

# LOCAL CHURCH PROFILE



Hampstead Congregational Church  
Hampstead, NH

Full-Time, Settled Pastor- Shared

New Hampshire United Church of Christ

Validation Date: June 25, 2026

*Hampstead Congregational Church is pastor-sharing with Atkinson Congregational Church. Atkinson's separate profile can be [viewed here](#).*

*“God is able to provide you with every blessing, so that having all sufficiency in all things at all times, you may abound in every good work.”  
(2 Corinthians 9:8)*

## POSITION POSTING

LISTING INFORMATION; SCOPE OF WORK; COMPENSATION & SUPPORT  
WHO IS GOD CALLING TO MINISTER WITH US?

### LISTING INFORMATION

**Church name:** Hampstead Congregational Church

**Street address:** 61 Main St. Hampstead, NH 03841

**Supplemental web links:** <https://www.hampsteaducc.org/welcome.htm>

### **Additional ecumenical affiliations:**

*(e.g. denominations, communions, fellowships)*

Conference – New Hampshire Conference

Association – Granite State Association

UCC Conference or Association Staff Contact Person

Name: Gordon Rankin

Title: Conference Minister, New Hampshire, UCC

Phone: 603-715-9527

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

### **Summary Ministry Description:**

Hampstead Congregational Church is a welcoming faith community where people can find renewal and inspiration through the teachings and example of Jesus Christ. It is a place where God’s message is shared in ways that are meaningful and relevant to individuals of all ages and backgrounds—a place for fellowship, understanding, and support in life’s journey. As a congregation, we strive to live out our beliefs by actively seeking opportunities to unite the community and partner with local organizations for mission work and social causes. We are looking for an energetic leader with an “action-oriented faith” who can help us grow our congregation and keep God’s word vibrant and relevant within our community. This person should be interested in working collaboratively with people of other faith traditions to address the needs of our shared community. The ideal candidate will inspire and develop the gifts of others, engage parishioners in our ongoing ministries, and skillfully balance the diverse needs of our congregation and the needs of our sister church, [Atkinson Congregational Church](#).

**Photographs:**



Click here to view a brief photo presentation of our church:

[https://drive.google.com/file/d/1O7MjXLBMiOdoLGO\\_FhnD\\_WvOqy4ofI9N/view?usp=drive\\_web](https://drive.google.com/file/d/1O7MjXLBMiOdoLGO_FhnD_WvOqy4ofI9N/view?usp=drive_web)

**What we value about living in our area (2 - 3 sentences):**

Hampstead offers a family-friendly atmosphere with a close-knit community. We are about 45 miles north of Boston, Massachusetts, for city lovers and only 20 miles from the seacoast. We get to enjoy the small town feel but have the convenience of being close to bigger cities and towns.

**Current size of membership:** 87 members (including active and inactive members).

**Languages used in ministry (other than English):** N/A

**Position Title:** Settled Pastor- Shared

**Position Duration:**

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

**Compensation Level:**

Full-Time (50% at Hampstead Congregational Church; 50% at Atkinson Congregational Church)

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

Yes.

**SCOPE OF WORK** (add Scope of Work developed using Call Agreement Workbook)

- Preparation and leadership of worship services including, crafting of liturgy, sermon preparation, scripture readings, preaching and worship bulletin.
- Meeting and collaborating with church teams as needed.
- Planning of music for worship services in coordination with musical staff or volunteers
- Faith formation and vitality through prayer, Bible study, Sunday school/pray ground, identifying helpful resources and opportunities and helping lay persons take advantage of them
- Development and leadership of wide church activities, such as our “Blue Christmas” service, other non-traditional services, as well as weddings and funerals

- Pastoral care in collaboration with lay people at least to those who are sick, grieving, or in need of other emotional support
- Development and leadership of our congregation that paves the way for growth in community engagement, as an ambassador of God's love

**Core Competencies:** (List three core competencies that you imagine could be foundational in your next minister's relationship with the church.)

