Request for Pastoral Leadership for our
Time of Transition

Church Name: First Congregational Church of Wolfeboro, UCC

Street Address: 115 South Main Street, Wolfeboro, NH 03894

Web address (website, Facebook page): www.wolfeboroucc.org @fccwolfeboroucc

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 beloved Pastor has accepted another position.

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

During this time of transition we need a pastor who can provide a smooth transition between our current pastor and our next settled pastor.

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

This transition occurs during the COVID-19 pandemic. Our current pastor is extremely gifted in her ability to communicate electronically. Our congregation has become very accustomed to her creativity so we feel this talent is an important quality. In addition, she has also been active in our local community and a part of this has been her grief counseling. Finding someone with a community outreach interest would be helpful.

Information about your Congregation

Current Membership: ___207___ Non-Members Active in the Congregation: ___55___

Membership 5 yrs. ago: ___314___ Membership 10 yrs ago: ___327___

No. Attending Weekly Worship Services: 225 (YouTube viewers)
No. Participating in Weekly Education Programs: ______30______

No. Participating in Youth Programs: ______32______

Describe the Main Mission Emphasis of your Congregation:

We are a vibrant congregation dedicated to serving the spiritual, educational, and cultural needs of the surrounding community. No matter who you are or wherever you are in life’s journey, you are welcome here.

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

Our Faith in Action Committee is extremely active in both local and worldwide projects. We take four congregation-wide collections each year, we participate or organize eight outreach programs from a crop walk to a soup kitchen to gifts of hope, shelter boxes, Mother's Day and Father's Day projects, an outreach luncheon and Families in Transition (Hope House). In addition, we also financially assist at least a dozen other missions that range from Caregivers to Child Advocacy Programs, fuel assistance and other non-profits.

Does your Congregation have a Mission Statement? Yes if so, please attach it to this form.

Is your Congregation Open and Affirming? Yes

Does your Congregation have a Welcoming Statement that is available to visitors and the community at large? Yes 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.

Our Church normally joins All Saints Episcopal and St. Katherine Drexel for a Thanksgiving service on the Tuesday before the holiday. Our Pastor also has worked with All Saints for Ash Wednesday services. In addition, our Pastor and the Priest at All Saints do a reading group that meets bi-weekly.

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 in the past had members of our Church attend programs at the Horton Center, but none recently. We generally send our delegates plus our Pastor to NHUCC conferences in Pembroke and in the past our Pastor and periodically another member of our Church has attended General
Synod. We have a representative who generally attends the Association gatherings, and recently a number has participated in the "Equity Challenge."

Current Expense Budget: $270,390 (Current Year)

Our Church’s Wider Mission: $10,623 (Current Year)

Number of Pledges: ___61____ Average Pledge Amount: $3,017 (divided by units)

Does the Church have an Endowment? __Yes____ What is the approximate size of the Endowment? Total endowments $561,953

**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?

At this time we do not think there are any major areas of concern.

**Is there unresolved Conflict in Your Church?** 1 ____ 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? __Yes____ If so, please list them below or attach a description to this form.

We have a vibrant music program that includes both instrumental (on holidays), choral and bells. A vast number of our congregation are of retirement age.

**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:

According to our By-laws the full-time senior minister:

a. shall be ordained according to the practice of the church and the United Church of Christ, and will hold standing in the Carroll-Strafford Association, New Hampshire Conference of the United Church of Christ;

b. shall be in charge of all spiritual services of the Church, preach the Gospel, administer the Sacraments, and conduct services of public worship;

c. shall be charged with the spiritual welfare of the Church

d. shall lead the membership into Christian service

e. shall oversee the religious instruction offered through the Church

f. shall be given the privilege of granting use of the Church property for weddings, funerals, baptisms, and special services of worship

Rev. April 2020
g. shall be the chief operating officer with responsibility for the day-to-day operations, implementation of policy, supervision and assignment of all staff
h. shall present a written report to the Church membership at each Annual Organizational Meeting
i. shall be a member of the Church, a member of the Church Council and an ex-officio member of all the Church's standing boards and committees
j. shall covenant with the Church for service. Such covenant shall include, by mutual agreement, the terms by which the relationship may be severed
k. may be dismissed by a vote of a majority of those present and voting at a meeting of the Governing Body especially assembled for that purpose.

COMPENSATION AND SUPPORT

Is this position ____X____ Full Time? _______ Part Time?

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

Cash Salary offered: According to UCC scale

Housing Options:
     X  Housing allowance only
     _____Parsonage only
     _____Would offer either

Housing Allowance Offered: $(breakdown is Pastor's choice)

Does the Compensation Package follow Conference Guidelines? ____Yes____

OTHER BENEFITS OFFERED

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

     ____X_____ 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     ____X_____Individual     _____Family
     ____X_____Dental Insurance     ____X_____Individual     _____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  ____X____until a Settled Pastor is called

NHCUCC Staff Person support this Search: The Reverend Gordon Rankin

Phone: 225-6647
Email: GRankin@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 Rd, Pembroke NH 03275 Ph: (603) 225-6647 Fax: (603) 225-2345 Toll Free 1-888-642-8229

Rev. April 2020
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Attachment

Mission Statement:
The mission of The First Congregational Church, United Church of Christ, Wolfeboro, New Hampshire is to be a welcoming, caring Christian community. Because we believe God’s love and care extends to all persons, we strive to extend our own welcome and care to all regardless of race, gender identity or expression, sexual orientation, mental or physical ability, culture, age, and economic or social status. Inspired by the Bible, we freely covenant with one another to worship and pray, learn and teach, serve and support, in order to manifest God’s love in the world. As people of God, we do this trusting in God’s continuing guidance and help. We seek to follow the example and teaching of Jesus Christ our Savior, and depend upon the Holy Spirit to challenge, empower and comfort us, we commit ourselves to the ongoing work of being an Open and Affirming Congregation.