



Request for Interim Leadership

Church Name: Smith Memorial Congregational Church, UCC

Church Location : Hillsboro, NH

Vacant Position: Pastor

Date of Vacancy: April 20, 2018

No. of Current Members: 130

No. of Members 5 yrs. ago: 145

No. of Members 10 yrs ago: 175

No. Attending Weekly Worship Services: 30-40

No. Participating in Weekly Education: 0

No. Participating in Youth Ministries: 70 (youth groups and children's choir)

Current Expense Budget: \$ 140,000 (Current Year)

Our Church's Wider Mission: \$ 6,100 (Current Year)

Number of Pledges: 30 Average Pledge Amount: \$ 1,500

Main Mission Emphasis of this Local Church: Youth Groups (3) Food Pantry, Family Promise, Senior Exercise Group, Meals on Wheels, WIC, Coffee House, Girl Scouts, Visiting Nurses, Mother Child Groups, UCC special offerings

Examples of being in relationship (covenant) with other local churches of the United Church of Christ: Hymn Sing with Deering UCC Church, Thanksgiving and Easter Sunrise Services, Women's World Day of Prayer, Teen Bags, Hillsboro House Services

No. Participating in Association Activities in the past year: 5

No. Participating in New Hampshire Conference Activities in the past year: 8-10

During the interim period, the interim minister explores five Focus Points with the congregation:
We have an active Search Committee.

- 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: Lead worship, provide pastoral services, visit homebound members, be part of the Hillsboro Ministerium.

Primary Goals for Interim Time:

1. Lead innovative and inspiring worship
2. Attend to the needs of people, especially those mentioned in Prayer Concerns.
3. Energizing the congregation to participate in the life of the church.

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

Cash Salary offered: \$35,000

Housing

_____Housing allowance only \$ _____

_____Parsonage only

X _____would offer either

Housing and benefits are negotiable

Vacation (1 week per quarter for full time Interim)

Meetings (Diaconate and Church Council)

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 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: 20

Interim Selected by: Diaconate, Moderator and a Trustee

Is there unresolved Conflict in Your Church? * Yes No *past issues of conflict may have been resolved.

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:

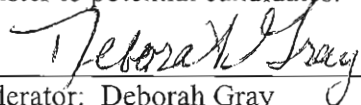
What are the perceived issues in your congregation now: Our previous Interim Pastor provided Sunday worship, but did not meet our needs in relation to the congregation and community connections. We were lacking pastoral care.

NHCUCC Staff Person Related to this Search: Rev. 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.



Moderator: Deborah Gray

4/23/18

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.