



## First Congregational Church of Wakefield, NH UCC



# Profile

Full Time Settled Pastor

New Hampshire Conference UCC

Carroll-Stafford Association

January, 2024

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# Our Vision of the Ministry



Before we think about where we are going, it is helpful to know where we are presently. The Holy Cow! Congregational Assessment Tool (CAT) survey established that as a congregation we feel compassion, love and support for each other. There is a feeling of connectedness among our members. We welcome outsiders with fellowship and genuine hospitality. We are strong in outreach, having a large variety of ways in which we serve others; and though we may take diverse theological positions, we do so with respect. Overall, we can say that as a congregation we are healthy and energetic. We are an Open and Affirming Church, and we believe we are a progressive church that seeks a healthy tolerance of differing opinions.

We are acutely aware that our church's future is inextricably linked to the state of religion in America overall. The national statistics offer a disturbing picture: attendance is poor; membership is declining; participation of young people is disheartening. Even so, our church actively engages children in worship in the life of our church whenever they are present.

We try hard and as our recent survey shows, nobody is planning on leaving. We may not be growing by leaps and bounds, but there is palpable enthusiasm and strong will to collectively be as good Christians as we possibly can be; to fight for social justice; to help the poor and hungry.

What might our church look like in the future? Currently, the majority of our membership is over 50 years old. Even though we have excellent facilities for it, we do not offer church school. Instead, the physical space is used as a not-for-profit pre-school, run by an outside organization. We realize that it will take innovation and changing some of our ways if we are to reach our goal of widening our membership over a variety of age groups. We are intent on sharing the good news of our Christian faith as well as offering a refuge from a complicated and sometimes angry world.

In searching for a settled pastor, our congregation is looking for a person who shares our vision of compassion, openness, acceptance, generosity, and for someone who encourages individual expression of spirituality. We are praying for a pastor who knows how to listen and can help formulate a vision that fits the times we live in, and one who possesses the gifts to motivate the flock towards this goal.

Pastoral attributes we seek are love of God and following the teachings of Jesus Christ. We desire to connect with a pastor who nurtures spiritual practices, has deep compassion for God's creation, who fights for JUSTICE and has respect for the dignity of God's people. And to lead us onto a path of change and adaptation, we look for a pastor with a strong moral character and personal integrity.



# Where's Wakefield?

The Town of Wakefield is located in the Lakes Region of New Hampshire. (*Fun fact: Wakefield is the geological center of New England.*) It is also located in the foothills of the White Mountains and an hour away from the Atlantic coast. Being a rural community, a variety of outdoor recreational activities are readily available such as swimming, boating, camping, fishing, hiking, skiing and skating. Boston is a two-hour drive, and excellent medical facilities and shopping centers are within one hour. Our lovely community is 96% white and mostly English speaking.

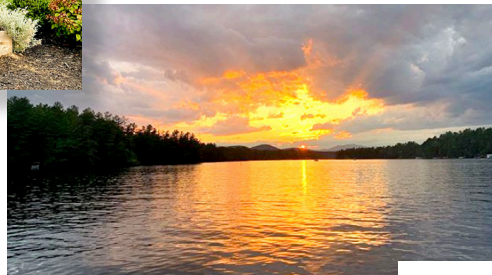
The First Congregational Church of Wakefield is located in the heart of the Historic District, surrounded by substantial homes dating from the 1700s. Also in the Historic District is a beautiful Bed and Breakfast, a library that (in design) is a replica of the Columbia Law University Library in NYC, and a museum.

## Local School Overview

The town of Wakefield is home to Paul Elementary School, a combined elementary and middle school which serves students from Pre-K to 8th grade. High school students go to Spaulding High School in Rochester, NH through an area agreement. The Paul Elementary School has a student population of 450 +/- and a average class size of approximately 18 students. Spaulding High School has a student population of 1,300 +/- . There are also two private schools in the area.



[wakefieldnh.com](http://wakefieldnh.com)



# Scope of Pastoral Ministry

## Core Competencies:

### Lead

- Strategically lead to help us navigate “Church” in the future
- Able to articulate our congregation’s vision

*Around 15 years ago, our pastor led us in creating vision and mission statements for our church. We believe it’s time for us to do that work again with the help of our next settled pastor.*

### Preach

- Inspire and connect people to God’s word

### Teach

- Help us to grow, form character and teach across our theologically diverse spectrum

### Pastoral care

- Be attentive to the fact that the majority of our congregants are older, and 26% of our congregants live alone

### Community Catalyst

- Our under 35 population (which is small but reflects the national trend in this younger demographic) challenges us to move beyond the four walls of our church to engage in critical issues.

*We believe we are the church in the area that most reaches out to the community. After working with vitality training coach, Paul Nickerson, we learned ways to open our doors even wider than we had imagined. Covid ended much of this effort and our vitality has waned a bit, but we know the need is still important.*



# Marks of a Faithful and Effective Minister

First Congregational Church of Wakefield is seeking a settled pastor who exhibits these four marks:

## **EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE**

- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- Praying actively and nurturing spiritual practices.
- Being called to ordained ministry by God and the Church.
- Continuing discernment of one's call in the community.
- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

## **CARING FOR ALL CREATION**

- Nurturing care and compassion for God's creation.
- Maintaining a basic understanding of mental health and wellness.
- Practicing self-care and life balance.
- Providing hope and healing to a hurting world.
- Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate.
- Stewarding the resources of the Church.

## **WORKING TOGETHER FOR JUSTICE AND MERCY**

- Drawing on the ministry of Jesus Christ to confront injustice and oppression.
- Practicing the radical hospitality of God.
- Identifying and working to overcome explicit and implicit bias in the life of the Church.
- Understanding community context and navigating change with a community.
- Engaging in mission and outreach.
- Building relationships of mutual trust and interdependence.