1. The ideal candidate will demonstrate exceptional communication skills—both as an attentive listener and as someone articulate in oral and written expression. This individual should exhibit effective leadership, fostering a collegial relationship with the congregation and collaborating closely with lay leaders to support the mission and ministry of our church.
2. We are seeking a pastor whose primary focus is pastoral care, through various means, including visitation, rather than administrative function. The pastor will strengthen community connections through social ministries and partnerships with local faith leaders. We seek someone energetic and actively involved, able to relate well to individuals of all ages and personalities. Comfort in engaging with children and a demonstrated commitment to welcoming people from diverse backgrounds and lifestyles are essential.
3. The pastor will guide us in deepening our faith journey and encourage us to live out our beliefs in meaningful ways. Sermons should bring the message and actions of Jesus into relevance for the present day—rooted in Scripture and enriched by personal experience—offering inspiration for our ongoing journey as Christians.

## **COMPENSATION AND SUPPORT**

**Salary Basis** (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*):

Negotiable per conference guidelines.

**Benefits**—Salary includes Optional Benefits

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

There is 3-bedroom, 2-bath cape-style parsonage adjacent to the Atkinson Congregational Church at 99 Main Street in Atkinson available. See Atkinson Congregational Church's profile for all information on the parsonage.

**Comment on the residential/commuting expectations for your next minister.**

If our next minister chooses to not use the parsonage, our preference would be for the minister to live in the community, or no more than 30 minutes from Hampstead/ Atkinson.

**State any incentives:**

Sabbatical per Conference Guidelines  
Educational debt reduction is negotiable

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

Local clergy groups, UCC Conference staff, Pastoral Development Groups (conference-led), Fall Clergy Retreat (conference-led), continuing education support

**If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:**

N/A.

**WHO IS GOD CALLING TO MINISTER WITH US?**

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

We are looking for an energetic leader who will continue to guide our Christ journey in caring, useful and joyful ways as well as cultivate a culture that can openly discuss difficult issues and resolve conflict. We seek ways to utilize the talents each of us bring, continue our family, youth and elder ministries and guide us in ways to strengthen our outreach to the community. We strive to find a pastor that is open to creative worship services that would attract community members, i.e., outdoor worship, grief support groups, services of remembrance, and family nights on Saturday evenings

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

We desire a pastor who is interested in strengthening our current community ties, continue to attend the ecumenical meetings with other area church leaders and bring partnerships to grow our faith community. We strive to be the agents of change, individually and collectively, that bring Jesus' message to all wherever they are in their journey. We would like our pastor's assistance with embracing a loving, caring and open community where all are welcome and differences are celebrated. We would also like our pastor's assistance in these interactions to invite others to join us in mission and service. We would like our pastor to briefly introduce oneself at our HCC sponsored community events to help create a welcoming environment and briefly describe our mission.

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

English is required.

**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.**

· **Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice**

We are seeking a pastor with a strong and vibrant spiritual life—someone whose faith, prayerfulness, and commitment to Christ will inspire and nurture the spiritual growth of our congregation. We value a leader who is guided by the Holy Spirit, grounded in prayer, and devoted to following Jesus Christ, helping us become more deeply rooted in our faith and attentive to God's direction.

· **Engaging Sacred Stories and Traditions:** Our congregation relishes scripture-based sermons and the sacraments and traditions of UCC. We enjoy faith formation activities such as book club and bible studies. We enjoy lessons that teach us more about the historical meaning scripture and how those messages relate to our contemporary world today. We strive for a pastor who will continue these events and help us find new ways to engage our faith stories and traditions.

- **Caring for All Creation:** We would like a pastor who would provide hope and healing for the challenges we are facing in today's world and help us find ways to assist those in need. We have a great respect for all of God's creations including Earth and all its inhabitants and hope our new pastor would continue to guide us in caring for the world.

- **Building Transformational Leadership Skills:** We hope for a pastor who will assist in strategically creating the future of God's Church by working collaboratively with our congregation. We would like help in empowering the Church to be faithful to God's call, reflective of Christ's mission and open to the surprises of the Holy Spirit.

