

September 1, 2021

Date

Full-Time or Part-Time Pastor

Position to be filled

---

**United Church of Christ**

**LOCAL CHURCH PROFILE  
FOR LOCAL CHURCHES SEEKING NEW LEADERS**

---

---

**Local Church  
Statement of Consent**

---

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

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

*Richard Harris*

Signature of Search Committee Chairperson

September 1, 2021

Date

**Church:**

**Name:** Monadnock Congregational Church

**Address:** P.O. Box 307

**City, State, Zip:** Colebrook, NH 03576

**Search Committee Chairperson or Contact Person:**

**Name:** Mr. Richard Harris

**Address:** 239 East Colebrook Road

**City, State, Zip:** Colebrook, NH 03576

**Telephone:** 603-237-4390

**Fax:**

**E-Mail:** psiadix\_03576@yahoo.com

---

**Date:** September 1, 2021

---

**Position to be filled:** Full-Time or Part-Time Pastor

---

**LOCAL CHURCH PROFILE  
FOR LOCAL CHURCHES SEEKING NEW LEADERS**

---

Please return the completed document to your conference or association office.

**1. Church:** Monadnock Congregational Church

**2. Address:** P.O. Box 307

**City, State, and Zip:** Colebrook, NH 03576

**Church Website:**

**3. Name of Search Committee Chairperson/Contact Person:** Mr. Richard Harris

**Address:** 239 East Colebrook Road

**City, State, and Zip:** Colebrook, NH 03576

**Telephone:** 603-237-4390

**Email:** psiadix\_03576@yahoo.com

**FAX:**

**4. Conference/Association Staff Person Assisting Our Church:**

Rev. Richard Slater

**Address:** NH Conference United Church of Christ, 140 Sheep Davis Road

**City, State, Zip:** Pembroke, NH 03275

**Telephone:** 603-715-9525

**Email:** RSlater@nhcucc.org

**FAX:**

---

**MEMBERSHIP INFORMATION**

---

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

	<b>Last Year</b>	<b>5 Years Ago</b>	<b>10 Years Ago</b>
<b>a. # Church members</b>	69	107	93
<b>b. Average attendance at worship</b>	25	45	55
<b>c. Average participation of children/youth in C.E.</b>	0	2	4
<b>d. Average weekly participation in adult education</b>	10	10	10
<b>e. # Members who are ordained clergy</b>	0	0	2

## 6. Profile of Congregation

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

### a. Age:

5 % ages 0 - 5  
5 % ages 6-18  
10 % ages 19-34  
15 % ages 35-49  
15 % ages 50-64  
25 % ages 65-74  
25 % ages 75 +

### c. Family units:

20 % couples with children at home  
70 % couples without children at home  
9 % single  
1 % single parent with children at home

### b. Education level of adults:

2 % completed less than high school  
25 % high school graduates  
28 % some college/vocational school  
40 % college graduates  
5 % graduate school

### d. Occupation of adults:

35 % business  
20 % clerical  
5 % farmer/rancher  
10 % laborer/manufacturing  
20 % professional  
5 % student  
5 % tradesperson  
0 % other

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

### e. Employment:

45 % employed  
5 % not currently employed  
50 % retired

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

We are 98% Caucasian of Western European ancestry.

## CHURCH FINANCES

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

	Last Year	5 Years Ago	10 Years Ago
<b>7. Total Church Income</b>			
<b>a.</b> Members offerings and pledges	\$44,188.00	\$60,200.00	\$65,940.00
<b>b.</b> Interest from investment or endowments	\$55,037.00	\$26,800.00	\$25,000.00
<b>c.</b> Principal reduction (endowments or investments)	0	0	0
<b>d.</b> Rentals	0	0	0
<b>e.</b> Special Fundraising	\$3,786.00	\$3,000.00	\$5,000.00
<b>f.</b> Other	0	0	0

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

Our overall goal set was \$79,000. We received generous pledges of \$80,747.32.

We had a generous, anonymous donor, that gave us a challenge grant and asked that any excess funds pledged and collected in excess of the Wheelchair Lift needs be transferred to the Lifeline Fund. In August 2021, we transferred \$4,200 to our Lifeline ‘account’ managed by Raymond James Investments – leaving a small balance in the Wheelchair Lift checking account and leaving this open for receipts of the outstanding pledges.

