

## REQUEST FOR PASTORAL LEADERSHIP FOR OUR TIME OF TRANSITION UCC CONFERENCE FORM

**1. Church Name:** Plymouth Congregational United Church of Christ **Street Address:** 4 Post Office Square, P. O. Box 86, Plymouth, NH 03264 **Web Address (website, Facebook page)**  
uccplymouth.org

**2. What circumstance has caused your congregation to enter into a time of Transition?**  
Resignation of settled pastor.

**3. What do you think is the most needed by your congregation during this time of Transition? *Interim Pastor, Designated Term Pastor, or Shorter Term Transitional Pastor.***

**4. What do you think is most needed by your congregation during this time of transition? *An experienced pastor to guide us as we examine our committee structure, finances, partnerships with local organizations, and guidelines for building strong communication and teamwork between and among staff members, pastor, and the congregation.***

### Information about your Congregation

**Current Membership** 180 **Non-Members Active in the Congregation** 6 **Membership 5 years ago** 180 **Membership 10 years ago** 270 **before purging** No. **Attending Weekly Worship Services:** variable (25-50) **more when choir is in session**

**No. Participating in Weekly Education Programs** up to 10 **No. Participating in Youth Programs** 4-6

**5. Describe the Main Mission Emphasis of your Congregation:** *A compassionate community, intentionally inclusive, openly searching, joyfully serving in the way of Christ. Our identity as Open & Affirming, Just Peace, Anti-Racism church lies at the heart of our ministries and our Worship services. We would like to explore further the Mission emphasis of our church.*

**6. Give examples of the way your Congregation offers mission and ministry to your community and the world.** *Habitat for Humanity, Partnership with Masvingo, Zimbabwe, Little Food Pantry, Hope Fund, Hosting musical events, AA, Feeding our children Together, youth mission trips in US and internationally.*

**7. Does your Congregation have a Mission Statement? Yes** **If so, please attach it to this form.**  
<https://www.uccplymouth.org/what-we-believe>

**8. Is your Congregation Open and Affirming? Yes.** *We also are a Just Peace and after a time of study and discussion we voted in June 2023 to become an Anti-Racism church.*

**9. Does your Congregation have a Welcoming Statement that is available to visitors and the community at large? If so, please attach it to this form.**  
*We used to have a little pamphlet. Currently we utilize the UCC leaflet along with a flyer describing*

our ONA belief. Please check our website for our statement of What We Believe  
<https://www.uccplymouth.org/what-we-believe>

**10. Does your Congregation join other congregations in the community for worship and/or service? If so, please describe some of these activities.**

Joint services prior to Covid. In 2022 our youth participated in a year-long Confirmation program with 2 other UCC churches. One of our youth is currently participating this joint Confirmation program. In 2023 youth and adults participated with other local churches in a Feed the Hunger packathon putting together macaroni and cheese kits for distribution to local food banks and to Ukraine.

**11. Please give examples of how your congregation is involved in the wider UCC. We send delegates to meetings of the Association and Conference. We do have members who attend Synod from time to time. Members are involved in Horton Center, and do attend educational events, i.e. Prepared to Serve ONA Celebrations. We hosted the 2022 Merrimack Association Spring Meeting and will host the NH Women's Fellowship gathering in April, 2024. We have requested Boundary Awareness Training. We support the Plymouth State University campus ministry and our partner church in Masvingo, Zimbabwe.**

**Current Expense Budget:** \$180,000 (current year) \$7,500 for mission/outreach **Our Church's Wider Mission:** \$10,000 (current year)  
**Number of Pledges:** 48 **Average Pledge Amount** *approx. \$2,900*  
*Total to date: \$141,000*

**12. Does the Church have an Endowment? Yes Approximate size? \$1,300,000 \_\_\_\_\_**  
**revise #**

**CONGREGATIONAL CONCERNS**

**13. What are the concerns or issues that you hope will be given during this time of transition?** Communication and teamwork among staff. Lower participation and attendance since Covid. Aging congregation (7 members died during 2022-2023 FY). Church budget. Exploring ways to connect with families in the local schools and community organization. , Ongoing work on our sound system and online worship.

**14. Is there unresolved Conflict in Your Church? No Please describe the nature and intensity of the Conflict, and any efforts that have been made to bring resolution of the Conflict.** Not at the present time. In the fall of last year and in January of this year we offered three "Let's Talk" sessions following Worship. These were facilitated by one of our church members who is a retired pastor. We discussed how we are feeling, what we value about the church, what and who are missing, our hopes and visions for the coming year, etc.. People appreciated these gatherings.

**15. Are there any other factors that you feel prospective ministers should know about your Congregation Yes If so, please list below or attach a description to this form.** Our sanctuary is modern, with a newly refurbished state-of-the-art organ and changing displays of artwork on the walls of the Meeting House. Music is an integral part of our Worship including the choir (without robes); special concerts with visiting artists are regularly offered to the community on Sunday afternoons. We use both the Pilgrim and New Century hymnals, with a familiar UCC Order of

Worship. We have a paid Sunday School director who teaches a small group of children on Sunday mornings. Our various church committees stay active and engaged. Many would consider us to be a "progressive" church with a focus on prophetic sermons and current social issues.

### **SCOPE OF WORK**

The plan is to use the previous pastor's Call Agreement to answer the Scope of Work for the new minister. If things need to be changed it would be when we form a search committee for the settled pastor. We are currently requesting a full-time employee,

**16. The initial term of the Covenant/Contract will be for: 12 months,**

renewable annually, or until a Settled Pastor is called.

Position is full time

Salary and Housing Allowance \$61,107.00

*Compensation package follows Conference Guidelines*

### **OTHER BENEFITS OFFERED**

**\$8,555 Pension Contribution**

**\$4,685 Social Security Offset**

**Health and Dental Insurance at Individual level \$160 for cost of criminal background check**

**Vacation (1 week per quarter)**

**Meeting Expense Allowance**

**Business Mileage reimbursed at the IRS rate.**