



## Request for Pastoral Leadership for our Time of Transition

Church Name: Federated Church of Marlborough

Street Address: 16 Pleasant St., Marlborough, NH 03455

Web address (website, Facebook page): federatedchurchmarlborough.org  
Facebook.com/FederatedChurchofMarlborough

What circumstance has caused your congregation to enter into a time of Transition?  
(for example, resignation or retirement of settled pastor, change in Compensation for Pastor,  
premature termination of the minister's service to the congregation, etc.) \_\_\_\_\_

Our pastor has resigned in order to pursue some personal goals.

What do you think is most needed by your congregation during this time of Transition?  
During this time of calling a new pastor and going through a transition, we would like someone  
who can focus on the continuity of Sunday services.

What special skills, training, or gifts might be important in a Pastor who covenants to serve you during your  
time of Transition? Our congregants rely on the relationships and visits that they have with the  
pastor in times of poor health and crisis, and this would be an important gift for the new pastor to  
bring.

### Information about your Congregation

Current Membership: 82 active members\_ Non-Members Active in the Congregation: 25

Membership 5 yrs. ago: 96 Membership 10 yrs ago: 114

No. Attending Weekly Worship Services: 35 in person, 30 on line during the week

No. Participating in Weekly Education Programs: 0

No. Participating in Youth Programs: 0

Describe the Main Mission Emphasis of your Congregation: Outreach and support to our  
community

Give examples of the way your Congregation offers mission and ministry to your community and the world. Town food pantry, Kidz Cupboard (free nutritious lunches for on weekends for children in need), rummage sales to provide low cost goods and clothes, monthly free community meal, Toys for Tots at Christmas. The church's Community House is a town emergency shelter during power outages. It's also a place for exercise classes, host to two theater groups and an active Ladies Group. We host recovery groups (NA currently), and concerts for the public. A thrift shop in town uses our tax-free number for their non-profit endeavor. We have a booth at the Keene Pride Festival every year.

Does your Congregation have a Mission Statement? yes *If so, please attach it to this form.*  
 "The mission of the Federated Church is to love and worship God and to be a nurturing and accepting community. We strive to live and teach Christian values and to follow faithfully the example of Christ. As vessels of God, we are called to help satisfy the spiritual, emotional and physical needs of people of all ages. As a people of peace, we reach out to our community and the world. As stewards of God, we accept responsibility for the growth and management of our church and for the stewardship of our earth's resources."

Is your Congregation Open and Affirming? yes. We are also a Creation Justice church.

Does your Congregation have a Welcoming Statement that is available to visitors and the community at large? yes *If so, please attach it to this form.*  
 "No matter who you are or where you are on life's journey, you are welcome here."

Does your Congregation join other congregation in the community for worship and/or service? If so, please describe some of these activities. We are the only church in town. However, we are a Federated church with members of the UCC, UMC, and UU denominations as well as some Catholics and unaffiliated members. We used to do things with the Catholic Church before it closed.

Please give examples of how your Congregation is involved in the wider United Church of Christ? *(For example, does your congregation send delegates to meetings of the Association or Conference? Has anyone from your congregation attended General Synod? Do your members take advantage of the Conference's Outdoor Ministry Program (Horton Center) or attend educational events (for example, Prepared to Serve, Boundary Awareness Training, ONA Celebrations, National Youth Events, etc.) sponsored by the United Church of Christ?*

We send delegates to the NH Conference annual meeting, and a 2-3 members attend Prepared to Serve each year. Last summer one person attended Horton Center. We are active participants in the Environmental Justice Mission Group and the Racial Justice Mission Group. Our church introduced a "Resolution for the Rights of Nature" and a "Free From Plastic Pollution" Resolution, both of which were adopted by the NH Conference and then by the General Synod.

Current Expense Budget: \$ 160,203 (Current Year)

Our Church's Wider Mission: \$ 2,000 (Current Year)

Number of Pledges: 30, plus 12 regular donors who don't pledge

Average Pledge Amount: \$ 1528

Does the Church have an Endowment? yes What is the approximate size of the Endowment? \$1,200,000

### Congregational Concerns

What are the most significant concerns of your congregation, concerns or issues that you hope will be given attention during this time of Transition?

Our church wants to continue the programs that have been developed over the last several years. We are seeing some new people who attend our service and new people who help with our programs like the Food Pantry.

Is there unresolved Conflict in Your Church? Yes X No

Please describe the nature and intensity of the Conflict, and any efforts that have been made to bring resolution of the Conflict. *If necessary, please attach explanation to this form.*

Are there any other factors that you feel prospective ministers should know about your Congregation? yes *If so, please list them below or attach a description to this form.*

We have fewer people in the congregation than we once did and our population is aging. About four years ago we changed from a church Board with many committees that met every month, to a church Council with five teams (instead of committees) that meet a few times a year or as needed for a project they are working on. (The Council still meets monthly.) The idea is to make it more workable for a smaller number of people to run the church, and also to make it more open to new ideas. We want someone to follow their passion, to be able to gather a few interested people and launch a new idea. We also want to be able to let go of something if there is no longer interest in doing it. This is still a work in progress. We will continue to work on our vision of the future and work to stay relevant.

**SCOPE OF WORK** *Please describe the Scope of Work, using the **Call Agreement Workbook**, for Full or Part-time Pastoral Position. Additional pages may be attached to this form, if needed:*

1. Plan and lead weekly and special worship services of the church, including the administration of the sacraments, working with the music director and office administrator.
2. Provide pastoral services and have first right of refusal to officiate at weddings and funerals held at the church.
3. Visit persons related to the church who are hospitalized or otherwise in need of pastoral care, partnering with lay leadership as needed.
4. Respond to pastoral emergencies such as severe illness, death, etc., partnering with lay leaders as needed.
5. Work with the church moderator and council to provide pastoral consultation for monthly council meetings.
6. Meet with various church committees/ teams as needed.
7. Organize religious education as needed.

### COMPENSATION AND SUPPORT

Is this position \_\_\_\_\_ Full Time? x Part Time?

If the position is part-time, how many hours or days of the week are expected? 30 hrs  
(3/4 time)

Cash Salary offered: \$ We use the UCC guidelines.

For 2024, 3/4 minimum cash salary = \$34,426; maximum = \$44,925

Housing Options:

Housing allowance only

Parsonage only

Would offer either

Housing Allowance Offered: \$ negotiable

Does the Compensation Package follow Conference Guidelines? Yes

**OTHER BENEFITS OFFERED**

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

Yes Social Security Offset (*Because clergy are treated as self-employed for Social Security purposes, churches are encouraged to pay 7.65% of the pastor's salary and housing allowance as it must do for regular FICA employees. The Offset should be paid directly to the pastor.*)

Yes Health Insurance       Individual       Family

Yes Dental Insurance       Individual       Family

Yes 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.*

4 weeks Vacation (1 week per quarter is the recommended minimum)

Yes Meeting Expense Allowance

Yes Business Mileage Reimbursed (IRS Rate)

The initial term of the Covenant/Contract will be for:

12 months     18 months     24 months     until a Settled Pastor is called

NHCUCS Staff Person support this Search: Rev. Sara Marean

Phone: 603-225-6647

Email: smarean@nhcucc.org

**It is understood that information contained on this form will be used by Conference Staff to discern what form of Transitional Ministry might be best suited to the congregation's needs (Intentional Interim Minister, Supply Minister, Designated Term Minister), and that this form may be shared with potential candidates.**

Marge Shepardson 4/24/24  
President / Moderator Date

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