## **STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS**

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Living in relationships of covenantal accountability with God and the Church.
- Exhibiting strong moral character and personal integrity.
- Respecting the dignity of all God's people.
- Understanding and ministering to stages of human development across the life span.
- Demonstrating excellent communication skills.



# Compensation Package

<b>Current size of membership:</b>	108
<b>Position Title:</b>	Pastor
<b>Position Duration:</b>	Settled
<b>Compensation Level:</b>	Full Time
<b>Compensation Package:</b>	<p>\$90,000 per year. This would include: Salary, Housing allowance, Healthcare, Social Security, Annuity, Life Insurance, and Disability Income benefit plan. How package is divided is negotiable.</p> <p>It would also include: 4 weeks of paid vacation; 8 paid holidays; continuing education leave; mileage reimbursement; reimbursement for other expenses incurred in the performance of the ministry; sabbatical after 5 years.</p>
<b>Living Situation/Commute:</b>	We would prefer that our minister live in Wakefield or a surrounding community, but we are open to discussion of reasonable commuting options. Up to \$5,000 is available for any moving expenses incurred.
<b>Incentives:</b>	Sabbatical per <a href="#">NH Conference Guidelines</a> and funds for professional development.
<b>Peer and professional supports:</b>	Authorized Ministers Continuing Education Fund The Authorized Ministers Continuing Education Fund is provided to assist ordained commissioned and licensed ministers with standing in one of the Associations of the New Hampshire Conference, United Church of Christ, with defraying costs for continuing education programs.
<b>Clergy Convocation:</b>	An opportunity to attend an annual three-day retreat.
<b>Pastoral Leadership Development:</b>	Managing stress, loneliness, and hurting parishioners places great demands on clergy. Pastoral Leadership Development Groups (PLDG) provide a safe place and encouraging context to deal with the demands of contemporary ministry. The New Hampshire Conference, United Church of Christ has contracted with Pastoral Counseling Services (PCS) in Manchester to provide Pastoral Leadership Development Groups for those who serve in our associations.



# Who is God calling to minister with us?

First Congregational Church of Wakefield is a joyful community with lots of love and hope. As we look for a settled pastor to join us on our journey forward, we seek a partner who:

- Is good at facilitation, collaborative organizing, and identifying directions that build on community and are not predominantly solo or individualized efforts.
- Demonstrates an aptitude, capacity and/or experience with working collectively in primarily volunteer communities and a non-hierarchical tradition.
- Has the ability to maintain and observe healthy, appropriate and ethical boundaries.
- Is creative and can work together with the gathered community to vision, strategize and dream a new future. Someone who is not afraid to flop (as in trying something that just doesn't work in practice) and able to let go of that and move on.
- Has a sense of joy, a sense of humor, can be serious when needed and exudes humility.
- Has a desire to celebrate past, present and future.

## Who is God calling us to become?



We believe it is time to revisit our Mission | Vision because we recognize times are changing and we have to find our place in this new world so we can be faithful to who God is calling us to be.

We do believe that God has a direction and a use for us, and that gives us the incentive to try to figure it out. We know change is coming, and yet we can't quite envision it. There are so many possibilities.

We are excited to partner with our new settled pastor to walk with us on this journey.

[Mission | Vision](#)





# Who are We Today?

We like to think of our church community as a place where people want to get involved and are willing to “walk-the-walk.”

## Congregational Reflection

*Larry Brickner-Wood, current Interim Minister*

*“First Congregational Church of Wakefield (FCCW) is a dynamic and healthy church that knows how to navigate, manage and process conflict, challenges and differences. The recent Congregational Assessment Tool Holy Cow! report confirmed and affirmed this with tangible data and responses from folks within our community. There are many healthy indicators for our community of faith that are hopeful from an organizational and community perspective. We are a wonderful community in which to pastor and teach, and to call a settled minister to be a collaborative partner in ministry.*

*The FCCW is quite aware of the challenges facing us. However, the challenges identified in the CAT are not unique to FCCW and are being faced by kindreds across the ministry and community of faith landscape. They are not unique and distinctive to Wakefield, though some of the variables here may be unique to our setting. This makes pondering and creating responses to the challenges easier in the sense that there is a wide breadth and depth of resources and experiences from other communities facing the same issues. We look forward to meeting these challenges with our incoming settled minister.*

*Even with some challenges in recent years, the community continues to have respect, trust and support for the leadership of the church and the role of pastor and teacher. There is good investment and ownership in the church and its actions, services and outreach. There are shared values even across some theological diversity and a variety of religious experiences. There is a belief in our community that exemplifies the best of a local, grassroots community making a difference in the world, often one friend and one step at a time.”*



[VIDEO LINK](#)





## When we Worship?

Our Sunday services are best characterized by the words “*spiritual*,” “*innovative*,” and “*participatory*”. Previous pastors encouraged members to take a role in the service, such as reading scripture, acting out a scene in the Bible, doing a spiritual dance, or giving an authentic sermon. “*We are all ministers,*” were their words.



The sermon is the centerpiece of the service, and we appreciate a well crafted and well delivered message. Prayers are a very important part of the service as well. Congregants are encouraged to share their joys and their concerns as we are a family and we deeply care about what happens in each other’s lives. Music is a crucial element of the service. There is a voice choir, a hand bell choir and several members play guitar.

Even though the atmosphere is familial and relaxed, the rituals such as communion, baptism, wedding ceremony, and accepting new members are sacred occasions and are conducted by the minister following the prescribed liturgy.

Stewardship Sunday



All Saints Day Service



Music Camp service



## Faith Formation

Our bylaws call us to assure that a range of Faith Formation opportunities and faith related activities is offered to all age groups of the Church. We are missing the mark on this, but we do our best. It is an area of our church life that would benefit from fresh and innovative input.

Currently, we have an active Adult Faith Formation group that has met regularly for many years. It is lay-led and explores a variety of topics through reading Christian themed books. Some members would like to relate their faith to secular topics through current literature and movies.

