First Congregational Church, UCC
Littleton, New Hampshire

LOCAL CHURCH PROFILE

“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)

Validation Date ___________ April 20, 2022 _______________
LISTING INFORMATION:

First Congregational Church of Littleton
189 Main Street, Littleton, NH 03561

Email: fstcong189@gmail.com
Web page: www.1stconglittleton.org

Facebook pages: @FirstCongregationalChurchOfLittletonNh
@littlefreepantrynh
@FCCShiningLightsLearningCenter

Conference: New Hampshire UCC
Association: North Country Association
Position: Full Time, Settled Pastor: a called position intended for longer-term ministry in which the minister becomes a member of our church

Languages other than English: No
Compensation: Conference Guidelines
Current Church Membership: 70 (spring 2022)

Search Committee Leadership

Alice Muh, Chair
102 Tuck Lane
Littleton, NH 03651
alicemuh@roadrunner.com
603-444-5228

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PO Box 862
Franconia, NH 03580
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UCC Conference or Association Staff Contact Person

Richard N Slater (he/him/his)
New Hampshire Conference, United Church of Christ
140 Sheep Davis Road
Pembroke, NH 03275
603-715-9525
Real magic happens when we share God's Love
Summary Ministry Description:
We are a welcoming, friendly, and theologically diverse congregation founded in 1803 in the White Mountains of New Hampshire. We seek to call a full-time pastor who enjoys preaching and shares our passion for Christian education and community involvement. We seek someone to help us grow in spiritual wisdom and maturity, who appreciates strong lay leadership, and who desires to work with, inspire, and help us envision our Christian potential.

What and Who We Need:
As we set about recovering from the pandemic, we are looking for a minister who will walk alongside us as our teacher, guide, and companion. We seek someone who is passionate in their love of Christ and with a strong sense of mission. This person will work with the congregation in our efforts to reach out and share God's love with the community and to lead us in engaging in a deeper relationship with Christ. As an older congregation, we realize it is easy to get stuck in the past so we need someone who will embrace tradition while helping us move into the future; one that includes bringing multiple generations together. As a congregation with diverse theological and social views, we need someone who is a good communicator and can unite us in our common mission.

What We Value About Living In Our Area:

Location: As is stated in real estate—location, location, location. That would describe Littleton, the jewel of the North Country. Often voted one of the best small towns in the country, Littleton is one of only two NH Great Main Street Communities. Our town is the population, economic, and commercial center for the area north of famed Franconia Notch.

Situated on the Ammonoosuc River, the town has taken advantage of this beautiful waterway and created a River Walk district in the downtown area. The Pollyanna Gateway lures tourists from our award-winning Main Street down to the river district where artisan shops, a renowned brewery, various eateries, and scenic covered bridge delight all ages.

Littleton is less than three hours from Boston and Montreal, both easily accessible by interstate highways. Two hours travel and you are in Burlington, Vermont or the coast of Maine and Portland. Manchester-Boston Regional Airport and Logan International Airport serve air travel needs and Concord Coach Lines provide convenient bus service between Littleton and Boston.

Arts: The beautiful White Mountains have inspired the creative talents of writers, painters, and other artists for centuries, and Littleton boasts a proud artistic community. From the League of
N.H. Craftsmen Gallery on Main Street and its sister Littleton Studio School to boutique shops and art galleries dotting downtown, Littleton celebrates art!

An annual art festival has been held each fall for more than 50 years, offering a unique experience for both locals and the swarm of tourists who arrive to see the gorgeous foliage. Year-round community theatre is performed at the historic Littleton Opera House, while in neighboring Whitefield, NH there is an award-winning, professional theatre that presents an alternating repertory all summer long. The North Country Chamber Players, a group of professional musicians based in New York City, serves as a national model for resident ensembles, offering public concerts along with countless education and outreach programs throughout New Hampshire. Additional cultural, visual, and performing arts are offered through Catamount Arts in St. Johnsbury, The Colonial Theatre in Bethlehem, and the Hopkins Center at Dartmouth in Hanover.

**The Great Outdoors:** People have been writing about the beauty and majesty of the White Mountains since the first settlers arrived. Home to Mount Washington and numerous 4000-footers along the Appalachian Trail and Presidential Range, hiking in the White Mountains is a draw for many. In the summer the White Mountain National Forest provides hiking, fishing, and camping and in the winter alpine and cross-country skiing are options at three major ski areas within a half hour of Littleton.

Echo Lake and the iconic Cannon Mountain Aerial Tramways at the north end of Franconia Notch are favorite spots for swimming and sightseeing. Other scenic vistas are found a short distance outside of Littleton at Kilburn Crags, a short hike offering a spectacular view of downtown Littleton, nestled in the surrounding mountains.

Public mountain biking trails, golf, tennis, and nature trails are all part of the great outdoors we call home.
Scope of Work:

**Full-time Pastoral Position**

- Sunday Worship: preparation and leadership of Sunday worship including scripture study, crafting of liturgy, sermon preparation and Bible based preaching, prayers, and encouraging lay participation.
- Planning of music with music director.
- Attend meetings as needed, collaborating with lay leadership in development and execution of church programs.
- Pastoral care in collaboration with lay people, especially with sick and homebound.
- Counseling, listening and referral.
- Strategic planning for new directions in ministry in collaboration with members.
- Support faithful financial development and stewardship.
- Work collaboratively with staff and our Shining Lights Learning Center.

**Faith Formation and Vitality**

- Works with Christian education and deacons to create and lead Bible study, formation opportunities, membership classes, energizing and deepening spiritual connections and faith understandings of others in all they do.
- Spiritual support for our Shining Lights Learning Center.
- Study and prayer to increase faith and improve skills to lead, teach, and preach more effectively.

**Community Engagement**

- Works with church members to reimagine how to be ambassadors of God’s love. Our expectation of our pastor’s community ministry and their ministry in and on behalf of the wider church is considered part of their work week.
- Officiate at weddings and funerals.
- Participate in wider church activities such as conference and association meetings.

**Compensation and Support:**

**Pastoral Salary/Benefits**

- Salary
- Housing Allowance
- Professional Expenses Allowance
- Social Security/Medicare Reimbursement
- UCC Retirement Annuity
- UCC Health and Dental Benefits
- UCC Life and Disability Insurance Benefits
- Vacation Time
- Sabbatical Leave
- Moving Expense Allowance
What is the expected living situation for your next minister?

Our minister will choose their home in Littleton or one of the surrounding communities. There are different options from in-town to rural living, single homes to condos, renting, or buying. We offer a generous housing allowance to help offset the costs of home ownership.

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

The New Hampshire UCC Conference supports ministers in the state as described on their website [www.nhucc.org](http://www.nhucc.org). Under Caring for Clergy, ministers will find links to and descriptions of resources such as Clergy Convocation, Pastoral Leadership development groups, and the Newly Called Support Group. Each of these offers meaningful collegial connections and peer support. In addition, under Caring for Clergy there are listed financial resources the conference offers our ministers.

WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister collaborating with the congregation to achieve.

- Spiritual growth through faith and Bible based sermons and Bible study that engage and connect to the lives of our congregation.
- Connecting with the young people of our community (youth and young families).
- Become more comfortable and deliberate in our evangelizing.
- Stronger connection with the missions we support, including our Shining Lights Learning Center, Dinner Bell community meals, Meals on Wheels.
- More effective ways of sharing God’s love with the community and beyond.

