Request for Pastoral Leadership for our
Time of Transition

Church Name: Lancaster Congregational United Church of Christ

Street Address: 142 Main St. Lancaster, NH, 03584

Facebook Page: https://www.facebook.com/LancasterCongregationalUCC/

What circumstance has caused your congregation to enter into a time of Transition?
We have entered a time of transition due to the retirement of our settled pastor of 10 years.

What do you think is most needed by your congregation during this time of Transition?
During this time, we are most in need of outreach to our divided congregation. Our congregation has not agreed on how to carry out our worship service during this pandemic. We have decided to offer both in person and zoom worship on Sunday mornings to accommodate everyone, but this has been difficult at times as we are not only physically divided, but in some cases our opinions are divided as well.

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 a problem solver with good communication skills who is outgoing and enjoys interacting with people.

Information about your Congregation

Current Membership: 75
Non-Members Active in the Congregation: 20

Membership 5 yrs. ago: 98
Membership 10 yrs ago: 100

No. Attending Weekly Worship Services: 20

No. Participating in Weekly Education Programs: None at this time due to the pandemic, but we have had bible studies in the past with between 5-10 people participating.
No. Participating in Youth Programs: We have a minimal amount of youth at this time, but are hoping to build this up. We are not currently offering youth programs due to the Covid-19 pandemic.

Describe the Main Mission Emphasis of your Congregation:
Our congregations main mission emphasis is on local community outreach. We also focus more globally by participating in all of the UCC mission programs. We are proud to be 5 for 5.

Give examples of the way your Congregation offers mission and ministry to your community and the world:
Our congregation provides mission to our community in various ways. First, we provide food for the local food pantry all year long, as well as taking special collections for special food drives such as project homebound. Another way that we provide outreach to our community is through the sponsorship of a local family in need at Christmas time, providing every member of the family with Christmas presents. We seek to help all people in need who are brought to our attention by giving out gas cards, and gift cards for food.

Does your Congregation have a Mission Statement?
The purpose of the Lancaster Congregational United Church of Christ is to promote the interest of the Kingdom of God by maintaining public services for the worship of God, teaching Christian truth, cultivating Christian character, promoting Christian fellowship, and the winning of men and women to the service of Christ.

Is your Congregation Open and Affirming? Yes

Does your Congregation have a Welcoming Statement that is available to visitors and the community at large?
No, but we are working on creating one at this time.

Does your Congregation join other congregation in the community for worship and/or service? If so, please describe some of these activities.
We have joined with the Episcopal and Catholic congregations in the past for parades at Pentecost, special coffee hours, and baccalaureate services for graduates. We have joined our confirmation class with the Episcopal church in the past. We have also participated in an ecumenical chorus.

Please give examples of how your Congregation involved in the wider United Church of Christ?
We have sent delegates to both the NH Conference and the North Country Association Conference. In the past we have had representation at the National Youth Conference. We also have delegates on the NH Conference boards.

Current Expense Budget: $184,451.00

Our Church's Wider Mission: $944.00

Rev. April 2020
Number of Pledges: 38.  
Average Pledge Amount: $1,506.00

Does the Church have an Endowment? Yes  
What is the approximate size of the Endowment? $586,001.00

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 would like to get back to a more unified congregation as we have been separated due to the current pandemic. Some of our members are in the sanctuary, some are on zoom and some are not participating at all.

Is there unresolved Conflict in Your Church? Yes

Please describe the nature and intensity of the Conflict, and any efforts that have been made to bring resolution of the Conflict:  
Differing opinions about how to handle the Covid-19 crisis has brought to light bigger issues regarding a lack of Pastoral care in the past.

Are there any other factors that you feel prospective ministers should know about your Congregation?  
We are a very laid-back congregation who are open, willing, and ready for change.

SCOPE OF WORK:  
This will be a part time position. The job will require Sunday service, as well as one additional day each week for committee work and pastoral care.

COMPENSATION AND SUPPORT

Is this position ________ Full Time? ______X____ Part Time?  

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

Cash Salary offered: $20,000.00

Housing Options:  
X Housing allowance only  
 Parsonage only  
 Would offer either

Housing Allowance Offered: $12,000.00

Does the Compensation Package follow Conference Guidelines? Yes  

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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:
Until a Settled Pastor is called

NHCUCF Staff Person support this Search: Rev. Richard Slater

Phone: (603)715-9525

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.

______________________________
President / Moderator

______________________________
Date

140 Sheep Davis Road, Pembroke NH 03275 Ph: (603) 225-6647 Fax: (603) 225-2345 Toll Free 1-888-642-8229

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