Request for Pastoral Leadership for our
Time of Transition

Church Name: First Congregational Church of Littleton

Street Address: 189 Main Street, Littleton, NH 03561

Web address (website, Facebook page): http://www.1stconglittleton.org/
First Congregational Church of Littleton, NH

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 settled Pastor

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

______ Reengagement and rededication of the congregation. We have a need to be drawn back together after the pandemic, but also to think about how to move forward, discovering who we want to become in the 21st Century.

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

We would prefer a UCC pastor who has had training as an interim minister. We are looking for someone who is forward thinking, energetic, flexible, a good listener, and someone who is good at bringing people together. We would like someone who is good with children and is able to use modern technology.

Information about your Congregation

Current Membership: __71_____ Non-Members Active in the Congregation: _____17_____

Membership 5 yrs. ago: __124_______ Membership 10 yrs ago: __136_____

No. Attending Weekly Worship Services: _____25-36 (We have between 19 and 40 people checking out our Facebook worship each week)

No. Participating in Weekly Education Programs: _7 in adult Bible study
No. Participating in Youth Programs: _____none at the moment due to pandemic, but we have 2-6 children who were participating in Sunday School and outreach programs before. _____

Describe the Main Mission Emphasis of your Congregation: ______________________
_____Community outreach and sharing God’s love. _________

Give examples of the way your Congregation offers mission and ministry to your community and the world. __Welcoming environment, Community Outreach Group, Shining Lights Learning Center, Worship available online at Facebook.

Does your Congregation have a Mission Statement? ____Yes____ attached.

Is your Congregation Open and Affirming? Not formally.__

Does your Congregation have a Welcoming Statement that is available to visitors and the community at large? ____Not as such, but we have a ‘Thanks for Coming’ statement on our bulletin that can be reworked into a welcome statement__ see attached

Does your Congregation join other congregation in the community for worship and/or service? If so, please describe some of these activities. __We did before the pandemic: Ecumenical Thanksgiving and Good Friday services________________________________________________________

Please give examples of how your Congregation involved in the wider United Church of Christ? We participate in the special offerings and have been a 5 for 5 church for many years. ___

Current Expense Budget: $___191,693__________ (Current Year)

Our Church’s Wider Mission: $__2400 included in above + special offerings taken (Current Year)

Number of Pledges: ___37______ Average Pledge Amount: $__2500______(total pledge amount 120,006)_____

Does the Church have an Endowment? ____yes_____ What is the approximate size of the Endowment? ___$416,260_____

**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.

Many members have fallen away over the last 10 years, but especially since the Pandemic. We have a very old church building that uses a lot of resources. We are concerned about lack of young people in congregation and the sustainability of our church.

Rev. March 2020
Is there unresolved Conflict in Your Church? ___X___ Yes  ___

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.

There is some disagreement about COVID precautions in the church. We have a task force that is trying to keep a balance of sensible precautions but understanding that not everyone will be happy with decisions made.

Are there any other factors that you feel prospective ministers should know about your Congregation?

We are a small congregation with a big heart with willing workers, but few leaders. We are also an older congregation unsure about how to be relevant to the younger generations.

**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:
- Conduct Sunday Services
- Work with deacons and music director to coordinate worship services
- Work closely with administrative assistant to keep communication with congregation and community open
- Participate in our childcare center, being visible to the children and teachers, offering prayers and supporting the mission of our Christian childcare center. being a reminder we are a Christian center.
- Conduct weddings, baptisms, funerals, confirmations as needed
- Visitation to the homebound and hospitalized parishioners
- Attend North Country Association meetings (4 times a year?)

**COMPENSATION AND SUPPORT**

Is this position ___X___ Full Time or _______ Part Time?

If the position is part-time, how many hours or days of the week is expected: ______

Cash Salary offered: $22,170 ________________________________

Housing Options:
X____Housing allowance only
_____Parsonage only
_____Would offer either

Housing Allowance Offered: $ 35,000 ________________________________

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-negotiable
Dental Insurance Individual Family-negotiable

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

NHCUCC Staff Person support this Search: Richard N Slater
Phone: 603-715-9525
Email: RSlater@nhecucc.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.

Tim Gould, Moderator Date

140 Sheep Davis Road, Pembroke NH 03275 Phe: (603) 225-6647 Fax: (603) 225-2345 Toll Free 1-888-642-8229
First Congregational Church of Littleton

Mission Statement:
As followers of Jesus Christ, our Lord and Savior, we are called to provide a loving invitation and welcome to all, to inspire and uplift through the worship of God, to reach out to heal and enrich lives through the Holy Spirit, and to nurture people at various stages of their spiritual growth.

Vision Statements:

❤️ To offer worship that celebrates God’s love and inspires us to bring that love into our daily lives

❤️ To engage people of all ages and at all stages of their spiritual journeys in Christian faith formation

❤️ To serve the community with compassionate hearts in the name of God

❤️ To be intentional and consistent in our support and care for each other

❤️ To be living examples of God’s love as we have come to know it through Jesus Christ

Thank you for joining us for worship today! It is our sincere hope that all who gather in this place will know and experience the love, forgiveness, hope, and new life available through Jesus Christ.