Request for Pastoral Leadership for our Time of Transition

Church Name: Federated Church Of Marlborough

Street Address: 16 Pleasant St, Marlborough, NH 03455

Web address (website, Facebook page): Web: www.federatedchurchmarlborough.org Facebook: Federated Church of Marlborough

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 Pastor had to leave on short notice due to family health issues.

What do you think is most needed by your congregation during this time of Transition? Continuity and support during transition from online virtual gathering to in person gathering for Sunday worship. With our latest two pastorates we have grown as a congregation into being not only defined in our local outreach but in becoming vibrant in understanding who we are in the wider church. We need this momentum to continue.

What special skills, training, or gifts might be important in a Pastor who covenants to serve you during your time of Transition? Technical “know how” to lead on line worship services.

Information about your Congregation

Current Membership: 83 Non-Members Active in the Congregation: 25

Membership 5 yrs. ago: 96 Membership 10 yrs ago: 114

No. Attending Weekly Worship Services: 35 (before pandemic), 110 on line during pandemic

No. Participating in Weekly Education Programs: 4 adults (Bible Study)

No. Participating in Youth Programs: 5 children in Sunday School (pre-pandemic)
Describe the Main Mission Emphasis of your Congregation: Outreach and support to our community.

Give examples of the way your Congregation offers mission and ministry to your community and the world. Local food pantry, also free nutritious lunches on weekends for children in need, Rummage sales to provide low cost goods and clothing. Monthly free community meal. Toys for tots in Christmas season. We are a town warming shelter location for winter power outages and emergencies. We also support mission programs sponsored by our three denominations.

Does your Congregation have a Mission Statement? Yes \textit{if so, please attach it to this form.} The mission of the Federated Church is to love and worship God and to be a nurturing and accepting community. We strive to live and teach Christian values and to follow faithfully the example of Christ. As vessels of God, we are called to help satisfy the spiritual, emotional, and physical needs of people of all ages. As a people of peace, we reach out to our community and the world. As stewards of God, we accept responsibility for the growth and management of our church and for the stewardship of our earth's resources.

Is your Congregation Open and Affirming? Yes, we are also a “Creation Justice” church

Does your Congregation have a Welcoming Statement that is available to visitors and the community at large? \textit{Yes} \textit{if so, please attach it to this form.} “No matter who you are or where you are on life’s journey, you are welcome here.”

Does your Congregation join other congregation in the community for worship and/or service? If so, please describe some of these activities. \textit{We are the only religious organization in town, however our church is a federation of UCC, UMC, and UU denominations.}

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? \textit{We send delegates to NH Conference annual meeting. We have participation on the UCC conference Environmental Justice Team and on the Racial Justice Mission Group. Two of our youth attended a national youth synod with our pastor. A couple of members were part of an online book discussion put on by the conference. Members have participated in “Prepared to Serve” sessions pre-pandemic. Our church introduced a “Resolution For The Rights Of Nature” which was adopted by the NH Conference and is on the agenda for acceptance by the 2021 UCC Synod.}

Current Expense Budget: $132,597 (Current Year)
Our Church’s Wider Mission: $8244 (Current Year)

Number of Pledges: 35  Average Pledge Amount: $1254

Does the Church have an Endowment? Yes  What is the approximate size of the Endowment? $1,159,500

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?
___Our Church and congregation are currently in a “good place”___

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.
__We are an aging congregation, many of our members have less energy to continue our traditional activities. We may need to find new ways to accomplish our mission.

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. Plan and lead weekly and special worship services of the church, including the administration of the sacraments, working with the music director and office administrator.
2. Provide pastoral services and have first right of refusal, to officiate at weddings and funerals held at the church.
3. Visit persons related to the church who are hospitalized or otherwise in need of pastoral care, partnering with lay leadership as needed.
4. Respond to pastoral emergencies such as severe illness, death, etc., partnering with lay leaders as needed.
5. Work with the church moderator and council to provide pastoral consultation for monthly council meetings.
6. Meet with various church committees/teams as needed.
7. Provide religious education as needed.
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? 30

Cash Salary offered: $38,000 – $42,000 commensurate with experience

Housing Options:
_____ Housing allowance only
X_____ Parishonage only
_____ Would offer either

Housing Allowance Offered: $ ____________________________

Does the Compensation Package follow Conference Guidelines? _____

OTHER BENEFITS OFFERED (included in cash salary)

_____ 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 month X. until a Settled Pastor is called

NHCUCC Staff Person support this Search: _____ Rev. Gordon Rankin

Phone: 603 715-9527.

Rev. April 2020