

UNITED CHURCH OF CHRIST LOCAL CHURCH PROFILE



FIRST CHURCH OF CHRIST, CONGREGATIONAL UNITED CHURCH OF CHRIST NORTH CONWAY, NEW HAMPSHIRE

Full Time Pastor

New Hampshire Conference UCC

North Country Association

Validation Date:

*“Trust in the Lord with all your heart, and do not rely
on your own insight. In all your ways acknowledge him,
and he will make straight your paths.”
(Proverbs 3:5-6)*

LISTING INFORMATION

Church Info

Church Name: *First Church of Christ, Congregational, United Church of Christ*
Physical Location: *2521 White Mountain Highway, North Conway, NH 03860*
Mailing Address: *PO Box 401, North Conway, NH 03860*
Website: www.northconwayucc.com (New website currently under construction)
Conference: *NH Conference United Church of Christ*
Association: *North Country Association*

Conference

UCC Conference or Association Staff Contact Person:

Name: *Rev. Gordon Rankin*
Title: *Conference Minister*
Phone: *603-225-6647*
Email: GRankin@nhcucc.org

Ministry Description:

First Church of Christ, Congregational, UCC in North Conway, New Hampshire is seeking a full time Pastor who is compassionate, provides support for our Pastoral, Financial, and Mission Pillars, and encourages us all on our Christian walk as we take Christ outside the walls of this church. Sunday's are the heartbeat of our congregation. Interesting, thought provoking, and inspiring sermons highlight the time of worship. Music plays an integral part in our services. The chancel choir, handbell ringers, instrumentalists, and organ music round out the service. This is our time to come together as a church family sharing our joys and concerns each person faces.

Community outreach and participation by the minister are an essential part of our mission program. It includes helping those in need locally, supporting the church's wider mission, and caring for our church family through visitations.

Obviously, there are many routine tasks that need a minister's time and talent, such as attending committee meetings, providing articles for our monthly newsletter, and involvement with the Conference. These activities can be very rewarding. We are a fun-loving, hardworking congregation looking for a minister to join us as we move forward in our spiritual and secular lives.

About Our Area:

North Conway is in the heart of the Mount Washington Valley. Surrounded by The White Mountain National Forest, there are many excellent outdoor activities to experience including skiing, ice skating, golf, hiking, ice and rock climbing, mountain biking, camping, canoeing, swimming, fishing, and hunting. North Conway is home to many outlet shops, as well as quaint little shops. Local events and activities include musical concerts, theater productions, and regional museums.

North Conway is within easy driving distance to Portland, Maine, and Boston, Massachusetts. A gem tucked away within the beautiful mountains of New Hampshire, many vacationers are attracted to the area; some stay as second homeowners. The population is estimated at 25,000 including the surrounding towns.

North Conway is rich in its beauty and in its friendly and welcoming spirit. Many residents are long time; some having lived here all their lives. The traditions and legacies have been passed down through generations. Much of this is obvious in our New England style homes and farms that are scattered throughout the area. There is a wealth of volunteerism alive in the area. Something is happening in our community every day that provides opportunities for growth and interaction with residents and tourists.



Our All-Church Picnic is a traditional family favorite. Family Movie Nights started in 2018 but ended with COVID in 2020.



Coffee Hour and “all hands on deck” efforts such as the Fryeburg Fair are opportunities for people to help those in need by listening, and working side-by-side to accomplish a goal. Raising money that goes into the community enabling us to host community groups that use First Church facilities free of charge; such as AA groups, WIC (Women, Infants, and Children), the Revolving Closet (a program of North Country Cares) that offers free clothing to teens, and space for other local non-profits to host meetings.



We are known for the excellence of our Music program. In addition to our Chancel and Handbell Choirs, we have an active partnership with White Mountain Musical Arts to host concerts featuring a variety of musical genres. The Bach Festival and the Bach Worship Service are annual highlights.



Membership: *60 (according to the 11 year report)*

Our most current records show:

<i>Active members:</i>	<i>60</i>
<i>Inactive:</i>	<i>40</i>
<i>Friends:</i>	<i>50</i>

Languages: *English*

Position Duration: *Settled*: *A called position intended for a minimum of five years with no time limit on length of stay.*

Compensation Level: *Full Time*

Does the total support package meet conference compensation guidelines? *Yes*

SCOPE OF WORK

Scope of work:

- *prepare and lead Sunday worship including scripture selections, crafting of liturgy and bulletin, sermon preparation, guiding and sometimes finding lay liturgists, planning music in coordination with musical staff or volunteers, preaching, offering prayers, etc. -*
- *promote faith formation and spiritual vitality through prayer, Bible study, service, and the identification of resources and opportunities that can engage the lay congregation -*
- *develop and encourage lay leadership in the church to create ministry and programmatic opportunities -*
- *provide pastoral care in collaboration with lay people -*
- *engage with the local community and provide leadership for the church to be an ambassador of God's love -*
- *conduct weddings and funerals for participants in the worshipping community -*
- *guide strategic planning for current and new directions in ministry -*
- *attend meetings and provide leadership as needed to church programs in collaboration with lay leadership -*
- *participate in wider UCC activities such as conference and association meetings -*
- *promote faithful financial development and stewardship -*
- *manage and supervise staff -*
- *be available to the wider community (as time allows) for funerals, weddings, special worship programs, and as a representative of the church to local organizations -*
- *provide counseling, listening, and referral -*
- *energize and deepen the spiritual connections and faith understandings of others in all they do –*
- *be active in our Mission programs -*

Core Competencies:

The core values of our church are:

- *Kindness and Love for All*
- *Help Those in Need*
- *Music*
- *Family*

We are looking for our next Pastor to not only honor these, but to also have as a minimum the following Core Competencies:

- *Preacher/Teacher*
- *Compassionate Spirit*
- *Excellent Communication Skills*

COMPENSATION AND SUPPORT

Salary Basis: Cash Salary plus Value of Parsonage/Housing Allowance: Conference Guidelines

Benefits: Conference Guidelines

Salary plus Benefits: Conference Guidelines

Travel

Health Insurance

Annuity/Pension

Phone Allowance

Continuing Education

Disability & Term Life

Housing

What is the expected living situation for your next minister? *Parsonage*

Comment on the residential/commuting expectations for your next minister:

The Pastor is expected to live in the Parsonage, which is adjacent to the Church. It is a 2 ½ story frame building, consisting of eight rooms, including 4 bedrooms, 1 ½ baths, galley kitchen and an enclosed porch. A full size and clean attic has ample space for storage. The basement holds the washer and dryer. There is a one car garage space available. Lawn and gardens currently on the grounds are maintained by the church sexton.