**2020** Pledges: **\$2,000** Actual Received: **\$1,750**

**2019** Pledges: **\$15,640** Actual Received: **\$15,6100**

	<b>Last Year</b>	<b>5 Years Ago</b>	<b>10 Years Ago</b>
<b>8. Total Operating Budget</b>			
<b>a.</b> Our Church’s Wider Mission Basic Support	-0-	\$2300.00	\$2700.00
<b>b.</b> Our Church’s Wider Mission Special Support	\$213.00	\$1407.00	\$1203.00
<b>c.</b> Other gifts	\$4,355.00	\$4919.	\$1286.
<b>d.</b> Current local expenses	\$91,867.17	\$107,784	\$95,252
<b>e.</b> Annual withdrawals from Trust Funds	\$55,000.00	\$26,553.	\$25,000.
<b>f.</b> Other debt	0	0	0

**9. Identify UCC special offerings the church receives throughout the year and the amounts from year: 2019. We are using 2019 as the last full year which in person worship was not interrupted by the Pandemic.**

- \$315.00** One Great Hour of Sharing
- \$300.00** Neighbors in Need
- \$290.00** Christmas Fund
- n/a** Strengthen the Church
- n/a** Basic Support for Our Church’s Wider Mission (only if received through special offerings and not included as a regular budget item in #8 above.)

**10. Mission**

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

<b>Name</b>	<b>2019 Amount (\$)</b>
<b>1.</b> Got Lunch***	In-kind
<b>2.</b> The Fold	Special Collection
<b>3.</b> Helping Hands North	0
<b>4.</b> Colebrook Area Food Pantry	600

5. Blanket Fund	420
6. Scholarships for local College Students	4,000
7. Local Ministerium Dues	350
8. Deacon's Fund	1,000
9. Lifeline	378

b. What mission project has excited your church the most in the past three years? Why?

\*\*\* Federally-subsidized school breakfasts and lunches are often the best meals of the day for kids in our community. When summer arrives, those meals are no longer available until school starts again in the fall. The *Got Lunch* program was initiated by MCC to fill this gap. The program grew from the efforts of a few in our church to the broader community, now supported by several churches, and donations from the community. Today, about 100 local school-aged kids in all northern Coös towns depend on the healthy lunches provided by *Got Lunch*. To learn more, visit [www.gotlunchcolebrookarea.org](http://www.gotlunchcolebrookarea.org).

**11. Indebtedness**

- a. Total amount of outstanding mortgages/capital debt: \$ NONE
- b. Total amount of other debt: \$ NONE
- c. Are payments current?     XX yes     \_\_\_\_\_ no

**12. Capital Campaigns: Yes**

- a. **If the church has had capital campaigns in the last ten years, note goal and results:**  
 Goal: \$ \_\_\_\_\_ Outcome: \$ \_\_\_\_\_  
 Goal: \$ \_\_\_\_\_ Outcome: \$ \_\_\_\_\_

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

The last capital campaign was conducted in 2019

**b. What projects were undertaken as a result of your capital campaign?**

We were able to install a chair lift from our church's first floor to the sanctuary on the second floor.

**c. Was there a mission or outreach component to the campaign?** XXX Yes     \_\_\_\_\_ No

The extra funds were placed in special savings to provide two LIFELINE devices for homebound persons.

**d. If a capital campaign is underway or anticipated, describe it:** There is none at this time.

Goal: \$ \_\_\_\_\_ Beginning Date \_\_\_\_\_ Purpose: \_\_\_\_\_

**13. Assets held by the Church:**

a. Reserves (savings): \$ 32,000.00

b. Endowments/Investments: \$ 635,000.00

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

A two story New England style, steepled church located on Main Street in downtown Colebrook, New Hampshire.

**d. Is the church building (including sanctuary and offices) handicapped accessible?**  
Yes XX Partially (specify) \_\_\_\_\_ No \_\_\_\_\_

**Is the pulpit handicapped accessible?** Yes \_\_\_\_\_ No XX

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

Not applicable

**f. If the church owns a parsonage, describe it:**

**Address:** 24 Parsons Street

**City, State, Zip:** Colebrook, NH 03576

**Number of Rooms:** Eight **Number of Bedrooms:** Four **Number of Bathrooms:** Two

**Description:**

Two story, traditional New England Cape, white vinyl siding, full concrete basement, forced hot water heating system, attached conference room, and detached two car garage.