We have been successful in the past in offering church school, but that is not the case at this point in time. Both parents and children have found other things to do on Sunday mornings. We are trying hard to determine what type of programming might be of interest to that group and how to offer it.

We hope to reestablish a youth group. Meanwhile we encourage and support sending youth to Horton Center UCC Camp in the White Mountains during the summer months.

We just (August 2023) completed a very successful Music Camp. Twenty-four children from the community came into our church for a whole week to learn percussion, play ukuleles, boom



whackers, hand bells and chimes. They learned songs of faith and seemed to love it all.

It brought home the fact that there are children out there who hunger to hear about the love of God.



Two other groups are worth mentioning: The Caregivers Support Group and the Bereavement Group. Both are led by lay people who are called by their faith to help and support others. A new member of our congregation has begun an Al-Anon Group.

Finally, there are several members who jointly study racial injustice. This may evolve into a church-wide discussion of becoming a Racial Justice Church.

## Organizational Structure

Our structure is based on the recognition and claiming of Spiritual Gifts through our Calling and Discernment Ministry. We encourage people to be in spiritual discernment and choose where to use their God-given gifts in the work of the Church.

We've adopted a flat structure that recognizes equality between the Ministries. We encourage interdisciplinary sharing of tasks as often as possible, and we've made room for people to offer new and creative initiatives as opportunities arise.

### Synergistic Relationship of the Congregation and its Ministries



We have removed the mandate of regularly scheduled committee meetings (*except in certain cases of leadership*). We want our church members to participate as much as or as little as their schedules allow, and to know that their contributions matter.

When we gather, we want to listen to each other more carefully, and to be respectful of varying opinions. We want every voice to be given time and space to be heard.

Our current structure continues to be a work in progress. Trying to reach consensus is not always the easiest way of coming to a decision, but it leaves people a great deal more satisfied. It was exceptionally heartening to hear a person, after sitting through her first congregational meeting, say that she has never been in a church where people listened, got to speak, and decided things together. That's worth an AMEN!

### When it comes to decision-making, how many hours are spent in meetings per month?

The Leadership Council, the Diaconate and Finance ministries meet monthly for 1.5 to 2 hours. Other ministries meet on an as needed basis, so it is difficult to quantify. The Pastor is an ex-officio member of all ministries and is regularly included in those which meet monthly.

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

### **Damage to Church**

As an example, in a recent winter an 80' tree fell from the neighbor's yard grazing the side of the church and ripping the electric lines from the building. This was at the end of October and it was apparent that, without heat, lights or electricity, we would not be able to worship in our church that particular Sunday. We asked and were warmly welcomed to worship with our siblings at the Episcopal Church of St. John the Baptist. Our choir sang and our pastor assisted in offering communion. A few months later, we invited St. John's members to worship with us as a thank you.

### **We are Survivors!**

We were awarded a \$25,000 Homeland Security Grant for improving safety in and around our place of worship. Several people worked extremely hard to bring this opportunity to us. Following the specifications of the grant, we were to be repaid for the work once completed. We were so excited. We were so pleased. Unfortunately, we hired the wrong contractor. We paid \$15,900 in advance for him to buy the necessary materials and equipment. We turned over the keys to the building as well as the blueprints. We never saw him again. This has been heartbreaking for those most closely involved and they are working to recover the lost money, however unlikely. We don't really have the money to proceed again. However, this is where the story takes a change for the better, and it wonderfully describes our congregation. Our Safe Church team, after much discussion, decided to notify the grantors that we would not be proceeding. Our team decided that we didn't need the large upgrades that were seemingly "free". We could identify things that should be done, and we could do them ourselves. The key locks have already been replaced largely by an anonymous donation. We're proceeding with the rest as we can, and we know that it will be enough.

### **March 2020 Covid-19 Pandemic**

Like everywhere else, the sudden Covid Pandemic brought our church life to a screeching halt. From one day to the next, the church leadership had to come up with an entirely new way of 'doing church.' Everyone's safety was on the line.

Looking back on this unusual episode, we realize how fortunate we were to have leadership that quickly grasped the seriousness of the situation and had the talent to come up with innovative ways to combat the physical isolation this new disease fostered in the society at large and in our church in particular.

Since most members could navigate the internet,





good use was made of modern visual technology like ZOOM. Leadership could function through video conferencing, and, most importantly, we could put together the Sunday service by using the relatively new audio-visual system. The interim minister had a flair for theatre and with the help of some talented tech-savvy members, created Sunday services that were visually innovative and pre-recorded, ready to be shared on our website, Facebook and YouTube.

The Diaconate arranged to contact each church member weekly. The pastor and deacons were available to speak over the phone or Zoom with any who needed help or prayers.

Gradually, we eased back to in-person Sunday services, taking elaborate precautions to not infect each other by attending church.

We weathered the storm! As we returned to in person worship, we maintained our membership and weekly attendance levels at or above pre-pandemic levels. God is good!

**Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance?**

[Bylaws](#)

[Annual Reports](#)



# 11-Year Report

[LINK TO 11-YEAR REPORT](#)

UNITED CHURCH OF CHRIST																			
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS																			
Church#:	441680	Assoc:	484	Schedule:	0	First Congregational of Wakefield, N.H., UCC	Wakefield	NH	03872										
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OTCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2012	171	70	35	0	4	0	4	0	0	\$127,765	\$0	\$6,825	\$2,342	\$9,167	\$1,819	\$10,986	5.34	\$138,771	\$129,998
2013	170	68	14	0	3	0	4	0	-1	\$129,760	\$0	\$7,048	\$5,109	\$12,157	\$1,229	\$13,386	5.43	\$143,146	\$117,821
2014	117	68	32	3	1	8	6	59	-53	\$134,992	\$0	\$7,465	\$1,577	\$9,042	\$5,365	\$14,407	5.53	\$149,399	\$119,442
2015	120	61	54	0	0	5	2	0	3	\$151,339	\$0	\$7,002	\$2,618	\$9,620	\$1,485	\$11,105	4.63	\$162,444	\$125,443
2016	120	61	54	0	0	0	0	0	0	\$151,339	\$0	\$7,380	\$1,616	\$8,996	\$0	\$8,996	4.88	\$160,335	\$0
2017	116	67	46	0	3	10	4	13	-4	\$151,339	\$0	\$8,061	\$2,649	\$10,710	\$0	\$10,710	5.33	\$162,049	\$0
2018	115	67	25	1	3	0	2	3	-1	\$163,267	\$0	\$8,265	\$1,407	\$9,672	\$0	\$9,672	5.06	\$172,939	\$133,036
2019	117	67	25	2	6	0	6	0	2	\$166,370	\$0	\$7,834	\$9,926	\$17,760	\$675	\$18,435	4.71	\$184,805	\$122,245
2020	115	40	27	0	0	0	2	0	-2	\$129,358	\$0	\$9,375	\$1,556	\$10,931	\$1,945	\$12,876	7.25	\$142,234	\$121,512
2021	105	40	20	0	0	0	10	0	-10	\$155,029	\$0	\$5,725	\$630	\$6,355	\$550	\$6,905	3.69	\$161,934	\$129,183
2022	110	50	23	0	0	5	0	0	5	\$146,901	\$0	\$7,945	\$2,110	\$10,055	\$500	\$10,555	5.41	\$157,456	\$113,536
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	TOTAL CURR LOCAL EXPENSES	TOTAL OTCWM	TOTAL EXPENDITURE											
2017-2022	-5.17	-25.37	-50.00	-61.54	-100.00	-2.93	-6.12	-2.83											
2012-2022	-35.67	-28.57	-34.29	25.00	-100.00	14.96	9.69	13.46											

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

The sudden changes in the membership levels in 2011 and 2014 reflect Diaconate reviews of the rolls in those two years. During these reviews, we discovered that a number of folks who had moved away, transferred to other churches, or (*unfortunately*) died, were still included as active members. We have more confidence in the current numbers.

All our activities and gatherings (*except for the children's Faith Formation classes*) are intergenerational, and all are open to members of the community at large (*not just those who belong or attend the Church*).

Many of the groups (*including the adult Faith Formation classes, Music Camp, Parish Helpers and the Men's Fellowship*) include members of the wider community and other churches.

# Congregational Demographics

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	108	Yes
Number of active non-members:	50	Yes
Total of church participants (sum of the numbers above):	150	Yes

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	50%	Yes
Less than 10, more than 5 years:	25%	Yes
Less than 5 years:	25%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
8	10	4	4	2	10	20	30	20	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5	Yes
Joint household with minors:	10	Yes
Single adults age 35-65:	5	Yes
Joint household with no minors:	60	Yes
Single adults over 65:	20	Yes





**Education level of adult participants by percentage:**

		<i>Is this number an estimate? (check if yes)</i>
High school:	NA	We do not specifically track this data.
College:	NA	We do not specifically track this data.
Graduate School:	NA	We do not specifically track this data.
Specialty Training:	NA	We do not specifically track this data.
Other (please specify):	75%	Yes, the majority of our congregation has had some level of college education.

**Percentage of adults in various employment types:**

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	30	Yes
Adults who are retired:	60	Yes
Adults who are not fully employed:	10	Yes

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

We have a number of retired folks, the majority of which were white collar professionals. This is also true for our active working members. That said, some congregants come from blue collar professions.

**Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?**

We are a predominantly white congregation, and primarily of European descent. We have several folks who identify as non-binary and/or as a part of the LGBTQ+ community. We have a range of folks with different abilities, neurodivergent identities and a variety of religious and faith tradition backgrounds. We have a healthy spectrum of theological diversity.

**Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one in the near future (perhaps using, for example, the Welcoming Diversity Inventory)?**



We have a group moving through a Racial Justice study. We are exploring ways to enhance and further live into our Open and Affirming status. Our Z-Team and Zimbabwe partnership is beloved in our community and we actively welcome our Zimbabwe kindreds. Our church has a welcoming heart for all people and is open to how we can expand our welcome.

# Participation and Staffing

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	65/month	Parish Helpers, Men’s Fellowship, Chair Yoga, Scrabble Group, Caregivers Support, Grief Support, Prayer Shawl, Al-Anon
Baptisms <i>(number last year)</i>	0	Pastor
Children’s Groups or Classes	25	Christian Outreach, Musical Arts
Christmas Eve and Easter Worship	190	Pastor, Diaconate
Church-wide Meals	70	Leadership Council
Choirs and Music Groups	10	Voice Choir and Bell Choir Directors
Church-based Bible Study	20	Adult Faith Formation
Communion <i>(served how often?)</i>	monthly	Pastor
Community Meals	70	Zimbabwe Team

Confirmation ( <i>number confirmed last year</i> )	4	Faith Formation/Pastor
Drama or Dance Program	N/A	
Funerals ( <i>number last year</i> )	3	Pastor
Intergenerational Groups	N/A	
Outdoor Worship	N/A	
Prayer or Meditation Groups	periodically	Pastor/Diaconate/ Faith Formation
Public Advocacy Work	ongoing	Varied
Retreats	10	Parish Helpers (women's retreat) and Faith Formation (Horton Center)
Theology or Bible Programs in the Community	N/A	
Weddings ( <i>number last year</i> )	0	Pastor
Worship (time slot: 10AM)	60	Pastor/Diaconate
Young Adult Groups or Classes	4	Faith Formation
Youth Groups or Classes	10	Ecumenical Community Youth Group
Other		



List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Rev. George Harvey	no	Emeritus	None	Y
Rev. Mary James	no	Emerita	None	Y

