three retired pastors and our Member in Discernment to be a Transition Team. The Team leads Sunday worship, works with the Deacons to ensure adequate pastoral care, meets with staff to plan and program, and attends committee meetings. In addition, one of the Team members is serving as a “Guide” for the Profile Writing Team and the Search Team. It is a creative solution in response to a very shallow pool of potential interim pastors - and exemplifies the availability of in-house expertise.

Describe your congregation's values and practices when it comes to conflict.

Where two or three are gathered...there I am in the midst of them...OR... there will be conflict...OR...in our case, we believe both are intrinsically true. We believe that as long the first is recognized as a core truth, the second can be worked through. Regardless of the difficulties and differences of opinions we have experienced in the past, the resolution of conflict has always been a process of listening, searching, praying, talking, and working toward an end product that we can be at home with. This is not to say there are not hurts that are difficult and slow to heal. In some cases, people have left the church over these differences. We do work hard to ensure that decisions are just and based on loving-kindness. Our formal structure of resolution comes from the Human Relations Committee and the leadership of the Church Council.

What is an example of a recent conflict and something your congregation learned from it?

There was a season of conflict between the Pastor and the Music Director. The process for resolution began with the HR Committee and was finalized with the Moderator. The Pastor and

Music Director agreed to the process. Better communication was encouraged and support toward resolution was offered. Unfortunately, this was not a perfect solution and some challenges continued. We learned that while no conflict resolution is perfect, we still must persist.

Ministerial History

Staff member's name	Years of service	UCC Standing (Y/No)
Sammy Holland	2020 - 2023	Y
Bret Meyer - Interim	2018 - 2019	Y
Paolo Franca	2013 - 2018	Y
Judith Gooch	1991 - 2011	Y
Michael and Jane Henderson	1981 - 1990	Y

Each pastor in the last 50 years has been unusual in positive ways. We have experienced and learned a lot from each pastor including, ONA awareness, mental health awareness, and cultural diversity awareness. Each pastor has helped us to listen, adapt, and grow.

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

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

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



WHO IS OUR NEIGHBOR?

MISSIONINSITE - See Appendix 3

COMMUNITY VISION

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

- Feeding Our Children Together – church members pack bags of food for weekly distribution to school children who have insufficient food on weekends.
- Voices Against Violence - support of this domestic violence crisis center.
- Peace Presence @ at the town's traffic circle.
- UKAMA – the church partners with a church in Zimbabwe.
- Habitat for Humanity – church members are regular volunteers and collect special offerings to build houses locally and internationally.
- Support of UCC Wider Mission.
- Disaster Relief - congregation is very responsive to special appeals.
- PCUCC worked with the local UU church and the Black Student Union at Plymouth State to host a vigil for those who devoted their lives to racial justice.

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ

The pastor and lay members regularly represent the church at Conference and Association meetings. All of our pastors over the last 50 years have served on the Association Committee on Ministry as have several lay members. Several of our members have served as president of the NH Conference. Two of our recent pastors have served on search committees for new Conference Ministers. Our members have represented the NH Conference at several General Synods.

These are the “statements of witness” that apply to our UCC faith community.

- X God Is Still Speaking (GISS)
- X Inter-cultural/Multi-racial (I’M)
- X Just Peace
- X Open and Affirming (ONA)
- X Anti-Racism Church

Reflect on what the above statement(s) mean to your community.

The vote on any “statement of witness” was preceded by an intentional period of education and conversation. It is during those times that congregation members have grown in their individual understanding of both personal witness and congregational “stands.” After affirmative votes, the congregation has continued to ask how it can continue to witness in the cause of justice.

Is your congregation interested in working toward any other statements of witness in the near future?

Creation Justice and Economic Justice

Describe your congregation’s participation in ecumenical and interfaith activities

We have hosted the ecumenical Thanksgiving Service and Good Friday Service. The UU Fellowship, United Methodist and Episcopal Churches are invited and usually join us. The Pastor has often participated in ecumenical clergy gatherings.

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

PCUCC’s Mission and Vision Statements may be found in the bylaws at: <https://www.uccplymouth.org/what-we-believe>. These statements help guide congregation members in areas of mission activity and service. Members are often more willing to serve than they are to reflect. An action-reflection model of mission would serve us well.

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

The Pastor will assume the duties of leadership as prescribed by the constitution and bylaws, and serve this congregation through preaching, teaching, counseling, and acting on issues of common concern. The Pastor also has “‘freedom of the pulpit’ in matters of faith and ethics according to the dictates of the Word of God, the guidance of the Holy Spirit, the traditions of the United Church of Christ, and the realities of the world.”

The duties of the Pastor shall include:

Planning and conducting weekly church services in cooperation with the Music Director and Worship Ministry. Planning and officiating at baptisms, weddings, and funerals as requested. Coordinating confirmation classes, and guiding other Christian educational programs. Visiting the sick and shut-ins, and offering pastoral counseling to members as requested. Visiting most members in their homes in the first couple of years. Attending appropriate meetings of boards and committees of the church especially the Council. Holding regular office hours during the week. Coordinating new member classes. Working with the congregation on outreach and church activities. Representing the Church at NH Conference and the Merrimack Association. Supervising church staff in conjunction with the Human Resources Committee.

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

While the MissionInsite report does present a better educated, monocultural community with plenty of elders, it also shows a higher poverty rate than the State average and a growing population of young people. PCUCC will have planning conversations about how best to program for the growing youth population and how best to serve those who may be experiencing pressure from a challenging housing market and few public resources.

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?

Although the church is located on the Town Common in Plymouth, members come from 16 different communities (townships). Some drive an hour each way to attend church. Two-thirds of the congregation are 65 years or older and 70% are retired. The level of education is high with 57% having graduate degrees. These numbers skew higher than the local averages, so like many churches, PCUCC will need to develop strategies to increase its relevance and visibility.

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

The congregation is committed to social justice issues. Our support of LGBTQ persons in the church and the community led PCUCC to become the first congregation in the NH Conference to become ONA. The church is available to AA, NA, and OA support groups. These groups meet in the church fellowship hall almost daily. Feeding Our Children Together packs 38 food bags to be distributed to school children who depend on school lunches for nourishment. These bags are sent home to be used on weekends. The congregation supports Habitat for Humanity both internationally and locally financially. Several members volunteer at building projects.

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

Appreciate how comforting and warm the pastor was when her husband died. Put them at ease. Appreciate and am happy to contribute to Feed Our Children Together. Like that the programs are open to the community and enjoy the speakers and fellowship. That is the rich church on the Common. Some people say they will not join because we are ONA.

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

Many new people appreciate the warm welcome they receive from a church member. People like the social justice and relevant ministry of the church. New people like that they were invited to participate in an event or ministry of the church and then “grew” into becoming members.

REFERENCE LETTERS - Appendix 4

Name: Micky Giunta, Community Member and Former Owner of Cafe Monte Alto
Phone: 603-630-4060
Email: Edmicky.hg@gmail.com

Name: Michael Stoddard, Managing Artistic Director, TIGER Community Theater
Phone: 917-648-8631
Email: Michaeldavidstoddard@yahoo.com

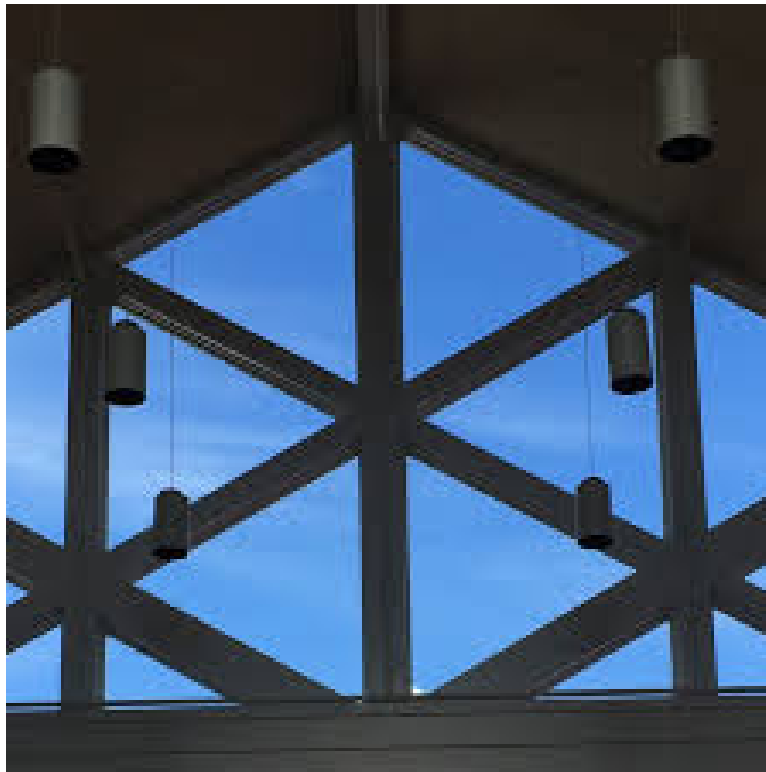
Name: Rev. Linda Barnes, Minister, Starr King Unitarian Universalist Fellowship
Phone: 603-536-8908
Email: minister-starrkingfellowship.o@netorg11951532.onmicrosoft.com

CLOSING THOUGHTS

Each week in worship, we sing two refrains: “Spirit of the Living God” is a response to a Prayer of Transformation, and “Go, My Children, with My Blessing,” is sung to our children as they depart for church school. These verses are included here as reminders of the spiritual openness and presence of God that undergird this season of pastoral search:

Spirit of the living God, fall afresh on me; Spirit of the living God, fall afresh on me.
Melt me, mold me, fill me, use me. Spirit of the living God, fall afresh on me.