## **WHO IS GOD CALLING US TO BECOME?**

### **Who is God calling you to become as a congregation?**

We feel called to be a faith community, open to everyone, that embodies the truth of the gospel, works for justice and fair treatment for all, and is involved in the stewardship of God's creation. We feel called to identify the needs of our community regarding the search for meaning and joy by affirming that the Gospel engages and meets those needs.

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

In 2022, HCC launched our "Strengthening our Foundation, Investing in our Future" Capital Campaign. So far, it has funded the painting of the sanctuary's exterior; new flooring for Hadley Hall (our multi-purpose social hall used by the church, preschool, and the community); the repair of the belfry and steeple, and repair of the bell-ringing apparatus. Future work will include restoration of the 18 original sanctuary windows, and repair of the front entryway doors. In 2023, our church was added to the New Hampshire State Register of Historic Places. Then in January 2025, we received a \$20,000 grant from the New Hampshire Land and Community Heritage Investment Program (LCHIP) to support repairs to 18 historic sanctuary windows that date back to the building's 1861 construction.

In addition to this major project, we have adjusted our mission work to accommodate the challenges of having a smaller congregation. In place of some hands-on community service projects, we are having more drives and fundraisers.

We also introduced a Pray-Ground in our church a little over a year ago. Our Pray-Ground is a designated place at the front of our sanctuary, where young children can experience worship through age-appropriate worship materials and tools that will help keep them engaged in what is happening. We use materials such as children's Bibles and books, coloring/drawing materials, clay, pipe cleaners and other manipulatives and other items related to the scripture theme, such as smooth stones, feathers, shells, etc. We have found that the Pray-Ground works well for our church, as we do not have a large enough population of children to sustain a weekly Sunday School program. The Pray-Ground enables children to be a part of worship and they learn by observing the adults around them. Our Pray-Ground also helps show visitors and potential new members that children are welcome here.

## **WHO ARE WE NOW?**

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

## **CONGREGATIONAL REFLECTIONS**

### **Describe your congregation's life of faith.**

We unite as a faith community to invite and embrace all who seek God's love and grace. We support each other's spiritual journeys thorough worship, fellowship, mission, service, Christian understanding and youth and family programs. For example, we have an active weekly book group, participate in the Crop Walk each year, and support food insecurity in the area. We share Christ's spirit within our congregation and throughout local and global communities. Welcoming all, uniting in God's love and sharing Christ's Spirit.

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

One of our strengths is caring for the community – locally and globally. We quickly respond to catastrophes such as preparing Hygiene Kits and Hurricane Buckets as well as special food drives. We are active in many ecumenical services throughout the community, and our members are active volunteers at

the local Food Pantry and Heaven's Kitchen – a mobile food delivery service. A group of our members join others prepare and pack up to 600 meals per day!

We are a five out of five congregation.

We have a strong fellowship – we host a coffee hour after each Worship service. We make our church available for weekly meeting space to community organizations including AA, GA, Girl Scouts and Boy Scouts. We also house a secular preschool – Stepping Stones – that is open Monday- Friday.

**Describe what worship is like when your congregation gathers.**

Services are held in our sanctuary with occasional outdoor worship in good weather. Following the liturgy, they engage all, being both educational and spiritually lifting. Sermons help us to reach an understanding of Jesus's teachings as they apply to today's world. Our congregation feels like a family, not a gathering of strangers. We are welcoming, friendly, and accepting of all. We are compassionate and supportive of one another, allowing us to feel cared for and safe in our various opinions. We strive to be relevant in our outreach both locally and globally. Our spiritual journey is grounded in Jesus's teachings, based on a loving and powerful God. The fruit of the spirit is evident in our relationships and ministries.

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

We have a small, but growing, educational program. Each week, our children are welcomed to the Pray Ground during church service with quiet activities. Sunday school is held monthly. The children's choir sings several times during the year. The children participated in a passion of sorrow, in the Lenten season. Confirmation classes are held as needed when children in the congregation are entering high school.

Book studies are offered weekly lead by the Pastor but are on hold during the summer months. The recent book the group explored was "Life After Doom". The book explores the catastrophic failure of both our religious and political leaders to address the destruction of our planet. We discussed ecological overshoots, economic injustice, and the increasing likelihood of civilizational collapse. This was a difficult read at times, but in the end if we change our ways we can save our planet. This book group was well attended, and we understand that by helping ourselves we can change.