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: N/A

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

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Interim Minister	Yes, along with the Diaconate and Personnel Ministry	Full Time	Diaconate and Personnel Ministry	Contracted for 12 months beginning Feb 2022
Organist/Choir Director	N/A	Part Time	Music Ministry and Personnel Ministry	40 years
Congregational Life Administrator	N/A	Part Time	Minister, Diaconate and Personnel Ministry	2.5 years



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

*We are a classic Congregational UCC Church that is actively involved in our community and we celebrate who we are and where we are going. We attract members from the seven villages of Wakefield and surrounding towns, and also have a growing digital audience of folks near and far. Our membership has risen and fallen at various times, but we maintained our membership rolls through the pandemic and are seeing increases in worship attendance and new members joining this year.*

*We do have a good number of folks who spend the warmer months in Wakefield and are elsewhere in the colder months. We have a number of folks in diverse economic status and other needs in the wider community, and we strive to serve them in partnership with other organizations. Our membership is actively engaged in various ways in the wider community and beyond. We have a consciousness for the wider church and world, and attempt to engage where we are able and where God leads.*



# Church Finances

Current annual income (Actual 2022-2023)

Source	Amount
Annual Offerings and Pledged Giving	\$ 116,000.00
Endowment Proceeds <i>(as permitted within spending policy, such as a cap of typically 4.5%-5% on total return)</i>	\$ 0
Endowment Draw <i>(beyond what is permitted by spending policy, "drawing down the principal")</i>	\$ 0
Fundraising Events	\$ 10,558.00
Gifts Designated for a Specific Purpose	\$ 4,608.00
Grants	\$ 0
Rentals of Church Building	\$ 3,370.00
Rentals of Church Parsonage	N/A
Support from Related Organizations <i>(e.g. Women's Group)</i>	\$ 5,000.00
Transfers from Special Accounts	\$ 0
Other (specify): Lyford	\$ 1,350.00
Other (specify): Parsonage Fund Interest	\$ 3,680.00
<b>TOTAL</b>	<b>\$ 144,566.00</b>

Current annual expenses (Actual 2022-2023): \$ 121,530

[Treasures Report 2023-2024](#)

[2023-2024 Budget](#)





Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 48% adjusted for full year of 2022-2023 of full time pastor

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

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

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? 7% of budgeted pledges 2022-2023

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

Are capital and other payments current? 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. None

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

Year(s)	Purpose	Goal	Result	Impact
2012-2015		\$ 300,000	\$ 158,750	<a href="#">Capital Campaign Report</a>

Does your church have an endowment? Yes

What is the market value of the assets? \$200,000.00

Are funds drawn as needed, regularly, or under certain circumstances? No

What is the percentage rate of draw (last year, compared to 5 years ago)? None

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: None

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

Please comment on the above calculations or estimates: Endowment is still building

**Other Assets**

- Reserves (savings): \$ 30,000
- Investments (other than endowment): \$ 239,300



**Does your church have a parsonage? No**

**Describe all buildings owned by the church:**

Our church owns one 10,000 square ft building which includes a sanctuary, Fellowship Hall, kitchen, meeting rooms, offices and 3 bathrooms.

**Describe non-owned buildings or space used or rented by the church: None**

**Which spaces are handicapped accessible?**

Worship space, fellowship space, meeting rooms, bathrooms, and office (pulpit and choir lofts are not accessible).

## Financial Reflection - November 2023

*Our Church operates on a July 1 through June 30 fiscal year. Our expense budgets are prepared by the individual ministries and collated by the Finance Ministry for presentation to and approval by the Leadership Council. The Council then presents it to the Membership for discussion and approval at the Annual Meeting in June of each year. Projected income is estimated by the Stewardship Ministry in cooperation with the Assistant Treasurer. The budget process has been consistent for the past decade.*

*The Church's financial position reflects our desire and effort to continue our programs and outreach, even though our income currently does not keep pace with those desires and efforts. Any "gap" between expenses and income has been covered by withdrawal from money realized by the sale of our Parsonage in 2007. Our Endowment Fund was established in 2019 to increase our long-term financial sustainability. The goal is that the Endowment Fund will grow to a level that can provide sufficient income to replace the Parsonage Fund, which is being drawn down to cover expenses at present.*

*2023-2024 Finance Committee*



# Historical Information



The First Congregational Church of Wakefield gathered for the first time on September 22, 1785, in a small meeting house on the shores of Lovell Lake in Sanbornville. Our first settled pastor was Asa Piper, who served for 50 years.

On July 22, 1816, the second building was raised in the Historic District of Wakefield. The second floor (over the sanctuary) held the Wakefield Academy which served the children of Wakefield and surrounding area.

In September, 1956, the steeple was struck by lightning and the church burned to the ground. The church was rebuilt through many fundraisers and donations. The first service in the new building was held on Good Friday, 1958.

A generous donation of approx \$300,000, after a 10% tithe to the conference, made building an addition possible in 2001. It houses a completely new kitchen, 4 classrooms, a meeting room, pastor's office, and a lift.

## Significant happenings in our church's history:

- In 1857, the women of the church formed the Ladies Sewing Society, which eventually morphed into the present Parish Helpers. This reorganized (1899) and incorporated entity welcomes people from the community as well as church members and raises money for support of the church and other causes in our community and beyond.
- In 1997, the Church voted to join the Ukama Partnership with the United Church of Christ in Zimbabwe and partnered with the church in Rufimiso. This partnership expanded over the years and continues to actively engage in a robust way.
- In 2004, the church became an Open and Affirming congregation after a period of discernment and discussion. That commitment extends to this time.
- In 2013, the Church established a new organizational structure on discernment and consensus - demonstrating our desire to put God and a prayerful spirit at the core of our shared endeavors.
- 2016 was the start of a 7-year period of pastoral transitions including medical leave and retirement of our settled pastor; two interim pastors and the departure of a settled minister after 18 months. Our congregation filled the roles of pastor during two 6-months periods with no pastor at all.