Go, my children, with my blessing, never alone; Waking, sleeping, I am
with you, you are my own; In my love’s baptismal river I have made you
mine forever, Go, my children, with my blessing, you are my own.



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 ministers 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?

While a Profile Writing Team provided oversight and editing of the Profile, information was gleaned from congregation members at feedback sessions; our Transition Guide incorporated information from a previous profile, reports, minutes and interviews; and staff reviewed and commented on sections of the Profile pertinent to their ministries.

Signed ***Carol Stewart***

Name: Carol Stewart

Title: Church Moderator

Email: carob262@gmail.com

Phone: 603-726-3535

Date: October 7, 2024

6c. 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, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.

Signature: 

Name / Title:

Email:

Phone:

Date:

APPENDIX 1: Eleven Year Report

UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC
YEARBOOKS



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



**UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC
YEARBOOKS**

Church#: 441440 Schedule: 0 Plymouth Congregational--UCC Plymouth NH 03264 Assoc: 500

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2013	283	99	27	0	0	7	5	99	-97
2014	274	110	20	1	0	3	6	7	-9
2015	201	89	65	0	0	0	7	66	-73
2016	180	88	85	0	0	10	9	16	-15
2017	188	91	82	0	0	10	1	1	8
2018	181	90	79	0	0	6	2	8	-4
2019	182	78	53	0	2	2	3	0	1
2020	178	66	78	0	0	1	3	0	-2
2021	181	36	36	4	0	7	7	1	3
2022	181	39	118	0	0	7	7	0	0
2023	175	41	12	0	0	2	8	0	-6
CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2013	\$187,055	\$90,469	\$3,620	\$8,871	\$12,491	\$5,293	1.94	\$295,308	\$167,800
2014	\$190,000	\$1,547	\$3,570	\$9,159	\$12,729	\$6,213	1.88	\$210,489	\$137,029
2015	\$232,497	\$0	\$7,000	\$1,543	\$8,543	\$0	3.01	\$241,040	\$188,512
2016	\$228,875	\$0	\$4,500	\$13,585	\$18,085	\$30,699	1.97	\$277,659	\$296,802
2017	\$245,005	\$0	\$10,250	\$3,122	\$13,372	\$31,372	4.18	\$276,377	\$256,151
2018	\$243,718	\$0	\$7,500	\$1,737	\$9,237	\$23,052	3.08	\$276,007	\$247,240
2019	\$276,486	\$0	\$12,500	\$12,009	\$24,509	\$31,509	4.52	\$307,995	\$230,000
2020	\$270,964	\$0	\$10,825	\$11,370	\$22,195	\$7,000	3.99	\$300,159	\$225,860
2021	\$232,000	\$270,000	\$10,000	\$17,063	\$27,063	\$0	4.31	\$259,063	\$215,000
2022	\$245,900	\$0	\$10,000	\$2,697	\$12,697	\$4,700	4.07	\$263,297	\$145,195
2023	\$201,375	\$0	\$10,000	\$5,067	\$15,067	\$3,543	4.97	\$219,985	\$194,000

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2018-2023	-3.31	-54.44	-84.81	-66.67	-20.00	-17.37	63.12	-20.30
2013-2023	-38.16	-58.59	-55.56	-71.43	-92.31	7.66	20.62	-25.51

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

APPENDIX 2: Annual Budget

Plymouth Congregational Church-UCC

Program **22/23 Budget** **23/24 Budget** **Proposed 24/25 Budget**

Income

40000 · Offerings			
40132 Pledge Income	\$180,000.00	\$ 180,000.00	\$ 150,000.00
41000 · Non-Pledge Contributions	\$13,000.00	\$ 13,000.00	\$ 8,000.00
Total 40000 · Offerings	\$193,000.00	\$ 193,000.00	\$ 158,000.00
42000 · Other Income			
42100 · Building User Donations	\$10,000.00	\$ 5,900.00	\$ 5,900.00
42110 · Community Fundraising	\$1,189.75	\$ 1,750.00	\$ 1,250.00
421102 - Hannaford Gift Cards	\$425.00	\$ 600.00	\$ 750.00
411104 - Amazon Smile	\$75.00	\$ -	\$ -
42xxx- Renewable Energy Credit Payment from NHEC	\$630.00	\$ 627.00	\$ 544.00
42130 -Messinger Endowed Fund payout	\$880.00	\$ 732.00	\$ 768.00
42131 - Smith Endowed Fund payout			\$ 1,026.00
42180-Interest Income		\$ 250.00	\$ 500.00
42140 · NHCf Endowment Draw	\$55,500.00	\$ 43,935.00	\$ 46,100.00
Total 42140 · NHCf Endowment Draw	\$55,500.00	\$ 43,935.00	\$ 46,100.00
Total 42120 · Finance Com. Applied Revenues	\$55,500.00	\$ 43,935.00	\$ 46,100.00
Total 42000 · Other Income	\$68,699.75	\$ 53,544.00	\$ 56,838.00
49010 · Special Events Income			
49010 · Special Events Contributions			
Total 49000 · Special Events Income	\$261,699.75	\$ 246,544.00	\$ 214,838.00

Expense

61000 · Church Council			
61010 · Miscellaneous Church Council			
61020 · Association/Conference Dues	\$2,056.60	\$ 2,300.00	\$ 2,770.00
61030 · Misc. Church Council Expenses	\$100.00	\$ 100.00	\$ 100.00
Total 61010 · Miscellaneous Church Council	\$2,156.60	\$ 2,400.00	\$ 2,870.00
61090 · Pastor Income			

75% position

61065 - Pastor's paym-Health Insur	Personnel	\$150521.00	\$	47439.00	\$	61028.00
61067 - Pastoral paym-dental	Personnel	\$9824.00	\$	506.00	\$	11281.00
61070 - Base Salary	Personnel	\$9177.00	\$	980.00	\$	7661.00
61080 - Housing Allowance	Personnel	\$56107.00	\$	40329.00	\$	42801.00
61090 - Pastor FICA/Pence/portion	Personnel	\$251000.00	\$	225000.00	\$	189200.00
61093 - Pastor Income - Other	Personnel	\$41275.00	\$	41999.00	\$	45891.00
Total 61060 - Pastoral Income	Personnel	\$327727.00	\$	88169.00	\$	71703.00
61100 - Pastoral Support	Personnel	\$2200.00	\$	2200.00	\$	2200.00
61150 - Pastor's Prof Dev + continu	Personnel	\$11000.00	\$	11000.00	\$	15000.00
61185 - Mileage	Personnel	\$8565.00	\$	9148.00	\$	8291.00
61140 - Pastor Annuity	Personnel	\$0.00	\$	\$	\$	\$
61150 - Pastor Search and Hiring	Personnel	\$11755.00	\$	12348.00	\$	11241.00
Total 61100 - Pastoral Ministry	Personnel	\$94492.00	\$	\$96042.00	\$	79991.00
Total 61000 - Church Council	Personnel	\$66628.00	\$	\$38492.00	\$	\$5844.00
52000 - Communications Ministry	Operating	\$300.00	\$	300.00	\$	300.00
52010 - Communications Supplies	Operating	\$	\$	\$	\$	2091.00
52020 - Local Advertising	Operating	\$11600.00	\$	650.00	\$	4001.00
52030 - Web Hosting	Operating	\$450.00	\$	400.00	\$	410.00
52035 - Constant Contact	Operating	\$	\$	\$	\$	\$
52000 - Communications Ministry-Other	Operating	\$2350.00	\$	1350.00	\$	1340.00
Total 52000 - Communications Ministry	Operating	\$15300.00	\$	1750.00	\$	6752.00
52100 - Fellowship Ministry	Program	\$300.00	\$	275.00	\$	225.00
62110 - Hospitality	Program	\$300.00	\$	275.00	\$	225.00
Total 52100 - Fellowship Ministry	Program	\$300.00	\$	275.00	\$	225.00
52150 - HR Ministry	Program	\$1001.00	\$	1001.00	\$	1001.00
62160 - Continuing Ed/Training	Program	\$	\$	\$	\$	\$
62170 - Travel Related Expenses	Program	\$2501.00	\$	2501.00	\$	2501.00
62180 - Recognition	Program	\$2501.00	\$	2501.00	\$	2501.00
62190 - Misc./Life Ads in Paper	Personnel	\$8001.00	\$	1285.00	\$	1285.00
62195 - Workman's Comp All	Personnel	\$14001.00	\$	1385.00	\$	1885.00
Total 52150 - HR Ministry	Personnel	\$14001.00	\$	1385.00	\$	1885.00
52200 - Service Ministry	Program	\$10,000.00	\$	10,000.00	\$	10,000.00
52270 - NHC Wider Mission -Basic Suppt	Program	\$7,500.00	\$	7,500.00	\$	5,000.00
52275 - Outreach Discretionary Funds	Program	\$	\$	\$	\$	\$

