



Request for Interim Leadership

Church Name: MONADNOCK CONGREGATIONAL UNITED CHURCH OF CHRIST

Church Location: 147 Main Street, Colebrook, NH

Vacant Position: Pastor

Date of Vacancy: November 1, 2015

No. of Current Members: 107

No. of Members 5 yrs. ago: 92

No. of Members 10 yrs ago: 105

No. Attending Weekly Worship Services: 40 - 50

No. Participating in Weekly Education: 10

No. Participating in Youth Ministries: 5

Current Expense Budget: \$ 102,631 (Current Year)

Our Church's Wider Mission: \$2,300 (Current Year)

Number of Pledges: 26

Average Pledge Amount: \$ 2,009

Main Mission Emphasis of this Local Church:

The Mission of this church is to nurture our faith, live our message, treasure our gifts by enriching opportunity in our community.

Examples of being in relationship (covenant) with other local churches of the United Church of Christ:

We have four delegates and each have attended at least one association meeting in the last year; we have one member who is on the Committee for Church and Ministry; several members attend Prepare to Serve on an occasional basis.

No. Participating in Association Activities in the past year: 4

No. Participating in New Hampshire Conference Activities in the past year: -0-

During the interim period the interim minister leads the congregation through the five recognized interim tasks:

1. coming to terms with the congregation's history,
2. discovering a new identity,
3. allowing needed leadership change,
4. renewing denominational linkages, and
5. committing to new directions in ministry,

(Loren B. Mead, *Critical Moments of Ministry: A Change of Pastors*, chapter IV)*

Other interim tasks in addition to those named above

Sunday Service; visitation to members in need; participate in the monthly Council meeting; participate in the monthly worship planning meeting; guidance through the search process

Primary Goals for Interim Time:

1. Lead Sunday Service
2. Advise Search Committee
3. Participate in Worship Planning

* The NHCUCC Interim Ministry Handbook contains detailed information about these tasks and the interim process. It can be found on the Conference website at <http://www.nhcucc.org/> Caring for Congregations / Interim Ministry.

The Compensation Package offered to the interim should be the same as that of the most recent settled pastor.

Cash Salary offered \$ 36,500 full time

Conference Compensation Guidelines: starting salary 10 years ago \$28,500; suggested increase per year \$800; 2015 total of \$36,500; additional increases suggested for every 100 members @ \$2,500; additional increases for each earned degree

Housing

Housing allowance only \$ _____

Parsonage only/or negotiated by the parties
_____ would offer either

Pension Contribution (14% of Base Salary plus Housing Allowance/Parsonage Value)

Social Security Allowance

Health Insurance Individual Family

Dental Insurance Individual Family

Vacation (1 week per quarter for full time Interim)

Meetings

Business Mileage Reimbursed (IRS Rate)

Participation in the NHCUCC Interim Ministers Group - Third Thursday, 9:00-11:00 AM
New Hampshire Conference UCC – 140 Sheep Davis Road; Pembroke, NH 03375

Reimbursement for Criminal Background Check

It is expected that the congregation will pay a one-time reimbursement of \$160 to the selected interim pastor for the cost of her/his Criminal Background Check.

The initial term of the Covenant/Contract will be for:

12 months 18 months 24 months until a Settled Pastor is called

Full-time Interim Ministry

Part-time Interim Ministry – salary prorated on number of hours

If part-time, indicate the number of hours/days per week is expected: 32

Interim Selected by: Church Council

Is there unresolved Conflict in Your Church? Yes No

Level of Conflict in Your Church (Low 1, 2, 3, 4, 5 High): 1

Do you perceive that your previous pastor was contributor to the conflict? _____ Yes No

If yes, please explain:

What are the perceived issues in your congregation now:

None that we know of.

NHCUCC Staff Person Related to this Search: Richard Slater

Phone: 603-715-9525

Email: rslater@nhcucc.org

It is understood that information contained on this form may be communicated by the Conference Minister to potential candidates.

Erie Stohs

President / Moderator

August 31, 2015

Date

Once an interim has been chosen and a covenant has been signed, it is understood that a copy of the Interim Covenant/Contract will be forwarded to the Conference Minister.