Our church is very mission and outreach focused. Littleton is a vibrant town with large community events in every season. We have a Community Outreach Group (COG) who, before the pandemic were very active with this. Our minister will work with us to take advantage of these events, participating in the planning and execution of complimentary events and programs, and help us evaluate how our current efforts are meeting our goal of sharing God’s love with the community. Our minister will help us engage with other faith-based and non-profit agencies to support the wider community.
Based on what you have learned about who your church is, who your church’s neighbor is, and who God is calling the church to become, describe the 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.

- Exhibiting a spiritual foundation and ongoing spiritual practice.
- Building transformational leadership skills.
- Engaging in sacred stories and traditions.
- Caring for all creation.
- Working together for justice and mercy and love for all people of this world.

WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

We have a strong sense that God has a job for us to do. Our vision statements (see below under ‘Who Are We Now’) lay out how we see ourselves accomplishing our mission. We continue to strive to make this our blueprint for what we feel God is calling us to become. However, there are areas where we see God calling us to become more faithful. Certainly, COVID has impacted our ability to fully embrace who God is calling us to become. Members of our congregation have voiced that a stronger connection with other faith communities in our region, more diversity in our congregation, and growth in our spiritual life and practices will help us. We also feel God is calling us to be more loving, caring, and respectful toward people who may have different ideas and opinions, thereby able to really show God’s love to all. As the Psalmist says in Psalm 51:10 “Create in me a clean heart, O God, and renew a right spirit within me.”

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

The past year has been about surviving COVID and the retirement of our minister. The challenge has been how to keep our outreach initiatives alive and well in these difficult times. We have been livestreaming worship on Facebook and notice how many people tune in who are not church members. This is an important, emerging opportunity but not without its challenges, which are mostly technical in nature.

A challenge that has faced many main line churches is a lack of age diversity in our congregation. In our area, this presents itself in the growing numbers of young people moving to the Littleton area who are seemingly unchurched. We struggle with what to do about this. Our congregation is primarily Caucasian, older, well educated, middle class. We live in a white town in a white state and have very little ethnic diversity, although all are welcome. We are diverse in our political views and have different thoughts on how to introduce more modern elements to our worship service. We struggle to show relevance to the younger generation.
Related to the age question is the loss of members over the last few years, either through thinning the rolls or aging and death. We still are a congregation with a big heart looking to renew our spirit to enable us to reach out to the community, build relationships, and answer God’s call.

Homelessness has been on the rise in our area. We have witnessed more people coming to our door needing assistance. We have our Deacon’s Fund for financial help, but often it is the personal touch that makes a difference in these people’s lives. We need a more coordinated approach to be effective.

Our church building has ever presented a challenge. Having been built in 1833, it is a lovely old building, but the space is not laid out for more modern needs. We have made many adaptions and improvements, but still struggle with how to best use the space.

Our Main Street location attracts drop in visits by those in need. In early November a middle-aged woman asked for financial help for medicine. Our church secretary, Pam, drove her to the local pharmacy taking care of the medicine and several other personal needs. Pam learned this homeless woman had temporary housing at a motel with 7 others. Pam reached out to several church members...the next day contributions were given for winter clothing and simple cookware. One church member dropped off personal hygiene kits at the motel, only to learn of 15 residents not 7. More kits were purchased. Five months later, one family has moved to an apartment and church members continue to lift them up in God’s service.

WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

Our mission and visions statements were developed to say who we are and what we are about. Our mission statement was reevaluated in 2010 in an effort to better identify who we are in Christ. From that grew our vision statements to help guide us in our efforts. They define what we value and who we really stive to be. Through various committees and teams, we strive to work together to make these visions a reality. Out of this process grew an exciting new team called the Community Outreach Group (COG) whose purpose is to guide our congregation in activities that will engage the community at large with the goal of sharing God’s love.

Mission Statement:
As followers of Jesus Christ, our Lord and Savior, we are called to provide a loving invitation and welcome to all, to inspire and uplift through the worship of God, to reach out to heal and enrich lives through the Holy Spirit, and to nurture people at various stages of their spiritual growth.
**Vision Statements:**

- To offer worship that celebrates God’s love and inspires us to bring that love into our daily lives
- To engage people of all ages and at all stages of their spiritual journeys in Christian faith formation
- To serve the community with compassionate hearts in the name of God
- To be intentional and consistent in our support and care for each other
- To be living examples of God’s love as we have come to know it through Jesus Christ

God in our liturgy is God. The Holy Spirit is definitely in our midst, and we experience the presence constantly. As Jesus says in Matthew 7:7 “Ask, and it will be given to you; seek, and you will find; knock, and it will be opened to you.” This we experience all the time. We are strong and able to meet the challenges we face with prayer and faith. The Holy Spirit is active and alive in all aspects of our worship.

**Describe several strengths or positive qualities of your congregation.**

When visitors become members, one of the most often cited reasons is that they were made welcome. The reason they stay is the loving community supportive of not only the members but the community. Outreach activities engage the members of our church in giving their time, talent, and resources. One has described us as a small church with a big heart. That generosity is especially evident in special mission offerings and fundraising efforts.

We have the ability to turn small ideas into big realities. A few years ago, we wanted to find an MS Walk for our children to participate in. That idea sparked our CE and COG to host our own community wide MS Walk in Littleton. Since then, we have raised over $23,000 for the National MS Society.
We may not represent a variety of cultural backgrounds, but we do have a range of theological beliefs. We have respect for one another; allowing people to be who they are; caring for each other; it brings us together as we are all children of God.

With the ups and downs of the pandemic and the retirement of our pastor, we have shown a resiliency that has allowed us to figure out new ways of being the body of Christ. We figured out how to stream our services live on Facebook. We have reached out to many different pastors and lay people to share God’s word with us on Sunday morning, gaining insight and experience with different ways of looking at the scriptures. We have learned to expect the unexpected.

Christmas 2020
In December 2020, we were one of many churches facing the painful reality of not meeting in person for Christmas. To lift spirits, our Christian Education Committee got to work, assembling craft kits which members of the church could pick up and complete at home.

We provided paper strips and encouraged members of the church to write down their blessings and link them into a paper chain. We decorated Jello cups to look like The Grinch and we made Christmas trees out of peanut butter cups and Hershey kisses, all to help fill over 100 Christmas Stockings which were placed in The Little Free Pantry.

Crafters decorated 2” x 2” boxes. Sets of 24 “Advent Boxes” were assembled and filled with a treat, a surprise, and part of the Christmas Story for each day of Advent for our children. Our Christmas tree was moved from its usual place in the sanctuary, to the glass doors outside of our offices. We shared our light with the community by decorating the tree with our blessings chains and our usual photos of all the members of our church community. Not wishing to dim our light, we redecorated the tree for Valentine’s Day and spring, before
Describe what worship is like when your congregation gathers.

Our first vision statement is to offer worship that celebrates God’s love and inspires us to bring that love into our daily lives. We gather for worship in a beautiful sanctuary built in 1833 with the gorgeous stained-glass windows added in 1901-1902. Typically, worship has been based on the Vanderbilt Lectionary, celebrating the flow of the church year with scripture, music, prayers, and sermons. It is traditional in terms of rituals, traditions, and comfort, although periodically we experiment with different ways of worshiping.