Total 52200 - Service Ministry

Total 52xxx

\$17,500.00 \$ 17,500.00 \$ 15,000.00

\$21,550.00 \$21,010.00 \$18,420.00

53000 - Spiritual Formation Ministry

53050 - SF Director - Salary	Personnel	\$13,260.00	\$	13,790.00	\$	13,790.00
53051 - SF Director - Payroll/Taxes	Personnel	\$1,014.39	\$	1,055.00	\$	1,055.00
53020 - Adult Education	Program	\$1,000.00	\$	500.00	\$	
53060 - Formation Events & Activities	Program	\$1,400.00	\$	600.00	\$	200.00
53070 - Sunday School Supplies/Curriculum	Program	\$600.00	\$	600.00	\$	
53075 - Smith FF Fund Expenses						1,026.00
Total 53000 - Spiritual Formation Ministry		\$17,274.39	\$	16,545.00	\$	16,071.00

54000 - Support Ministry

54010 - Administration

54009 - Administration Payroll/Support	Operating					
54011 - Administration Payroll Taxes	Operating					
54030 - Church Office Manager Salary	Personnel	\$16,640.00	\$	17,160.00	\$	17,160.00
54020 - Church Office Manager - FICA	Personnel	\$1,272.96	\$	1,312.74	\$	1,312.74
54030 - Church Office Mgr Subs	Personnel	\$0.00	\$	384.00	\$	360.00
54050 - Computer & Eq. Maint.	Operating	\$1,000.00	\$	1,000.00	\$	750.00
54060 - Copier Lease	Operating	\$4,200.00	\$	3,850.00	\$	3,850.00
54090 - Office Supplies	Operating	\$1,400.00	\$	1,150.00	\$	1,000.00
54100 - Postage	Operating	\$800.00	\$	800.00	\$	800.00
54120 - Telephone	Operating	\$3,500.00	\$	3,250.00	\$	3,250.00
54155 - Credit Card Fees	Operating	\$150.00	\$	150.00	\$	150.00
Total 54010 - Administration		\$28,962.96	\$	29,056.74	\$	28,632.74

54140 - Building & Grounds

54150 - Building Capital Maint. Fund

54160 - Cleaning Supplies	Building	\$500.00	\$		\$	
54180 - Contract Cleaning Company	Personnel	\$15,000.00	\$	15,000.00	\$	15,832.00
54185 - Contract Cleaning Trash removal & misc		\$	\$	832.00	\$	832.00
54190 - Electricity	Building	\$3,500.00	\$	5,000.00	\$	4,700.00
54195 - Building Capital Reserve	Building	\$0.00				
54210 - Heating Oil	Building	\$6,000.00	\$	6,700.00	\$	7,000.00
54230 - Lawn and Grounds Maint	Building	\$500.00	\$	600.00	\$	600.00
54240 - Maintenance Supplies	Building	\$800.00	\$	800.00	\$	750.00
54260 - Miscellaneous Expense	Building	\$500.00	\$	2,500.00	\$	2,500.00
54260 - Building Maintenance & Repairs	Building	\$3,500.00	\$	4,000.00	\$	4,000.00
54280 - Snow Plowing and Shovelling	Building	\$5,000.00	\$	2,500.00	\$	2,500.00
54290 - System Maint. Sprinkler/Alarm	Building	\$1,500.00	\$	750.00	\$	1,200.00

54300 - System Maintenance-Elevator	Building	\$1,500.00	\$	1,500.00	\$	1,500.00
54310 - System Maintenance-Heating	Building	\$1,200.00	\$	1,200.00	\$	1,400.00
54315 - System Maintenance-Fire Alarm	Building	\$	\$	250.00	\$	300.00
54330 - Water + Sewer	Building	\$1,000.00	\$	1,000.00	\$	1,000.00
Total 54140 - Building & Grounds		\$40,500.00	\$	42,632.00	\$	44,114.00
55000 - Financial Management						

65010 - Bookkeeping Expense	Operating	\$5,000.00	\$	4,000.00	\$	2,000.00
65020 - Finance Committee Reserve	Operating	\$850.00	\$	500.00	\$	500.00
65025 - Insurance-Building Liability	Operating	\$8,150.00	\$	6,950.00	\$	7,100.00
65030 - Stewardship Fundraising exp.	Operating	\$100.00	\$	100.00	\$	110.00
65070 - Treasurer's Supplies	Operating	\$400.00	\$	400.00	\$	400.00
65050 - Search Committee Expense						
65051 - Pastor Relocation Expense						
65000 - Financial Management-Other						
Total 55000 - Financial Management		\$14,500.00	\$	11,950.00	\$	10,110.00
Total 54000 - Support Ministry		\$83,962.96	\$	\$83,638.74	\$	82,856.74

56000 - Worship & Proclamation Ministry						
56010 - Music Ministry						
56020 - Music Director Wages	Personnel	\$15,000.00	\$	15,600.00	\$	15,600.00
	Personnel	\$1,147.50	\$	1,193.40	\$	1,193.40
56050 - Music Supplies	Program	\$600.00	\$	600.00	\$	600.00
56055 - Messenger Music Fund Expenses	Program	\$880.00	\$	732.00	\$	768.00
56060 - Organ Maintenance	Program	\$500.00	\$	3,000.00	\$	2,000.00
56065 - Piano Maintenance	Program	\$850.00	\$	850.00	\$	850.00
56070 - Accompanist	Personnel	\$13,000.00	\$	13,520.00	\$	13,520.00
56075 - FICA for Accompanist	Personnel	\$994.50	\$	1,034.28	\$	1,034.28
56077 - Summer Accompanist	Personnel	\$1,200.00	\$	1,200.00	\$	1,800.00
56078 - FICA for Summer Accompanist	Personnel	\$91.80	\$	91.80	\$	137.70
56090 - Substitute Fees	Personnel	\$750.00	\$	750.00	\$	900.00
56081 - Music Purchases	Program	\$900.00	\$	900.00	\$	900.00
56095 - Residency Scholarship Program	Personnel	\$4,600.00	\$	2,000.00	\$	3,000.00
56096 - Organ Lessons	Personnel	\$750.00	\$	200.00	\$	100.00
56097 - Professional Memberships(2)	Personnel	\$200.00	\$	400.00	\$	250.00
Total 56010 - Music Ministry		\$41,463.80	\$	42,071.48	\$	42,653.38
57000 - Worship Ministry						
57030 - Pulpit Supply	Personnel	\$400.00	\$	600.00	\$	1,000.00
57050 - Worship Supplies	Program	\$400.00	\$	400.00	\$	325.00
Total 57000 - Worship Ministry		\$800.00	\$	1,000.00	\$	1,325.00

Total 66000 - Worship & Proclamation Ministry		\$42,263.80	\$43,071.48	\$	43,978.38
65100 - Other Types of Expenses					
65160 - Other Costs				\$	1,000.00
65100 - Other Types of Expenses - Other					
Total 65100 - Other Types of Expenses				\$	1,000.00
Total Expense		\$261,699.75	\$262,707.22		\$248,140.12
Total Revenue - Total Expense		\$0.00	-\$16,163.22	\$	(33,302.12)
				\$	34,000.00
				\$	697.88
					FY 24 carryforward

APPENDIX 3: Mission Insite Report

The QuickInsite Report

	New Hampshire Conference, UCC
Study area:	5 mi Around 4 Post Office Square, Plymouth, New Hampshire 03264, United States
Base State:	NH
Current Year Estimate:	2023
5 Year Projection:	2028
10 Year Forecast:	2033
Date:	9/4/2024
Semi-Annual Projection:	Spring

About the QuickInsite Report

The QuickInsite report is designed to provide a quick look at a geography defined by a user. It provides an initial impression of a study area through a set of primary demographic variables and Mosaic segments.

NOTE: Not all of the demographic variables available in the MI System are found in this report. The ExecutiveInsite report or custom reports can give a more comprehensive view of an area's demographics. The MinistryInsite or ReligiousInsite reports can provide a view of its beliefs and preferences.

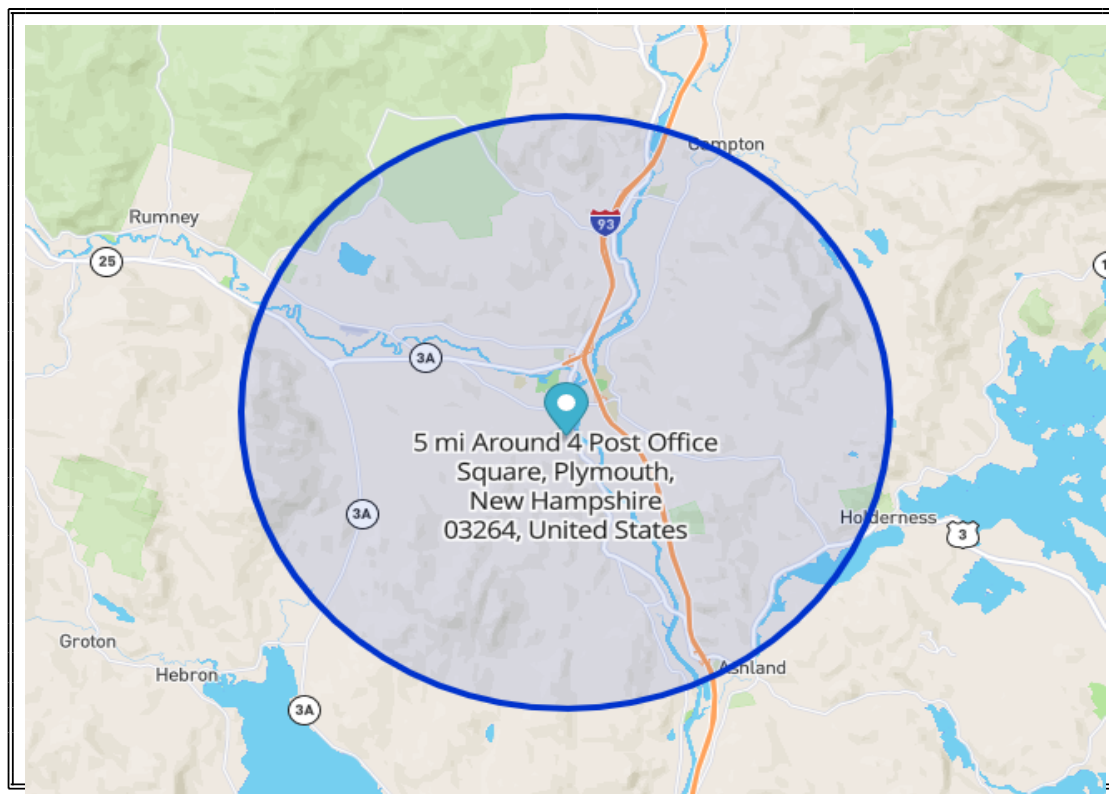
Two Sections

Two reports are provided on the following pages.

