



Request for Interim Leadership

Church Name: New Castle Congregational Church

Church Location: 65 Main Street, New Castle, NH

Vacant Position: Pastor

Date of Vacancy: January 15, 2018

No. of Current Members: 108, but only about 60 are active

No. of Members 5 yrs. ago: 105

No. of Members 10 yrs ago: 120

No. Attending Weekly Worship Services: 40-45

No. Participating in Weekly Education: Bi-weekly: 5-6

No. Participating in Youth Ministries: 0

Current Expense Budget: \$ 205,497 (Current Year)

Our Church's Wider Mission: \$ 1100 (Current Year)

Number of Pledges: 43 Average Pledge Amount: \$ 1171 (2016)

The breakdown as of the end of October 2017 is that 27 people donated over \$1,000; totaling \$34,185; or \$1,266 per person and 30 people donated between \$250-999 for \$11,090; or an average of \$370. Given that this figure is averaging well less than \$500, it reinforces the fact that the Church pledges by a group of just over 2 dozen carry the stability of the church burden.

Main Mission Emphasis of this Local Church:

Our mission emphasis is mainly local, with additional responses to national and international disasters. We also participate in Neighbors in Need and One Great Hour of Sharing.

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

We belong to the Rockingham Association of the NH Conference.

No. Participating in Association Activities in the past year: ____2____

No. Participating in New Hampshire Conference Activities in the past year: ____0____

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:

To help us find a settled pastor in the most congregational manner possible.
Be mindful that, as a congregation, we are open to all faiths.
Help us build a closer relationship with the Association and the Conference.

Primary Goals for Interim Time:

1. Lead meaningful Sunday services that are inclusive and encouraging.
2. Assist the search committee in the process of finding a settled pastor
3. Assist with outreach by maintaining and strengthening relationships with our community and to explore ways that the church membership may grow.

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

Cash Salary offered \$ 38,775

Conference Compensation Guidelines: \$ same

Housing

Housing allowance only \$ 11,633
 Parsonage only
 would offer either

Pension Contribution - In accordance with the New Castle Congregational Church Pension Fund Eligibility and Contribution Plan

\$3856 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.

A final compensation package will need to be approved by the Trustees.

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: 36-40

Interim Selected by: The church officers, the Deacons, and the Trustees _____

Is there unresolved Conflict in Your Church? Yes No

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

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:

This is a church needing more community outreach, especially to younger families and people in the surrounding area. The Church pledges by a small group carry financial burden. This information highlights a basic fact of our membership. The elders donate the most money, and we continue to lose elders that are not replaced by enough younger people.

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.

Elizabeth R. Aykroyd
Moderator

November 30, 2017
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.