**Distance from Church:** one-half mile

**Handicapped Accessible?** Yes \_\_\_\_\_ No XX Partial \_\_\_\_\_

---

**FINANCIAL SUPPORT OF MINISTERIAL LEADERS**

---

**14. If your conference has compensation guidelines, do you follow them?**

\_\_\_\_\_ yes XX yes for some compensation items but not all \_\_\_\_\_ no

Does the church consider this position to be full time or part time?

\_\_\_\_\_ Full Time \_\_\_\_\_ Part Time (specify) We prefer it to be a full-time position, but will consider part-time.

**How will church members be supportive of a part time or bivocational pastor who may need another job to supplement the church salary?** We will be creative together.

## 15. Salary History

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

	Start Date				End Date			
	Year	Salary	Housing	Parsonage	Year	Salary	Housing	Parsonage
a. Last	2004	\$25,000.	0	P	2015	\$36,500.	0	P
b. Previous	1996	\$18,500.	0	P	2000	\$22,000.	0	P
c. Next previous	1990	\$15,000.	0	P	1994	\$17,500.	0	P

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

## 17. Salary, Benefits, and Expenses Offered

a. **Cash salary offered:** We will follow NH Conference UCC recommended salary guideline of a \$42,000 base salary and part-time would be pro-rated accordingly. In addition optional benefits are listed below.

b. Housing:

\_\_\_\_\_ Housing allowance only XX Parsonage only \_\_\_\_\_ Would consider offering either

c. Customary benefits:

xx Vacation: Four weeks annually

xx Maternity/paternity leave

xx UCC Retirement Annuity

xx UCC Life and Disability Insurance Benefits

xx UCC Health Benefits

\_\_\_\_\_ UCC Dental Benefits

xx Social Security/Medicare Offset

xx Continuing Education Funds \$300

xx Continuing Education Time

\_\_\_\_\_ Sabbatical Leave

\_\_\_\_\_ Other benefits (specify) \_\_\_\_\_

d. Ministry Expenses

xx Travel Reimbursement

xx Meeting Expense Reimbursement

\_\_\_\_\_ Books and Periodicals

\_\_\_\_\_ Reimbursement of Criminal Background Check Fee

xx Moving Expenses

---

## COMMUNITY CHARACTERISTICS

---

### 18. Population

a. Population of total city or town in which your church is located: 2,200

(With a potential draw from surrounding communities of up to 5,000)

b. Describe the population by racial-ethnic category and identify the source of the information:

Predominantly Caucasian of European heritages.

### 19. Economic Factors

**Identify major sources of employment/income in your community:**

a. Schools

b. Hospital/Doctor's Offices

c. County Nursing Hospital

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

Colebrook is located at the confluence of the Mohawk and the Connecticut Rivers on the Vermont/New Hampshire border, eight miles south of Canada, and thirty miles west of Maine. Our Chamber of Commerce slogan is "a village with a view." Our most prominent landmark is Monadnock Mountain, which is across the Connecticut River, in Vermont. It contains an extinct volcano. The soil is predominantly sandy loam, making it good crop land. Our weather is temperate since we are located at 45 degrees north latitude which puts us half way between the north pole and the equator.

Our area of New Hampshire is known as the Great North Woods our heritage was in lumbering or wood products businesses. Tourism is very important today. We also have a clothing manufacturer, a machine shop, and a latex products manufacturing plant in our industrial park. We have motels and cabins which cater to the tourists and snowmachines and four-wheelers travel through town. Colebrook is the area shopping center with a super IGA, two banks, a hospital, K-12 schools, and a variety of retail businesses on Main Street. For church denominations, we have Congregational, Methodist, Episcopal, Catholic, Baptist, River of Life, Assembly of God, Mormon, and Jehovah Witness. A majority of our population of about 2,500 is elderly, as the young people have left to find better jobs. Since the Pandemic, we have seen a new migration of people to Colebrook. This has been a cross section in ages; some retirees, and some working class who have found new employment here. Also people are increasingly able to work from home via the Internet.