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

Local Eastern Slope Clergy Group

North Country Association

Several opportunities for support through the NH Conference

WHO IS GOD CALLING TO MINISTER WITH US?

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

- *Increase church attendance and encourage young families to be part of our congregation*
- *Increase membership*
- *Strengthen our community ties*
- *Focus on Christian Education for all ages*
- *Continue to support our Mission Outreach Programs*

Describe how your vision of the minister you are seeking will assist the congregation in making an impact beyond its walls.

We are hoping that our next Pastor will support and encourage existing missions and help identify new opportunities. We would like our next Pastor to help us broaden our vision of Mission as is contemplative and relevant to the 21st century.

WHO IS GOD CALLING US TO BECOME?

Who is God calling you to become as a congregation?

We believe that God is calling us to become a congregation that is compassionate, supportive, and responsive to community needs. We are a welcoming congregation that values its members and participants. We are a strong family-based people who reach out to help others in need.

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

We support and have partnered with many emerging groups addressing concerns or needs within our community. We recently held community meetings dealing directly with affordable housing, homelessness, food insecurity, town welfare issues, and the environment.

Specify language requirements or culturally specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

Our next Pastor will need to have an awareness of economic diversity. Because of the economic make-up of our community, a large portion of the population hold at least 2 jobs, most of them in the tourist industry. This impacts the availability of people who might be able to attend a traditional Sunday morning church service. Our Pastor will also need to be able to speak to a wide variety of people who have varying amounts of background, privilege, and power.

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 four areas of excellence from The Marks of Faithful & Effective Authorized Ministry that your next minister will display to further equip the congregation's ministry in these areas.

First Church is a family oriented and spiritually based congregation, who care deeply for its members as well as members of the surrounding communities. We are aware that our world and community is ever changing and have become more open to role playing and storytelling to express God's Love. We would like our next Pastor to bring life to sacred stories and traditions in creative worship that addresses current concerns and values as well as our life values. Worship outside the box, if you will. Our world around us is hurting in many ways and that, as Christians, hurts us. Our Traveling Choir visits those who are home bound or in hospice care. Our next Pastor would be one whose focus is one of providing hope and healing to a hurting world. We are a church that is deeply entrenched in mission and outreach. We have had and continue to have an impact on our community. The Vaughan Community Services has been the starting point for several organizations that are still active today. Our next Pastor needs to have connections to the UCC and wider world involvement as well as be willing to be involved in our community. We ask that our next Pastor continue engaging in missions and outreach. As previously stated, our church has diversity in financial, educational, and social aspects. We are expecting that our next Pastor to respect the dignity of all of God's people by being nonjudgmental and having an open mind and heart.

WHO ARE WE NOW?

Congregational Reflections

Describe your congregation's life of faith.

WHAT WE BELIEVE

The Statement of Faith of the United Church of Christ:

- *We believe in God, the Eternal Spirit, who is made known to us in Jesus our brother, and to whose deeds we testify.*
 - *God calls the worlds into being, creates humankind in the divine image, and sets before us the ways of life and death.*
 - *God seeks in holy love to save all people from aimlessness and sin.*
 - *God judges all humanity and all nations by that will of righteousness declared through prophets and apostles.*
 - *In Jesus Christ, the man of Nazareth, our crucified and risen Lord, God has come to us and shared our common lot, conquering sin and death and reconciling the whole creation to its Creator.*
 - *God bestows upon us the Holy Spirit, creating and renewing the church of Jesus Christ, binding in covenant faithful people of all ages, tongues, and races.*
 - *God calls us into the Church to accept the cost of joy of discipleship, to be servants in the service of the whole human family, to proclaim the gospel to all the world and resist the powers of evil, to share in Christ's baptism and eat at his table, to join him in his passion and victory.*
 - *God promises to all who trust in the gospel forgiveness of sins and fullness of grace, courage in the struggle for justice and peace, the presence of the Holy Spirit in trial and rejoicing, and eternal life in that kingdom which has no end.*
 - *Blessing and honor, glory and power be unto God.*
- Amen.*

In addition, First Church is a community of faith that is richly steeped in mission work, both as it serves the local community and the world wide community. We believe that we are here to help each other on our journey through this life. The Holy Spirit is alive and working in our midst.

At our Annual Meeting in February 2021 we approved a new Covenant and Vision Statement for our church which read as follows:

First Church, Congregational UCC Church Covenant

We covenant with God and with one another

*to live out our Christian discipleship within this body of Christ
by loving one another as Christ loves us.*

As siblings in Christ,

*we will treat each other with respect and honesty,
open to and tolerant of diverse views and opinions,
and will interact with each other in good faith.*

We will talk with people, not about people.

We will listen without prejudice and speak with care.