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

- **Holy Cow! Congregational Assessment Tool (CAT) Survey**

In the spring of 2023 our Search and Call Committee began its work on writing this profile — and we needed a way to get “real” input from our congregation. Our interim pastor, Rev. Larry Brickner-Wood introduced us to [Holy Cow! CAT Survey](#) which provided the right tools to help us get the best input possible from our Church family. Participation was excellent with 83 completed surveys. The results have not only helped shape this profile, but gave solid insight into who we are, which will help guide us forward.



- **Transition**

The Church has experienced many changes throughout the past five years. We were challenged with Covid, new ministers, and times with no minister. Any of these things could have brought about disagreements and splits. But because of our dedication, amazing support from our congregation, and God’s loving hand, we were able to remain strong. The Ministry of the Diaconate continued to reach out to members in need, plan worship services, and spread God’s Word to all. Looking back over the past five years, we feel good about what we have accomplished together as a church.

- **Digital Presence:**



The onset of the COVID-19 pandemic required a period of quarantine and FCCW was called to change how we worshiped and “did” church. We decided to immediately provide worship electronically, move any regular meetings that we could to on-line video conferencing and increase our social media presence.

The transition was successful due to the hard work of several church members — folks in the technical world, professionals in the digital/on-line realm and the Diaconate. We maintained our relationships both with the church and within the church community. To this day, we continue to provide worship electronically via Zoom and Facebook Live, and have Zoom links available for our meetings.

## Managing Conflict

- **Full-time / Part-time division of opinion**

In advance of our search for a new pastor, church members came together for 2 community dinner conversations which included a presentation from our Ministry of Finance. At our third gathering we listened to a panel of pastors discussing their part time experiences. All our conversations were caring and compassionate, but our direction was divided.



We have been seeking consensus in our decision making and have, in the past, found ways to agree with full consensus on various issues including budgeting. However, on this topic, we simply could not agree. What was observed, when we came together to decide, was an impatience in the process. There was an eagerness to vote and to allow the majority to rule. Move on – get it done. Some were showing exhaustion over the topic knowing they could not support the outcome. At the very beginning

of our discussions, we agreed that we would walk forward united, no matter the outcome. We are doing that, but some are still stinging. What will help us in the future? Perhaps intentional and better training in consensus building. Our co-moderators would welcome help with this.

Our Interim Pastor wrote the following in our [Steeple Views](#) newsletter following our decision:

*“You all listened with open hearts and minds, prayed and reflected and sought God’s wisdom and the guidance of the Holy Spirit. There was no one right decision, but careful reflection and prayerful listening that leads to where we are today. You all did this with intention, and you serve as a model to other faith communities having these same challenging conversations.”*

- **2021 – 2022 Agreement to part ways**

Our last settled pastor was with us for only 18 months. Almost immediately after her arrival, it became apparent that we were not a good fit for each other. She felt it, and we did too. However, since this was her first pastorate, we thought that with time, our differences would smooth out. But enthusiasm quickly turned to disappointment, and unhealthy disgruntlement settled in.

Of course, we have our excuses. Covid and on-line meetings didn’t allow us to meet in person often enough to realize the depth of the discontent. We had been without a settled pastor for a while and often felt we were swimming alone. But without excuse, we should have contacted the Conference office much sooner, because by the time we finally did, we were past the point of resolve.

We also had the problem of not having clear direction for pastoral review and evaluation. Under our previous structure the Deacons had that responsibility. In our current structure we neglected to house that duty, and it became a difficult and unfair burden for the Deacons. That has now been resolved by the creation of a new Pastoral Oversight and Review Team.





## Ministerial History

Name	Years of service	UCC Standing (Y/N)
Rev. Larry Brickner-Wood (interim)	2023-	Y
Rev. Tere Krueger	2021-2022	Y
Rev Alberta Wallace (interim)	2019-2020	Y
Rev. Mary James	2007-2018	Y
Rev Peter Foss (interim)	2004-2007	Y
Rev. Dr. John Tamilio III	1999-2004	Y
Rev. Jim Pirie (interim)	1996-1999	Y
Rev. George Harvey	1991-1996	Y
Co-pastors Rev. Dr. Richard Russell and Rev. Jennifer Russell	1984-1990	Y

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

Relationships were each positive, respectful and nurturing. We learned to “step up” and initiate/carry out programs without expecting the pastor to take a major part in everything, but only in the programs where he/she had a particular interest or expertise.

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

In 1975, the Church terminated the ministry of one pastor for unethical conduct. The Diaconate and the Moderator determined that this should be done and duly called a membership meeting at which the recommendation was confirmed.

Neither a Congregational Situational Support Consultation nor a Fitness Review was held; at that time, neither was yet part of the process.

While this was a tough time for the Church, the governing structure was strong enough to identify, face, and resolve the issue effectively.





# Who is your neighbor?

How do the relationships and activities of your congregation extend outward in service and advocacy? For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church's engagement with neighbors near or far?

## In Service:

- **Food pantry**

Wakefield Food Pantry, Inc: FCCW would want our new clergy person to embrace our on-going monthly commitment to collect specific food items to support the Pantry. In addition, members of the church volunteer in distribution, registration, prep work and tending the Pantry's summertime organic garden. [Wakefield Food Pantry](#)



- **Shepherd Program**

Provides free rides to doctor/hospital appointments for members of our community. This volunteer program is coordinated by Lay members, handling 10-15 rides per month. Any donations received for this program pay for fuel cards for the volunteers.



- **Parish Helpers**

Our Parish Helpers Group is a robust and committed group of women. It welcomes people from the community as well as church members. With a Treasure Shop, open 3 months of the year, and a Summer Fair this group is able to provide financial support to our Church, our Church missions, and to our local community.

