Request for Pastoral Leadership for our
Time of Transition

Church Name: Congregational-Christian Church of Franklin, NH

Street Address: 25 S Main St Franklin NH 03235

Web address (website, Facebook page): https://www.cccfranklinnh.org/
  https://www.facebook.com/CCCFranklinNH/

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 2 most recent 
Pastors have both served as DTM's. Mike Carrier retired and Rebecca Maccini left for personal 
reasons. We wish to hire another DTM for our Congregation.

What do you think is most needed by your congregation during this time of Transition? 
A hope there will be an end to all of the changes Covid has brought. Our Church life has been 
diminished. We feel the need for a Minister to offer pastoral care and offer encouragement and 
meaningful Worship.

What special skills, training, or gifts might be important in a Pastor who covenants to serve you 
during your time of Transition? Bringing people together, experience working with youth, 
ability to navigate ever evolving tech needs in these covid times.

Information about your Congregation
Current Membership: ____59____ Non-Members Active in the Congregation: ____8____

Membership 5 yrs. ago: ____73____ Membership 10 yrs ago: ____86____

No. Attending Weekly Worship Services: ____23____

No. Participating in Weekly Education Programs: ____None at this time____

No. Participating in Youth Programs: ____3-6____

Describe the Main Mission Emphasis of your Congregation: ____From our website: "The Congregational-Christian Church offers residents in the greater Franklin area the chance to come together, worship, and belong. Whether you are looking for peace of mind, a way to give back, or simply want to connect with others seeking to follow Jesus, the Congregational-Christian Church welcomes you."____

Give examples of the way your Congregation offers mission and ministry to your community and the world. ____We are a constant supporter of our local Twin Rivers Food Pantry. We regularly donate knitted hats to local schools and the Payson Center. Host monthly free suppers at our local Bread & Roses.____

Does your Congregation have a Mission Statement? ____Yes____ If so, please attach it to this form. "We strive to follow Jesus’ example of Ministry - not just believe in Jesus. We strive to build a loving and supportive Faith community of equals, empowering all to know God’s love and respond to God’s call."

Is your Congregation Open and Affirming? ____We have not yet begun a process but are open to doing so under new leadership.____

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? ____We joined the Episcopal Mission of Franklin last year, our Churches co-hosted a Community Thanksgiving Service____

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 hosted the Fall meetings at our facility, for the Merrimack UCC association.

Current Expense Budget: $125,212.40 (Current Year: 2020)

Our Church’s Wider Mission: $2540 (Current Year)

Number of Pledges: $25399

$500

Average Pledge Amount: $_________

Does the Church have an Endowment? ___yes___ What is the approximate size of the Endowment? ___Can provide an alternative date_________

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?

Covid has been a huge challenge. Offering the best Worship experience when in person is not available - and can reach the highest amount of members. We will have some rebuilding to do in 2021.

Is there unresolved Conflict in Your Church? ___Yes ___x___ 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.

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.

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.
1. Continue the process of considering leadership models and revised by-laws which serve the current needs of the Congregational-Christian Church.
2. Continue to support and strengthen the Sunday School.
3. Explore with the congregation what it means to be a follower of Jesus Christ and a church community in the 21st century.

COMPENSATION AND SUPPORT

Is this position ______ Full Time? ___1/2 time position____ Part Time?

If the position is part-time, how many hours or days of the week are expected? _3-4__ _½ time position____

Cash Salary offered: $  $21000-$25000, generous benefits package offered as well______

Housing Allowance Offered: No housing offered________

Does the Compensation Package follow Conference Guidelines? ____Yes____

OTHER BENEFITS OFFERED

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

___7.65%___ 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.)

__x__ Health Insurance _____ Individual _____x____ Family

__x__ Dental Insurance _____ Individual _____x____ 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.

______x Vacation (1 week per quarter is the recommended minimum)

______ Meeting Expense Allowance

__x__ Business Mileage Reimbursed (IRS Rate)

The initial term of the Covenant/Contract will be for:
____12 months  ____18 months  ____24 months  tentative: 3 year DTM agreement  ____until a Settled Pastor is called

NHCUCC Staff Person support this Search:  Richard _______Slater _______  

Phone:  ____603-715-9525  

Email:  ______rslater@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.

____Jane Cote______________________________  

Chair of Diaconate  Date 2-24-21