**a. Describe three distinctive attributes of your community: \*\*\***

1. Above all else, the most distinctive attribute of the Colebrook area is the natural setting. This is a quiet and peaceful place with the nearest large store more than an hour away (but we are less than three hours from Concord, NH; Burlington, VT; Portland, ME and Montreal Quebec!) Our forests, streams and farms are rich resources that not only contribute to our economy but also to our well-being. They support abundant wildlife, jobs and recreational opportunities for all.
2. The people who live in our community are independent, hard-working, welcoming and often go out of their way to care for each other. There is a strong sense of community and desire to help those in need. With these attributes, it is easy to get involved in community building activities.
3. We are blessed with two cultural arts centers that host numerous events and cultural opportunities.

**b. Identify major trends you envision in your community during the next five years: \*\*\***

- Like most of rural America, ours is an aging population, struggling to retain and attract youth. However, we are seeing growth in the population of under-privileged folks. They are presumably attracted by our relatively low cost-of-living. We are seeing a new migration away from the cities to our area small towns. This has caused real estate prices to rise as the supply lessens. This opportunity may be one that allows our church to expand outreach efforts, offering relief and hope based on Christian love.
- There is a growing movement in support of local foods. Combined with incentives from the State of NH, fresh, local foods are becoming available for all, regardless of income. One disabled and unemployed man recently diagnosed with diabetes commented that he would not have been successful in losing 30 pounds had he not had access to a Colebrook store, providing fresh, healthy foods produced by local farmers. A local store sells locally grown and made products year round. Summer time Farmer's Markets serve the greater community.

**c. List three or four problem areas confronting your community that members feel your church should address: \*\*\***

- Opioid addiction has reached a crisis level in NH, especially in northern Coös, where Colebrook is located. We are seeking ways to broaden our impact, reducing the need for opiates and other substances that erode the health of many in our community.
- Poverty is substantial. Area churches are involved in programs that provide relief but the need remains and is constantly demanding more resources.
- As with many other areas, jobs exist in the Colebrook area. Unfortunately, many of those jobs do not pay well enough to accept the risk of moving away from social relief programs. Jobs that do pay well often require travel; another difficult hurdle for many.

It must be said that though these challenges may seem grim, our congregation sees opportunity to bring relief to many through Christian-based action, enhanced outreach, and the good news of the Gospel of Jesus Christ.

**d. Indicate Mission Activities**

**1. In which your church participates as a part of its mission in the community:**

Diaconate Fund (provides money for immediate, short-term assistance, Food Pantry, (non-perishable food distributed as needed), Scholarship fund for youth attending college, collection of household goods to support local need, Got Lunch, and Helping Hands North.

**2. In which your church expects the leader you are now seeking to participate:**

Our minister is expected to assist in leadership of our local mission work.

**e. Describe how your church building is now being used by the community:**

Our facilities are used extensively by organizations within our community. Some examples include Cub Scouts, Girl Scouts, Well-child clinics, pre-school vision and hearing clinics, Red Cross blood drives, substance addiction support group, food distribution, ecumenical Bible Study, and as a gathering place for emergency situations at the high school (thankfully rarely)

**f. Indicate the number of school districts from which members of your church are drawn:**

\_\_\_\_ one      XX two      \_\_\_\_ three or more

---

**CONGREGATIONAL LIFE**

---

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

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

1. Our membership is aging and shrinking. We need more members, especially youth. Membership is needed not only to remain financially sustainable but to add vibrancy to our faith-journey.

**22. Planning**

**a. All churches do planning. How would you characterize the way planning is done in your church?**

By the Church Council composed of the minister and lay leaders from the Deacon's Ministry, Christian Outreach Ministry, Christian Education Ministry, and the Stewardship Ministry.

**b. What expectations do you have of the person you are seeking in relation to the planning that takes place?**

Our minister is expected to assist in the leadership and empowering of our lay leaders.

**c. When is the last time your church undertook a period of discernment and long-range planning in an intentional way?**

In 2020 we reviewed our Church Bylaws.

**d. What were the outcomes of your intentional long-range planning?**

In 2021 the church changed the governance from a sixteen person Church Council to a seven person Church Council with representatives from four ministries. They are the Deacon's Ministry, the Christian Outreach Ministry, the Christian Education Ministry, and the Stewardship Ministry.