*When in conflict, we will address each other directly.
If direct conversation does not resolve a conflict,
we will seek assistance together until the conflict is resolved.*

*We will serve the church with love and compassion,
recognizing that God calls us to different
ministries and commitments.*

*We will respect and support all who accept office
or commit themselves to the service of this church.*

*In our decision-making, we will deliberate responsibly and responsively,
affirming the importance of open and clear communication.*

*We will articulate our support for our pastor and staff, both liturgically and informally,
as they love and care for the members and ministries of the church.*

*We will offer our gifts freely
as joyful and positive expressions of our faith.*

*We affirm this covenant, trusting in God's power to enable us to live it
with courage, love, and compassion.*

Amen.

First Church Vision Statement:

A community of faith, welcoming and serving all people in God's unconditional love through the compassion of Christ.

Describe several strengths or positive qualities of your congregation.

One of the strongest qualities of our congregation is the willingness to help. There is a genuine sense of family within our congregation. Whether someone needs help of a personal nature or there is a funeral scheduled, a helping hand is always nearby. We are a congregation proud of our history. We have an active missions program and a very strong music program that is well known within our community. We are a welcoming and friendly congregation.

Describe what worship is like when your congregation gathers.

As you walk through the doors of the church you are warmly greeted. As you enter the sanctuary the ushers escort you to a seat. Quiet reigns for personal prayer and reflection as one prepares for worship. The service begins with the Prelude and is followed by the Welcome to include the announcements for the week(s) ahead. The service proceeds with the Introit from the choir and the congregation's participation in the Call to Worship. Throughout the service we thank God for his love, ask for his forgiveness, and rejoice in music and song. Prayer is an important part of the service where we lift up our friends and members who need

God's help. We also have a prayer box outside the church where community members or tourists can leave a prayer request. We look for thought provoking sermons based on the lectionary reading the minister has chosen. The children look forward to a Children's Message before they head to Sunday School.



Our Sunday School and Teachers traditionally have led the annual Christmas pageant during Sunday morning worship.

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

We have a Sunday School for youth, although the numbers are down currently. Other educational/faith formation groups have had mixed reviews in the past. We would be looking for a Pastor who can provide creativity to all parishioners offering focus groups in a range of subjects.

Describe how your congregation is organized for ministry and mission.

The following chart describes how our congregation is organized for ministry and mission. Each Pillar has specific duties to perform and the chairperson reports quarterly to the Church Council. You will notice in the top left the Vaughan Board. This Board oversees Vaughan Community Services, Inc., a major local mission outreach supported by the church. It includes a learning center (daycare) and the town food pantry serving the local area. Vaughan is a well-known organization in the community assisting with those less fortunate.

First Church of Christ, Congregational

United Church of Christ

Vaughan Board
Governed separately

Elected Officers and Church Council

Pastor-Parish Relations
3-5 elected for up to 2 3-year terms

Three Boards: Elected Servant Leaders elected annually, no term limits but membership at First Church required.

5 Trustees; 5-9 Deacons; 5-7 Mission Board Members

Voting board members oversee activities of teams under each pillar.



Board vacancies between
Annual Meetings
filled by Board and affirmed by Council

Stewardship
Food &
Fundraising
Historical
Building
Task
Force

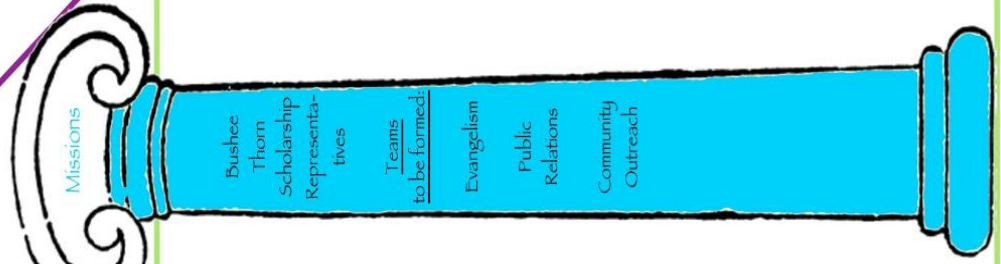
Teams under each pillar are task or program focused.
Church membership is not required to join any team.
Boards may create teams
and recruit members for those teams as-needed.



Nominating Committee of 3-5 elected for
1 3-year term fills Board slots when
places open in February

Youth &
Family
Music
Memorial
Garden
Coordin-
ators
NHC/CCC
Annual
Meeting
&
North
Country
Association
Delegates

Teams may recruit based on interests and skills.
Team members may commit to a time period or
to a specific project.



Bushee
Thorn
Scholarship
Representa-
tives
Teams
to be formed:
Evangelism
Public
Relations
Community
Outreach

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

The Diaconate, Trustees, and Mission meet monthly. The teams responsible to these Pillars meet as necessary to fulfill their duties. Generally, the meetings last between 1-2 hours.

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

COVID produced lots of challenges for the Diaconate. As a result, we implemented weekly online services which continue today thanks to a few devoted individuals. This allows us to reach out to numerous people who are not able to attend our services in person. We average 60-70 views for regular Sunday worship.

We recently had a catastrophic water leak in the Parsonage. The Trustees took charge and are working diligently to get the Parsonage ready for our next Pastor.

Our committees are full with dedicated volunteers ready to take on any crisis that may befall the church or the community.

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

Yes

11-YEAR REPORT: (See attached Page 33)

CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	<i>60</i>	<i>Yes</i>
Number of active non-members:	<i>50</i>	<i>Yes</i>
Total of church participants (sum of the numbers above):	<i>110</i>	<i>Yes</i>

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	<i>60%</i>	<i>Yes</i>
Less than 10, more than 5 years:	<i>30%</i>	<i>Yes</i>
Less than 5 years:	<i>10%</i>	<i>Yes</i>

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>

5	2	3	4	1	5	20	35	35	Yes
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Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	0	Yes
Joint household with minors:	7	Yes
Single adults age 35-65:	5	Yes
Joint household with no minors:	12	Yes
Single adults over 65:	15	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	18%	Yes
College:	34%	Yes
Graduate School:	18%	Yes
Specialty Training:	10%	Yes
Other (please specify):	20%	Yes

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:

North Conway is a resort town which brings its own range of job opportunities. We are a shopping mecca with many outlets and quaint little shops. As well as shopping, there are a wide variety of outdoor activities. Because of this, many people living here hold jobs in the service industry. In our church community are a variety of occupations. Many of our members are retired. Others have jobs that include lawyers, realtors, educators, medical professionals, insurance personnel, retail personnel, and business owners.