## **Describe how your congregation is organized for ministry and mission.**

Our church operates through elected officers. These include: co-moderators (at this time), treasurer, collector, auditor, and clerk. We currently have volunteer teams: Worship, Discipleship, Missions, Trustees, Staff Relations, and Communications. Three working groups: Stewardship, Hospitality, Peace and Justice, with the possibility of ad-hoc groups to address special needs (ex. Search Team). Our officers, two at large members and a representative from each of our teams make up our Ministry Oversight Team. This team hears monthly reports from the pastor and teams along with budgetary reporting. Major decisions are brought to this team for discussion and if necessary a congregational meeting could be called. Annually a congregational meeting is held to elect officers, hear yearly committee reports and the annual budget is presented for the congregation's approval.

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

Generally all teams meet monthly for an hour. Some of these meetings are held virtually. This is approximately five hours per month. Prior pastors managed their attendance at these meetings based on the nature of the agenda items and expected discussion. Attendance at every team meeting is not expected.

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

The congregation is quick to action, especially in response to disaster. Led by the Mission Team, a food drive was held during the SNAP shut down to assist those dealing with food insecurity.

- **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?**

A copy of By-Laws, Annual Report, and Organizational Structure is available.

# 11-YEAR REPORT



## United Church of Christ ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church: 720 - Hampstead Congregational Church UCC - Hampstead, NH

Assoc/Conf: Granite State Association in New Hampshire

Schedule: 0 - UCC Church

Year	Members	Avg Weekly Attendance	CHR ED / Faith Form	Confirmation	Confession	Transfer Or Reaffirm	Death Or Trans Out	Other Losses	Net Membs Adds-Removed
2015	207	60	75	0	0	1	6	0	-5
2016	113	50	19	0	0	0	2	92	-94
2017	101	55	27	0	0	0	5	7	-12
2018	113	65	27	8	0	9	5	0	12
2019	113	55	27	0	1	4	5	0	0
2020	117	50	20	0	0	7	3	0	4
2021	102	35	26	0	0	2	3	14	-15
2022	102	40	26	0	0	2	2	0	0
2023	91	40	1	0	2	2	7	8	-11
2024	88	60	5	0	0	0	3	0	-3
2025	87	50	6	2	0	0	3	0	-1

Year	Current Expenses	Capital Payments	Basic Support	Additional UCC Giving	Total OCWM	Other Support	Wider Mission	Basic Supp % Curr Local	Total Expend	Pledges And Offerings
2015	\$154,486.00	\$0.00	\$3,000.00	\$1,108.00	\$4,108.00	\$1,196.00	\$5,304.00	2%	\$155,682.00	\$125,002.00
2016	\$144,503.00	\$0.00	\$3,000.00	\$1,075.00	\$4,075.00	\$1,303.00	\$5,378.00	2%	\$145,806.00	\$115,288.00
2017	\$125,947.00	\$0.00	\$3,000.00	\$2,097.00	\$5,097.00	\$2,144.00	\$7,241.00	2%	\$129,278.00	\$114,615.00
2018	\$152,136.00	\$0.00	\$3,300.00	\$2,752.00	\$6,052.00	\$1,364.00	\$7,416.00	2%	\$155,183.00	\$112,055.00
2019	\$160,974.00	\$0.00	\$3,630.00	\$2,309.00	\$5,939.00	\$3,189.00	\$9,128.00	2%	\$165,463.00	\$129,287.00
2020	\$180,118.00	\$0.00	\$4,000.00	\$2,591.00	\$6,591.00	\$4,600.00	\$11,191.00	2%	\$186,131.00	\$151,589.00
2021	\$167,166.00	\$0.00	\$4,400.00	\$3,358.00	\$7,758.00	\$1,000.00	\$8,758.00	3%	\$169,629.00	\$140,890.00
2022	\$177,689.00	\$89,159.00	\$6,852.00	\$2,885.00	\$9,737.00	\$0.00	\$9,737.00	4%	\$268,123.00	\$134,221.00
2023	\$186,760.00	\$48,992.00	\$5,324.00	\$2,780.00	\$8,104.00	\$0.00	\$8,104.00	3%	\$235,752.00	\$134,567.00
2024	\$188,693.00	\$46,896.00	\$5,324.00	\$2,205.00	\$7,529.00	\$0.00	\$7,529.00	3%	\$235,589.00	\$130,918.00
2025	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0%	\$0.00	\$0.00