**e. Does your church have any plans to undertake a period of intentional long-range planning in the future?**

Not at this time

**23. Reflections on Congregational Life**

Comment on the following with what you believe to be the generally-held responses of the congregation. If more space is needed, use additional pages. *(Add \*\*\* if information came from a survey of the congregation.)*

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

1. Outreach to the community with programs like *Got Lunch* to feed school aged children during the summer, Community Meals each Thursday, the Thanksgiving Community Dinner and many other events that support the broader community
2. We celebrated our 200<sup>th</sup> Anniversary in 2002. During that year outstanding fellowship was enjoyed. It took place as we worked together on the capital campaign, the sprucing up of the church ( a lot of interior painting by volunteers), and the special celebrations in one week in August. This all culminated in a worship service with the message brought to us by Rev. Shawn Stapleton of the First Congregational Church of Beloit, Wisconsin, our daughter church.
3. Our church building experienced great loss during a fire in 1967. Rebuilding after that fire brought people together, not only in our church but from the broader community

**b. Identify the most challenging faith experience or event in the life of your church in the last three years and what the church learned from it: \*\*\***

1. We have taken official action in 2019 to remove judgmental language from our records regarding personal lifestyles.
2. Community Outreach programs have taught us the extent of profound need and inequality in our community.

**What is God calling your church to do/become over the next few years? \*\*\***

Our congregation strives to serve as a beacon of light for truth and Christian **love**. Our church has always been a welcoming place, providing a safe, caring social home for our community. God is calling us to continue to serve these roles while getting involved more deeply in our community in creative ways that actually changes lives.

**d. Describe how the church expects the person you are seeking to help your church reach these goals: \*\*\***

We desire a leader who is compassionate and caring; who will ask the hard questions while listening to and respecting our diverse views; who will be led by God's grace, sharing real-life examples to support and guide us on God's path; who is committed to help us address poverty, addiction and other conditions in our broader community; who will teach us to be more responsive and active in our community.

e. **Chose the statement that most accurately describes the theological/faith stance of your church: *You may check more than one.***

- We tend to be theologically conservative.
- We tend to be theologically moderate to conservative.
- We tend to be theologically moderate.
- We tend to be theologically moderate to liberal.
- We tend to be theologically liberal.
- We tend to be quite diverse theologically.
- Other

Comments:

f. **Describe the educational program of your church:**

**Identify the curriculum/a used in your church school and the person or committee responsible for selection of curriculum/a:**

We have used David C. Cook and Gospel Light. Under our new governance it would be the responsibility of the Christian Education Ministry. We are currently developing a new model of Christian Education for our children.

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

The last Confirmation class was conducted by our middle school Sunday School teacher. He used the same book, Affirming Faith: A Confirmand's Journal by the United Church Press, which our Pastor had used in a prior after school group.

**Are there educational opportunities for all ages?** We presently host an ecumenical Bible study which meets once a week at our church.

Yes, there are, from Nursery to Adult Bible Study

**Does your church have a written Safe Church Policy?**

Yes       No (If No, has a group worked on this issue in the past? What was the outcome?)

g. **Describe how the church expects the person you are seeking to participate in the congregation's educational programs:**

Fulltime you should be directly involved in all educational leadership.  
Part time at the direction of the Deacon's Ministry and hours worked.

h. **Describe how programs or ministries of your church are evaluated:**

Ministries submit reports at annual congregational meetings, with opportunities for open discussion with the congregation. Ministries also bring regular updates to, and receive direction from the Church Council..

i. **Describe the strengths or positive qualities of your church:\*\*\***

Our church community is characterized by an independent spirit, balanced with a kind attitude toward diverse perspectives. Our perspectives do not always align but they also do not get in the way of our relaxed, caring and receptive attitude. We laugh together, we cry together, we pray together and we are committed to the well-being of each other.

**24. Indicate major boards, committees, small groups, and organizations that are a part of your church; the frequency of meetings (monthly, weekly, etc.); and expectations for leadership. For leadership role use: 1 = pastor takes primary initiative and responsibility; 2 = pastor and laity share responsibility; 3 = laity take primary initiative and responsibility; 4 = the pastor's presence is expected periodically/occasionally.**

Board/Committee	Purpose	# Members	Frequency	Leadership
Church Council	Meets monthly	7	Monthly	Two
Deacon's Ministry	Support worship, shut-ins, new members. Pastor/Parish Relations	5	Monthly	Two
Christian Outreach Ministry	Outreach to members, students, coffee hour, scholarship	3	Monthly	Three
Christian Education Ministry	Website, newsletter, use of church	3	Monthly	Three
Stewardship Ministry	Property, Insurance, Finances, Trust Funds, meals	4	Monthly	Three