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?

Our congregation reflects the ethnic and racial make-up of our community, which is mostly Caucasian. We at First Church are diverse in many ways; age, education, financial ability. We have different personalities and managing styles. We all seem, however, to be able to accept each other's quirks and serve together in harmony.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

We are a welcoming church to all of God's Children. The membership voted in November 2021 to become an Open and Affirming Church. Prior to this vote an all-church meeting was held for anyone (member or friend) to attend to voice thoughts and concerns regarding what becoming open and affirming would mean at First Church. A letter was sent to all members asking them to accept the Open and Affirming Covenant. The result was overwhelmingly in support of the Covenant.

“First Church of Christ, Congregational, United Church of Christ, North Conway, New Hampshire embraces the amazing diversity of God's children. We welcome all; regardless of age, ethnicity, physical or mental abilities, faith formation, race, family configuration, socioeconomic status, sexual orientation, gender identities or expression.

We enthusiastically invite you to participate fully in all aspects of church life as we seek to grow together in a safe and nurturing community of faith sharing God's inclusive love with everyone.”

This was officially recognized by the Open and Affirming Coalition, UCC in February of 2022. There is an ongoing need for education within our faith community on “diversity” and not just as it relates to the sexual orientation piece of ONA. A compassionate, patient Pastor will be needed to open hearts and minds that are inclined to be closed to this acceptance.

PARTICIPATION AND STAFFING

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)
Adult Groups or Classes	<i>4-10</i>	<i>Pastor/Church Council</i>
Baptisms (<i>number last year</i>)	<i>0</i>	<i>Pastor, Diaconate</i>
Children's Groups or Classes	<i>1-4</i>	<i>Youth & Family</i>
Christmas Eve and Easter Worship	<i>108 Christmas 64 Easter</i>	<i>Pastor, Diaconate</i>
Church-wide Meals	<i>0*</i>	<i>Fellowship Committee, Youth & Family</i>
Choirs and Music Groups	<i>8-12</i>	<i>Choir Director</i>
Church-based Bible Study	<i>2-4</i>	<i>Pastor</i>
Communion (<i>served how often?</i>)	<i>Monthly</i>	<i>Pastor, Diaconate</i>
Community Meals	<i>0*</i>	<i>Fellowship</i>
Confirmation (<i>number confirmed last year</i>)	<i>0</i>	<i>Pastor, Diaconate, Youth & Family</i>
Drama or Dance Program	<i>0</i>	<i>Youth & Family, Pastor</i>
Funerals (<i>number last year</i>)	<i>7</i>	<i>Pastor, Diaconate</i>
Intergenerational Groups	<i>0</i>	<i>Pastor, Choir Director, Youth & Family</i>
Outdoor Worship	<i>8- 25</i>	<i>Pastor, Diaconate</i>
Prayer or Meditation Groups	<i>0</i>	<i>Pastor, Diaconate</i>
Public Advocacy Work	<i>0*</i>	<i>Missions, Youth & Family</i>
Retreats	<i>0</i>	<i>Pastor</i>
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	<i>1</i>	<i>Pastor, Diaconate</i>

Worship (time slot: Sunday 10:00)	28-50	<i>Pastor, Diaconate</i>
Young Adult Groups or Classes	0	<i>Pastor, Youth & Family</i>
Youth Groups or Classes	0	<i>Official Chartered Organization for Cubs Scouts Pack 150 (Not meeting now)</i>
Other	40+	<i>Food Fundraising, Vaughan</i>

**Many normal activities were restricted due to the COVID pandemic.*

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)
<i>Gerry Tilton</i>	3	<i>Church</i>	<i>Licensed Pastor</i>	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: *Visitations to church members & friends*

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
<i>Floyd Corson Organist</i>	<i>No</i>	<i>Part time</i>	<i>Diaconate</i>	<i>23 years</i>
<i>Muriel Magg Associate Organist</i>	<i>No</i>	<i>Volunteer</i>	<i>Diaconate</i>	<i>15 years</i>
<i>Anne Polak Chancel Choir & Bell Choir Director</i>	<i>No</i>	<i>Part time</i>	<i>Diaconate</i>	<i>11 years</i>
<i>Denise Leighton Church administrator & Bookkeeper</i>	<i>No</i>	<i>Part time</i>	<i>Trustees</i>	<i>30 years</i>

<i>Jennifer Perkins Vaughan Administrator</i>	<i>No</i>	<i>Part time</i>	<i>Vaughan Board</i>	<i>4 years</i>
<i>Denise Leighton Vaughan Bookkeeper</i>	<i>No</i>	<i>Part time</i>	<i>Vaughan Board</i>	<i>18+ years</i>
<i>Heather Ouellette</i>	<i>Yes</i>	<i>Full time</i>	<i>Vaughan Board</i>	<i>16 years</i>

REFLECTION

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

There is no question our congregation is aging. However, our older parishioners are active participants in our church family. There is a genuine and heartfelt mission outreach. We take pride in our church and our community. We are not afraid to take risks and try new outreach programs to extend beyond the four walls of our church. We are looking for a minister who will support our outreach programs.

CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year, 2022)

Source	Amount
Annual Offerings and Pledged Giving	<i>\$55,010.00</i>
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	<i>\$121,000.00</i>
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	<i>\$0.00</i>
Fundraising Events Fryeburg Fair	<i>\$37,977.00</i>
Gifts Designated for a Specific Purpose	<i>\$3,308.00</i>
Grants	<i>\$0.00</i>
Rentals of Church Building Usage Fees	<i>\$1,830.00</i>
Rentals of Church Parsonage (\$12,216.00 Allowance)	<i>\$0.00</i>
Support from Related Organizations	<i>\$0.00</i>
Transfers from Special Accounts	<i>0.00</i>
Other (specify): Mission	<i>\$2,424.00</i>
TOTAL	<i>\$221,549.00</i>

Current annual expenses (dollars budgeted for current fiscal year 2023): **\$297,320**

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.

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

28%

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? *We are a 5 for 5 church and each of the (4) special OCWM collections are taken each year at the appropriate time as part of our worship service. The annual budget reflects our pledge to OCWM.*

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. *None*

Does your church have an endowment?

Yes. An updated copy of our endowments is included on page 32.

Other Assets:

Reserves (savings): \$ **45,000.00**

Investments (other than endowment): *See attached endowment statement page 32.*

Does your church have a parsonage? *Yes*

- Fair market rental value of the parsonage: **\$18,000.00/year**
- How is the parsonage used? *As a home for the Pastor*
- Street / City / State / Zip:
2535 White Mountain Highway, North Conway, NH 03860
- Finished square footage: *1,986 sq. ft*
- Number of Bedrooms, Number of Bathrooms: *4 bedrooms 1 ½ baths*
- Assessed real estate value: *1,000,000*
- Available for minister residence: *Yes*
- Expected minister residence: *Yes – Single Family Dwelling*
- Condition of structure, systems and appliances: *All systems are being updated with full interior renovation.*
- Entity in the church responsible for review and needed repairs. *Trustees*

Describe all buildings owned by the church:

Parsonage, Church, Reverence for Life Building, Vaughan Food Pantry

Describe non-owned buildings or space used or rented by the church:

None

Which spaces are accessible to wheelchairs?

Sanctuary, Vestry, first floor bathroom, Reverence for Life Building, Vaughan Food Pantry

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

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed

Each Pillar provides budget request to the Trustees annually. The Trustees look at all projected income and determine the budget which is approved at the Annual Meeting. We did budget for a Youth Director, but due to COVID this position was never filled and that money has been moved this year to pay for expenses incurred while transitioning between pastors.

HISTORICAL INFORMATION

Name one to three 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 formation of the Vaughan Community Services*
- *The building of the Reverence for Life Building*
- *The church has been in a state of flux for the last 5 years. It began after a Pastor who had been here for 9 years retired. We had an Interim Pastor for 3 years and hired a settled Pastor who only stayed for a little over 2 years. This has caused many members to leave the church. Getting our current members to return is going to be a huge ask for our new settled Pastor.*

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

In early 2019 our long-time office administrator retired. She had worked at our church for nearly 30 years and accomplished much during that time. She was a key piece to the inner workings of our church as well as the Vaughan Community Services. We had difficulty finding a replacement with three attempts since her retirement. She, Denise Leighton, has returned this year on a part-time basis to get us back on track.

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.

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)

We recognize that not all settled Pastors have met the expectations of the congregation. We have worked with the Pastor in an attempt to help them meet these hopes. The congregation has often left during this period as not fulfilled or feeling disconnected from the church. This has caused significant reduction in church attendance and in giving. As we move forward, we have polled our faith community as to the qualities they most desire in a Pastor. We trust the Search Committee will take the time necessary and use this information to find the best candidate for our next settled Pastor.

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

Staff member's name	Years of service	UCC Standing (Y/N)
<i>Rev. Jennifer Russell</i>	<i>1990-1998</i>	<i>Yes (Deceased)</i>
<i>Rev. William Gardner</i>	<i>1999-2001</i>	<i>Yes (Deceased)</i>
<i>Rev. A Gerald Baxter</i>	<i>2001-2002</i>	<i>Yes (Deceased)</i>
<i>Rev. Dr. Donald F. Derse</i>	<i>2003-2009</i>	<i>Dual UCC & UMC (Deceased)</i>
<i>Rev. Gilman Healy</i>	<i>2009-2017</i>	<i>Yes (Retired)</i>
<i>Dr. Rev. Ruth Shaver</i>	<i>2018-2020</i>	<i>Yes (Interim)</i>
<i>Rev. John Hogue</i>	<i>2020-2022</i>	<i>Yes</i>

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

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

No

Has your church been involved in a Situational Support Consultation?

Yes – Conference was contacted due to a situation with the Pastor involving his performance. A week of spiritual time was suggested and the location provided for by the NHUCC Conference.

Has a past pastor been the subject of a Fitness Review while at your church?

No

THE HISTORY OF VAUGHAN COMMUNITY SERVICES, INC.

Adapted and expanded from a historical perspective by the late Dr. Charles Taylor, Jr.

Vaughan Community Services, Inc. (VCS), is the separately incorporated 501(c)(3) mission agency of First Church of Christ, Congregational, United Church of Christ, in North Conway. The congregation provides in-kind and monetary support to VCS in cooperation with private donors, state and federal grants, and foundation support. The creation of VCS and its continuing missions and ministry are deeply embedded in the life of First Church and provide the congregation with deep ties to people throughout the Mt. Washington Valley.

Dr. Clarence Vaughan was a graduate of the Harvard University School of Dentistry in 1897. After further study in Chicago and Boston he joined the faculty of the Harvard Dental School in 1911 rising to the post of Assistant Professor of Clinical Dentistry, which he held from 1929 until his retirement in 1948. He was also Instructor of Oral Surgery at Massachusetts General Hospital. He retired to North Conway where he was active in the First Church of Christ, Congregational, serving for a time on the Diaconate.