- The StoryView section presents 9 key demographic indicators of your study area.
- The ThemeView section presents greater detail about those indicators organized by themes.

For more information on interpreting the various data on this report, please refer to the Supporting Information on the final page.

THE STUDY AREA



More Information

Please refer to the last page of the report for additional notes and interpretation aides in reading the report.

StoryView

Significant Demographic Indicators of the Study Area's Story

<p>1</p>	<p>Population Change</p> <p>In the 10 year future, how is this area expected to change?</p> <p><small>(See Population and Families Theme)</small></p>	<p>Significant Decline Moderate Decline Little Change Moderate Growth Significant Growth</p>
<p>2</p>	<p>School Age Change</p> <p>In the 10 year future, how is the population of school age children in this area expected to change?</p> <p><small>(See Age Theme)</small></p>	<p>Significant Decline Moderate Decline Little Change Moderate Increase Significant Increase</p>
<p>3</p>	<p>Families with Children</p> <p>Compared to the state, are families with children more or less likely to live in two parent households?</p> <p><small>(See Population and Families Theme)</small></p>	<p>Significantly Less Somewhat Less About the Same Somewhat More Significantly More</p>
<p>4</p>	<p>Adult Educational Attainment</p> <p>For this area, what is the general level of education of the adults 25 and older?</p> <p><small>(See Education and Career Status Theme)</small></p>	<p>Very Low Low Mixed High Very High</p>
<p>5</p>	<p>Community Diversity Index</p> <p>How diverse is the racial/ethnic mix of this area?</p> <p><small>(See Community Diversity Theme)</small></p>	<p>Very Homogeneous Homogeneous Moderately Diverse Very Diverse Extremely Diverse</p>
<p>6</p>	<p>Median Family Income</p> <p>How does the median family income compare to the state for this area?</p> <p><small>(See Financial Resources Theme)</small></p>	<p>Significantly Less Somewhat Less About the Same Somewhat Greater Significantly Greater</p>
<p>7</p>	<p>Poverty</p> <p>Compared to the state, is the number of families in poverty above or below the state average?</p> <p><small>(See Financial Resources Theme)</small></p>	<p>Significantly Below Somewhat Below About the Same Somewhat Above Significantly Above</p>
<p>8</p>	<p>Blue to White Collar Occupations</p> <p>On a continuum between blue collar and white collar occupations, where does this area fall?</p> <p><small>(See Education and Career Status Theme)</small></p>	<p>Very Blue Collar Somewhat Blue Closely Split Somewhat White Very White Collar</p>
<p>9</p>	<p>Largest Racial/Ethnic Group</p> <p>In this area, which racial/ethnic group is the largest percentage of the population?</p> <p><small>(See Community Diversity Theme)</small></p>	<p>Asian (NH) Black/Afri American (NH) White (NH) Hispanic or Latino Pac Is/Amer Ind/Other</p>

ThemeView

Demographic Descriptions of the Study Area

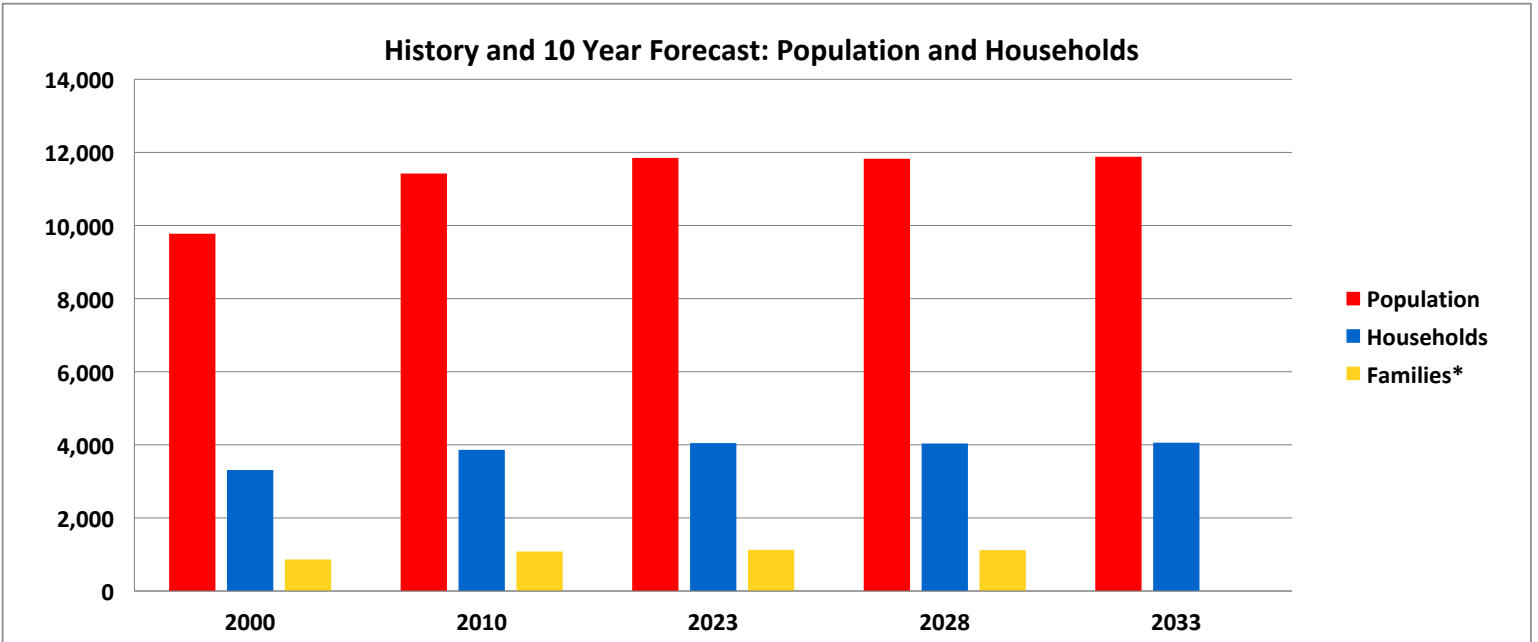
Study area: 5 mi Around 4 Post Office Square, Plymouth, New Hampshire 03264, United St

Date: 9/4/2024

Population and Households Theme

Population is the most basic demographic characteristic. It indicates how many persons reside within an area and how that total changes over time. In addition, future population is forecasted looking out 10 years.

Population and Household History with 5 and 10 Year Projected Change



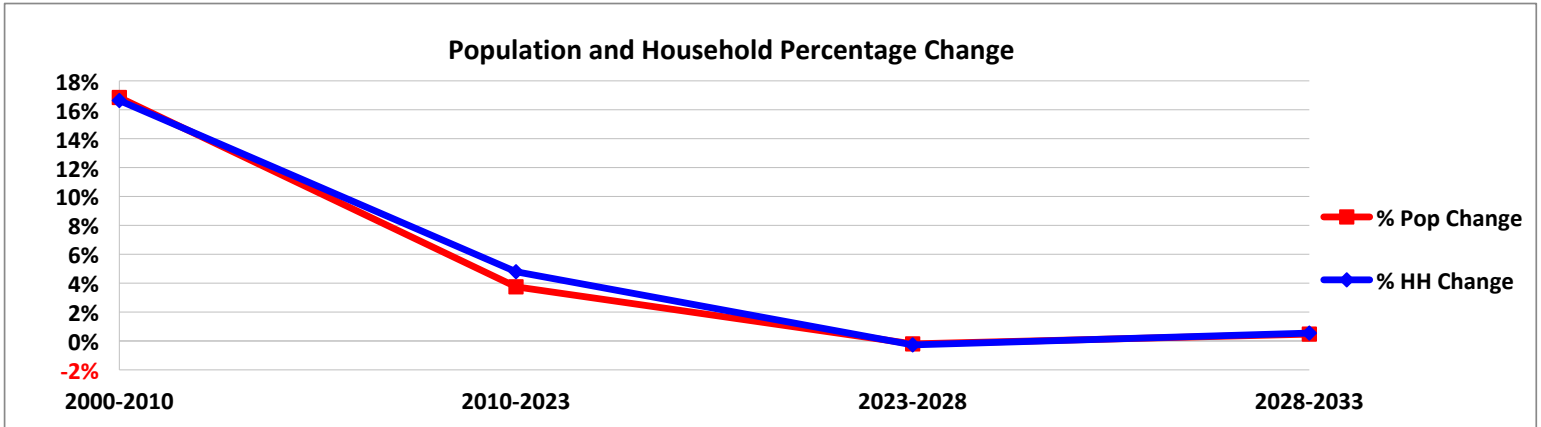
NOTE: Family Household data is not projected out 10 years.