We have a strong tradition of music in our church starting with installation of our Hook and Hasting pipe organ in 1882. Choir and music director add to the worship experience. We have always enjoyed different kinds of musical accompaniment when available. We value inspired, scripture-based preaching that is delivered with enthusiasm and helps us relate the Bible to our lives and helps us grow in faith.

During COVID we started live streaming our worship services on Facebook to make them available to our congregation and anyone else who could not join us in person. It is interesting how many people, not in our congregation ‘stop by’ on a Sunday or view the recorded service later. We feel this is an important outreach opportunity for us and expect to continue doing this. However, we would like to figure out how to improve the technology to do it better.

Our most recent baptism was in 2021, Asa Gould, who now makes joyful noises in our worship services, much to the delight of all of us. Baptism liturgy was from the UCC manual and invites all members of the congregation to promise to love, care for and help to raise up the child in the love of God.

It was important to us that we have a Baptism for our daughter. In Acts 2:38-41, baptism is referred to as a public testimony of a new believer’s faith in Christ and the church’s recognition of that faith. We wanted to celebrate our baby with our family and friends and felt that a traditional baptism would be a way to pull them all together and to help us celebrate our baby. In doing so it was important to gift our daughter with Godparents who are the special people to us who will help with spiritual guidance for our daughter and who will also have a lifelong relationship with her. To us, having our daughter baptized means giving her the gift of the Holy Spirit. The Holy Spirit will work through her as she grows and bless her with moral values. Even if our daughter chooses her own religious path, she will always have this foundation. We believe that having our daughter baptized, we have given her a spiritual mark that no sin can erase. We feel that having our daughter baptized is a gift to her. We thank the Holy Spirit for the gift and blessing of Asa.
Describe the educational program/faith formation vision of your church.

Our second vision statement is to engage people of all ages and at all stages of their spiritual journeys in Christian faith formation.

Our Shining Lights Learning Center, housed in our building, is a mission of our church established in 2006 to provide our area with much needed pre-school and day care in a Christian environment. We provide care for children ages 1-5 teaching them who God and Jesus are, how to pray, and how to love your neighbor. Our director, Melissa Kam, has been with us for more than 10 years and has been a champion for the little ones in her care. Her efforts, with support from the church, have made SLLC one of the most sought-after childcare centers in Littleton with licensed by the state with a License Plus Certification, which is over and above ordinary certification.

Our Sunday school has seen fluctuating participation of young children and families over the past few years. During the pandemic, most have opted not to come in. However, we have offered different activities for the children to participate in such as stuffing stockings for the Little Free Pantry, making Advent boxes for all the children, and making up welcome mugs for first time visitors to the church. Visitors do like being “mugged.” Before that we offered a multi-age, hands on, and mission-oriented curriculum.

Our lay-led adult Sunday school class is offered every Sunday morning before church with a break in the summer. During the pandemic, it has been on Zoom. There have been different themes over the years picked by the group. They are currently studying the Gospel of Luke and next up will be the book of Revelation.

Prior to our minister leaving, he led Bible/book study with the topic suggested by the congregation. This was generally offered either after church or on a weeknight depending on the group. There have been lively discussions that have happened at these study groups, and we look forward to having them again.

Describe how your congregation is organized for ministry and mission.

For a small church we have a robust lay leadership. To assist the minister in his/her duties, we have a church council made up of the officers: Moderator, Vice-Moderator, Treasurer, and assistant treasurer and the chairs of the Deacons, Finance, Music, Property, Mission, Christian Education, and Personnel Relations. Our ad hoc groups report to council as well. The council meets monthly, 10-12 months of the year. The other committees also meet monthly 10-12 months per year. The church body has an annual meeting where committee reports are given,
budget is voted on, and officers of the church are elected. Recent loss of members over the past few years has challenged us to be creative in our committee structure. Where the committees are short on members, others in the congregation chip in to make sure the work gets done. For example, a dedicated group of people have formed the ‘Caring Tree’ which picks up the pastoral care in the absence of a minister and to help the deacons. Cards are written, phone calls and/or visits are made, and prayers offered for those in need.

Communication is critical to how we operate. Our Steeple Minute newsletter is published monthly with a calendar, message from the minister or moderator, and includes all the happenings of the church, including financial report. Our church website includes all issues of this as well as other aspects of church life. In addition, minutes of all meetings are available to any member who wishes to see them.

_Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement….”_ Describe your congregation’s values and practices when it comes to conflict.

We dislike conflict yet have managed to navigate it when it arises. Depending on the sources of the challenge, it is dealt with either by the appropriate committee or council with the minister acting as a resource. We know that we can reach out to the conference for assistance as needed. These situations are handled with prayer and as much love and tact as possible. For example, with the onset of the pandemic, our minister called together an ad hoc group to investigate best practices for our church regarding worship, meetings, and other use of our buildings. This devoted group presented recommendations to the council for approval that have guided us through, keeping in mind the ever-changing landscape of the pandemic. However, there arose conflict over how this was managed and uncovered deeper conflict with a few members of the church. The conflict had been brewing for a while with two members controlling the finance committee and the property committee. Remote meetings and fear of gathering complicated the issue. Between the moderator, the pastor, and the council, we prayed and then addressed these concerns with these members. They eventually tendered their resignations from the church, we wished them well, keeping in contact with them through the Christmas season.

Annual reports available upon request.
Note: The Deacons reviewed the membership role in 2019 and removed inactive members, many of whom had moved out of the area.
## CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church:  

<table>
<thead>
<tr>
<th>Percentage of total participants who have been in the church:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Is this number an estimate? (check if yes)</td>
</tr>
<tr>
<td>More than 10 years: 66%</td>
</tr>
<tr>
<td>X</td>
</tr>
<tr>
<td>Less than 10, more than 5 years: 21%</td>
</tr>
<tr>
<td>X</td>
</tr>
<tr>
<td>Less than 5 years: 13%</td>
</tr>
<tr>
<td>X</td>
</tr>
</tbody>
</table>

### Number of total participants by age:

<table>
<thead>
<tr>
<th>Age</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-11</td>
<td>3</td>
</tr>
<tr>
<td>12-17</td>
<td>2</td>
</tr>
<tr>
<td>18-24</td>
<td>0</td>
</tr>
<tr>
<td>25-34</td>
<td>0</td>
</tr>
<tr>
<td>35-54</td>
<td>10</td>
</tr>
<tr>
<td>55-75+</td>
<td>50</td>
</tr>
</tbody>
</table>

### Percentage of adults in various household types:

<table>
<thead>
<tr>
<th>Household Type</th>
<th>Percentage</th>
<th>Is this number an estimate?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single adults under 35:</td>
<td>0%</td>
<td>X</td>
</tr>
<tr>
<td>Joint household with minors:</td>
<td>13%</td>
<td>X</td>
</tr>
<tr>
<td>Single adults age 35-65:</td>
<td>3%</td>
<td>X</td>
</tr>
<tr>
<td>Joint household with no minors:</td>
<td>61%</td>
<td>X</td>
</tr>
<tr>
<td>Single adults over 65:</td>
<td>23%</td>
<td>X</td>
</tr>
</tbody>
</table>

