



Request for Interim Leadership

Church Name: FIRST CONGREGATIONAL CHURCH of Walpole

Church Location: 15 WASHINGTON SQUARE, WALPOLE VILL

Vacant Position: MINISTER

Date of Vacancy: NOVEMBER 1, 2018

No. of Current Members: 130

No. of Members 5 yrs. ago: 213

No. of Members 10 yrs ago: (254) ESTIMATE

No. Attending Weekly Worship Services: SUNDAY 60, SEPT - JAN 75-80

No. Participating in Weekly Education: SUNDAY SCHOOL - 11 SEASONAL BIBLE STUDY 4

No. Participating in Youth Ministries: 5 INSPIRATION

Current Expense Budget: \$ 223,083 (Current Year)

Our Church's Wider Mission: \$ 8,600 (Current Year)

Number of Pledges: 67 Average Pledge Amount: \$ 1700

TO DATE
CAMPAIGN STILL ACTIVE
Main Mission Emphasis of this Local Church:

TO IDENTIFY AND SUPPORT THE LOCAL, REGIONAL, STATE NATIONAL AND WORLD NEEDS THROUGH FOOD SHELF COLLECTIONS, RUMMAGE SALES, SUPPORT FOR SCHOOLS, CHILDREN + FAMILIES. WE ARE AS FOR 5 CHURCH. WE HAVE A CLOSE RELATIONSHIP WITH OUR SISTER CHURCH IN CHIREZI, ZIMBABWE, THROUGH THE UKAMA PARTNERSHIP.

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

JOINT SERVICES WITH THIRD CHURCH, ALSTEAD,
1 MEMBER COMPLETING A 6 YEAR TERM
ON THE SOUTHWEST ASSOCIATION COUNCIL
ATTENDING ORDINARYS/INSTALLATIONS

No. Participating in Association Activities in the past year: 4

No. Participating in New Hampshire Conference Activities in the past year: 18

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:

WE HAVE BEEN WITHOUT A SETTLED PASTOR FOR
7 YEARS. WE HAVE HAD A WONDERFUL
EXPERIENCE WITH OUR INTENTIONAL INTERIM.
WE ARE READY TO CONTINUING THE HEALING AND
GROWTH.

Primary Goals for Interim Time:

1. STRENGTHEN WELFARE COMMITTEES
2. ENCOURAGE GENEROSITY AS IT RELATES
TO THE CHURCH'S FINANCES. WE ARE
GENEROUS PEOPLE BUT WE STRUGGLE
WITH PLEDGING
3. EMPOWER EACH OF US AND OUR
CHURCH TO BE JOYFUL (AS JOYFUL
AS YANKEES CAN BE) PEOPLE, SPIRITUALLY
CONFIDENT,
4. OUTREACH TO THE COMMUNITY IN ORDER
TO GROW OUR CHURCH

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

WE NEED TO BE EDUCATED ON THIS.

Cash Salary offered \$ _____

A BRIDGE INTERIM WOULD BE OUR FIRST COMPENSATION

Conference Compensation Guidelines: \$ _____

WOULD REFLECT HIS/HER LEVEL OF INVOLVEMENT.

Housing

_____ Housing allowance only \$ _____
_____ 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: _____

Is there unresolved Conflict in Your Church? Yes _____ No

BUT NOT MUCH

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

WE'VE COME A LONG WAY IN THE LAST TWO YEARS

Do you perceive that your previous pastor was contributor to the conflict? Yes No

If yes, please explain:

2016 - 2018 INTENTIONAL INTERIM
WAS ~~SETTLED~~ GREAT
2011 - 2016 HARBOR WITH A
SETTLED PASTOR

What are the perceived issues in your congregation now:

- 1. SOME LEFTOVER HARD FEELINGS OVER THE DEPARTURE OF OUR SETTLED PASTOR IN AUGUST, 2016.
- 2. EMBRACING OUR NEW COVENANT, THAT IS PASTED IN THE FELLOWSHIP HALL.
- 3. "LOVE RANGERS" WHO DO THINGS WITHOUT FOLLOWING PROLES OR INCLUDING ALL INVOLVED PARTIES.

NHCUCC Staff Person Related to this Search: Richard N. 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.

Charles P. Swan
President / Moderator
Charles P. Swan
Council Chair

Date 8/29/2018

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.