Population, Households & Families

	2000	2010	2023	2028	2033
Population	9,775	11,422	11,850	11,826	11,882
Population Change		1,647	428	-24	56
Percent Change		16.8%	3.7%	-0.2%	0.5%
Households	3,311	3,862	4,047	4,036	4,058
Households Change		551	185	-11	22
Percent Change		16.6%	4.8%	-0.3%	0.5%
Population / Households	2.95	2.96	2.93	2.93	2.93
Population / Households Change		0.01	-0.03	0.00	-0.00
Percent Change		0.2%	-1.0%	0.1%	-0.1%
Family Households	863	1,080	1,126	1,118	
Family Households Change		217	46	-8	
Percent Change		25.1%	4.3%	-0.7%	

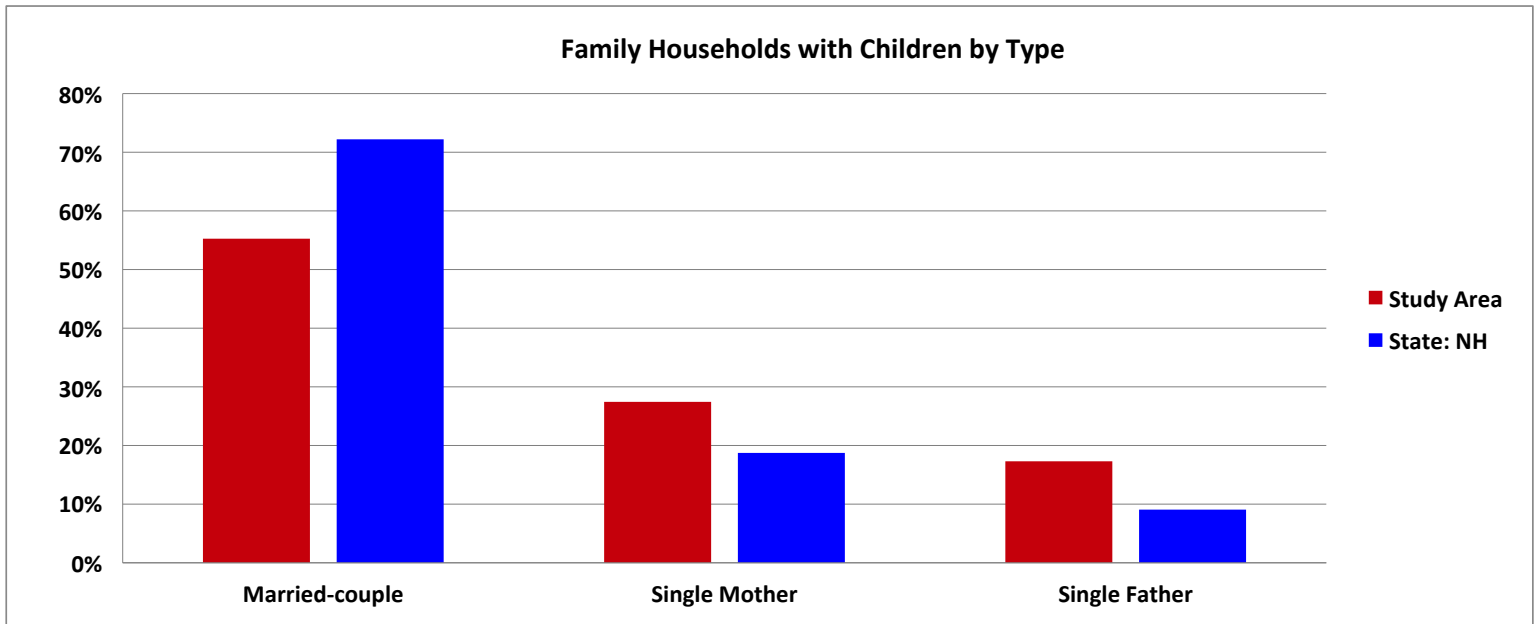
Population and Households Theme

Population and Household History with 5 and 10 Year Projected Percentage Change



Family Households

Family households with children are changing. The traditional married couple structure is evolving into many different family expressions in which children are being raised. These data provide an insight into the family structures within the study area and then compares them to the state.



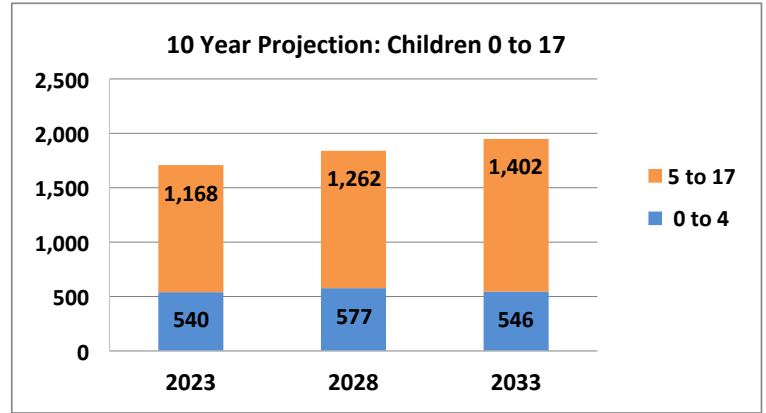
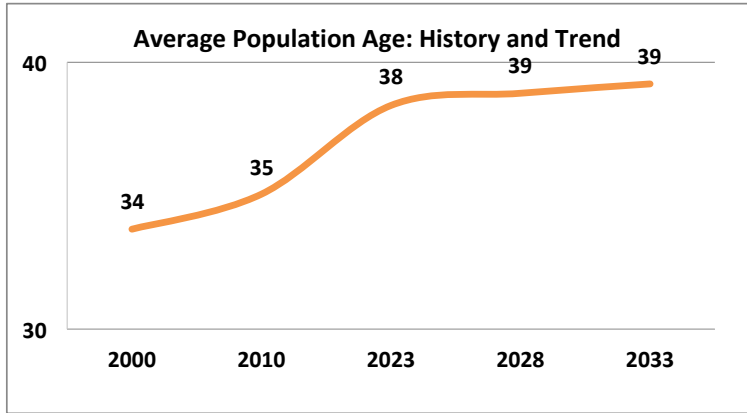
This table presents both the history and projections for family structures in the study area. Take note of the change column to discern how these family structures have changed and are projected to change in the future.

Households with Children	Actual Hhlds by Year			2010 to 2028 Change	Percent of all Hhlds by Year			2010 to 2028 % Change
	2010	2023	2028		2010%	2023%	2028%	
Family: Married-couple	621	578	561	-60	65.9%	55.3%	54.7%	-11.2%
Family: Single Mother	224	287	282	58	23.8%	27.4%	27.5%	3.7%
Family: Single Father	97	181	183	86	10.3%	17.3%	17.8%	7.5%
Total:	942	1,046	1,026	84	100.0%	100.0%	100.0%	

Age Theme

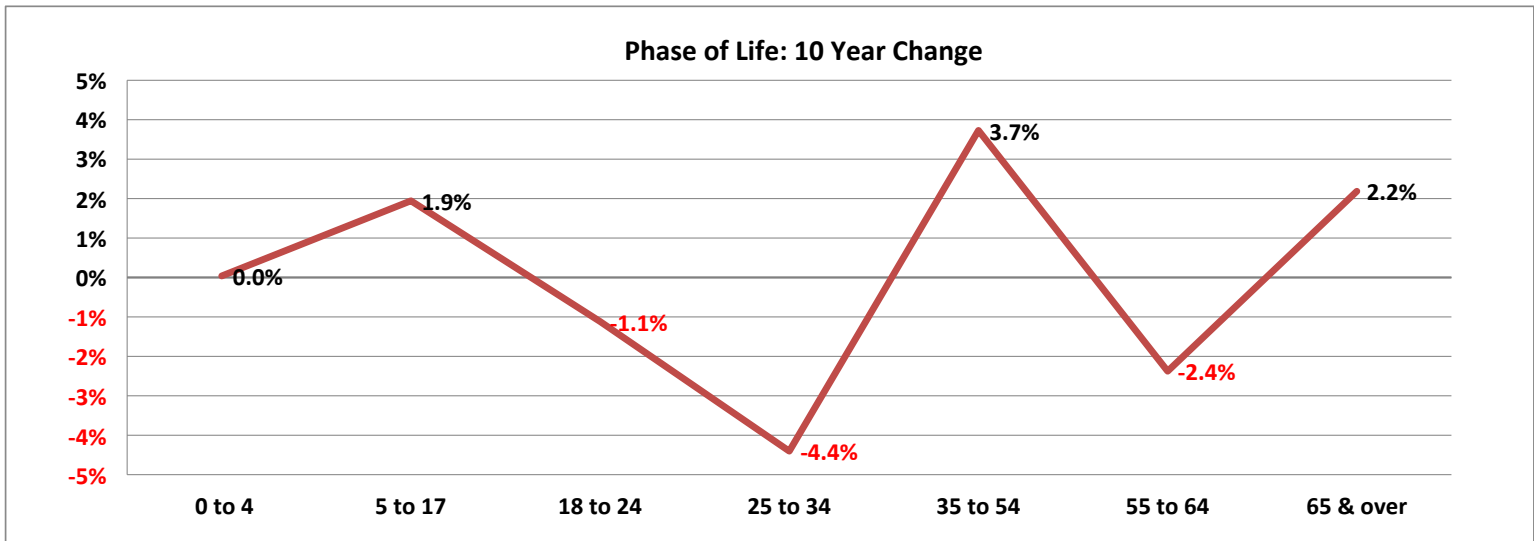
10 Year Average Age and Children 0 to 17 Trends

The age history and forecast reflect changes in a community. For example, two demographic trends currently in play are the aging of the Baby Boom generation and the decline in live births in the late 20th and 21st centuries.



