New Hampshire Conference

Request for Pastoral Leadership for our Time of Transition

Church Name: Deering Community Church, UCC
Street Address: 763 Deering Center Road, Deering, NH 03281

Web address (website, Facebook page):
  email: deeringchurch@mcttelecom.com
  website: www.deeringcommunitychurch.org

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.)
  Retirement of our Settled Pastor, Rev. Bill Beardslee

What do you think is most needed by your congregation during this time of Transition?
To instill confidence in this Search Committee with transparency and good communication so that the congregation will be well represented as we search for the DesignatedTerm Minister (DTM). We need to maintain a sense of continuity, stability and remain on an even keel, with hope and trust that we will be OK as we embark on this unknown adventure.

What special skills, training, or gifts might be important in a Pastor who covenants to serve you during your time of Transition?
  We need someone who can listen, relate to us and appreciate our values. Exert creative ways to show us how to capitalize on what we already have going for us as well as being able to think out of the box. They should support and yet challenge us to find ways to grow in numbers. The DTM should demonstrate financial expertise and the ability to assess our resources and strengthen our viability. It’s important that this work is done all while maintaining our strong sense of community.
Information about your Congregation

Current Membership: __55_____ Non-Members Active in the Congregation: __0___________

Membership 5 yrs. ago: __57_____ Membership 10 years ago: __62_____

No. Attending Weekly Worship Services: ___~25_____
We are currently holding services via Zoom, and are finding an even greater level of attendance.

No. Participating in Weekly Education Programs:  15-20 adults attend when educational programs are available.

Number participating in Youth Programs:  No Youth Programs at this time. The numbers of children fluctuates and is typically quite low these past 4 years or so. Two youth attend church now and hear weekly Children’s Message/Moment

Describe the Main Mission Emphasis of your Congregation: Outreach and Music/Cultural events & activities.

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

Mission and Ministry:

Outreach: Community: We consistently support a Feed a Teen program, Women’s Prison Outreach, support for 2 local Food Pantries, and a free Annual Chicken BBQ, which serves many community members. The church has opened its doors and ministry to the community through offering a Blessing of the Animals, Blue Christmas, Healing Service and other special worship services. Besides reaching out to the community with adult Christian Ed book studies and movies, we have numerous educational forums/panels held for church and community from the Humanities of the Arts, LGBTQ and PFLAG panels, Soirees, Pot Lucks, Game Nights, Hymn Sings and other musical events. The church is very fortunate to share a number of community services with the Women’s Guild, which is an independent group comprised of women from the church and open to the community for its membership. The Guild’s monthly meetings are hosted in the church. The Guild members work with the church on the Summer Faire as well as with the management of a second hand shop Attic Treasures, with the proceeds being split between the church and the Guild. We also publish an excellent newsletter that offers timely information and support to the community.

World: Rimbi Zimbabwe- Besides contributing money to the NHCUCC for Zimbabwe, we support our sister church in Rimbi, provide continuing financial sponsorship for a child, “Edith”, and we have shipped many boxes of clothing, medical, and other supplies through our Ukama partnership. We have contributed to the NHCUCC’s “Five for Five Campaign” for many years. Our church was one of the initial Open and Affirming churches in the state of NH.
Some of our activities have been affected by the current pandemic, however, we have adapted through the use of Zoom, social media, and other technologies.

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

**COMPASSIONATE, OPEN TO ALL, WHERE CHRIST'S TEACHING LEADS TO SPIRITUAL GROWTH AND ACTION**

Is your Congregation Open and Affirming? ___YES___

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.

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

We have shared Lenten services & book studies, Good Friday, Easter and Maundy Thursday services with other churches in the nearby town of Hillsboro, as well as Blue Christmas; Thanksgiving ecumenical services; Baccalaureate services and hymn sings/pot lucks. We share hosting Easter sunrise services and Women’s World Day of Prayer.

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?)

Rev. April 2020
We do send delegates to the Conference and Association meetings and ecclesiastic services. In the past we have had congregant families take advantage of Horton Center; our congregation has had and continues to have many members not only on the Prepared To Serve committee, but have also had members who have taught classes, been vendors, and consistently attend as participants at the event.

Current Expense Budget: $94,800.00 (Current Year)
Our Church’s Wider Mission: $2,250.00 (Current Year)
Number of Pledges: 28 Average Pledge Amount: $1,508 per year

Does the Church have an Endowment? Yes
What is the approximate size of the Endowment? $360,000

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?

We have a diminishing population, as many churches do, with the average age being 74 y/o. We need to expand our ability to reach out to not only members of the congregation, but also in the community that are not on the computer. However, we need to also be able to reach out to those in the community who ARE computer literate and tend to exclusively utilize social media. With the small membership and older population, we have fewer people and less energy available to fill elected positions, do any substantial fundraising, and carry out the ministry work we have been used to doing, as well as decreasing financial stability. What makes things more challenging, is that our lovely church and congregation exist in a very rural community with no businesses, nor any other buildings in town other than the Town Hall and the church in the center of town.

Is there unresolved Conflict in Your Church? Yes No (x)

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.

As unusual as it may seem, there are no significant conflicts within the congregation nor between the congregation and the Pastor.

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

We are not very technologically savvy but we do have a truly excellent music program with a Music Director who is an accomplished pianist, and a small dedicated choir. The acoustics in the church are exemplary. We’re the proud owners of a fine Mason and Hamlin grand piano and a Wicks organ. In fact, the revered Monadnock Music has come to play at the church every summer for years. We hold numerous musical events that are always very well attended. The Deering Reservoir is a pristine lake in town that draws many summer people. There is also a newly built town pavilion directly across from the

Rev. April 2020
church, as well as a pavilion that the church owns out behind the church, that the church encourages people to use. Both pavilions have been under-utilized. While we have little business in Deering, we are 15 minutes away from our nearest towns of Hillsboro and Weare. Deering is approximately 40 minutes away from major communities like Keene, Manchester, Peterborough and Concord. We are virtually the hub of these surrounding great communities, but maintain the old-fashioned rural New Hampshire beauty and charm, complete with the quintessential town common and calm that many people seek today.

**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:

20 Hours- **Revitalization:** We need someone who is relatable, creative, an out of the box thinker with an innovative personality, appreciates our values, possesses financial expertise and is able to assess resources, strengthen viability while creatively solving problems related to the lack of growth that can help us grow physically and financially.

**COMPENSATION AND SUPPORT**

Is this position Full Time? Part Time? (x)

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

Cash Salary offered: $40,000

Housing Options:

(x) Housing allowance only (as part of the cash salary offered)

Parsonage only

Would offer either

Housing Allowance Offered: We have a fixed amount that we provide the minister. We allow them to determine the correct balance between housing allowance and salary, whatever works best for them.

Does the Compensation Package follow Conference Guidelines? _To the best of our ability___

**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

Rev. April 2020
(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.*

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

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

___ 12 months ___ 18 months  (x) 24 months  ___ until a Settled Pastor is called

NHCUCC Staff Person support this Search: Rev. Gordon Rankin
Phone: 603-715-9527
Email: grankin@nhucc.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.

M. Bryan Terry  12/2/2020
President / Moderator  Date