### Education level of adult participants by percentage:

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Percentage</th>
<th>Is this number an estimate?</th>
</tr>
</thead>
<tbody>
<tr>
<td>High school:</td>
<td>8%</td>
<td>X</td>
</tr>
<tr>
<td>College:</td>
<td>42%</td>
<td>X</td>
</tr>
<tr>
<td>Graduate School:</td>
<td>30%</td>
<td>X</td>
</tr>
<tr>
<td>Specialty Training:</td>
<td>12%</td>
<td>X</td>
</tr>
<tr>
<td>Other:</td>
<td>8%</td>
<td>X</td>
</tr>
</tbody>
</table>

### Percentage of adults in various employment types:

<table>
<thead>
<tr>
<th>Employment Type</th>
<th>Percentage</th>
<th>Is this number an estimate?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults who are employed:</td>
<td>21%</td>
<td>X</td>
</tr>
<tr>
<td>Adults who are retired:</td>
<td>73%</td>
<td>X</td>
</tr>
<tr>
<td>Adults who are not fully employed:</td>
<td>6%</td>
<td>X</td>
</tr>
</tbody>
</table>
Describe the range of occupations of working adults in the congregation as well as the mix of ethnic heritages in your congregation. What does diversity mean in your context?

A mix of professions, active and retired, are represented in our congregation. Health care, law, business, teachers, scientist, service industries are some examples. Our population in the North Country is predominately white, so we see few who are not. Diversity in our context would be economic, theological, age, and education. We have always welcomed any of diverse backgrounds or races. We are all children of God and therefore are brothers and sisters in Christ.

**Participation and Staffing:**

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

<table>
<thead>
<tr>
<th>Ways of Gathering</th>
<th>Estimated number of people involved in attendance</th>
<th>Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Groups or Classes</td>
<td>7-10</td>
<td>Class members</td>
</tr>
<tr>
<td>Baptisms (\textit{number last year})</td>
<td>1</td>
<td>Pastor, deacons, family</td>
</tr>
<tr>
<td>Children’s Groups or Classes</td>
<td>2-6</td>
<td>Christian Education director</td>
</tr>
<tr>
<td>Christmas Eve and Easter Worship</td>
<td>75-100</td>
<td>Deacons, pastor, music director</td>
</tr>
<tr>
<td>Church-wide Meals</td>
<td>100-120</td>
<td>None since COVID. Listed is usual turnout. Members of the congregation will chair the event.</td>
</tr>
<tr>
<td>Choirs and Music Groups</td>
<td>8-10</td>
<td>Music director, Music Committee- Choir</td>
</tr>
<tr>
<td>Church-based Bible Study</td>
<td>6-10</td>
<td>Congregation, pastor. Numbers are typical, but there have been none in the last year.</td>
</tr>
<tr>
<td>Communion (\textit{Monthly})</td>
<td>30-40</td>
<td>Deacons and pastor</td>
</tr>
<tr>
<td>Community Meals- Dinner Bell</td>
<td>10</td>
<td>Mission committee plans and helps serve meals for up to 90 people. Members of the congregation help prepare the food.</td>
</tr>
<tr>
<td>Confirmation (\textit{number confirmed last year})</td>
<td>0</td>
<td>None this year. Pastor and CE would plan</td>
</tr>
</tbody>
</table>
### Drama or Dance Program
n/a

### Funerals *(number last year)*

Funerals have been postponed or limited to family only due to COVID. Pastor and Family would plan.

### Intergenerational Groups
n/a

### Outdoor Worship
n/a

### Prayer or Meditation Groups
n/a

### Public Advocacy Work
n/a

### Retreats
n/a

### Theology or Bible Programs in the Community
n/a

### Weddings *(number last year)*

Pastor, music director, and family usually plan.

### Worship (time slot: 10:00 am) Since COVID

With others streaming on Facebook either on Sunday or during the week averaging 30-40 viewers.

### Young Adult Groups or Classes
n/a

### Youth Groups or Classes
n/a

### Additional comments:

COVID has definitely impacted our ability to gather and reach out to others. Livestreaming services has help keep us connected. We have had virtual fund raisers where we could, including raising money for the MS Society where we had usually held a community walk. We have had some groups that stopped meeting due to COVID. There was an active Men’s Group that met for breakfast monthly at different members’ homes with an average attendance of 6-8. Our Foyer’s group, also suspended due to COVID, is small groups of the members gathering for dinner at each other’s homes for a meal 3-4 times in a 6-month period. The purpose is to get a deeper understanding and closer connection with those in our church. Groups get shuffled each season. Our popular community events also had to be suspended. Our two biggest ones in the fall and spring attracted more 100 people from the community. All of our events, though sponsored by the Community Outreach, Christian Education, and Mission Committees, involved many volunteers from the entire congregation.
List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation): NONE

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: NONE

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

<table>
<thead>
<tr>
<th>Staff Position</th>
<th>Compensation (full time, part time, volunteer)</th>
<th>Supervised by</th>
<th>Length of Tenure for current person in this position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Assistant</td>
<td>Part time</td>
<td>Pastor/Personnel Committee</td>
<td>7 years</td>
</tr>
<tr>
<td>Music Director</td>
<td>Part time</td>
<td>Pastor/Music Committee</td>
<td>28 years</td>
</tr>
<tr>
<td>Sexton</td>
<td>Part time</td>
<td>Property Committee</td>
<td>Less than 1 year</td>
</tr>
</tbody>
</table>

**Reflection:**

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

We may have a congregation that is older in its demographics, but our members are actively involved in worship and activities of the church as well as our community. You will see many of our members serving other non-profit and service organizations. We value our connection in the community and are always seeking for new ways to reach out and share God’s love.

We have exceptional and dedicated staff who support the mission of the church always going above and beyond their job descriptions. You will find them volunteering at, if not running, the programs and events we are holding. Our sexton, although in the position less than a year, has been a member of the property committee for a very long time and has always been intimately involved with the care of the church building and needs of our day care center.
Church Finances:

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

<table>
<thead>
<tr>
<th>INCOME BUDGET</th>
<th>2021-Actual</th>
<th>2022- Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total pledges</td>
<td>$ 122,899.65</td>
<td>$ 110,441.00</td>
</tr>
<tr>
<td>Non-Pledge Income</td>
<td>$ 25,436.00</td>
<td>$ 20,000.00</td>
</tr>
<tr>
<td>Loose Offerings</td>
<td>$ 1,304.25</td>
<td>$ 1,000.00</td>
</tr>
<tr>
<td>Fundraisers</td>
<td>$ 2,448.96</td>
<td>$ 2,500.00</td>
</tr>
<tr>
<td>Missions</td>
<td>$ 4,531.37</td>
<td>$ 3,400.00</td>
</tr>
<tr>
<td>SLLC (reimbursement/Bathroom/Plowing)</td>
<td>$ 3,100.00</td>
<td>$ 3,600.00</td>
</tr>
<tr>
<td>SLLC (reimbursement W/C Ins.)</td>
<td>$ 1,297.34</td>
<td>$ 2,100.00</td>
</tr>
<tr>
<td>Use of facilities</td>
<td>$ 3,659.00</td>
<td>$ 3,600.00</td>
</tr>
<tr>
<td>Other Income (Prepaid Pledges, Gifts, Int., etc.)</td>
<td>$ 8,921.45</td>
<td>$ 2,800.00</td>
</tr>
<tr>
<td>Grant- PPP Loan/forgiven</td>
<td>$ 16,362.00</td>
<td></td>
</tr>
</tbody>
</table>