Ongoing Small Groups	Purpose	# Members	Frequency	Leadership
GOTM (gathering of the men)	GOTM hasn't met since COVID..	10-15	Monthly	3
Bible Study	To gather to pray and study Scripture	7-8	Weekly	3
Unity Club	Fellowship and to support the church with fund raising.	Entire congregation	Monthly	3

**25. Conflict**

*Most churches experience conflict at various times. Characterize your church's experience with conflict given the following possibilities. Indicate the extent to which each statement describes your church: C = closely; S = somewhat; N = not at all.*

S as a church, we respect and listen to each other and work things through.  
C as a church, we try to respect and listen to each other, but it is not uncommon for

- differences of opinion to be a problem and for some people to choose sides*
- S *some have left our church because of conflict. Some have returned as well.*
- S *conflict hurts our sense of unity, but we tend not to talk about it*
- S *painful experience with conflict has been present, but it has been worked through, and we have learned from the experience*
- N *we have had some painful experiences with conflict, and they linger in the background*
- N *open conflict is present, and we need a minister who can help us deal with it*
- other Specify:*

*Comment: People not worshipping with us now are having personal conflict*

## 26. Worship

- a. Describe the weekly worship schedule (number of services, times, languages in which the services are conducted, frequency with which communion is included, special emphases such as healing services, contemporary worship, etc.)

We hold one worship service at 10 a.m. Sunday morning. It is in English. Holy Communion is served on the first Sunday of each month.

- b. **Are your worship services or church gatherings sign language interpreted?**  
       Yes     XXX No, but would consider accommodating as needed.

**Are there particular ministries with persons with developmental disabilities or mental illness?**

**Comment:**

We welcome people with developmental disabilities into our church. We provide rides for disabled parishioners. Our sanctuary is accessible for disabled parishioners.

- c. **Identify how worship is planned on a regular basis in your church**  
XXX by the pastor and Deacon Ministry  
XXX by the pastor in consultation with the church musician  
       other – specify:

- d. **Describe the style and content of preaching valued by your congregation:**

Our congregation prefers a traditional style of worship and hymns. We desire sermons to be strongly Biblical based and related to our daily lives. Special concerns, celebrations, and prayer times are included in our worship. Children's messages are important. Our congregation likes to be involved.

- e. **Describe the role in worship of the person you are seeking:**

Our pastor will be the main worship leader. Lay persons enjoy reading scripture, responsive readings, and prayers. The pastor writes his/her own message and chooses scriptures to be used during the service. Hymns are selected with the assistance of the Deacon's Ministry and Music Director.

- f. **What hymnal(s) are currently used by your congregation in worship?**

Worship and Rejoice, Hope Publishing Company, copy 2001. (Blue hardcover)

- g. **Have you considered using another hymnal?** No.
- h. **Churches have a variety of practices related to the use of Inclusive Language in worship services. (Some churches have made the decision not to change any language in worship; others are intentionally inclusive in their references to people avoiding words such as “mankind”. Some avoid exclusively male references for God and seek to include male and female images as well as a variety of metaphors; other churches exercise care in the words of the liturgy but still utilize “traditional” hymns.) How important is this issue to your church?**

We have had pastor’s who have used inclusive language. The congregation was not opposed.

---

## WIDER CHURCH CONNECTIONS

---

### 27. United Church of Christ

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

Do you send delegates to association and conference meetings?

Regularly XXX Occasionally \_\_\_\_\_ Never \_\_\_\_\_

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

Yes XXX No \_\_\_\_\_ Not Sure \_\_\_\_\_

- b. Conference, association, or other denominational settings in which your church expects the leader you are now seeking to participate:

- NH Conference of UCC
- North Country Association
- Local Ministerium

- c. Choose the word that best describes how lay leaders of your church consciously identify with the United Church of Christ:

\_\_\_\_ closely XXX moderately \_\_\_\_\_ nominally \_\_\_\_\_ other

Comment:

Like many churches affiliated with the United Church of Christ, our members range from being conservative to liberal.

### 28. Ecumenical and Interfaith Activities

- a. **Describe ways your church participated in ecumenical and interfaith activities during the past three years:**

Our community has an ecumenical group of pastors. They meet monthly. Our pastor, or a laity representative, attends those meetings. This group conducts a Good Friday Service, bacculaureate, and Thanksgiving service. They have also hosted Christmas concerts and Palm Sunday Concerts.