- **Men's Fellowship**

The Men's Fellowship is dedicated to serving our Church, doing community service and helping people in need. This group maintains the grounds of the Church and also supports youth by providing scholarships to Horton Center.



- **Summer Music camp**



A free youth program that is music and Bible based. It is open to children in our community from grades 1-12. The kids learn to play an instrument, engage in fellowship, fun, working together and learning God's word. Attendance is 20 -30 youth with 20+ volunteers from our Church.



- **Zimbabwe Partnership**

FCCW has been partnered with a sister church at Rufumiso, a church in the United Church of Christ denomination in Zimbabwe. Members and friends have traveled to Zimbabwe six times since 2005, developing cross cultural relationships through service projects. Such projects included rebuilding Rufumiso Church, renovating schools, building homes, drilling boreholes in rural villages and currently building a clinic in an area where people walk extensive distances to seek basic medical care. Our Z team also facilitates the sponsorship of 40 children and supplemental food programs for the elderly and the young residents of a children’s home. We organize humanitarian shipping containers. This year was our 17th endeavor.



- **Feddern Diaconate Discretionary Fund**

This fund is available to provide temporary emergency financial assistance to individuals and families in need within our church and community. Payments are made for varying reasons including electric, heat and utility assistance, telephone, rent and medical emergencies. The needs and causes vary and sometimes just a little bit of help is all that is needed to overcome difficulty.

- **Care Givers**

FCCW is pleased to host an area-wide support group for Care Givers. In a confidential and respectful setting, we discuss big and not-so-big concerns. We celebrate joys, share blessings, provide comfort while learning to better care for ourselves while caring for our loved ones. The sessions are facilitated by an Elder Advocate member of FCCW and are free and open to all.

- **Grief support**

Our church offers space for a Grief Support Group which is facilitated by a certified coach. The goal of this group is to help people go from grieving to living in a safe, supportive environment. The impact of this group has been life-changing for many participants who now feel they are no longer actively grieving but are actively getting back to their lives and truly appreciate the ongoing support as they continue their journey.

- **Al-Anon Group**

Al-Anon has but one purpose: to help families of alcoholics. We do this by practicing the Twelve Steps, by welcoming and giving comfort to families of alcoholics, and by giving understanding and encouragement to the alcoholic.



- **Wakefield Community Day Participation (Wakefield Pride Day)**

This is an annual town wide event to celebrate this small town that we live in. Our Church has been part of the festivities for a number of years with marching, fun floats, a booth and games. This has been manned by many of our Church members. This is part of making the public aware of our Church’s ministries.



## In Advocacy:

Our church membership voted to become an Open & Affirming Congregation in July of 2004. It wholeheartedly stands by its vote to this day.

## Participation in meetings, relationships and activities connecting the wider UCC

Our Church selects delegates each year to represent it at Carroll-Strafford Association meetings, and Annual Meeting of the NH Conference UCC.

In the past our members have served on:

- Council on Christian Ministry
- Justice & Witness, youth and adult
- Ukama Committee
- NH Conference Executive Council
- National Executive Council
- Delegates to General Synod
- Participated in many, Prepared to Serve Events (*including the previous Apple Polishing*)
- Outdoor Ministries – serving Horton Center as both Unit Leaders and Counselors

### Check any statements below that apply to your UCC faith community.

#### ✓ Open and affirming

*This simple checklist does not truly reflect our involvement in many of these areas! For example, our Open & Affirming Statement (approved in 2004) is not limited but “celebrates human relationships based on love, mutual respect, and trust. We embrace diversity in race, gender, ability, age, spiritual belief, economic status, nationality, ethnicity, marital status, and sexual identity and orientation.” (Statement from our website.) We have taken care to make our building more accessible, including “cut outs” in our central pews for those using wheelchairs or walkers, a lift to all floor levels and restrooms are handicap accessible.*

*We strive to use inclusive language in our worship and activities. An example being our use of the New Century Hymnal. The process to become a “Racial Justice” Church began with a book study later in 2020 and has taken many informal steps in this direction over the past several years.*

*We support Fair Trade initiatives and have a small supply of Equal Exchange products (coffee, tea, chocolate) for sale in our Fellowship Hall. We restrict the use of styrofoam products and recycle paper and plastic to the extent possible.*

## Participation in ecumenical and interfaith activities:

We value ecumenical relationships and have the heart and openness to bring others together. Our closest connection is held with the Episcopal Church of St. John the Baptist with whom we’ve shared services such as Thanksgiving and Maundy Thursday, and events such as Crop Walks and Blessing of the Animals. Initiating ecumenical relationships and safeguarding them has most often come through the efforts of our pastor. There are several UCC Churches in the area that we have good relationships with and the clergy of each congregation are in ongoing conversations. In 2023 we hosted a Blue Christmas Service with 5 area clergy and members of their churches participating.



# Mission

*Hearing God's Call. Growing in Love and Care.*

# Vision

*We believe that God is calling us to do serious leadership development work among lay members, in order for us to walk together in faith with a strong core of spiritually formed persons with leadership gifts, potential, and experience.*

*We believe that God is calling us to make a shift from the attitude of paying dues/taking collection to that of learning the deeper meaning of intentional giving, offering, and stewardship as the spiritual practice of growing in generosity.*

*We believe that God has called us, in a fully dimensional open and affirming way, to deepen our practice of children, youth, and adult Christian formation in order to provide opportunities for growth in faith, both to those who are new to the First Congregational Church of Wakefield, New Hampshire, United Church of Christ, and those who have been involved over time.*

*We believe that God is calling us to many forms of service and outreach, and the practice of radical hospitality in the spirit of Christ; we therefore seek to grow as faithful servants, reaching out in service and love to one another and to people beyond our congregation in the wider world.*

We are faithfully fulfilling our Mission | Vision and are looking forward to the next chapter.