INCOME

<table>
<thead>
<tr>
<th></th>
<th>2021-Actual</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Withdrawal from investments as needed</td>
<td>$ 22,422.00</td>
<td>$ 25,800.00</td>
</tr>
</tbody>
</table>

TOTAL INCOME $ 212,382.02 $ 175,241.00

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

<table>
<thead>
<tr>
<th>EXPENSE BUDGET</th>
<th>2021-Actual</th>
<th>2022- Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deacons</td>
<td>$ 5,414.94</td>
<td>$ 1,545.00</td>
</tr>
<tr>
<td>Education</td>
<td>$ (40.00)</td>
<td>$ 900.00</td>
</tr>
<tr>
<td>Music</td>
<td>$ 1,142.40</td>
<td>$ 1,600.00</td>
</tr>
<tr>
<td>Property</td>
<td>$ 34,429.90</td>
<td>$ 39,775.00</td>
</tr>
<tr>
<td>Finance</td>
<td>$ 5,776.85</td>
<td>$ 6,185.00</td>
</tr>
<tr>
<td>Stewardship</td>
<td>$ 29.00</td>
<td>$ 100.00</td>
</tr>
<tr>
<td>Pastor Salary &amp; Benefits*</td>
<td>$ 51,558.74</td>
<td>$ 85,000.00</td>
</tr>
<tr>
<td>Staff Salaries</td>
<td>$ 61,032.00</td>
<td>$ 62,810.00</td>
</tr>
<tr>
<td>Mission &amp; Outreach</td>
<td>$ 4,531.37</td>
<td>$ 3,400.00</td>
</tr>
</tbody>
</table>

TOTAL BUDGET $ 163,875.20 $ 201,315.00

*position vacant since 09-01-21

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

40% on average over the last three years
Has the church ever failed to pay its financial obligations to a minister of the church?
No

What is the church’s current indebtedness?
None

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.
The church established a roof fund in September 2018 in anticipation of the future need to re-shingle a major portion of the main church. The goal of raising $50,000 over a 5-year period was exceeded, with $54,338 being collected by February 2022. The property committee is currently working to sign a contract so that work might begin in the spring of 2022.

Describe the prominent mission component(s).
Our church is a 5-for-5 church contributing to each of the below and has done so for the past few years and anticipates doing so this year and in the future.

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

The Church Endowment:
The market value of the assets as of December 31, 2021: $440,271.24
Percentage rate of draw (last year, compared to 5 years ago):

- 2016 – 6.7%
- 2021 – 5%

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:
Funds were being drawn regularly and are now designated as needed up to the budget amount. Each year for the past 5 years funds in excess of what was needed were sent back to the endowment fund.

At the current rate of draw, how long might the endowment last?
We expect the endowment will be secure given that we have invested wisely (8-9% average annual return) and typically draw less than interest earned.
Other Assets
N/A

Does your church have a parsonage?  No

Describe all buildings owned by the church and which areas are wheelchair accessible.

The church sanctuary, with its prominent spires and stained-glass windows, anchors the west end of Main Street, Littleton. Inside the sanctuary, there are 3 steps up to the pulpit, choir loft, and organ. In 2019 the church was added to the New Hampshire state register of historic places due to its architecture and social history and is one of three such buildings in Littleton. Outside there is a ramp from the street level that leads to the sanctuary above and to the fellowship hall below. We have an inside lift that goes from the street level entrance down to the office and rest room level. The lift also provides access to the sanctuary and Ladies Parlor level where an additional rest room is located. There is a ramp from the office level to the fellowship hall. The Ladies Parlor is connected to the sanctuary by the central hall and foyer that houses the lift. The Ladies Parlor is used for meetings or small gatherings. The parlor has attached classrooms, music office, and choir room. Below the Ladies Parlor and at the office level is the Shining Lights Learning Center with its street level separate and designated entrance. It has discreet designated areas for young toddlers and toddlers as well as pre-school. There is a fenced play yard to the rear that is due for expansion in 2022. The church has access to the pre-school/day care space if needed for Sunday School or a baby room. Also, in 2019 the church was awarded a Nonprofit Security grant to replace or repair outside doors, add keyless entry, and install video surveillance and security lighting, all of which were installed in 2020.

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

The Annual Meeting of the church is held in February to hear committee reports, receive the pastor’s annual report, and to approve the operating budget with fiscal year January 1 to December 31. In preparation for the annual meeting each committee submits their budget request to the Church Council. The budget is prepared with assistance from the finance committee.

The 2022 budget reflects a 9.3% increase in the pastor’s salary and benefits and re-established a line item for mission and outreach. In the recent past mission and outreach were always fully supported but not budgeted for. At the Annual Meeting in February 2022, it was voted to cease the automatic withdrawals from the endowment, unless or until such funds are necessary. Online donations and payment of pledges is now possible.
Historical Information:

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

- The First Congregational Church of Littleton was organized in 1803. Thirty years later the existing church was constructed on the highest point on Main Street.
- In 1961 the congregation voted to join the United Church of Christ, actively participating today in programs of the North Country Association and the New Hampshire Conference.
- In 2006 an extremely successful capital campaign was run that exceeded the initial goal of $500,000 by an amazing 60%. The It's Our Time campaign preserved the stained glass windows in the sanctuary, renovated the fellowship hall and kitchen, addressed handicap accessibility, complete renovation of the organ by Andover Organ Company, and expanded mission efforts, including support of the Shining Lights Learning Center.
- The Community Outreach Group, COG, began in 2015 and serves as a vehicle to guide our congregation in activities that engage the community at large with the goal of sharing God’s love.

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

To state the obvious, COVID has impacted many aspects of our church life, just as it has for so many other churches. The additional challenge of having our pastor retire during COVID meant that we needed to come together as a congregation to talk openly, plan, and make decisions. Led by the church council and supported by the deacons, many members stepped forward to take on new roles and responsibilities.

Unable to find an interim pastor, we have managed quite well for seven months. We have heard God’s word from a variety of supply clergy and lay leaders of the church, seasons of the church have been celebrated, committees continue to meet, finances are secure, and as a congregation we remain positive. There is a strength that comes from working together through a period of change and we know this is the needed preparation for a new period of ministry.
Ministerial History (include all previous ministerial staff for the past 30 years)

<table>
<thead>
<tr>
<th>Staff member’s name</th>
<th>Years of service</th>
<th>UCC Standing (Y/N)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rev. David Weddington</td>
<td>2010-2021</td>
<td>Yes</td>
</tr>
<tr>
<td>Rev. Gene Mockabee, Interim</td>
<td>2008-2010</td>
<td>Yes</td>
</tr>
<tr>
<td>Rev. Edward Lopeman</td>
<td>1998-2008</td>
<td>Yes</td>
</tr>
<tr>
<td>Rev. Thomas Campbell</td>
<td>1970-1996</td>
<td>Yes</td>
</tr>
</tbody>
</table>

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

We look to our ministers for leadership and guidance and regard them with respect. We are a congregation with longstanding traditions, which means we often need time to process and incorporate new ideas as change can be a slow process. We encourage our minister to be creative and follow the Spirit, reminding us of our commitment to Christ and his church. We need our minister to lead, direct, and guide our church in ministry for Christ to the world.

