



Request for Pastoral Leadership for our Time of Transition

Church Name: First Congregational Church of Wakefield

Street Address: 2718 Wakefield Road, Wakefield, NH 03872

Web address (website, Facebook page): <https://www.fccwakefieldnh.org/>
<https://www.facebook.com/FirstCongregationalChurchofWakefieldUCC>

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 previous minister
resigned.

What do you think is most needed by your congregation during this time of Transition?
We are in need of a Sunday presence. Someone who will partner with our Diaconate and Church
Life Administrator. Attending Leadership Council meetings, in order to keep in touch with the
ministries. Someone who will check in with our your group (KIWs), as a presence.

What special skills, training, or gifts might be important in a Pastor who covenants to serve you
during your time of Transition? We are looking for someone who is confident, competent,
cooperative and is able to relate to all age groups (seeing the importance of all persons). We are
looking for someone who is able to relate to the Bible modern day.

Information about your Congregation

Current Membership: 110 Non-Members Active in the Congregation: 20

Membership 5 yrs. ago: 122 Membership 10 yrs ago: 175

No. Attending Weekly Worship Services: approx. 40 in person, 6-10 ZOOM, 5 Facebook Live

No. Participating in Weekly Education Programs: 10

No. Participating in Youth Programs(Group): 20 (ecumenical), Music Camp aka Vacation Bible School 30

Describe the Main Mission Emphasis of your Congregation: Being a welcoming presence for all people in the community.

Give examples of the way your Congregation offers mission and ministry to your community and the world. We partner with a church in Rufumiso Zimbabwe, and various other entities in Zimbabwe. We offer Music Camp (aka Vacation Bible School) , Youth Group (KIWIs), Greif Support, and Caregivers Support. We provide financial support to our members and the community as well, through our discretionary fund. Our doors are open and all are welcome.

Does your Congregation have a Mission Statement? Yes *If so, please attach it to this form.*

Is your Congregation Open and Affirming? Yes

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.*

Does your Congregation join other congregation in the community for worship and/or service? If so, please describe some of these activities. We participated in an ecumenical Ash Wednesday service at St. John's Episcopal Church. Service of Tenebrae was celebrated at our church with the Church of the Nazarene, the Catholic and Episcopal Churches participating.

Please give examples of how your Congregation 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?* Delegates to Association, General Synod Members attend Horton Center, Prepared to Serve.

Current Expense Budget: \$ 165,067 (Current Year)

Our Church's Wider Mission: \$ 8,190 (Current Year)

Number of Pledges: 44 Average Pledge Amount: \$ 2,410

Does the Church have an Endowment? Yes What is the approximate size of the Endowment? \$186,000

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?

Making decisions on full-time vs part-time settled pastor. Should we continue to fund the endowment at the expense of being able to hire a full-time minister. Reducing informal negative chatter, by reinforcing open, positive group communications.

Is there unresolved Conflict in Your Church? Yes 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.*

We had some issues with Covid 19; some people took exception with our restrictions. We need a shepherd!

Are there any other factors that you feel prospective ministers should know about your Congregation? No *If so, please list them below or attach a description to this form.*

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:*
N/A

COMPENSATION AND SUPPORT (TRANSITIONAL MINISTER)

Is this position _____ Full Time? 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: \$ Salary in accordance with conference guidelines

Housing Options:

_____Housing allowance only

_____Parsonage only

_____Would offer either

Housing Allowance Offered: \$ _____ N/A _____

Does the Compensation Package follow Conference Guidelines? Yes

OTHER BENEFITS OFFERED

Benefits can be negotiated, depending upon needs of candidate.

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

_____ 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.)

_____ Health Insurance _____ Individual _____ Family
_____ Dental Insurance _____ Individual _____ Family

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.

_____ Vacation (1 week per quarter is the recommended minimum)
_____ Meeting Expense Allowance
_____ Business Mileage Reimbursed (IRS Rate)

The initial term of the Covenant/Contract will be for: **3-6 MONTHS (BRIDGE)**

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

NHCUCC Staff Person support this Search: Rev. Richard Slater

Phone: 603-225-6647

Email: RSlater@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.

Margaret L. Golobren
President / Moderator

8-11-22
Date

(Page will be removed when this Request is sent to potential Ministry Candidates.)

Local Church Contact Person:

Name: Andrea Selig, Congregational Life Administrator

Mailing Address: 2718 Wakefield Road, Wakefield, NH 03872

E-Mail: Churchoffice@fccwakefieldnh.org

Home Phone: _____ Cell Phone: _____

Work Phone: 603-522-3189 Fax: _____

Name and Address to which Ministerial Profiles are to be Mailed:

Name: Same as above

Mailing Address: _____

Other Committee Members:

	Name	Address	Phone	E-Mail
1.	_____	_____	_____	_____
2.	_____	_____	_____	_____
3.	_____	_____	_____	_____
4.	_____	_____	_____	_____

First Congregational Church of Wakefield, United Church of Christ

Our Mission Statement: Hearing God's Call; Growing in Love and Care.

Our Vision Statement:

We believe that God is calling us to do serious leadership development work among lay members of FCCW, in order for us to walk together in faith with a strong core of spiritually formed persons with leadership gifts, potential, and experience.

We believe that God is calling us to make a shift from the attitude of paying dues/ taking collection to that of learning the deeper meaning of intentional giving, offering and stewardship as the spiritual practice of growing in generosity.

We believe that God has called us, in a fully dimensional open and affirming way, to deepen our practice of youth and adult Christian faith formation in order to provide opportunities for growth in faith, both to those who are new to the FCCW, and to those who have been involved over time.

We believe that God is calling us to many forms of service and outreach, and the practice of radical hospitality in the spirit of Christ; we therefore seek to grow as faithful servants, reaching out in service and love to one another and to many beyond our congregation in the wider world.

Scope of Work

We are looking for a minister who is willing to do weddings, funerals, baptisms and Sunday services (sermons). We would like them to attend Leadership Council meetings as well as Diaconate meetings.

Challenge our membership to create a realistic profile for our settled pastor.

We envision a congregational meal that has guided small group (table) conversations and closes with a sharing of all the table conversations, regarding ideas for a settled pastor. We are hoping that our transitional minister could guide us in that.

We don't feel we need the transitional minister to perform pastoral visits. Our Deacons and other congregants are able to accommodate that need. The only time it might be necessary is in the case of an emergency.

We want the minister to meet with each of the Ministry Coordinators to understand what they are each pursuing, if time permits.