**c. Describe how your church expects the leader you are now seeking to participate in ecumenical and interfaith activities:**

This ecumenical spirit has been an integral part of our small community for over sixty years. We expect our pastor to participate in this group.

---

**RELATIONSHIP WITH MINISTERIAL LEADERS**

---

**29. Relationship With Prior Leaders**

**a. Characterize your church’s experience with pastoral leaders over the past 15 years.**

*You may check more than one response:*

- In general, our lay leaders have a history of strong, cooperative relationships with the church’s pastoral leadership.
- We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.
- We have had some tough times and things did not always work out.
- Other. Specify:

**Comment:**

It should be noted that during the past 15 years we were served by one settled pastor and three interim ministers. Our last settled pastor was much loved by almost everyone.

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

Name	From	To
1. Rev. Rebecca Larson	10/2004	10/2015
2. Rev. Peter Dyer	9/1996	12/2000
3. Rev. John Simpson	3/1990	12/1994

**c. If a previous pastor or pastor emeritus/a is currently a member of the church, describe his or her involvement in the life of the congregation:**

Not applicable

**d. In addition to financial support, describe how your church supported the most recent person to hold the position you are now seeking to fill:**

With her help we formed a worship committee. The committee helps pick out hymns and other parts of the worship service. She was given time off for a sabbatical leave so that she could travel to and visit the Holy Land. She attended a national workshop on Story Telling through a church supported scholarship.

**e. Involuntary Terminations:**

**Have any of the last three persons serving in the position you are seeking to fill left involuntarily or under pressure?**

yes  no: If “yes,” respond to the following:



Choose all the issues that may have contributed to the involuntary termination. *You may check more than one or indicate "not applicable."*

- conflict of personalities in the church
- inadequate performance
- pastoral style inappropriate for this church
- ethical issues or issues of fitness for ministry
- financial stresses
- other. Specify: \_\_\_\_\_ Not applicable

- **Indicate, if you can, which of the following best describe the congregation's behavior toward that person prior to her or his leaving: *You may check more than one.***

- civil                       kind
- compassionate           supportive
- harsh                         indifferent

Not applicable

- **Describe what your church has learned from the experience about itself and its relationship with persons who provided ministerial leadership:**

Not applicable

**30. Does the church have a Pastoral Relations Committee?**    XXX yes        \_\_\_\_\_ no

If yes, describe its purpose, functions and how often they meet:

Meet as needed to support the pastor and address concerns of the congregation and/or pastor.

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

There is no formal structure to the evaluation.

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

Yes, at the annual meeting and as needed by church council.

### **32. Leadership Expectations**

A list follows of 45 items which represent a range of qualities in the ministry of the church. Place an "X" beside the 12 items which your church feels are the most important aspects of ministry for your church at this time. All the qualities are important. However, please mark those 12 which you feel need first priority at this time. **Do not rank the items.** If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

Mark only 12 of the following items. Do not rank the items.