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?  
Yes. Ask us.
How do the relationships and activities of your congregation extend outward in service and advocacy?

Our community mission partners mean a great deal to us, and we are always seeking ways to help those who are helping others such as the Senior Center Meals on Wheels walk-a-thon and Habitat for Humanity.

Stepping out in faith, we started Shining Lights Learning Center, Christian day care and preschool in 2006 to serve the community where the options for care are limited. We have a mix of private pay and state supported families with rolling admission as space becomes available. As a mission of our church, we have continued to support the center, which is accredited with the State of New Hampshire and is an important asset to the young working families in our area.

In 2019 we set up a Little Free Pantry on the grounds of the church to serve our community where the food pantry option, though present, have limited access. The pantry, to which there is access 24/7, is a collaboration between church and community and it still under development. We also partner with other non-profits distribute resources evenly as we can. Since we set up our pantry, several more ‘Little Free Pantries’ have been set up in neighboring communities. Another food ministry that we support is the community wide weekly meal called Dinner Bell. Different groups take turns cooking and serving a free meal for any who would like to come, serving anywhere from 80-100 people.

For the last seven years, we have hosted a walk for MS, with year seven being a virtual walk. It was started as a project with the Sunday school kids who wanted to support those with MS in our community. It is a fun day with an easy walk around town and down by our beautiful river. We have treasure hunts and prizes for all who attend. As with all our events, the congregation is right there volunteering their time and energy to make this a successful event. Over the years we have raised over $23,000 for the MS Society.

We love to support our town events that make Littleton such a special place to live. Pollyanna Glad Day is one such event where the town celebrates author Eleanor Hodgman Porter and her uplifting Pollyanna story. https://golittleton.com/pollyanna.php Our “Positively Pancakes” free pancake breakfast feeds up to 100 people. Everyone has an opportunity to make a Pollyanna hat to wear to the day’s festivities.
We host a ‘Pumpkin Patch’ in October. The annual “Gathering of the Jack O’Lanterns” is an all-day event that starts with ‘trick or treat’ on Main Street and ends with the lighting of the Jack O’Lanterns on the Ammonoosuc River. Families with young children can come to our decorated Fellowship Hall between activities for a warm and safe place with free food and crafts.

Our church has supported people who walk in looking for help through the deacon’s fund. We hope to reinstitute the annual rummage sale provided quality secondhand items for very low cost. While we currently serve as a venue for many AA meetings, we are looking for additional ways to use our building to bless the community as well.

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

The North Country Association is composed of 10 churches in the North Country and typically meets twice per year at a host church. During the last two years the meeting have been virtual and may soon return to in person. We have a delegate who represents our church during these meetings. This same delegate has represents our church at the NH Annual Conference held in the fall.

Our previous pastors were active in both the North Country Association and the NH UCC Conference as they had time built into their weekly hours for these activities.

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

We have an extremely cordial relationship with our brothers and sisters in Christ in the area working together for the community. Our congregation has traditionally participated in ecumenical activities especially around Thanksgiving and Good Friday. Our ministers gather to plan ecumenical services, choirs will combine, and churches take turns hosting. Thanksgiving food baskets, Christmas gifts for underserved children, food drives and our free weekly community dinner called Dinner Bell are examples of interfaith activities in which we participate. Most recently our church hosted an ecumenical and interfaith prayer service for the people of Ukraine.
### Significant Demographic Indicators of the Study Area’s Story

<table>
<thead>
<tr>
<th><strong>Population Change</strong></th>
<th>Significant Decline</th>
<th>Moderate Decline</th>
<th>Little Change</th>
<th>Moderate Growth</th>
<th>Significant Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>In the 10 year future, how is the population in this area expected to change?</td>
<td>[Link to Population Theme]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Household Change</strong></th>
<th>Significant Decline</th>
<th>Moderate Decline</th>
<th>Little Change</th>
<th>Moderate Increase</th>
<th>Significant Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>In the 10 year future, how are the households in this area expected to change?</td>
<td>[Link to Household Theme]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Families with Children</strong></th>
<th>Significantly Less</th>
<th>Somewhat Less</th>
<th>About the Same</th>
<th>Somewhat More</th>
<th>Significantly More</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compared to the state, are families with children more or less likely to live in two parent households?</td>
<td>[Link to Families Theme]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Adult Educational Attainment</strong></th>
<th>Very Low</th>
<th>Low</th>
<th>Mixed</th>
<th>High</th>
<th>Very High</th>
</tr>
</thead>
<tbody>
<tr>
<td>For this area, what is the general level of education of the adults 25 and older?</td>
<td>[Link to People Theme]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Community Diversity Index</strong></th>
<th>Very Homogeneous</th>
<th>Homogeneous</th>
<th>Moderately Diverse</th>
<th>Very Diverse</th>
<th>Extremely Diverse</th>
</tr>
</thead>
<tbody>
<tr>
<td>How diverse is the racial/ethnic mix of this area?</td>
<td>[Link to Diversity Theme]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Median Family Income</strong></th>
<th>Significantly Less</th>
<th>Somewhat Less</th>
<th>About the Same</th>
<th>Somewhat Greater</th>
<th>Significantly Greater</th>
</tr>
</thead>
<tbody>
<tr>
<td>How does the median family income compare to the state for this area?</td>
<td>[Link to Income Theme]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Poverty</strong></th>
<th>Significantly Below</th>
<th>Somewhat Below</th>
<th>About the Same</th>
<th>Somewhat Above</th>
<th>Significantly Above</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compared to the state, are the number of families in poverty above or below the state average?</td>
<td>[Link to Families Theme]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Blue to White Collar Occupations</strong></th>
<th>Very Blue Collar</th>
<th>Somewhat Blue</th>
<th>Clearly Blue</th>
<th>Somewhat White</th>
<th>Very White Collar</th>
</tr>
</thead>
<tbody>
<tr>
<td>On a continuum between blue collar and white collar occupations, where does this area fall?</td>
<td>[Link to Work Theme]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Largest Racial/Ethnic Group</strong></th>
<th>Asian (API)</th>
<th>Black/African American (API)</th>
<th>White (API)</th>
<th>Hispanic or Latino</th>
<th>Pacific Islander</th>
</tr>
</thead>
<tbody>
<tr>
<td>In this area, which racial/ethnic group is the largest percentage of the population?</td>
<td>[Link to Diversity Theme]</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
TrendView

Significant Demographic Estimates and Projections

Prepared for: New Hampshire Conference, UCC
Study Area: 10 mi Around 169 Main Street, Littleton, New Hampshire 03561, United States

Base State: NH, VT
Date of Report: 2/15/2022

Population and Households

<table>
<thead>
<tr>
<th>Year</th>
<th>Population</th>
<th>Households</th>
<th>Families*</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2021</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2026</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2031</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

Household Income Trends

<table>
<thead>
<tr>
<th>Year</th>
<th>Study Area</th>
<th>State</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2025</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Projected Racial and Ethnic Changes from 2010-2021

<table>
<thead>
<tr>
<th>Year</th>
<th>Asian (Non-Hispanic)</th>
<th>Black/African American (Non-Hispanic)</th>
<th>White (Non-Hispanic)</th>
<th>Hispanic or Latino</th>
<th>Pac Is/Amer Ind/Oth (Non-Hispanic)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>0.4%</td>
<td>-0.2%</td>
<td>0.1%</td>
<td>0.5%</td>
<td>-0.8%</td>
</tr>
</tbody>
</table>

Average Age: History and Projection

<table>
<thead>
<tr>
<th>Year</th>
<th>Study Area</th>
<th>State</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>39</td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td>42</td>
<td></td>
</tr>
<tr>
<td>2021</td>
<td>45</td>
<td></td>
</tr>
<tr>
<td>2026</td>
<td>46</td>
<td></td>
</tr>
<tr>
<td>2031</td>
<td>47</td>
<td></td>
</tr>
</tbody>
</table>
Population is the most basic demographic characteristic. It indicates how many persons reside within an area and how that total changes over time, including a current estimate and 5 and 10 year forecast.