Phase of Life

The Phase of Life 10 Year Change graph highlights life phases that will increase or decrease as a percentage of the total population in the forecasted 10 year future.



Phase of Life presents how a community changes and people age through their various life phases.

Phase of Life	Actual Population by Year & Phase				Percent of Pop by Year & Phase			
	2010	2023	2028	2033	2010%	2023%	2028%	2033%
Before Formal Schooling: 0 to 4	395	540	577	546	3.5%	4.6%	4.9%	4.6%
Required Formal Schooling: 5 to 17	1,288	1,168	1,262	1,402	11.3%	9.9%	10.7%	11.8%
College/Career Starts: 18 to 24	3,878	2,936	2,830	2,811	34.0%	24.8%	23.9%	23.7%
Singles & Young Families: 25 to 34	909	1,596	1,218	1,077	8.0%	13.5%	10.3%	9.1%
Families & Empty Nesters: 35 to 54	2,379	2,304	2,599	2,753	20.8%	19.4%	22.0%	23.2%
Enrichment Yrs Singles/Cpls: 55 to 64	1,254	1,279	1,123	1,000	11.0%	10.8%	9.5%	8.4%
Retirement Opportunities: 65 & over	1,318	2,027	2,217	2,292	11.5%	17.1%	18.7%	19.3%
Total:	11,421	11,850	11,826	11,881	100.0%	100.0%	100.0%	100.0%

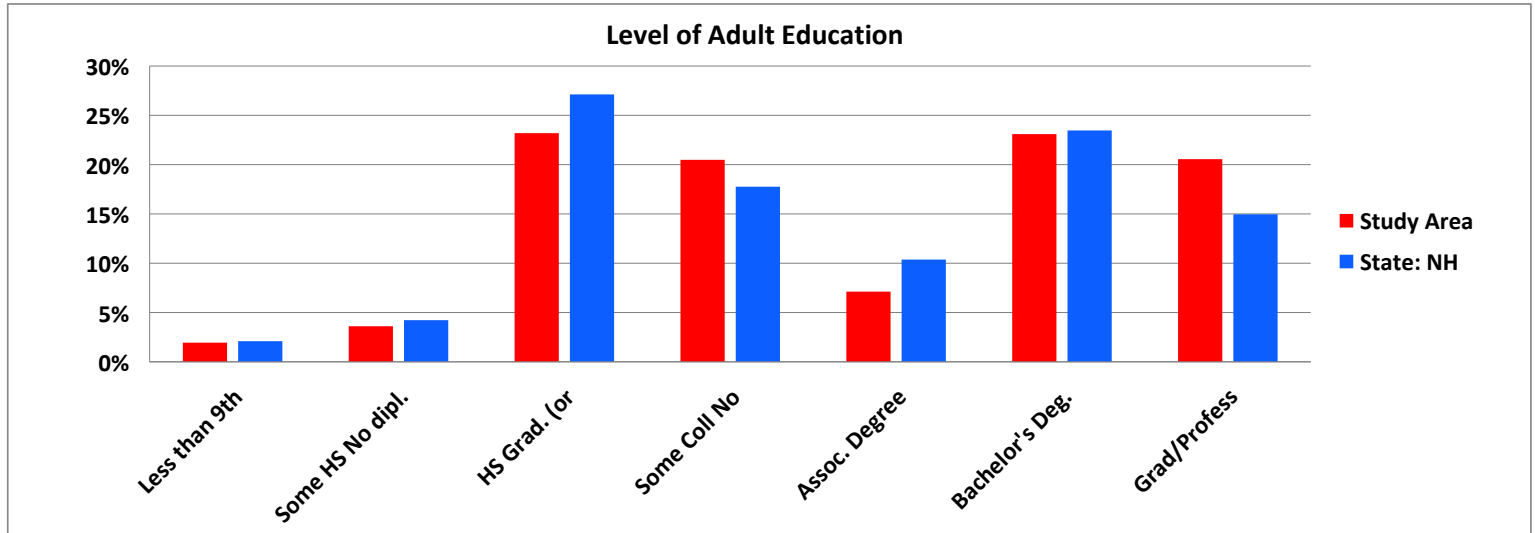
Education and Career Status Theme

The Education/Career Status theme portrays the level of education and the career types by the categories of Blue Collar and White Collar in the study area.

Adult Educational Attainment

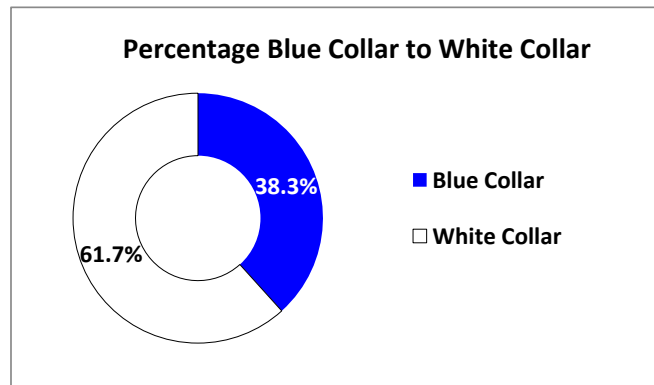
The following graphs array the adult population 25 years of age and older within the study area by their level of education completed.

Adult Educational Attainment Compared to the State of NH



Education Level of Adults 18 Years and Older	Actual Hhlds by Year		2023 to 2028 Change	Percent of all Hhlds by Year		2023 to 2028 % Change
	2023	2028		2023%	2028%	
Less than 9th Grade	140	136	-4	1.9%	1.9%	0.0%
Some High School, No diploma	260	269	9	3.6%	3.8%	0.1%
High School Graduate (or GED)	1,671	1,559	-112	23.2%	21.8%	-1.4%
Some College, No degree	1,476	1,497	21	20.5%	20.9%	0.4%
Associate Degree	513	511	-2	7.1%	7.1%	0.0%
Bachelor's Degree	1,664	1,664	0	23.1%	23.2%	0.2%
Graduate or Professional school degree	1,481	1,522	41	20.6%	21.3%	0.7%
Total:	7,205	7,158	-47	100.0%	100.0%	

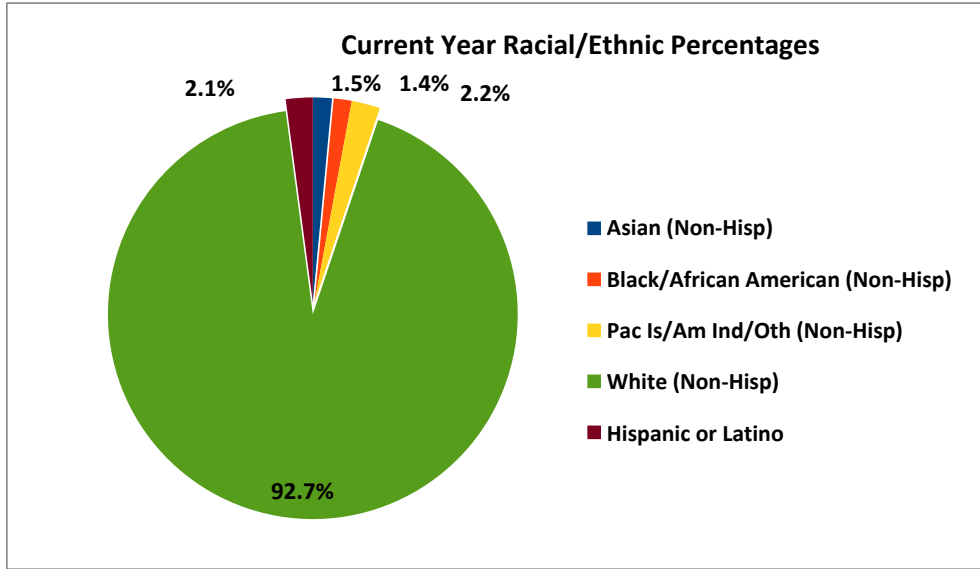
Career Types: Blue Collar and White Collar



Community Diversity Theme

The diversity of a community is shaped by the racial/ethnicity of the people who reside in it as well as people's age, income and education.