In his will drawn-up by a legal firm in Boston he left, among other bequests, a fund to be used “for distribution among the poor and needy of said North Conway or to assist in the education of worthy children in said North Conway.” The money was to be managed by the Deacon's Fund of the North Conway First Church of Christ, Congregational. He and Reverend Tom Roden worked closely on how to implement his will.

Dr. Vaughan died in 1964. An initial Board of the six Deacons of the Church, the minister and ten members of the community was formed. The Board decided that a health service should be the initial focus and the Vaughan Community Health Services was established with a Constitution, Board of Directors, a mission statement, and standing committees: Executive, Nominating, Finance, Nursing, Education, and Medical-Dental Advisory. The income from the endowment was not sufficient to fund the establishment of the program and the first Board prepared a 30-page proposal to apply for Federal and State grants. A two-year grant was obtained from the Office of Equal Opportunity and a longer grant from the Child and Youth Project of the State Bureau of Maternal and Child Health. Vaughan Community Health Services (VCHS) received charitable 501(c)(3) status in February 1968 and has operated as a separate charitable ministry of First Church of Christ, Congregational UCC in North Conway since that time.

In the early years, VCHS provided vaccination clinics, well-baby checkups, physical examinations, and referrals to physicians for children in the Conway's. Additionally, VCHS worked cooperatively to support the local Home Health Agency, providing services to Medicare patients, post-partum care, and support for elderly people living alone, crippled children, recent hospital discharges, caretakers, and referrals to state agencies. Classes for expectant mothers and later for fathers, as well, were held by Vaughan nurses assisted by other community nurses. The service maintained a supply of walkers, bedpans, tubs, toilet safety rails, and vaporizers for loan while soliciting donations of beds, dressers, cribs, playpens, highchairs, carriages, etc.

The Education Committee held sewing classes, cooking classes focusing on use of donated and surplus food, and low-cost nutritious menus. This program expanded to become the Clothing Depot, offering free clothing to the community and the Vaughan Food Pantry, which serves as the food pantry for the Town of Conway as well as a regional hub for sharing resources with other programs that address food insecurity. The Clothing Depot is currently closed.

During the early years, meetings with women in these classes identified the need for a daycare center. This was initiated in 1972 after much preliminary planning, including correspondence with President Richard and Mrs. Pat Nixon. Local businesses, women's groups, and other donors established fundraisers and some of the women's husbands volunteered to make equipment for the center. North Conway Daycare opened in the newly built Reverence for Life Building in 1972. The mission of quality care and education for children continues today at Vaughan Learning Center, where children from ages 6 weeks to 12 years receive age-appropriate education, play opportunities for developing social and physical skills, and two healthy meals each day. Vaughan Learning Center is the only sliding-scale fee child center in the Mt. Washington Valley, making its educational program one that serves a diverse set of students across the socioeconomic range of the Valley. The Reverence for Life Building was fully renovated in early 2020 as part of the Vaughan Capital Campaign project to provide a beautiful, modern learning environment for many more generations of students.

In 1975, White Mountain Community Health became a separate 501(c)(3) agency, taking with it the health-based services of VCHS. This development led the Board to suggest a name change to simply Vaughan Community Services, Inc. (VCS). Since that time several other programs in the Mt. Washington Valley have been incubated at VCS, including Visiting Nurses; Hospice; White Mountain Supports Recovery; and Starting Point, the valley's domestic abuse support program. In addition to the Food Pantry and Vaughan Learning Center, VCS is the fiscal agency for The Way Station, a new mission start designed to support homeless people and families with shower and laundry facilities, a mailing address, and social service connections.

The current VCS Board consists of a minimum of seven and a maximum of eleven members with all but two being members of First Church of Christ, Congregational UCC. The two non-church members are selected from the wider Mt. Washington Valley community. The Pastor serves as an ex-officio member of this board. VCS also has an Advisory Committee that allows for a wide range of perspective and expertise as its programs grow and change with the changing needs of the region.

Vaughan Community Services – Food Pantry

In 2016 the Vaughan Board initiated a capital campaign to raise 1.3 million dollars to renovate the existing Reverence for Life Building as well as demolish and rebuild an existing building which contained an apartment and our Clothing Depot. This new building also serves our community as the Vaughan Food Pantry. The new facilities have resulted in increased attendance at the Vaughan Learning Center along with a well-run food pantry. The entire building and renovation project was completed in June 2020.



In addition to the programs and services offered, Vaughan Community Services also presents several annual fundraising events.



Strawberry Festival: *This annual event is a day of old fashion family fun, games, food, and music held the last Saturday in June each year.*



Golf Tournament with Vaughan Learning Center: *This event takes place at the North Conway Country Club.*



Mud Bowl: *This mud football competition supports the Vaughan Learning Center. It is held every September at Hog Coliseum in North Conway.*

Radio Food Drive: *The WMWV-Mt Washington Valley Radio sponsored Food Drive & Live Broadcast takes place during the week in November before Thanksgiving. A “drive and drop” happens from 6am – 6pm. Due to COVID restrictions, this event has become a monetary drive with \$20,000 raised in 2022. The donations are shared with other area food pantries.*





The Reverence for Life Building houses the church offices, the Vaughan Community Services administrative office, and Vaughan Learning Center. The building was renovated in early 2020.

COMMUNITY VISION

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?

Our church is very mission focused, both within our community and on the world stage. In addition to Vaughan Community Services, our church holds space for many groups to meet. One such group is the Revolving Closet, which is a resource for teens in the Mt. Washington Valley. They provide clothing, school supplies, personal necessities as well as funding and support for various school, vocational, and extra-curricular enrichment programs.

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

We have several delegates that have participated at the state conference level as well as within our association. We have member involvement in committees on the state conference level. One of our members was to be a delegate to General Synod in June/2023, but due to medical needs was not able to attend.

