



## Request for Interim Leadership

Church Name: First Congregational Church of Pelham, United Church of Christ

Church Location: 3 Main St., Pelham NH 03076

Vacant Position: Senior Pastor

Date of Vacancy: 9/1/18

No. of Current Members: 275

No. of Members 5 yrs. ago: 300

No. of Members 10 yrs ago: 300

No. Attending Weekly Worship Services: 100

No. Participating in Weekly Education: 40

No. Participating in Youth Ministries: 25

Current Expense Budget: \$ 217,000 (Current Year)

Our Church's Wider Mission: \$ 1,900 (Current Year)

Number of Pledges: 107 Average Pledge Amount: \$ 1,384

### Main Mission Emphasis of this Local Church:

Our church is a focal point of the local community and beyond. We support our local community service organizations and organize our town's annual Old Home Day. We are mission focused and have a strong spirit of volunteerism to support our many missions, local and beyond. We welcome all who wish to join with us in fellowship and our members share a strong family atmosphere. Our congregation is of all ages and we are seeing many new, younger families joining us.

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

Prepared to Serve

Association Committee – example Committee on Church and Ministry

Association of Christian Educators Meetings

Annual Meetings of the New Hampshire Conference

No. Participating in Association Activities in the past year: 50

No. Participating in New Hampshire Conference Activities in the past year: 50

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:

Strengthen ties with the Association/Conference

Revitalize strategies for supporting Sunday School

Explore opportunities to expand our reach to Millennials

Increase Mission Activity

Primary Goals for Interim Time:

1. Congregational support and guidance
2. Continue church growth in both membership as well as missions
3. Support planned capital campaign

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

Cash Salary offered \$51,600

Conference Compensation Guidelines: \$

Housing

Housing allowance only \$

X Parsonage only

would offer either

X Pension Contribution (14% of Base Salary plus Housing Allowance/Parsonage Value)

Social Security Allowance

X Health Insurance Individual X Family

X Dental Insurance Individual X Family

X Vacation (1 week per quarter for full time Interim)

X Meetings

X Business Mileage Reimbursed (IRS Rate)

X 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

X 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 X until a Settled Pastor is called

X Full-time Interim Ministry

Part-time Interim Ministry

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

Interim Selected by: Diaconate

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

If yes, please explain:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What are the perceived issues in your congregation now: Focusing on executing on our capital campaign which is scheduled to kick off this Fall. We have employed the services of a consultant who specializes in these, but a minister with experience with capital campaigns would be a plus. We are also focusing on growing the membership and maintaining engagement, with an increase in millennials and younger families visiting and joining our church. Finally, we are always working to expand the pool of member volunteers so that the work does not always fall on the same subset of members.

NHCUCC Staff Person Related to this Search: Richard N. Slater, Assoc. Conf Minister

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.

  
\_\_\_\_\_  
President / Moderator

6/26/18  
\_\_\_\_\_  
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.

*(Page will be removed when this Request is sent to possible Interim Ministry Candidates.)*

**Local Church Contact Person:**

Name: Chris Bulkley

Mailing Address: 3 Porcupine Road, Windham, NH 03087

E-Mail: christopherbulkley@gmail.com

Home Phone: NA Cell Phone: 603-401-6821

Work Phone: NA Fax: NA

**Name and Address to which Interim Ministry Profiles are to be Mailed:**

Name: Chris Bulkley

Mailing Address: Same as above

**Other Committee Members:**

	Name	Address	Phone	E-Mail
1.	<u>Bob Diack</u>		<u>508-904-0305</u>	<u>bdiack83@gmail.com</u>
2.	<u>Jane Ambargis</u>		<u>603-548-5753</u>	<u>jambargis@comcast.net</u>
3.	<u>Jeremy Tondreault</u>		<u>603-897-5037</u>	<u>jstondreault@comcast.net</u>
4.	<u>Susan Mikutel</u>		<u>978-973-2029</u>	<u>smikutel@hotmail.com</u>
5.	<u>Deb Getty</u>		<u>603-339-1272</u>	<u>debmark5@comcast.net</u>