



Request for Pastoral Leadership for our Time of Transition

Church Name: The Gorham Congregational Church

Street Address: 143 Main Street, Gorham, NH 03581

Web address (website, Facebook page): gorhamucc.com FB - Gorham Congregational Church

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 after 8 years of service with an end date of March 30th, 2022

What do you think is most needed by your congregation during this time of Transition?
leadership; reactivating people who have been away; meeting with individual family units to
discover the hope, needs, value and direction for our church

What special skills, training, or gifts might be important in a Pastor who covenants to serve you
during your time of Transition? love of people; strong communication; leadership; organization;
knowledge of Bible; energetic; bring in younger families; maintain confidentiality

Information about your Congregation

Current Membership: 81 * Non-Members Active in the Congregation: 5

Membership 5 yrs. ago: 122 * Membership 10 yrs ago: 138 *

No. Attending Weekly Worship Services: 10-20

No. Participating in Weekly Education Programs: none at this time

No. Participating in Youth Programs: none at this time

* 51 members live out of the area

Describe the Main Mission Emphasis of your Congregation: Welcoming all people who enter the church; connecting the church to the community - AA; Northern Human Services; Meals on Wheels; Safe place for school evacuation; etc.

Give examples of the way your Congregation offers mission and ministry to your community and the world. Special offerings - OGHS, Neighbors in Need, Blanket Sunday; OCWM; Meals; Fairs and festivals; music offerings; Curb Side Blessings; God's Giving Garden - tangible items for those in need.

Does your Congregation have a Mission Statement? yes If so, please attach it to this form. "The mission of the Gorham Congregational Church, UCC is to welcome all people seeking a relationship with God through Jesus Christ."

Is your Congregation Open and Affirming? not at this time

Does your Congregation have a Welcoming Statement that is available to visitors and the community at large? not at this time If so, please attach it to this form.

Does your Congregation join other congregations in the community for worship and/or service? If so, please describe some of these activities. Easter Sunrise Service is our only opportunity at this time. In years past we did a number of activities with other local churches.

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? We have an active connection with Horton Center (the New Hampshire Conference's Outdoor Ministry setting).

Current Expense Budget: \$ 86,134 (Current Year)

Our Church's Wider Mission: \$ 3,000 (Current Year)

Number of Pledges: 13 Average Pledge Amount: \$ 1,500/year

Does the Church have an Endowment? yes What is the approximate size of the Endowment? \$ 640,000 (mostly restricted)

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?

Continue as a viable church; build community; adapt to change; increase our numbers; tired aging congregation; rebuild trust; forgiveness; find definition and direction; moving beyond Covid.

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.*

At this time we have at least three groups of people. There are the people who have been coming to church whenever the church was open for services throughout covid. They have been trying to find hope in the word of God and in fellowship as restricted by covid. Another group who is planning on returning to be active in the service is looking for a return of traditional qualities of the church in the past. Yet another set of people that may return to the church are looking for a more literal Biblical interpretation shared during the service. Things have been said and done that have hurt people deeply.

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 are known to be a caring, welcoming people. We get a lot done for such a small church. We try to focus our energy on our local community.

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:*
We only have the funds at this time to hire a half time minister. Our needs are great. We would like to have leadership for Sunday and special services. We would like this leader to get to know the people of the church individually with regards to worship and faith. Lastly, we hope this person can assist us to move forward in a positive direction. There are some people that would like to have the option to offer an interim a settled position if it seems fitting.

COMPENSATION AND SUPPORT

Is this position _____ Full Time? Part Time?

If the position is part-time, how many hours or days of the week are expected? 20 hr/week

Cash Salary offered: \$ 24,696

Housing Options:

Housing allowance only

Parsonage only

Would offer either

Does the Compensation Package follow Conference Guidelines? Yes

OTHER BENEFITS OFFERED

Pension Contribution (14% of Base Salary plus Housing Allowance/Parsonage Value) \$ 4250

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.) \$ 3150

Health Insurance Individual Family \$ 8000
 Dental Insurance Individual Family

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 half is the recommended minimum)
 Meeting Expense Allowance
 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

NHCUCC Staff Person support this Search: Rev. Gordon Rankin

Phone: 603 715-9527

Email: grankin@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.

Shelli Fortin

President / Moderator

Shelli Fortin

Signed and sent 3/9/2022

3-17-2022

Date

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

Local Church Contact Person:

Name: Thomas Sappington

Mailing Address: 56 Boothman Lane
Randolph, NH 03593

E-Mail: sappingtondesign@gmail.com

Home Phone: 603 466-5780 Cell Phone: 603 915-1123 (Martha - wife)

Work Phone: same 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. <u>Thomas (Tim) Sappington</u>	<u>56 Boothman Ln, Randolph</u>	<u>603 466-5780</u>	<u>sappingtondesign@gmail.com</u>
2. <u>Debra Jillette</u>	<u>160 Lancaster Rd Apt 4, Gorham</u>	<u>603 678-1735</u>	<u>djillette@yahoo.com</u>
3. <u>Martha Sappington</u>	<u>56 Boothman Ln, Randolph</u>	<u>603 466-3862</u>	<u>mbsappington@gmail.com</u>
4. <u>Lee Carroll</u>	<u>43 Evans Street, Gorham</u>	<u>603 466-3680</u>	<u>lcarroll@ne.rr.com</u>