We are one of only a few churches in the North Country to have four delegates within the church. We are active in the North Country Association which has struggled with any participation in the past several years.

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

- ☒ Accessible to All (A2A)
- ☐ Creation Justice
- ☐ Economic Justice
- ☐ Faithful and Welcoming
- ☒ God Is Still Speaking (GISS)
- ☐ Border and Immigrant Justice
- ☐ Inter-cultural/Multi-racial (I'M)
- ☐ Just Peace
- ☐ Global Mission Church
- ☒ Open and Affirming (ONA)
- ☐ WISE Congregation for Mental Health
- ☒ Other UCC designations: Five for Five - OCWM
- ☐ Designations from other denominations
- ☐ None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

We look to our new pastor for knowledge and leadership in these areas.

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

There is a local clergy group that meets weekly and often plan ecumenical services. At the ecumenical services, if there is a choral group to be assembled, members of our chancel choir often attend. Our parishioners attend special services in other churches frequently.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Our mission is to make followers of Jesus Christ (by being his Disciples). Our community of faith recognizes that each one of us is different while reaching out to any that wish to join us on our life-long spiritual journey.

Our Covenants and Vision Statement, as previously shared, serve as our guiding principles.

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

Our Pastor serves on the Vaughan Board as an ex-officio member. Vaughan has a large outreach in our community. Our Pastor is encouraged to attend association meetings as well as programs and opportunities that are offered through the NH Conference. There is a local clergy group that our Pastor is expected to attend. Former Pastors have served on local non-profit boards as well.

MISSION InSite - *The Mission InSite report for First Church shows a population that slowly rises. There isn't much fluctuation from year to year. We are somewhat steady currently. Some of the contributing factors are the transient population and the seasonal trade. We are in an area with seasonal activities and employment opportunities. We have a population of retirees that move to warmer climates in the winter months and reside in our area in the warmer months. Many of our local work establishments offer an International Work Study Program that brings in young adults from many other countries. This can provide more exposure to other cultures. There is also a generous portion of unchurched in our area.*

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

Our church has a rich music program that is well known in the community. We frequently host musical programs as a venue. We are very involved and invested in our community. Our church is known to step forward to help with needs in the community.

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

People want to get involved because of the sense of camaraderie and fun that we experience when working together. It's a time for conversation, connection and sharing. Everyone is welcomed warmly and invited to join in. We have a large outreach program through Vaughan which provides many opportunities to serve those in our community.

COMMUNITY REFERENCES

REFERENCE 1

Name: *Carl Lindblade, Community Member, Friend of First Church of Christ*
603-731-0650

REFERENCE 2

Name: *Heather Ouellette, Community Member, Vaughan Learning Center Director*
207-256-7159

REFERENCE 3

Name : *Emily Smith-Mossman, Community Member, North Country Cares Co-founder,*
603-387-8623

**First Church of Christ, Congregational
North Conway, New Hampshire
Community Outreach Tradition**

May 2023

While First Church has been a Congregation since before George Washington was President; it was during the late 60's that the Minister, Reverend Thomas Roden who was "better at reaching than preaching," not only articulated community needs, but fund raised so as to address them in a financially sustainable way.

The most visible result, then and now, was the establishment of the Vaughan Center. "The Vaughan," as it is known, while a separate legal entity is spiritually tied to First Church by governance and adjacency. It has also always been non-denominational. The First Executive Director was a Roman Catholic Nun.

Vaughan today serves two primary functions; the area's leading food pantry and site of a daycare program from infants on that is state of the art.

Recently, the Vaughan has benefited from a multi-million dollar reimagining renovation with expansion. All paid for.

But perhaps even more significantly the Vaughan, working with Church leadership, has been the incubator for a host of community services, many before their time, and now mostly spun off as ongoing self-support agencies and programs:

Community Health Center - Providing Primary care (with dental) for all
regardless of ability to pay -

Affordable Senior Housing Apartments built to code so seniors
may live safely in community with dignity -

Gibson Senior Center providing congregated lunches, Meals on Wheels, and
extensive programing around exercise, travel, and learning.

Many programs offering Support like AA, Bereavement, Suicide prevention, and
Family Mediation with many more in-house launched.

Culturally, the Church is known as the "Music Church" with Musical programming being led by
Concert Level Musicians for worship and Community Concerts.

While First Church continues as a leader in Community outreach, unfortunately, this has not lead to membership growth. Indeed, as with so many main stream religious entities, First Church has seen a precipitous decline in membership and is surviving largely because of sound fiscal management of its endowment created by the above named Reverend Roden.

Clearly, the First Church tradition of community outreach and service provides a “heavenly” opportunity for a leader sensitive to religious traditions appreciated by an older congregation, yet able to attract youth and families that seek meaningful opportunity to not only worship, but to make a difference in their community.

Carl Lindblade
Friend of First Church of Christ, Congregational

May 15, 2023

Heather Ouellette
126 Lovell Rd
Fryeburg Maine 04037

To whom it may concern:

I have been asked to write a letter in support of the Profile team for the First Church of Christ, Congregational, UCC. I am not a member of the church, but work closely with many members. I am the Director of Vaughan Learning Center which is an outreach mission of the church.

The church works with the Center on many different events such as Halloween, Truck or Treat, our annual end of summer cookout, and fundraising events.

The church has worked closely with us to establish a scholarship fund for church members attending the Center. This fund was created to not only help families, but with the hope of gaining new members within the church.

Working closely with the Pastor has helped create a closer sense of community within the Center and its employees.

I fully support the church Profile Team's search for a new pastor.