% Change	Members	Avg Weekly Attendance	CHR ED/ Faith Form	Total Additions	Total Removals	CURR Local Expenses	Total OCWM	Total Expenditures
2020 - 2025	-25.64	0.00	-70.00	-71.43	0.00	-100.00	-100.00	-100.00
2015 - 2025	-57.97	-16.67	-92.00	100.00	-50.00	-100.00	-100.00	-100.00

For more information about report data, please visit [Data-Hub-Church-Field-Guide.pdf](#)

## CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church:

		<i>Is this number an estimate? (check if yes)</i>
Number of <u>active</u> members:	60	Yes
Number of <u>active</u> non-members:	20	Yes
Total of church participants (sum of the numbers above):	80	Yes

Percentage of total participants who have been in the church:

		<i>Is this percentage an estimate? (check if yes)</i>
More than 10 years:	70%	Yes
Less than 10, more than 5 years:	12%	Yes
Less than 5 years:	18%	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	34-45	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
4	2	4	3		8	9	26	28	Yes

Percentage of adults in various household types:

		<i>Is this percentage an estimate? (check if yes)</i>
Single adults under 35:	2%	Yes
Joint household with minors:	10%	Yes
Single adults age 35-65:	2%	Yes
Joint household with no minors:	70%	Yes
Single adults over 65:	16%	Yes

Education level of adult participants by percentage:

		<i>Is this percentage an estimate? (check if yes)</i>
High school:	25%	Yes
College:	55%	Yes
Graduate School:	15%	Yes
Specialty Training:	5%	Yes
Other (please specify):		

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	14%	Yes
Adults who are retired:	84%	Yes
Adults who are not fully employed:	2%	Yes

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

Healthcare, Legal, Education, Sales, Management, and IT

**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?**

The makeup of our congregation generally aligns with the makeup of the towns surrounding our church. Our congregation is older than the nearby population overall, but our racial makeup is consistent with our location in Southern NH. We have a predominantly Caucasian congregation and several Asian and Hispanic members.

**List the date your congregation has had or will have a conversation using a resource such as the Welcoming Diversity Inventory. Comment on the results.**

We plan to have these conversations in the near future.

## **PARTICIPATION AND STAFFING**

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

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? ( <i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i> )
Adult Groups or Classes	15 (book discussions)	Pastor led
Baptisms ( <i>number last year</i> )	8	Pastor led
Children's Groups or Classes	6	Lay person led
Christmas Eve and Easter Worship	100	Pastor led
Church-wide Meals (such as Rally Sunday, held annually, typically at the beginning of the school year)	60	Lay person led
Choirs and Music Groups	3	Music director led
Church-based Bible Study	15	Pastor led
Communion ( <i>served how often?</i> )	? Monthly	Pastor led
Community Meals	50-100	4-6 x year Congregational Engagement team
Confirmation ( <i>number confirmed last year</i> )	0	Pastor and lay leaders
Drama or Dance Program	n/a	
Funerals ( <i>number last year</i> )		Pastor led
Intergenerational Groups	n/a	
Outdoor Worship	50-	Pastor led
Prayer or Meditation Groups	n/a	
Public Advocacy Work	n/a	
Retreats	n/a	
Theology or Bible Programs in the Community	n/a	

Weddings ( <i>number last year</i> )	0	
Congregational Workshops		
Worship (time slot: 9:00 a.m.)	20-100	Pastor led
Worship (time slot: _____)	n/a	
Young Adult Groups or Classes	n/a	
Youth Groups or Classes -	2- Confirmation Class	Pastor led
Other		

