



Request for Interim Leadership

Church Name: Deerfield Community Church

Church Location: 15 Church Street, Deerfield, NH 03037

Vacant Position: Pastor

Date of Vacancy: January 21, 2019

No. of Current Members: 100

No. of Members 5 yrs. ago: 112

No. of Members 10 yrs ago: 126

No. Attending Weekly Worship Services: 80

No. Participating in Weekly Education: 25

No. Participating in Youth Ministries: 12

Current Expense Budget: \$180,371.00 (Current Year)

Our Church's Wider Mission: \$7,000.00 (Current Year)

Number of Pledges: 72 Average Pledge Amount: \$1,888.60

Main Mission Emphasis of this Local Church:

The Mission of Deerfield Community Church is to experience, share and grow in God's life-giving love. Inspired by the Holy Scriptures, we come together in the name of Jesus Christ to worship, pray, learn, and serve.

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

1. Our Worship Deacon, Tim Griffin, has assisted 3 UCC churches in worship technology services.
2. Our Discipling Deacon, Judy Bush, has assisted 6 UCC churches in re-structuring leadership.
3. Judy also serves on “Creating and Leading 21st Century Church”, which is attended by representatives from 8 other churches.
4. 6 of our members have presented workshops at “Prepared to Serve” in recent years.
5. We have ongoing relationship with Northwood Congregational Church, specifically invitations to join in our Good Friday Cross Walk.

No. Participating in Association Activities in the past year: 6

No. Participating in New Hampshire Conference Activities in the past year: 14

During the interim period, the interim minister explores five Focus Points with the congregation:

- HERITAGE – Reviewing how the congregation has been shaped and formed
- LEADERSHIP – Reviewing the member needs and its ways of organizing and developing new and effective leadership
- MISSION – Defining and redefining sense of purpose and direction
- CONNECTIONS – Discovering all the relationships a faith community builds outside of itself
- FUTURE – Developing congregational and pastoral profiles

In addition to these areas, what else might your congregation want to explore during this time of transition:

1. We have recently started conversations around Open and Affirming.
2. Increase engagement with our surrounding community.
3. Stewardship as a spiritual practice.
4. Focus specifically on the third item from the list above – Mission.

Primary Goals for Interim Time:

1. Visioning with Congregation for a fresh perspective.
2. Explore Open and Affirming.
3. Reconnect with old/lost members and engage new members.

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

Cash Salary offered \$39,550.00 to \$43,550.00 (Range based on experience)

Conference Compensation Guidelines: Compensation above based on Conference guidelines for 100 members and 0-5 years experience.

Housing

Yes Housing allowance only – 30% of Salary

 Parsonage only

 would offer either

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

Yes Social Security Allowance

Yes Health Insurance Y Individual Y Family

 Dental Insurance Individual Family

TBD Vacation (1 week per quarter for full time Interim)

Yes Meetings

Yes Business Mileage Reimbursed (IRS Rate)

Yes 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

Yes 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 Yes until a Settled Pastor is called

Yes Full-time Interim Ministry

 Part-time Interim Ministry

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

Interim Selected by: Moderator and 4 Deacons

Is there unresolved Conflict in Your Church? Yes

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

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

If yes, please explain:

There is an unspoken divide between those who want our church to be a “safe haven” to escape the stress of the outside world AND those who want our church to be a vehicle to champion injustice in the world. Our pastor has occasionally been stuck between these opposing opinions, trying to appease each side.

What are the perceived issues in your congregation now:

As explained above, only a “2” because these issues seem to only bubble to the surface with certain news cycles. Individual tensions have been heightened with increased political polarity in our society. For our church specifically, there is not a clear statement about what is the role of our church around current issues.

NHCUCC Staff Person Related to this Search: Rev. Richard Slater

Phone: 603-225-6647

Email: rslater@nhcucc.org.

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

Tony Fusco, OD
President / Moderator

10-12-2018
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.