Sincerely yours,
Heather Ouellette
Vaughan Learning Center Director

May 26, 2023

Emily Smith-Mossman
North Country Cares
PO Box 2722
North Conway, NH 03860

To Whom It May Concern,

My relationship with the First Church of Christ, Congregational Church began in 2014. I and my best friend, Holly Sares, got this crazy idea to start a free thrift shop for teens - one like no other; one that teens liked to go to. Using Facebook as my platform, I put it out there that we had this thought and 2 days later I received a phone call at work from Denise Leighton. She informed me that she might know of a spot and that she would get back to me soon. The very next day she called back and told us that we had a spot if we wanted it. Holly and I, obviously, said, "Yes, please and thank you." We met Denise, got the keys, and got right to work!! Some paint, some art, a couple of tables, some racks, hangers, and clothes. The Revolving Closet became a reality.

You have become THE location for our meetings, various programs, and events that we seem to keep adding. The Church is always accommodating and always open to help us in any way they can. (Snack fairies are our heroes.) Nine years later, you have opened your entire upstairs to The Revolving Closet and really to hundreds (probably thousands) of teens.

I've always admired the Church and the Vaughan Center, and the various ways they helped out the community. I just never knew the important role it would play in my life in the future. Because of the kindness of this Church, The Revolving Closet HAS become THAT free thrift shop; the one like no other - one that teens like to go to. Not only like, but often are waiting in the parking lot for us to unlock the door.

Thankfully and gratefully yours,
Emily Smith-Mossman
North Country Cares Co-founder

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.

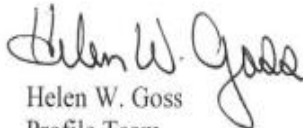
As the committee charged with the responsibility for identifying and recommending a suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about 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.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? *(for example, church council or consistory, transition team, etc.)*

The Church Council charged the Church Moderator and the Chairperson of the Diaconate to update this Profile as it had been such a short period since the previous one was done. The congregation was given the opportunity to respond to an anonymous survey to include their feedback on the completion of this document.

2. Additional comments for interpreting the profile:

Signed:



Helen W. Goss
Profile Team
July 18, 2023

VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment:

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

Staff Comment:

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

Staff Comment:

My signature below attests to the above three items.

Signature:

Name / Title:

Email:

Phone:

Date:

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

**UNITED CHURCH
OF CHRIST**



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

First Church of Christ Congregational Endowments

First Church has a number of endowments and trusts.

There are 4 endowment funds values as of April 30, 2023

Endowment funds are restricted funds and only income can be disbursed.

E-Trade First Church Memorial \$2,178,475 Value and yearly income for church budget \$80,000

Simpson Fund \$970,228 Value and yearly income for church budget \$35,505

Fund value as of April 30, 2023 - \$3,394,578 and varies in value with the investment market

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The value of the Endowments will fluctuate with market conditions but will not be drawn upon for church's needs; there is no percentage draw from the endowments allowed.

Over the past 5 years First Church has been consolidating the endowments and increasing its income.

Other Assets and reserve savings: The church maintains 5 accounts with TD Bank used to fund day to day expenses, the balance of which is maintained around \$45,000.

In addition to Endowments there are 2 Trusts with Bank of America.

Vaughan Memorial Trust held by Bank of America:.

Value \$1,375,330 as of April 30, 2023 - Income used to fund Vaughan Community Services \$26,452.

Vaughan Trustees Fund:

Value \$144,848 as of April 30, 2023 - Income for Church use \$4,554.



God is still speaking.
**UNITED CHURCH
OF CHRIST**

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

Church#: 440380

Assoc: 504

Schedule: 0

First Church of Christ UCC

North Conway

NH

03060

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2012	110	80	30	5	7	0	9	36	-33
2013	120	78	100	0	12	2	4	0	10
2014	119	78	112	0	0	4	5	0	-1
2015	124	80	6	1	9	0	5	0	5
2016	132	70	5	2	0	9	3	0	8
2017	125	70	13	0	0	0	7	0	-7
2018	126	75	6	2	0	3	4	0	1
2019	133	55	5	0	0	0	5	0	-5
2020	126	55	22	0	0	3	10	0	-7
2021	126	55	22	0	0	0	0	0	0
2022	60	30	3	0	0	2	68	0	-68

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2012	\$188,755	\$3,250	\$1,700	\$704	\$2,404	\$38,043	\$41,447	0.90	\$233,452	\$93,083
2013	\$199,883	\$36,750	\$1,755	\$6,215	\$7,970	\$34,028	\$41,998	0.88	\$278,431	\$100,189
2014	\$255,121	\$0	\$1,740	\$901	\$2,641	\$33,926	\$36,567	0.68	\$291,888	\$100,375
2015	\$252,580	\$0	\$2,150	\$919	\$3,069	\$36,184	\$39,253	0.85	\$291,833	\$102,517
2016	\$252,580	\$0	\$1,000	\$3,416	\$4,416	\$44,961	\$49,377	0.40	\$301,957	\$93,163
2017	\$274,122	\$12,716	\$3,000	\$3,266	\$6,266	\$45,596	\$51,862	1.09	\$325,984	\$90,610
2018	\$202,694	\$0	\$1,500	\$1,589	\$3,089	\$33,980	\$37,069	0.74	\$239,763	\$69,111
2019	\$213,245	\$0	\$2,500	\$3,340	\$5,840	\$5,642	\$11,482	1.17	\$224,727	\$75,143
2020	\$180,638	\$0	\$2,000	\$390	\$2,390	\$0	\$2,390	1.11	\$183,028	\$53,167
2021	\$180,638	\$0	\$2,000	\$575	\$2,575	\$0	\$2,575	1.11	\$183,213	\$0
2022	\$193,189	\$0	\$1,875	\$3,783	\$5,658	\$3,583	\$9,241	0.97	\$202,430	\$55,010

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2017-2022	-52.00	-57.14	-76.92	0.00	871.43	-29.52	-9.70	-37.90
2012-2022	-45.45	-62.50	-90.00	-83.33	51.11	2.35	135.36	-13.29

Please note: Zero values ("0") or ("00") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.