**Population History with 5 and 10 Year Projected Change**

<table>
<thead>
<tr>
<th>Year</th>
<th>2000</th>
<th>2010</th>
<th>2021</th>
<th>2026</th>
<th>2031</th>
</tr>
</thead>
<tbody>
<tr>
<td>Study Area Population</td>
<td>15,731</td>
<td>16,620</td>
<td>17,593</td>
<td>17,738</td>
<td>17,830</td>
</tr>
<tr>
<td>Population Change</td>
<td>889</td>
<td>973</td>
<td>145</td>
<td>92</td>
<td>92</td>
</tr>
<tr>
<td>Percent Change</td>
<td>5.65%</td>
<td>5.85%</td>
<td>0.82%</td>
<td>0.52%</td>
<td>0.52%</td>
</tr>
<tr>
<td>State Population</td>
<td>1,844,611</td>
<td>1,842,213</td>
<td>2,046,168</td>
<td>2,070,691</td>
<td>2,096,638</td>
</tr>
<tr>
<td>Population Change</td>
<td>97,600</td>
<td>100,957</td>
<td>25,523</td>
<td>25,344</td>
<td>25,344</td>
</tr>
<tr>
<td>Percent Change</td>
<td>5.29%</td>
<td>5.30%</td>
<td>1.25%</td>
<td>1.25%</td>
<td>1.25%</td>
</tr>
</tbody>
</table>

**Projected Percentage Population Change: Comparison of Study Area to State**

- **Study Area**
- **State**
Comment on your congregation’s MissionInsight report with data for your neighborhood(s) or area.

Littleton and its surrounding communities are in the northern most part of Grafton County in New Hampshire. The population in general is older than the rest of the state having lost many young people to job opportunities elsewhere. However, the numbers of people are somewhat stable with young people starting to move in (there was a big upswing in 2010) with the efforts of many to bring well-paying jobs to the North Country. Older people finding this a great area to retire. There are very few people of color here and that is also reflected in the church. In education and income, the church has higher than the area average and there are more white-collar occupations represented than blue. Our average age is also much older than the communities we live in.

What trends and opportunities are shown?

What we see is the retirees who move to the area are good at finding themselves a church home. We see an opportunity in offering younger people and people with families a loving community in which to explore their relationship with a loving God. Our outreach activities tend to gear themselves to these young families who do not identify with any faith. The challenge we have is bridging the activity to a connection with the church.

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

“The First Congregational Church of Littleton, NH is known for their work in the local community as well as their faithful mission of outreach in the world.”

Deb Alberini, lay minister, United Methodist Church, Littleton, NH

“The First Congregational Church in Littleton, in my opinion as a Rotary Club president, is a hub of community service and outreach. Since moving to this area 22 years ago, I have seen the church create free food pantries that serve a large number of people in the area. The Church has sent funds for humanitarian projects in our region and in other parts of the world. The Church community has given freely of its facility to support local initiatives allowing space for a much needed childcare center, providing goods as needed, supporting self-help groups by allowing use of the meeting space and support of veterans. The Church has encouraged community service groups to use their meeting spaces for minimal costs. The congregation regularly coordinates with community serving efforts, like the Riverwalk for Multiple Sclerosis and monthly Dinner Bell, to name two. In the spirit of United Church of Christ, I find this church affirming, welcoming and a strong supporter of the community's humanitarian efforts, regardless of economic status, religion, or political affiliation. The Church is a prime example of an organization that promotes peace and kindness to all.”

Kathy Jablonski, Littleton Rotary President
The First Congregational Church in Littleton is known for their generosity in building and maintaining the Free Little Pantry! This is a stigma free pantry where our community members who need food, whatever time day or night, can come to get what they need and feel safe doing so. And the need has been great. This initiative has also brought out the best in our community members who bring pantry items to share. Everyone comes away with good feelings and a song in their hearts. This has created a stronger, kinder, more resilient community. This church has given the whole community a true blessing. Thank you.

Becky Colpitts, Littleton Food Coop Community Outreach Coordinator.

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

Typically, when we receive new members into the church, we try to get a sense of what kinds of things might make them feel included in our church family. We want people to feel connected and offer many different levels of engagement. Some people like to jump right in finding a passion for serving in a particular way. Others need time and space to get a feel for the mission of the church and where God is calling them to be before they commit to any involvement, and we respect that.

REFERENCES

Rev. Lyn Winter, pastor
The Shared Ministry of Lisbon-Landaff and Bath Congregational Church, UCC
603-838-5008
rev.lynwinter@yahoo.com
www.thesharedministry.org
facebook.com/thesharedministry
Relationship to the Congregation: Ecumenical ministry partner, pastoral care coverage

Ernest Shipman
Cell/text 603-674-6615
ernestshipman1959@gmail.com
Ordained Elder in the Presbyterian Church of America
Missionary with Reformed Evangelistic Fellowship
www.refglobal.org/shipman-ernest.html
Relationship to the Congregation: Regular pulpit supply minister

Pat Whipple
Certified lay servant for the Methodist Church in Littleton
603-837-7031
pwhipple40@yahoo.com
Relationship to Congregation: Former administrative assistant, and pulpit supply minister
April, 2022
Alice Muh, Search Committee Chairperson
First Congregational Church of Littleton
Re: Letter of Reference

Dear Alice,

It’s my pleasure to write a letter as you all continue the challenging process of calling new leadership to the congregation.

Rev. Lyn Winter,
Pastor, The Shared Ministry (Lisbon/Landaff), UCC & UMC; and Bath Congregational Church, UCC
rev.lynwinter@yahoo.com
603-838-5008 parsonage
603-616-7554 cell
Pulpit supply pre-2000; occasional services (weddings/memorials); on-call pastoral coverage during vacations. Friendships and service relationships among congregation.

God has richly blessed me by first calling me to ministry in this region, then providing me the opportunities to serve in this area for 35 years, and to reside here since 1978. The very nature of the population of our small towns is that there is a weaving of relationships, families, and activities that forms the fabric of both our daily and faith lives, and plenty of opportunities for colleagues in ministry to collaborate and serve some of the same people and families.

