

New Hampshire Conference



## Request for Interim Leadership

Church Name: Federated Church of Marlborough

Church Location: 16 Pleasant Street, Marlborough, NH 03455

Vacant Position: Three-quarter time Pastor

Date of Vacancy: November 1, 2018

No. of Current Members: 90

No. of Members 5 yrs ago: 101

No. of Members 10 yrs ago: 145\*\*

\*\*a few ago we redefined how we count someone as a member.

No. Attending Weekly Worship Services: 40

No. Participating in Weekly Education: N/A

No. Participating in Youth Ministries: 7

Current Expense Budget: \$ 124,507.00 (Current Year)

Our Church's Wider Mission: \$ 8,455.00 (Current Year)

Number of Pledges: 31                      Average Pledge Amount: \$1,248.00

Main Mission Emphasis of this Local Church:

The church's main mission emphasis is clearly to be the local community church. Being the only church in town we are "the community's church" and the pastor has the whole community as their parish.

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

Member of the Southwest Association. Pastor and lay people attend workshops and state conferences.

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

No. Participating in New Hampshire Conference Activities in the past year: 4

During the interim period the interim minister leads the congregation through five areas of exploration:

- 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

The following items are what we would like our interim to do during this time of transition:

Worship leadership in collaboration with congregation.

Pastoral care and presence

A listening ear with feedback to church leadership

Primary Goals for Interim Time: We see the work of our bridge interim as continuing the good work we did with our intentional interim.

1. Support our transition to a ministry-based governance model.
2. Dig deeper with us into the commitment we made when we became an O&A church. What are the ramifications for extravagant welcome?
3. Help us revisit our strategic plan key values: Celebrating community, Honoring diversity, Serving all. How do these play out in 2018 and into the next five to ten years”?
4. Share conversations about honoring and supporting both those who have labored in the vineyard, are stalwart and dependable, who are more comfortable with traditional church and those who have a vision of church-in-the-marketplace.

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

Cash Salary offered \$32,063

Conference Compensation Guidelines: \$ \_\_\_\_\_

Housing

\_\_\_\_\_ Housing allowance only \$ \_\_\_\_\_

Parsonage only

\_\_\_\_\_ 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

Note: church would pay up to \$9,000 health & \$500 dental insurances cost.

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

If part-time, indicate the number of hours/days per week is expected: 4

Interim Selected by: Search Team with input from the Council

Is there unresolved Conflict in Your Church? \_\_\_\_\_ Yes     No

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

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

If yes, please explain:

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What are the perceived issues in your congregation now:

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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.

Connie Andrews  
Search Team Chair

9/13/2018  
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.