



## Request for Pastoral Leadership for our Time of Transition

Church Name: First Congregational Church of Wilmot, U.C.C.

Street Address: 19 N. Wilmot Rd. P. O. Box 204, Wilmot, NH 03287

Web address (website, Facebook page): [www.wilmotucc.org](http://www.wilmotucc.org) and on Facebook

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.)*

Resignation of settled pastor

What do you think is most needed by your congregation during this time of Transition?

Help us to work through our grief, to create the church profile, and to maintain our Justice  
and Witness and our Growth and Outreach work

What special skills, training, or gifts might be important in a Pastor who covenants to serve you  
during your time of Transition?

Experience with grief work, willingness to hold creative/flexible worship, and ability to  
interact with the remote congregation

### Information about your Congregation

Current Membership: 70 Non-Members Active in the Congregation: 11

Membership 5 yrs. ago: 64 Membership 10 yrs ago: 60

No. Attending Weekly Worship Services: 35-40 in sanctuary and 12-15+/- on Zoom

No. Participating in Weekly Education Programs: \_\_\_\_ Monthly education programs 10

No. Participating in Youth Programs: 5

**Describe the Main Mission Emphasis of your Congregation:**

We take our Open and Affirming status and our status as a Racial Justice Church seriously, uncovering injustice to be truly welcoming.

**Give examples of the way your Congregation offers mission and ministry to your community and the world.**

When supporting organizations, we value looking at the injustice behind the needs of the people/organizations we choose to support. We supported a local Pride parade, are involved in racial justice work, provide space for AA meetings and the local Senior Luncheon program, have an active Justice and Witness committee, and strive to be a “good trouble” church. The Justice and Witness committee has designated \$8000 for New Horizons Mission giving for the year but the congregation has other collections that go to CWS, One Great Hour of Sharing, Neighbors in Need, Christmas Fund, Strength the Church etc. Our total budget for the Justice and Witness Committee for 2022 is \$15,000 and includes all of the New Horizon donations and those special collections.

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.

CROP Hunger Walk; Good Friday, Lenten study, Ash Wednesday, and Maundy Thursday services; Kearsarge Ecumenical Ministries, Kearsarge-Lake Sunapee Food Pantry, Kearsarge Neighborhood Partners, shared remote worship with the Walpole, NH, U.C.C. early in COVID

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 send delegates to Association and NH Conference meetings, have financed a cabin at the Horton Center and sent children/counselors to the camp through the years, attend Prepared to Serve workshops, displayed the Sacred Ally Quilt Project, served on Committee on Church and Ministry of the Merrimack Association, Fitness Review Response Team and are partners with a church in Zimbabwe through Ukama.

Current Expense Budget: \$ 126,290 (Current Year)

Our Church’s Wider Mission: \$ 5,000 (Current Year)

Number of Pledges: 39      Average Pledge Amount: \$ 3,000/yr.

Does the Church have an Endowment? Yes    What is the approximate size of the Endowment? \$215,000+/-

### 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?

How to move on without Rev. Sara and revising our Mission and Vision statement

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.*

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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.*

Living into the new by-laws, including revising the current Mission statement

**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 are searching for an Intentional Interim pastor to work 2/3 time (3.5 flexible days/week) and were guided by pages 6 and 7 of the Call Agreement Workbook.

However, we are open to the needs and desires of the applicant.

### 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? 3.5 flexible days

Cash Salary offered: \$ Conference guidelines

Housing Options:

Housing allowance only

Parsonage only

Would offer either

Housing Allowance Offered: Conference guidelines

Does the Compensation Package follow Conference Guidelines? Yes

**OTHER BENEFITS OFFERED**

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

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:

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

NHCUCS Staff Person support this Search: Rev. Gordon Rankin  
Phone: 603-225-6647  
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.**

Charles Rankin  
President / Moderator

11/07/2022  
Date