**Our church needs a person who...**

1. XX is an effective preacher/speaker
2. \_\_\_\_\_ continues to develop his/her theological and biblical skills
3. \_\_\_\_\_ helps people develop their spiritual life
4. XX helps people work together in solving problems
5. XX is effective in planning and leading worship
6. \_\_\_\_\_ has a sense of the direction of his/her ministry
7. \_\_\_\_\_ regularly encourages people to participate in United Church of Christ activities and programs
8. \_\_\_\_\_ helps people understand and act upon issues of social justice
9. \_\_\_\_\_ is a helpful counselor
10. XX ministers effectively to people in crisis situations
11. XX makes pastoral calls on people in hospitals and nursing homes and those confined to their homes
12. \_\_\_\_\_ makes pastoral calls on members not confined to their homes
13. XX is a good leader
14. \_\_\_\_\_ is effective in working with children
15. XX builds a sense of fellowship among the people with whom he/she works
16. \_\_\_\_\_ helps people develop their leadership abilities
17. \_\_\_\_\_ is an effective administrator
18. \_\_\_\_\_ is effective with committees and officers
19. \_\_\_\_\_ is an effective teacher
20. \_\_\_\_\_ has a strong commitment to the educational ministry of the church
21. \_\_\_\_\_ is effective in working with adults
22. \_\_\_\_\_ inspires a sense of confidence
23. XX works regularly at bringing new members into the church
24. \_\_\_\_\_ regularly encourages support of Our Church's Wider Mission
25. \_\_\_\_\_ reaches out to inactive members
26. \_\_\_\_\_ works regularly in the development of stewardship growth
27. XX is active in ecumenical relationships and encourages the church to participate
28. XX is a person of faith
29. \_\_\_\_\_ writes clearly and well
30. \_\_\_\_\_ works well on a team
31. \_\_\_\_\_ is effective in working with youth
32. \_\_\_\_\_ organizes people for community action
33. \_\_\_\_\_ is skilled in planning and leading programs
34. \_\_\_\_\_ plans and leads well-organized meetings
35. XX encourages people to relate their faith to their daily lives
36. \_\_\_\_\_ is accepting of people with divergent views
37. \_\_\_\_\_ encourages others to assume and carry out leadership
38. XX is mature and emotionally secure
39. \_\_\_\_\_ has strong commitment and loyalty
40. XX maintains confidentiality
41. \_\_\_\_\_ understands and interprets the mission of the church from a global perspective
42. XX is a compassionate and caring person
43. \_\_\_\_\_ deals effectively with conflict
44. \_\_\_\_\_
45. \_\_\_\_\_

If there are other comments you wish to make about expectations, include one or more paragraphs here on an additional sheet.

---

### GENERAL

---

33. Does your governing body or your search committee have a well-defined policy against discrimination? \_\_\_\_\_ Yes XX No Comment:
34. Has your congregation participated in an ONA (Open and Affirming) study/discernment process? \_\_\_\_\_ Yes XX No Comment:

**35. Is there a position description of the pastor's role and responsibilities?**

Yes  No If "yes," please attach a copy.

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

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

Title:  PT  FT  
Title:  PT  FT  
Title:  PT  FT  
Title:  PT  FT

Not Applicable

**37. Name three people who have agreed to serve as references. Make sure they are not members of your church, but know your church well enough to be helpful to a final candidate seeking more information about your church, e.g., conference staff, person in community, neighboring pastor:**

Name	Telephone	Relationship to Your Church
Jane Kirk	603-380-1195	Neighboring Pastorr
Scott Cooper	802-277-4131	Community Leader
Cindy Grassi	603-237-5203	Neighboring Pastor

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

Church Members participated in Survey.  
Pastoral Search Committee compiled and approved.

**39.** In 2018 a vote of the congregation reaffirmed our church's Constitution and Convenant.  
"We, as a church acknowledge and reaffirm the Church Covenant and Membership Policy as defined in the Constitution and Bylaws, that all prospective Pastors, Leaders, and Members have: "Faith in the Lord Jesus Christ, a declared purpose to live according to the teaching of sacred Scripture, and assent to the Covenant of the Monadnock Congregational Church"

On our church building a large sign welcome all stating "No matter who you are or where you are on life's journey you are welcome here."

**STATEMENT ON LEADERSHIP IN MINISTRY**

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

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

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

*“We as the Pastoral Search Committee hope our efforts have compiled and laid out a concise overview of our congregation’s work. Showing our beliefs, doctrine and where we differ, our profile demonstrates how we work together in harmony and fellowship to help bring Jesus Christ and his loving care into our community.*

*We are looking for person to work in union with our church council and congregation in planning our services and activities. We will look to you for spiritual guidance and help. Our lay leaders have had very cooperative relationships with our previous pastors. Please review and compare your profile with ours so that together we may explore how to join in fellowship with you as a resource and guide. Together our church will grow and become an even more vibrant part in the lives of our congregation and the broader community. We look forward to praying together and talking more about this possibility.”*

## VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: *The Monadnock Congregational Church, United Church of Christ, is in good standing with the North Country Association of the New Hampshire Conference of the United Church of Christ.*

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

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

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

Staff Comment: *To the best of my knowledge, the church's financial information, as presented, is accurate and complete.*

My signature below attests to the above three items.

Signature:



Name / Title: *Richard N. Slater Associate Conference Minister, NH Conference, United Church of Christ*

Email: [rslater@nhcucc.org](mailto:rslater@nhcucc.org)

Phone: 603-715-9525

Date: *November 12, 2021*