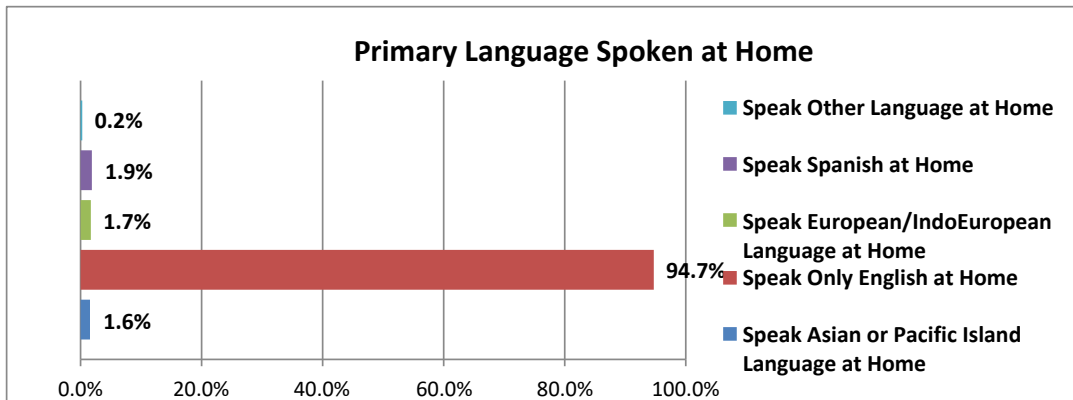
Study Area Racial and Ethnic Diversity



NOTE: Race and ethnicity breakouts are based upon Census Bureau categories. Only those groups for which the Bureau provides extended detail can be reported.

Race and Ethnic History and Trends

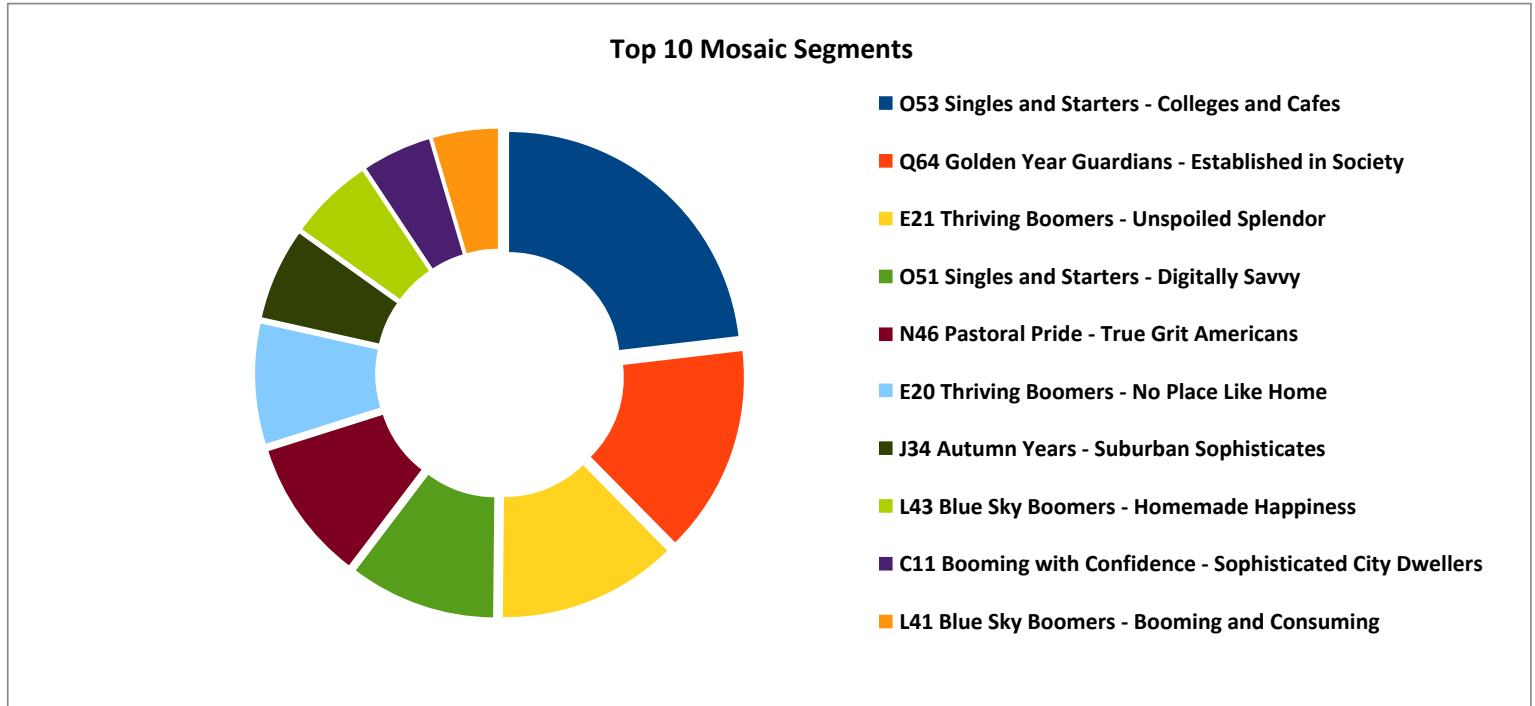
Racial/Ethnicity by Year	Actual Population by Year			2010 to 2028 Change	Percent of all Pop by Year			2010 to 2028 % Change
	2010	2023	2028		2010%	2023%	2028%	
Asian (Non-Hisp)	115	177	189	74	1.0%	1.5%	1.6%	0.6%
Black/African American (Non-Hisp)	74	169	171	97	0.6%	1.4%	1.4%	0.8%
White (Non-Hisp)	10,875	10,986	10,872	-3	95.2%	92.7%	91.9%	-3.3%
Hispanic or Latino	161	251	320	159	1.4%	2.1%	2.7%	1.3%
Pac Is/Am Ind/Oth (Non-Hisp)	197	266	275	78	1.7%	2.2%	2.3%	0.6%
Total:	11,422	11,849	11,827	405	100.0%	100.0%	100.0%	



Community Diversity Theme

Mosaic Lifestyle Segmentation Types

Mosaic Lifestyle Types provides insight into the behaviors, attitudes and preferences of the households within the Study Area. The result is a fuller multidimensional understanding of a community, neighborhood, zip code or other geography.



Mosaic	Study Area	State	Comparative Index
O53 Singles and Starters - Colleges and Cafes	662	3,639	2495
Q64 Golden Year Guardians - Established in Society	414	23,248	244
E21 Thriving Boomers - Unspoiled Splendor	359	33,250	148
O51 Singles and Starters - Digitally Savvy	291	22,712	176
N46 Pastoral Pride - True Grit Americans	280	3,290	1167
E20 Thriving Boomers - No Place Like Home	240	24,029	137
J34 Autumn Years - Suburban Sophisticates	182	25,409	98
L43 Blue Sky Boomers - Homemade Happiness	166	11,883	192
C11 Booming with Confidence - Sophisticated City Dwellers	137	37,091	51
L41 Blue Sky Boomers - Booming and Consuming	130	7,146	249
	2,861	191,697	

Learn about your Mosaic Households

To access Mosaic Portrait data click on:

[Mosaic USA E-Handbook by Experian](#) (To open in a new Tab hold Control key when you click on the link)

Handbook includes Mosaic Overview and two graphic pages for each of the 19 Groups and 71 Segments.

[How to Read and Understand a Mosaic Portrait - Video](#)

[Understanding Mosaic Portraits for Mission Planning - Video](#)

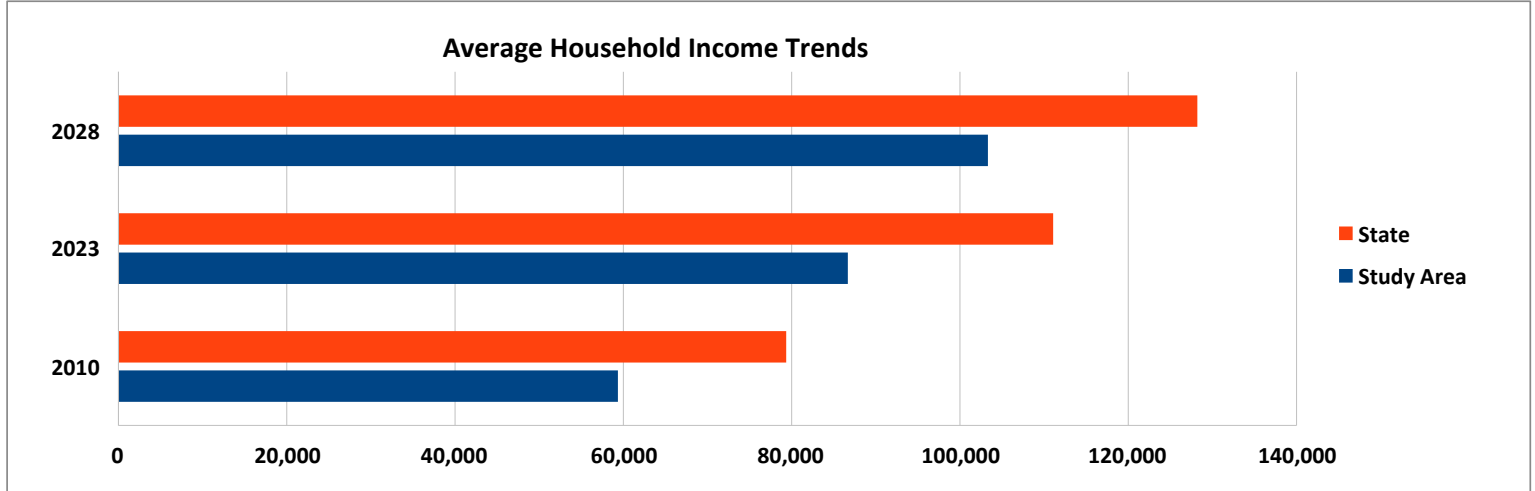
Faith based clients: To access the Mosaic application guide click on:

[Mission Impact Mosaic Application Guide by Bandy](#) (To open in a new Tab hold Control key when you click on the link)

Financial Resources Theme

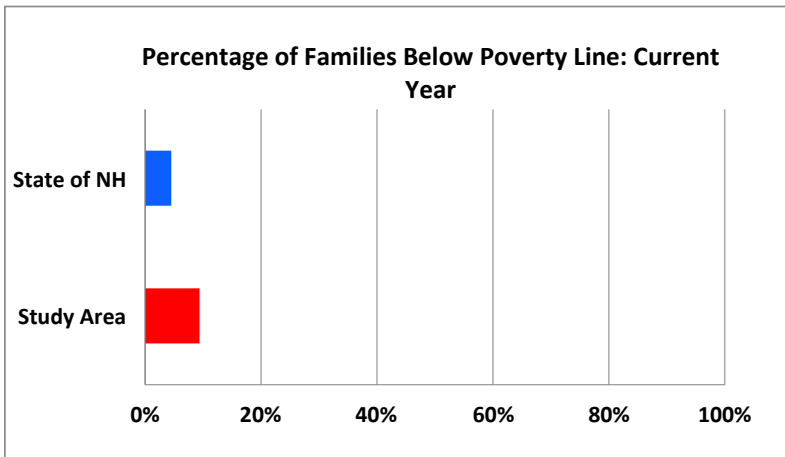
Financial resources available is an indicator of community opportunity or distress. Three variables are presented in this category: 1) Household Income, 2) Family Income and 3) Poverty.

Household Income



Income Trends: Households and Families				2010 to 2028 Change
	2010	2023	2028	
Average Household Income	59,351	86,676	103,322	43,970
Median Household Income	43,915	73,455	83,260	39,345
Per Capita Income	20,068	29,601	35,262	15,194
Median Family Income		85,619	84,891	728

Poverty



Poverty Level	Pop	Area % Pop	NH % Pop
Above poverty level	2,310	90.6%	95.5%
Below poverty level	239	9.4%	4.5%
	2,549	100.0%	100.0%

Supporting Information

Correlating the StoryView and DetailView Reports

The Detail View Report presents the important demographic detail behind the Demographic Indicators found on the QuickView page. It is organized around six themes.

DetailView Themes	StoryView Number	DetailView Themes	StoryView Number
1. Population, Households & Families	1 & 3	4. Community Diversity	5 & 9
2. Age	2	5. Financial Resources	6 & 7
3. Education/Career Status	4 & 8		

Interpreting the Report

The QuickInsite report is formatted to help you interpret data at a glance.

Change over time: Several trend tables have a column indicating a change over time. Generally these tables begin with the last census, include the current year estimate, a five year projection and if available, a 10 year forecast. The data in each cell represents a percentage change up or down.

Color Coding: Both the "Change over Time" and "Comparative Indexes" columns are color coded to easily spot any change and the direction of that change.

Change:	Increasing	Stable	Declining
Index:	Above Ave	Ave	Below Ave.

Variable Definitions

Full variable definitions can be found in the MI Demographic Reference Guide. Download it free from the Help/Documents menu located on the map screen of your study area on the MissionInsite website.

[Click to download the QuickInsite Worksheet. To open it in a new tab, press Ctrl when you click.](#)

Indexes: Some variables will have a column called "Comparative Index." An index is an easy way to compare a study area with a larger area. For this report, all comparisons are with the state or states within which the study area falls. The indexes can be interpreted as follows.

- Indexes of 100 mean the study area variable is the same as its base area.
- Indexes greater than 100 mean the study area variable is above the base area. The higher the number, the greater it is above the base.
- Indexes less than 100 mean the study area variable is below the base area. The lower the number, the greater it is below the base.

Support

If you need support with this report, please email MissionInsite at misupport@missioninsite.com.

APPENDIX 4: Reference Letters

Edward S. Giunta
Micky Giunta
35 Weston Woods Circle
Campton, NH 03223
603-630-4060

October 8, 2024

Search Committee
Plymouth Congregational Church UCC
4 Post Office Square
Plymouth, NH 03264

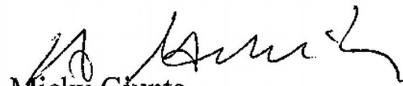
Dear Friends:

Please know that Eddie and I are more than happy to express our feelings of what the Congregational Church in Plymouth means to us and of course to the community.

We will never forget the extended period of darkness during the pandemic. It was the church that kept the doors open for music. Streaming the chamber concerts for two seasons that a few musicians from the New Hampshire Music Festival came to perform. This kept the festival alive. The church also provides valuable office space to the NHMF.

The outreach to students and community youth after the pandemic was and is remarkable. Offering free meals, making members of our diverse community always feel welcome are just additional aspects why this church is so important to us.

Finally, the amazing organ recitals, the New Hampshire Master Chorale concerts and other individual performances allow numerous and diverse members of our community to experience such an important gift.


Micky Giunta

October 12, 2024



PCC Search Committee
Plymouth Congregational Church
6 Post Office Square
Plymouth, NH 03264

Dear PCC Search Committee:

I am writing to you as the new Managing Artistic Director of TIGER as of September 1, 2024. Possessing an undergraduate degree from PSU in 2001 and a masters degree in 2008, I have a long history with the Plymouth Congregational Church and the gracious and extending arms they have had in the community. As a church located in the heart of The Common here in Plymouth, it is wonderful to have such a loving and embracing congregation beating so brightly in the center of town.

Recently, when PSU had eliminated TIGER's rehearsal space back in May, we turned to the PCC, a church I have had the privilege of attending and performing in since 1999. Not only did the PCC agree to let us rehearse in the space for the month of September, but they are one of the most flexible and accommodating facilities I have worked with in my career as both an artistic director and educator. TIGER, in its 22 season, has brought its messages of love, acceptance and anti-bullying to over 560,000 children across northern New England and I felt like the PCC supported us and truly enjoyed having us in their space as we prepared to hit the road with three more shows. The staff was helpful and kind and any interaction from a passing member of the congregation was nothing short of delightful. When we wrapped up rehearsals at the end of September, I was left with such gratitude and a desire to continue such a wonderful relationship with your church.

This positive experience I had with TIGER was the second time I had such an experience within this year. Back in May, I also directed a piece with the NH Master Chorale and the performance of, *The Radio Hour* at the PCC was the highlight of the entire experience for me. The attendees, consisting of much of your congregation, were such a welcoming and appreciative audience and your staff leading up to the event was equally warm, flexible and gracious.

The first time I entered your church was in 1999 when I sang with a PSU choir during a church service and although I have spent most of the last two decades living across our great nation, every time I return to the PCC and walk through your doors, I feel welcome and "at home." I can think of no better steeple to watch over The Common here in Plymouth than one filled with such love and appreciation for the arts and all people that surround themselves with the artform. God is accepting. God is empathetic. God is love and that love can be seen and felt in every corner of your beautiful church. I pray that my relationship with your church will only strengthen and grow as a now permanent resident back in the area. Thank you again for having us as guests in your space and for being the best neighbors we could ask for.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Stoddard".

Michael Stoddard
Managing Artistic Director

Rev. Linda Barnes
Starr King UU Fellowship
101 Fairgrounds Rd.
Plymouth, NH 03264
603-536-8908

Nov. 1, 2024

Dear Colleague in Ministry,

I am the minister at Starr King Unitarian Universalist Fellowship in Plymouth, New Hampshire. I have served here for more than eight years. Let me offer you a glimpse of the relationship between the Plymouth Congregational United Church of Christ and my own, as well as opportunities for collaboration as ministers in the same community.

Over the years I have had the privilege of collaborating with those at the Plymouth Congregational Church in public protest. As an example, we worked together to provide a vigil on the town square in protest of the murder of George Floyd and others and in support of the Black Lives Matter movement. We sang and spoke of justice and race, how we might support people of color especially on the Plymouth State University campus.

We have collaborated on environmental justice. This last summer we co-hosted the Climate Up Close presentation which served to provide science backed information on climate change, what we might expect and what we can do. Additionally, the Plymouth UCC provided the venue for Bill McKibben to speak on his efforts with 350.org to reduce carbon emissions. That event was well attended by people from both the UU and UCC congregations.

Our churches have shared resources for Our Whole Lives sexuality training for our youth. It is one of the most important resources we have to offer our youth, and I am proud to do this together. Occasionally we have collaborated in shared interfaith services such as a community-wide Thanksgiving service and the High School Baccalaureate.

The Campus Ministry Board is an interfaith group that works to support students spiritually and emotionally. The direction of the work has been largely supporting addiction services on campus. We typically meet once per month to support the work of the campus coordinator.

For me, one of the most satisfying collaborations between our churches is around the needs of our shared community. We pool information and resources to assist with food, housing, and more by sharing the burden of the expenses. We do this with our partners at the Catholic and Episcopal churches as well. Communication between the churches is fantastic in this regard.

Finally, I love living in the White Mountains of New Hampshire. I often seek solace and restoration in the forests here. I love the people of this community. If you have questions that I might answer, please feel free to give me a call. May you have clarity in your discernment.

In Faith,
Linda Barnes