



## Request for Interim Leadership

Church Name: Plymouth Congregational, United Church of Christ

Church Location: 4 Post Office Square, Plymouth, NH 03264

Vacant Position: Senior Pastor

Date of Vacancy: October 28, 2018

No. of Current Members: 177

No. of Members 5 yrs. ago: 283

No. of Members 10 yrs ago: 360

No. Attending Weekly Worship Services: 90 2017 average

No. Participating in Weekly Education: 19

No. Participating in Youth Ministries: 19

Current Expense Budget: \$ 263,000 (Current Year)

Our Church's Wider Mission: \$ 17,500 (Current Year)

Number of Pledges: 62      Average Pledge Amount: \$ 2,775

Main Mission Emphasis of this Local Church:

We see ourselves as a **mission-oriented, compassionate** community, **intentionally inclusive, openly searching**, and **joyously serving** in the way of Christ.

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

PCUCC is not in any covenantal relationship with another local UCC congregation. We do however have relationship with other denominational parishes in the community. Including relationship with Plymouth State University's campus ministries. Our most current mission with PSU's Support Foundation dealing with food insecurity among the university's student body.

No. Participating in Association Activities in the past year: 8

No. Participating in New Hampshire Conference Activities in the past year: 10

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:

Typical mainline church issues of an aging congregation. However, we have an interesting local demographic with Plymouth State University, the students, professors and their families. Reaching out to those communities continues to be a challenge for us.

Primary Goals for Interim Time:

1. Better Functioning collaborative communication
2. Maintain and increase our forward momentum
3. Move us along the process to a new settled pastor and not hold us back.

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

Cash Salary offered \$ 50,700

Conference Compensation Guidelines: \$ 50,050

Housing

Housing allowance only \$ 15,000

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

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: \_\_\_\_\_

Interim Selected by: December 30, 2018 \_\_\_\_\_

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:

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What are the perceived issues in your congregation now:

Aging population, Stewardship and finding the right accompanist (organist)

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

Phone: 603.225.6647 or 888.642.8229 ext. 1104  
Direct Line – 603.715.9525

Email: \l at er nhcucc. or g

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

John Anderson  
President / Moderator

September 1, 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.