This statement was written during an exciting time in the life of our church. It was a period of change filled with enthusiasm. We were determined to help our laity recognize their Spiritual gifts, and to know their gifts were welcomed and needed. This led to people feeling more included and valued. It helped us to become a closer church family. Everyone does what they can when they can. The leadership holds this up and celebrates it regularly.

Other components of our visioning were to create faith education opportunities for all ages, to reach out beyond ourselves into our community and world, and faithfully and financially support the work of the church.

In retrospect, perhaps we've done well. Perhaps we're ready for the next new thing.





# MissionInSite



## **What trends and opportunities are shown?**

Population is slowly rising at about 1.3%. Households with children are declining. Average age is rising. Slightly higher White-Collar workforce.

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

The most significant demographic change is the closing of local churches. While this is saddening, it might be an opportunity to grow our church family, especially because of our theological diversity. (ref Holy Cow!) Other than this, demographics are not shaping our ministry.

## **How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?**

Our coverage area for this report was a 10-mile radius which will show commonality. We did not request data beyond this 10-mile radius.

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

We are a "real" community church, always reaching out to help any and all.

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

*"We feel welcome and accepted here."* We hear this time and again from our members, long term and newer members alike. Folks feel welcomed, accepted and cared for here. All are encouraged to be as engaged as they choose and as the Holy Spirit leads them, and we help them discern how their gifts may best be used.

## The Christ filled Spirit of our Church

*A community member and her young granddaughter came to our service a few weeks ago. They had been on their way to try a church in another community, when they decided to try that "white church" closer to home. They were welcomed and celebrated communion with us and were encouraged to come to coffee hour. They did, and they stayed through to the end and said they would be back. The grandmother baked a pie for our Village Fair the following Saturday and made a meal for folks in need that Thanksgiving Sunday. They have been coming just a few weeks and already finding ways to engage and to have their hearts and spirits filled and to share their gifts with the community.*







*On a recent cold winter afternoon, a young man came to the church. His mother's GPS had brought them here even though they were trying to find an office of a housing organization looking for an affordable place for an elder from Cuba who was staying with them. Our Interim Pastor and he chatted for a time, and the young man shared that he and his husband knew of the UCC and knew that the rainbow bar on our sign indicated they would be welcome here. He had heard we were an Open and Affirming church and a place where folks helped each other. They are now connected with a church member who is an advocate and experienced in social services in the area, and have an open invitation to join us in our services and events anytime.*



*Last Spring, during our Stewardship Campaign, one of the Stewardship Team and Building and Grounds members (a relatively recent member) offered to make bird houses for folks who might want to paint them and use them at home. He thought he would make just a few, but folks responded so affirmatively we had to close the production! And, several folks took the houses home and brought them back to share with others who might not be able to do their own.*



# Summation



In December of 2023 our interim minister Rev. Larry Brickner-Wood wrote this to our congregation in Steeple Views—our monthly newsletter.

*“First Congregational Church of Wakefield, UCC, is a healthy church.*

*This was deeply affirmed in the Congregational Assessment Tool completed this past spring and summer. “You have weathered some storms and turbulent waters, and demonstrated a strength and resilience that will continue to be some of your strongest qualities. You have excellent leadership, dedicated members, creative spirits, compassion, care and love for each other, a sense of justice, hope and respect for all God’s creation, a commitment to welcome, hospitality, and inclusion, and a community where people laugh, play, serve and love together. Every person, young, middle and old, feels valued here. The Spirit is alive and strong in FCCW, and you all make this a great place to serve. You are good stewards and are in good hands, and God is with you every step of the way. Peace be with you always!”*

[Holy Cow! CAT Survey](#)



*“We know that in everything  
God works for the good of those  
who love God.  
They are the people God called,  
because that was Gods plan.”*

*Romans 8:28*

## References

[Rev. Mary James](#)

[Rev. Gayle Murphy](#)

[Rev. Mark Rideout](#)

[Rev. Maren Tirabassi](#)



## STATEMENT OF CONSENT

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

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

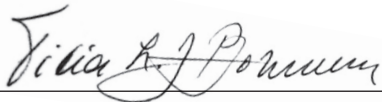
### **Which individuals and groups in the church contributed to the contents of this Local Church Profile?**

The Search & Call Committee consists of six (6) members: Titia Bozuwa, Judy Trepal, Joe Palmariello, Buddy Dee, Max Gehring and Margie Galabrun. This profile was compiled by these six people with a great deal of guidance and support from our Interim Minister, the Rev. Larry Brickner-Wood. Information was also gathered by our Congregational Life Administrator, Andrea Selig. Still further information was offered by several of our Ministry Coordinators. At our request, the profile has been proofread by our fellow church member, Carol Lundgren. Finally, it was distributed to the entire membership before sending it forward to the New Hampshire Conference of the United Church of Christ.

### **Additional comments for interpreting the profile:**

Our 2023 [Holy Cow! CAT Survey](#) provided much of the content for this profile. We had extremely good participation with eighty-three (83) respondents.

Date: January 24, 2024



Titia Bozuwa



Max Gehring



Judy Trepal



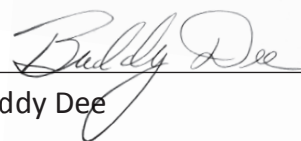
Margie Galabrun



Joe Palmariello



Rev. Larry Brickner-Wood



Buddy Dee



## VALIDATION BY CONFERENCE/ASSOCIATION

- This Church is currently in good standing with the NH UCC Conference.
- To the best of my knowledge, ministerial history information is complete.
- To the best of my knowledge, available church financial information is presented thoroughly.

My signature below attests to the above three items.

Date:

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Rev. Gordon M. Rankin

Rev. Gordon M. Rankin, Conference Minister

grankin@nhcucc.org

603-715-9525