**Additional comments:**

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 Pastor	Paige Besse-Rankin	Full-time, shared	Staff Relations & Trustees	2 yrs
Administrator	Maria Angelotti	Part-time	Pastor & Trustees	3 yrs
Sexton	Indrawati Geonowan	Part-time	Pastor/Trustees	4 yrs
Director of Music Ministry	Herb Tardiff	Part-time	Pastor/Worship Team/Staff Relations/ Trustees	9 yrs

**REFLECTION**

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

We have a number of extremely active members who are committed to making our church a welcoming home. We enforce our presence in the community as one who hosts many communal events such as fairs, fundraisers, Sunday meals, and seasonal celebrations. We host weekly Bible Studies that are attended by

members and nonmembers. We have a growing children’s program that is evolving as more youth attend Worship.

## **CHURCH FINANCES - 2025**

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

Source	Amount
Annual Offerings and Pledged Giving (pledge, non pledge, and loose)	\$123,936
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	We currently have a 3% cap
Endowment Draw ( <i>beyond what is permitted by spending policy, “drawing down the principal”</i> )	Currently, Trustees are fiscally responsible for church spending
Fundraising Events	\$12,529
Gifts Designated for a Specific Purpose (Giving Tree and Fund Gifts)	\$29,670 (Capital Campaign)
Grants	
Rentals of Church Building	\$18,445
Rentals of Church Parsonage	
Support from Related Organizations ( <i>e.g. Women’s Group</i> )	
Transfers from Special Accounts (Fund Spending) Piano/organ maintenance	\$1,200 (Davis Fund)
Other (specify):	
Other (specify):	
<b>TOTAL</b>	<b>\$ 185,780</b>

**Current annual expenses (dollars budgeted for most recent fiscal year):  
\$177,446**

The Hampstead Congregational Church 2026 budget is available here: [Hampstead 2026 Annual Meeting Report and Budget](#)

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

46%

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)

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

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (recommended 10%)

It is a fixed amount

What is the church's current indebtedness?

Total amount of loan debt: \$0

Reason for debt: N/A

Are capital and other payments current? N/A

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.

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

Year(s)	Purpose	Goal	Result	Impact
2021-2026	Preservation of our historic building	\$350,000	\$242,000	Exterior painted, steeple restoration, bell repair, fellowship hall floor and insulation

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact

**Describe the prominent mission component(s) involved in the most recent (or current) capital campaign.**

The current campaign is solely addressing capital projects with no mission component.

**Does your church have an endowment?** Yes

**What is the market value of the assets?** \$392,023

**Are funds drawn as needed, regularly, or under certain circumstances?**

Under certain circumstances

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

**Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:**

Dividends are withdrawn quarterly

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

The current rate of draw does not affect the principle balance.

**Please comment on the above calculations or estimates:**

**Other Assets**

**Reserves (savings):** \$21,159

**Investments (other than endowment):** \$266,980

**Does your church have a parsonage?** No, but our sister church, Atkinson Congregational Church does.

**Fair market rental value of the parsonage:** \$2500/month (est.)

**How is the parsonage used?** As a home for our shared pastor and family

**Street / City / State / Zip:** 99 Main St., Atkinson, N.H. 03811

**Finished square footage:**1 300 (est)

**Number of Bedrooms, Number of Bathrooms:** 3 bedrooms / 2 bathrooms

**Available for minister residence:** Yes

**Expected minister residence:** Yes

**Condition of structure, systems and appliances:** The parsonage is in move-in condition.

**Entity in the church responsible for review and needed repairs:**

Atkinson Church Support Team

**Assessed real estate value:** \*See Atkinson Congregational Church's profile for more information on the parsonage.

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

Sanctuary and attached Fellowship Hall

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

None

**Which spaces are accessible to wheelchairs?**

There is no wheelchair access to the pulpit, but the worship space and fellowship space are accessible to wheelchairs.

**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?*

At HCC, the Trustees create a preliminary budget. The Ministry Oversight Committee reviews the budget and recommends any changes. The budget is then voted on at our annual meeting.

A major budget change just occurred. We have joined with the Atkinson Congregational Church to share a pastor, which helps lower the minister compensation expense.

