



## Request for Interim Leadership

Church Name: First Congregational Church of Wakefield, U.C.C.

Church Location: Wakefield, New Hampshire

Vacant Position: Interim Minister

Date of Vacancy: December 3, 2018

No. of Current Members: 135

No. of Members 5 yrs. ago: 170

No. of Members 10 yrs ago: 226

No. Attending Weekly Worship Services: 60

No. Participating in <sup>Monthly</sup> Weekly Education: 249 (see attached)

No. Participating in Youth Ministries: 64 (see attached)

Current Expense Budget: \$ 195,599.00 (Current Year)

Our Church's Wider Mission: \$ \$8,168.00 (Current Year)

Number of Pledges: 61 Average Pledge Amount: \$ 2050.00

### Main Mission Emphasis of this Local Church:

Personal and spiritual growth and care for all our members.

We encourage our ministry to be brought into the community, beyond our walls.

We support our sister church in Rufumiso, Zimbabwe, by providing spiritual, financial, educational and other life-sustaining needs.

*Weekly/Monthly Education: Bereavement Group*

*Bible Study*

*Caregivers Group*

*Centering Prayer*

*Conversation Group*

*Prayer Shawl Ministry*

*Shepherd Program*

*Zimbabwe (F.O.O.T. Program)*

*Wakefield Men's Fellowship*

Youth Ministries: Church School

Music Camp

MCCRS (Middle School group)

Horton Center

T-Ball team sponsored by FCCW

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

The minister and delegates attend Carroll/Strafford Association meetings, as well as, New Hampshire Conference meetings and General Synod. We had a youth delegate represent our church at Synod last year.

---



---

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

No. Participating in New Hampshire Conference Activities in the past year: 5

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:

Stewardship and Endowment funding.

Continue to reflect Christian principles in managing conflicting opinions.

Continue to be inclusive and open and affirming to all.

---



---

Primary Goals for Interim Time:

1. Helping the congregation transition from the loss of Rev. Mary as our pastor and frier
2. Helping to maintain open and honest communication.
3. Attracting young families to our church.
4. Being supportive of the work of our ongoing ministries.
5. Continue to follow the teachings of our Vitality coach, Paul Nickerson

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

Cash Salary offered \$ Negotiable

Conference Compensation Guidelines: \$ We seek to follow NH Conference guidelines

#### Housing

Housing allowance only \$ Calculated according to NH Conference guidelines

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: Diaconate

Is there unresolved Conflict in Your Church?  Yes     No

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

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:

\_\_\_\_\_  
There are different philosophies and perspectives on the church's financial situation.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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

Phone: 603-225-6647

Email: rslater@nhucc.org

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

Margie Galabrun, Moderator  
President / Moderator

September 7, 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.