

Request for Interim Leadership

Church Name: First Parish United Church of Christ Congregational

Church Location: 176 West High Street, Somersworth, NH 03878

Vacant Position: Interim Minister

Date of Vacancy: 8/30/2018

No. of Current Members: 147 (as of 12/31/2017)

No. of Members 5 yrs. ago: 167 (as of 12/31/2013)

No. of Members 10 yrs ago: 190 (as of 12/31/2008)

No. Attending Weekly Worship Services: 45 – 70 (Christmas and Easter – average 110)

No. Participating in Weekly Education: 4 – 10 (Faith Formation Committee & 7 children)

No. Participating in Youth Ministries: Same as above

Current Expense Budget: \$ 136,337 (Current Year)

Our Church's Wider Mission: \$ 7,742 (Current Year)

Number of Pledges: 54 Average Pledge Amount: \$25.00/week

Main Mission Emphasis of this Local Church:

To grow our church by attracting unchurched seekers. Our job is to share the good news,

Examples of being in relationship (covenant) with other local churches of the United Church of Christ: None known

No. Participating in Association Activities in the past year: 4 delegates to Carroll Strafford Association Spring & Fall Meetings.

No. Participating in New Hampshire Conference Activities in the past year: 4 Delegates, 1 Guest to the Conference Annual Meeting

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

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

Primary Goals for Interim Time:

1. Assist Church in completing a Self- Assessment
2. Help Congregation reflect on our Mission and what do we want to be in the future?
3. Work with Search Committee – speak to qualities desired in Settled Pastor

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

Cash Salary offered \$48,246 which includes Social Security allowance

Conference Compensation Guidelines: \$ _____

Housing *** To Be Discussed

Housing allowance only \$ _____ Includes Utility Allowance \$6180.00

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) (4 weeks/year)

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

* We would consider this for the interim minister.

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 18 Months or 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: Pastor/Parish Relations Committee (PPRC)

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:

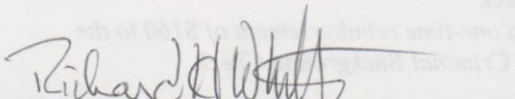
What are the perceived issues in your congregation now: Some controversy over the way the Rainbow Flag is currently displayed

NHCUCC Staff Person Related to this Search: Rev Richard Slater

Phone: _____

Email: rslater@nhcucc.org

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



President / Moderator

Jun 24, 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.

140 Sheep Davis Road, Pembroke NH 03275 Ph: (603) 225-6647 Fax: (603) 225-2345 Toll Free 1-888-642-8229