## **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.**

As described above, in 2022, HCC launched our “Strengthening our Foundation, Investing in our Future” Capital Campaign. This Capital Campaign to preserve our historic 1861 building is the first major capital campaign at HCC in 25 years. In 2023, our church was added to the New Hampshire State Register of Historic Places.

This campaign is helping our congregation by preserving our iconic building in the Hampstead community. HCC prides itself on providing a welcoming setting for the congregation, visitors, Stepping Stones School, and community events. In addition, more than 200 people from various community groups meet in Hadley Hall each week.

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

During COVID, we were able to run seamlessly and were able to maintain business as usual. We:

- o Provided Worship online.
- o Held all meetings via ZOOM
- o Held ZOOM game nights
- o Wrote cards to elderly shut-ins
- o Provided candy baskets to nursing homes and nurse stations at local hospitals

**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?*

In the event of a conflict, our congregation uses the method outlined in our bylaws, which states the guide to be used for addressing and managing conflict shall be in accordance with Matthew 18. Using this method allows members to feel heard, respected, and valued.

We also have a staff relations team and an employee handbook with guidance on handling conflicts:

**[Employee Handbook](#) and [Bylaws](#)**

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

Staff member's name	Years of service	UCC Standing (Y/No)
Rev. Paige Besse-Rankin (interim)	2	Y
Kathy Youzwak	4	Y
Linda Lee Snyder (interim)	2	Y
Edward Koonz	6	Y
Linda Hey (interim)	3	Y
Carol Atwood-Lyon	7	Y
William Ferguson (associate)	5	Y
Ian Rex (associate)	3	Y
John Eaton (interim)	2	Y
Robert Dobson	15	Y-

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

We have learned that it is important to have a staff relations team. It facilitates the relationship between staff members and between the staff and congregation.

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

Yes. Approximately, thirty years ago, a Christian Education Director was asked to leave due to ongoing poor performance reviews.

**Has your church been involved in a Situational Support Consultation?**

Yes- Approximately, fifteen years ago we engaged the services of Pastoral Counseling Services in an attempt to resolve tension between the Senior and Associate pastor.

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

No

## **WHO IS OUR NEIGHBOR?**

**COMMUNITY VISION**

**MISSION INSITE**

### **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?*

Hampstead Congregational Church's Mission Team does a lot of work with local missions. Some ways HCC contributes is by participating in the CROP Walk, raising funds and collecting food for Saint Anne's Food Pantry, donating to the Scott Deacon Fund (Pastor's discretionary fund), and holding collections for the Manchester Diaper Pantry.

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

We encourage participation in Conference Workshop, such as "Prepared to Serve," and we try to send delegates to the Conference Annual Meeting. We also have members who attend the Horton Center.

**Check all of the following "statements of witness" that apply to your UCC faith community.** (Find more information on these statements at [ucc.org](http://ucc.org).)

- Accessible to All (A2A)
- Creation Justice
- Economic Justice
- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Immigrant Welcoming
- Inter-cultural/Multi-racial (I'M)
- Just Peace
- Global Mission Church

- Open and Affirming (ONA)
- WISE Congregation for Mental Health
- Other UCC designations:
- Other similar designations in affiliated 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 do not currently have any of the above designations, but we would like to explore adopting some of the UCC Statements of Witness. Any future steps would require prayerful discernment, leadership from our next pastor and consideration of the financial and volunteer resources needed to faithfully support such an endeavor.

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

We are very active in ecumenical events in the community.

- Volunteer/donate to Food Pantry monthly
- Volunteer at Heaven's Kitchen, preparing and assembling meals for a mobile delivery service weekly
- Annual Crop Walk in conjunction with three other churches
- Annual Thanksgiving service attended by all area churches
- Honor remembrances with the 'Lighting of the Steeple'

**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.**

In all that we do, we try to live our Mission Statement. We continue to explore more hands-on activities that encourage the use of the God given gifts, talents, and interests of our membership

**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 congregation's expectations are that their pastor will devote themselves to worship, education and pastoral care. We do not require a pastor focusing on executive functioning as we are a small congregation operating through our

elected officers and teams/committees. Our pastor should make an effort to be a presence in our local community promoting Hampstead Congregational Church. Our congregation understands and supports the pastor in their undertaking of a wider ministry. The schedule and job description will be flexible to address their undertaking of this ministry.