The great strength of Littleton Congregational is in part its history and generational membership, and a kind of traditionalist heritage that can, for some, feel like coming home. There’s still a “Ladies’ Parlor.” A pipe organ. Poinsettias at Christmas and lilies at Easter. Ushers and greeters with tasks to do. But there are also services streamed, small groups, lively community events. It’s the kind of place of which you can say “it’s always there” - and the membership over the years has included many civic and business leaders, as well as residents who are there because they grew up there.

That is not to say it’s static, only well-established. The occasional visitor from outside the region may wonder at what appears to be homogeneity – but those of us who live in the region know that is a reflection of our population as a whole, and within that surface appearance are people of means and people without, people of knowledge and those that are challenged, and more diversity of both thought and faith than a casual experience will disclose.
Having said that, over the past decades leadership has come from a succession of mature white males; colleagues with plenty of ways to teach, challenge, and share, but may have at times come up against that underlying traditionalism. Not that the congregation is opposed to change – I believe they would embrace it as long as it is not for the sake of change. I have always been made to feel welcome there, for example, and in shared ecumenical services or the times when a family requested for me to have a service there, both my colleagues and the congregation have been responsive and appreciative.

This is a congregation that would, by my observation, be well served by a pastor who wants to grow with them, not shake them up. Do not mistake traditional practices for dullness, or natural North Country reticence for lack of passion. This is a congregation that seems to yearn for leadership and ministry in which they can find shared purpose: the call process offers some of that, but can be exhausting. A pastor who can help build new traditions without discarding the old, and whose presence and patience will renew what is already present will be a blessing – and be blessed in return.
April 16, 2022

Search Committee
First Congregational Church of Littleton, NH
102 Tuck Lane
Littleton, NH 03561

Thank you for asking me to write a letter of recommendation for FCC Littleton. As you know, I have been preaching there monthly since September of 2021. It has been a blessing to bring the word of God to the congregation.

As requested by the committee, here are a few observations.

Ministry strengths:
The openness of the members and hunger for God’s Word has been refreshing.

As you know, I am an ordained elder in the Presbyterian Church of America and licensed by my presbytery. The PCA has a reputation for a high fidelity to God’s Word and doctrine. I am sensitive to the fact that the PCA & UCC differ on many doctrinal points and I have been careful not to cause dissension on matters not pertaining to the essentials of salvation. I have, however, not held back in preaching the core truths of the Gospel. Not once have I noticed a reluctant or negative spirit on the congregation. I am cognizant to the fact that in any church, no matter how zealous the leadership is, there will be, we say, ‘wheat & tares’; that is true believers and those who in their heart have never embraced the Gospel. Sometimes, for a preacher as myself who is unapologetic in presenting the Gospel, that is not met with open arms. There can be a backlash or resentment. I have not seen that here.

I have also noticed a closeness and caring attitude toward each other.

And I LOVE the organ music. I am, for one, not a fan of contemporary worship music. There is so much good theology in the hymnal that the congregation can learn in corporate worship.

I also appreciate that the Scriptures are read publicly each week and corporate prayers are said. Prayers of worship, adoration and for the body.

Ministry needs:
Hmm…not sure how much I can say as I am not as intimate with the inner workings/history/etc. of the church...

To any casual observer: a need for all age groups. The congregation appears elderly. For any church to survive there need to be families and children. Lots of children. Also young adults. Any pastor coming in will need to make this a priority.

In the PCA there is an emphasis on training church leaders/officers. I am ignorant on the UCC’s practices, but would suggest that be a focus of any pastor.
The PCA is also strong on catechizing children. There is ample biblical evidence here. A Sunday school program for children, and adults would be strongly suggested.

I would also add a weekly ‘Confession of Sin’ - where the congregation corporately confesses sin & a Scripture promising forgiveness to believers is read, as well as a weekly corporate confession of the faith such as the Apostles Creed, Nicene Creed or from one of the foundational confessional documents.

Reasoning: in addition to the preaching the Gospel and calling the lost to repentance and faith in Christ is for the church to “gather and perfect the saints”. That is, equipping them for service in the week to come and giving comfort from the past week for injuries sustained to their souls.

I do not know if the church is involved in any community outreach or ministry: nursing homes, homeless shelters, children at risk, etc. but these should be encouraged. Showing the community the love of Christ is huge in growing a church.

In closing: does the church have a vision? A vision for the Gospel? A vision for growth? A vision for lost and the community?

I’m not being critical here; I don’t know, just throwing out some ideas.

If you or the committee has any questions, or need any clarification, please let me know.

Respectfully,
In His Service,

Ernest Shipman
192A Ridge Road
New Durham, NH 03855
Cell/text 603-674-6615
ErnestShipman1959@gmail.com

Missionary with Reformed Evangelistic Fellowship
www.refglobal.org/shipman-ernest.html
April 9, 2022

To Whom It May Concern:

I have been asked if I would be willing to write a reference letter on behalf of the First Congregational Church of Littleton, NH.

I worked as the Administrative Assistant for this church for 6 years before retiring and moving to Florida. I found all members to be very spiritual and wanting to learn more by taking part in Bible study classes, teaching Sunday School, singing in the choir, addressing ways to reach out to the community, offering to take part in worship services, taking positions on the different boards and being very helpful to me. This church has always made me feel welcome, even now that my husband and I have moved back to the area.

I am a certified lay servant for the Methodist church in Littleton and did pulpit supply at the Congregational Church before I retired and am now still doing it while they are looking for a fulltime pastor.

So many of the congregation when I was working there are still members and it is so great to see them. They gave me a retirement party when I retired and have always made me feel like part of their family.

God Bless each and everyone of them.

Sincerely,

Pat Whipple

Patricia Whipple
CLOSING PRAYER

The following hymn is one that has resonated with our congregation since our capital campaign in 2006. It reminds us of who we are and whose we are as well as the fact that each of us is called to serve God.

Here I Am, Lord

John Michael Talbot

I, the Lord of sea and sky
I have heard my people cry
All who dwell in dark and sin
My hand will save
I who made the stars of night
I will make their darkness bright
Who will bear my light to them?
Whom shall I send?
Here I am, Lord
Is it I, Lord?
I have heard You calling in the night
I will go, Lord
If You lead me
I will hold Your people in my heart
I, the Lord of wind and flame
I will tend the poor and lame
I will set a feast for them
My hand will save
Finest bread I will provide
'Til their hearts be satisfied
I will give my life to them
Whom shall I send?
Here I am, Lord
Is it I, Lord?
I have heard You calling in the night
I will go, Lord
If You lead me
I will hold Your people in my heart
I will hold Your people in my heart
STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

**Which individuals and groups in the church contributed to the contents of this Local Church Profile?** Search committee with input from the congregation

Alice Muh, Chair
Laurie Boswell, Secretary
Mary Menzies
Tina Peabody
Kim Smith
Tim Gould
Dottie Morton

Signed:
*Alice B. Muh*

Alice B. Muh
Search Committee Chair
102 Tuck Lane
Littleton, NH 03561
alicemuh@gmail.com
603-444-5228
VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: The First Congregational Church of Littleton is a member in good standing of the North Country Association of the New Hampshire Conference, 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 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 financial information is accurate and thorough.

My signature below attests to the above three items.

Name / Title: Richard N. Slater, Associate Conference Minister
Email: rslater@nhucc.org
Phone: 603-715-9525
Date: April 20, 2022
Signature: [Signature]