## **MissionInSite**

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

The area is getting a refresh of families with young children, and we are looking for opportunities to engage and serve them. We also want and need to continue our ministries to and with those that are 65 and older, as this is the fastest growing demographic and largest age group in our congregation. The trends show that the area has people who are committed to charitable giving which is strongly aligned to ministry efforts that change lives.

### **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?**

Overall, Hampstead Congregational Church reflects the demographic of the area well except in the area of the young adults and young parents with children. Our congregation is rich with retirement age individuals but would like to increase our outreach and programming for those age 35 - 54. We have an opportunity to use the friendly encounters that our activities provide for community members with exposure to our mission of explaining our life as Christians.

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

Because the youth demographic is low, we hope to partner with ACC for a youth group. We added the Pray Ground for children to use on the weeks we do not have Sunday school, and we have several members who are fingerprinted and can volunteer in the nursery as needed. The Worship Team is actively committed to keeping worship fresh and relevant.

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

- Provides meeting space to outside groups (Preschool, Boy Scouts, AA, ...)
- Church members are visible in the community as volunteers

- It is warm, friendly and comfortable place
- Known as a community church, landmark and is central to the faith community
- It provides a welcoming environment
- It provides outreach to the community through the Preschool

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

People comment on the warm, accepting attitude of the people they encounter here. They also refer to the connections with existing members who have reached out to them. Some have said they appreciate that the church and pastoral message are focused on Christ's teachings.

## **REFERENCES**

Name up to three people who have agreed to serve as phone and written references. Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

### **REFERENCE 1**

**Jim Carey/ Director of St. Anne Parish Charitable Outreach Program  
603-339-3731/ jim@hknh.org**

### **REFERENCE 2**

**Tia Middleton/President & Director of Operations of Manchester Diaper Pantry/ 603-785-8131/themanchesterdiaperpantry@gmail.com**

### **REFERENCE 3**

**David Yasenka / Retired Lutheran Minister & Founder of Local Charity Isaiah 58/603-275-2996**

## **CLOSING THOUGHTS**

**CLOSING PRAYER**

**STATEMENT OF CONSENT**

**CONFERENCE/ASSOCIATION VALIDATION**

## CLOSING PRAYER

We ask you Lord to guide our houses of worship during this period of transition. May it be your will, not ours, that leads us to our next Pastor with the hope and trust that we will be an inviting and safe space for all. Fill us with Your desire to embody us with unity and love, truth and respect, and authenticity and grace. May we our church body reflect a mosaic of values, cultures and backgrounds all of whom want to know You better, learn Your word, and live a life that glorifies You. May our Spiritual leader be filled with the Holy Spirit and blessed with the passion and gifts to grow our congregations. God, please give us patience and faith during this process. In Jesus name, Amen.

## STATEMENT OF CONSENT

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

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

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.*)

Search Committee, Interim Pastor, and various members of the congregation

2. Additional comments for interpreting the profile:

Please see the profile for Atkinson Congregational Church

Signed:

Name / Title / Date:

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.

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

## VALIDATION BY CONFERENCE/ASSOCIATION

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

Staff Comment: The Hampstead Congregational Church is a church in good standing in the Granite State Association of the New Hampshire Conference of the United Church of Christ. The Hampstead Congregational Church currently functions in a yoked relationship with the Atkinson Congregational Church

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

Staff Comment: To the best of my knowledge, the ministerial history information provided is presented thoroughly and accurately.

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

Staff Comment: To the best of my knowledge, the church financial information provided is presented thoroughly and accurately.

My signature below attests to the above three items.

Signature:   
Name / Title: Gordon Rankin, Conference Minister  
Email: [grankin@nhcucc.org](mailto:grankin@nhcucc.org)  
Phone: (603) 225-6647  
Date: 6/25/2026